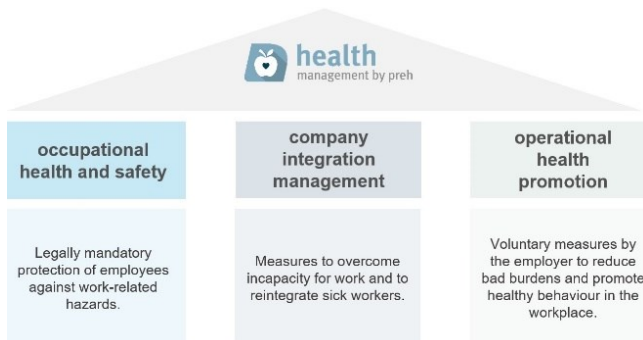


Our guiding principles

The Preh Group Management Board understands the **health and safety** of all employees as well as the **protection of environment and climate** as important corporate guiding principles for a **sustainable acting**. We assess **current and future activities** regarding ecological and safety aspects, whereby the environmental and safety **legislation** relevant to Preh is considered the **minimum requirement** for our business units Automotive HMI (human machine interface), Commercial Vehicles HMI and E-Mobility. Thereby prevention takes a central significance. Our employees and partners are encouraged to contribute actively with the following guiding principles:

Occupational health and safety

Through “health management by Preh”, we continuously develop, realize and optimize work safety and health protection concepts at Preh sites, taking into account country-specific regulations and conditions.



To mitigate risks, we are guided by the following control hierarchy:

- hazard elimination and substitution, as far as possible
- technical measures to promote a. o. machine safety and workplace ergonomics
- organizational measures
- provision and use of personal protective equipment

Conservation of resources and protection of environment and eco-systems

We respect our environment and take measures to avoid negative impacts on it. We established therefore the following principles for all production sites:

- prevention of air, water, soil and other pollutions (among others from noise or volatile organic compounds)
- reduction of resource consumption and waste generation (by reuse and recycling where feasible)
- protection of local ecosystems and biodiversity by compliance with phytosanitary measures (e.g. for wood packaging) and responsible use of space

Energy conservation and climate protection

In order to mitigate climate change impacts, we strive to optimize our energy demand by limiting our consumption and reduction of greenhouse gas emission at all Preh sites by:

- analysis and evaluation of energy demands
- promotion of renewable energy usage in our value chain (direct and indirect operations)
- implementation of realizable energy efficiency projects and usage of renewable energies
- participation in climate reporting initiatives

To realize our principles, we commit to:

- assess the needs and expectations of all stakeholders by joint cooperation and open dialogues;
- fulfill our **compliance obligations** whereby legal requirements represent our minimum standard;
- promote **responsible chemical management** – including selection, handling, storage and disposal of chemicals to prevent potential negative impacts;
- assess EHS-related aspects of our activities and products to **avoid injuries and occupational diseases** and to **ensure environmental protection**;
- inform, qualify and motivate our employees to **promote the awareness** for a responsible acting towards our **process and product responsibility**;
- establish **emergency organizations** to ensure that immediate actions in case of incidents and accidents are taken to minimize negative impacts to persons and the environment;
- ensure **fire protection** by developing adequate and compliant concepts in cooperation with local authorities;
- promote **responsible sourcing** through our supply chain and to encourage our suppliers and contractual partners for a sustainable production and economizing;

- improve the **EHS performance** of our sites, products and production processes through continuous monitoring and action implementation;
- involvement of interested parties through regular reporting as well as consultation and participation of our employees and their representatives;
- continuously improve our integrated management system;
- promotion of a sustainable product portfolio along the entire product life cycle, by
 - performance of life cycle assessment studies of our products to mitigate the environmental impacts
 - promoting the use of circular economy materials (e.g. recycling material), where technically feasible
 - consideration of recyclability and dismantlability during product design;
 - assurance of product safety and compliance to avoid potential negative health and safety impacts during the use phase.

Our activities focus on the preservation of the environment and local ecosystems, corporate sustainability and responsibility towards our employees as well as partners.

sgd. Zhengxin “Charlie” Cai
Managing Director, President & CEO

sgd. Dr. Guntram Nöth
Managing Director, CFO

sgd. Rui Marques Dias
Managing Director, COO

sgd. Dr. Marcus Kneifel
Managing Director, CTO