

Policy Statement on Human Rights and Environmental Responsibilities

RESRG Automotive – Acting Responsibly Worldwide

With this policy statement, RESRG Automotive commits to respecting internationally recognized human rights and conducting its business in an environmentally responsible manner. This Policy applies globally to all RESRG Automotive entities across EMEA, North America, and Asia Pacific, as well as throughout our supply chain.

We align our business practices with internationally recognized standards and frameworks, thereby embodying our core philosophy of “**Culture of Care**,” including in particular:

- the Ten Principles of the UN Global Compact
- the OECD Guidelines for Multinational Enterprises
- the UN Guiding Principles on Business and Human Rights
- the Universal Declaration of Human Rights
- the ILO Core Labour Standards and relevant conventions
- the Paris Agreement and the Rio Declaration on Environment and Development

Our Core Values and Commitment

Respect for human rights and the protection of the environment are fundamental to RESRG Automotive’s corporate values. These principles are embedded in our Code of Conduct and apply to all employees as well as to our business partners.

We recognize our responsibility to identify and appropriately address both potential and actual human rights and environmental impacts arising from our activities—within our own operations and across our supply chain.

RESRG Automotive is committed to upholding fundamental human rights in all areas of its operations and business relationships. This commitment includes:

- the prohibition of child labor and all forms of forced or compulsory labor
- the elimination of discrimination, harassment, and unequal treatment in employment
- the provision of fair wages, benefits, and working hours in accordance with applicable laws and standards
- respect for freedom of association and the right to collective bargaining
- the protection of employees' dignity, health, and safety

Our guiding principle of **"Culture of Care"** shapes our daily actions. Occupational health and safety is our highest priority—for our employees and for all individuals within our supply chain, including those employed by our suppliers.

For us, **"Culture of Care"** means fostering a work and business environment built on respect, safety, and responsibility. This includes fair working conditions, the protection of health and the environment, and collaborative, transparent relationships with our suppliers. We are committed to going beyond minimum legal requirements and actively promoting a culture of care and sustainability.

RESRG Automotive expects all suppliers to comply with our Supplier Code of Conduct and to cascade these expectations throughout their own supply chains.

Supplier Expectations and Enforcement

RESRG Automotive takes a structured, risk-based approach to ensuring compliance with human rights and environmental standards across its supply chain. This includes:

- risk-based screening and assessment of suppliers
- ongoing monitoring and, where appropriate, audits
- the implementation of corrective action plans in cases of identified non-compliance

Suppliers are expected to actively cooperate in these processes and to address identified issues in a timely manner. Failure to meet these expectations may result in appropriate consequences, including escalation measures and, where necessary, the termination of business relationships

Our Human Rights and Environmental Strategy

RESRG Automotive implements human rights and environmental due diligence in line with applicable legal and regulatory requirements across the regions in which we operate.

Our approach is based on a globally consistent, risk-based framework. We conduct ongoing human rights and environmental risk assessments across our supply chain to identify, prevent, and mitigate potential adverse impacts. The extension of these assessments to our own operations is currently being progressively implemented and further expanded across all regions and business activities.

Our due diligence process includes:

- identifying and assessing risks
- implementing preventive and mitigating measures
- monitoring the effectiveness of these measures
- continuously improving our systems and processes

This approach enables us to identify relevant risks at an early stage and take appropriate action to prevent or minimize adverse impacts on people and the environment.

Where RESRG Automotive identifies that it has caused or contributed to adverse human rights or environmental impacts, we are committed to providing for or cooperating in their remediation in an appropriate and effective manner. Where impacts are directly linked to our operations, products, or services through business relationships, we seek to use our leverage to support effective remediation. Remediation measures may include corrective actions, compensation where appropriate, and improvements to processes to prevent recurrence.

Governance and Responsibility

Overall responsibility for human rights and environmental due diligence rests with the RESRG Automotive Compliance and Ethics Council at the executive management level.

The Compliance and Ethics Council oversees the strategic direction, implementation, and continuous development of these efforts, ensuring a consistent approach across the entire group.

Integrity Line

RESRG Automotive provides a global reporting channel through which employees, suppliers, and external stakeholders can report potential human rights or environmental risks and violations. Reports are treated confidentially and without fear of retaliation.

Transparency and Continuous Improvement

Transparency is a key component of our responsible business conduct. RESRG Automotive regularly reports on its activities and progress in the areas of human rights and environmental protection as part of its sustainability reporting.

We view the fulfillment of our human rights and environmental responsibilities as a continuous learning and improvement process and are constantly refining our approaches and measures—guided by our core principle of “**Culture of Care.**”

Jeff Stafeil, Chief Executive Officer

Date: June 24, 2026