



RESRG Automotive Integrity Reporting Policy

Version 1.0 / October 2025

Foreword and Objective

RESRG Automotive stands for responsible conduct, integrity in business dealings, and sustainable corporate governance. We are committed to complying with all applicable laws and upholding our core values in all business processes. These values are anchored in the Code of Conduct, Organizational Mindsets and supplementary policies and are binding for all employees, regardless of position or hierarchy level. We expect our business partners to share these principles.

Our goal is to identify and prevent risks related to compliance, human rights, and the environment at an early stage. Violations of laws or internal rules not only endanger our company but also our employees, business partners, and other stakeholders. Therefore, we rely on an effective **compliance management system** that includes clear rules, training, and secure reporting channels.

Through our reporting channels, employees and external parties can confidentially report potential violations or risks at any time. This promotes transparency, strengthens trust in our organization, and contributes to responsible corporate governance – including a sustainable and ethical supply chain.

I. Reporting Channels

RESRG Automotive provides several secure channels for reporting potential violations or risks. Our preferred channel is the **RESRG Integrity Line**, as it offers the highest security and data protection standards and also allows anonymous reporting. Alternatively, you may use postal mail or email. Please note that anonymity cannot be guaranteed to the same extent when using postal mail or email.

1. RESRG Integrity Line (preferred channel)

The RESRG Integrity Line is a web-based reporting system that is accessible 24/7, supports multiple languages, and allows for anonymous reporting. The system is not connected to internal IT systems and meets high security and data protection standards. If you wish to remain anonymous, please ensure that your report does not contain any personal data that could reveal your identity.

- **Online:** <https://resrgautomotive.integrityline.com/>

2. Postal Mail



You can also submit reports by postal mail to the following addresses:

Worldwide / NAAP Region:

General Counsel, Legal & Compliance

RESRG Automotive LLC: 800 Stephenson Highway, Troy, Michigan 48083, United States of America

EMEA Region:

Legal & Compliance, RESRG Automotive SE & Co. KG:
Zehstraße 5, 95111 Rehau, German

China:

Legal & Compliance, RESRG Automotive (Suzhou) Co., Ltd.
Zone B, Export Processing Zone, Suzhou Industrial Park
Suzhou, Jiangsu Province 215021 P.R. CHINA

Note: When submitting reports by postal mail, anonymity cannot be guaranteed to the same extent as when using the RESRG Integrity Line.

3. Email

You can also submit reports by email to the following address:

- **compliance@resrgautomotive.com**

Note: For email notifications, the sender address is visible; complete anonymity cannot be guaranteed.

II. Reporting Categories

You can use the established reporting channels to submit any information that may indicate potential violations of laws, internal policies, or the **RESRG Automotive Code of Conduct**. This includes, in particular, compliance risks, white-collar crimes, and risks related to human rights and environmental protection.

Possible reporting categories:

- **Corruption and bribery**, including kickback payments
- **Violations of competition and antitrust laws**
- **Money laundering and foreign trade law**
- **Fraud, embezzlement, misappropriation, or theft**
- **Conflicts of interest**
- **Data protection and information security**
- **Intellectual property**



- **Working conditions, occupational safety, and discrimination** (including sexual harassment, physical security)
- **Trade compliance & export control**
- **Environmental protection and environmental risks** (e.g. violations of environmental regulations)
- **Human rights violations** (e.g. child labor, forced labor, withholding of fair wages, violation of freedom of association)
- **Violations of tax law**
- **Violations of the RESRG Automotive Code of Conduct**
- **Other serious legal violations or white-collar crimes**

Note: The categories are intended as guidance. Incorrect classification is not detrimental – every report will be reviewed regardless of the selected category.

III. Case Management

Case management at RESRG Automotive follows a clearly defined and documented process within the framework of the Compliance Management System, in particular, Investigation Assessment Framework. The objective is to handle incoming reports efficiently, effectively, confidentially, and in accordance with legal requirements.

1. Receipt of Reports

Every incoming report is registered by the Legal & Compliance department and assigned Case Manager. The Case Manager reviews the report, determines the next steps, and contacts the reporter if necessary to clarify open questions or obtain additional information. Access to the report is restricted to specifically named employees with operational responsibility. In exceptional cases, access may be extended to other individuals or external parties if required for the investigation. If technically feasible, the reporter will receive an acknowledgment of receipt of the report within seven days.

2. Plausibility Check

After registration, an initial assessment of the report is conducted. The aim is to determine whether the reported matter is plausible and may constitute a violation of internal policies or external regulations. The Case Manager performs a summary review based on the available information and initial research. If the report is deemed implausible, it is documented and closed. Plausible reports are submitted to the Allegation Oversight Committee (AOC), Legal or Human Resources as appropriate based on the allegation. Depending on severity, the AOC, consisting of the General Counsel and representatives from Legal & Compliance and Human Resources or appropriate corporate resource, decides on further steps, such as initiating a special investigation.

3. Special Investigation



A special investigation serves to lawfully and objectively clarify plausible suspicions. The goal is to fully investigate the facts, identify or rule out potential violations of rules or laws, and derive necessary actions such as corrective actions, asset recovery, or preventive measures.

Principles of Investigation:

- **Legal Compliance and Proportionality:** All actions are carried out in accordance with applicable laws and regulatory requirements and appropriate resources.
- **Professionalism and Objectivity:** Investigations are conducted diligently, neutrally, and promptly.
- **Confidentiality and Data Protection:** The protection of personal data and sensitive information is a top priority.

4. Measures and Consequences

Upon completion of a special investigation, the Case Manager prepares a final report summarizing the key findings, underlying facts, and specific recommendations for action. This report is submitted to the AOC or appropriate corporate resource, which reviews the findings and coordinates further decision-making. Depending on the nature and severity of the allegation, decisions on necessary measures are made at the appropriate level: locally by the plant or local management, regionally by the responsible leadership, or globally by the Executive Leadership Team. The goal is to consistently address identified misconduct and minimize future risks.

Possible measures range from disciplinary or employment-related actions to address involved employees to the recovery of assets and organizational adjustments, such as the implementation of additional controls or process changes. In all cases, measures must be proportionate, effective, and legally permissible.

The reporter will be informed of the completion of the case – as far as legally possible. If the report confirms violations, the reporter will also be informed of the measures taken to a reasonable extent. If the case is not closed within three months of the acknowledgment of receipt, the reporter will receive an interim update on the current status of the proceedings.

5. Continuous Improvement Measures

During the investigation process – and at the latest after the conclusion of a special investigation – an analysis is conducted to identify any process or control weaknesses that may have enabled or facilitated the compliance violation. In collaboration with the relevant departments, appropriate improvement measures are defined and their implementation monitored. The aim is to sustainably reduce the risk of recurrence and continuously enhance the effectiveness of case management.

IV. Protection of Reporters



RESRG Automotive does not tolerate any reprisals, disadvantages, or retaliatory actions against individuals who submit reports or complaints in good faith. This protection is not only part of our corporate culture but also legally mandated.

The confidentiality of your identity is of utmost importance to us. Your name – if known – and all information related to the investigation will be treated strictly confidentially and will only be accessible to those directly involved in handling the case. Disclosure will only occur if necessary for the investigation. All parties involved are subject to strict confidentiality obligations.

If RESRG Automotive is legally required to disclose your identity to authorities, we will inform you in advance – as far as legally permissible. Protection applies to all reporters acting to the best of their knowledge and belief and in good faith. Individuals who intentionally provide false or misleading information are excluded from this protection; in such cases, RESRG Automotive reserves the right to take legal action.

V. Data Protection

All applicable legal requirements regarding the documentation and deletion of reports and data protection are observed.
