



AUTOKINITON

Supplier Sustainability Guidelines and Code of Conduct

August 6, 2025

Autokiniton Sustainability Policy

Autokiniton is committed to promoting sustainability and being a responsible corporate citizen by considering people and the planet in all that we do.

We are committed to reviewing our manufacturing processes and practices to minimize our environmental impact by reducing energy, natural resource, and raw material consumption, lowering our contribution to climate change, and addressing our carbon footprint.

We will engage our associates to meet these commitments.

We will work to continuously improve our sustainability performance and periodically report on progress.

Autokiniton Sustainability Commitments

Commitment to a Diverse and Inclusive Workforce

Autokiniton is an equal-opportunity employer that is dedicated to attracting, hiring, and developing a strong, talented, and diverse workforce. We treat associates fairly and provide a challenging and enjoyable environment to work. Employment decisions are based on individual qualifications without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity, or expression, or any other characteristic protected by federal or local laws. Autokiniton requires suppliers to maintain the same commitment to diversity and inclusive workforce by encouraging a positive and diverse workplace and not tolerating harassment or discrimination.

Trust and Supplier Collaboration

“WE MANUFACTURE TRUST”

Autokiniton’s extensive manufacturing capabilities and deep commitment to our customers have made us a partner to the top automotive manufacturers on the planet. Our industry-renowned work in the manufacturing space has created a longstanding legacy of operational excellence. We value our suppliers and seek opportunities to partner with all to grow our business. We are committed to safeguarding sensitive information and will ensure it remains confidential when requested.

Values & Integrity

At the core of our organization lie our values and integrity, guiding everything we do. Our commitment to these principles shapes our culture, drives our decisions, and defines our relationships with associates, customers, partners, and the community. We expect suppliers to uphold our high ethical standards.

Our Business Code of Conduct and Ethics restricts gifts and business courtesies, including meals and entertainment each of which may be permissible if they are customary and commonly accepted business courtesies; not excessive in value; and given or accepted without an expressed or implied understanding of an obligation upon acceptance of the gift. Payments or promises of; money, property, or services for the purpose of obtaining business or special consideration are prohibited. Gifts, payments, or promises of any kind are never permitted with any government officials or agencies.

Our Values

- **Team** – “We” Not “I”
- **Speed** – Bureaucracies Impede Progress
- **Simplify** – Common Sense Works
- **Performance** – Results Driven
- **Empowerment** – Communication & Trust

Social Responsibility

Autokiniton strives to be a good corporate citizen within the communities we operate. We believe that making a positive impact in the community is an important part of our overall principles. We expect our Suppliers to abide by all applicable employment, environmental, health and safety laws and regulations. Recognizing our supply chain spans many different regions around the globe, Autokiniton is committed to maintaining global working conditions and standards that result in dignified and respectful treatment of all associates within all our global operating locations, as well as those of our supply chain. Autokiniton has policies, procedures, and systems in place, to support the following standards:

- Child labor shall not be utilized. Underage labor, as defined by local labor law, will not be utilized unless it is part of a government approved training or apprenticeship program that clearly benefits the participants.
- Any form of forced or compulsory labor is prohibited.
- Workers, without fear of reprisal, intimidation, or harassment, should be able to communicate openly with management regarding working conditions. They shall also have the right to associate freely and join labor unions and workers' councils in accordance with local laws.
- Workers shall be protected against any form of harassment and discrimination in any form, based upon race, color, religion, age, sex/gender, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity, or expression, or any other characteristic protected by federal or local laws.
- Workers shall have a safe and healthy workplace that meets or exceeds all applicable standards for occupational health and safety.
- Workers shall be compensated with wages and benefits that are competitive and comply with local law, including minimum wages, overtime hours and legally mandated benefits.
- Working hours shall comply with all applicable local laws regulating hours of work.
- Anti-Corruption: Integrity and ethical conduct have always been an inherent part of our culture. Ethical conduct is one of the cornerstones on which Autokiniton's excellent reputation is built. Our customers count on it, but also all other stakeholders and all personnel working for Autokiniton. Therefore, there is no room for negotiation or interpretation when it comes to following our Supplier Code of Conduct.

It is our expectation that all suppliers will maintain these working conditions in their operations as well, while also promoting adoption of these principles with their own suppliers. Failure to comply with any of these working conditions or this Supplier Code of Conduct may prevent the award of future business and could lead to loss of existing business, or other actions as deemed appropriate by Autokiniton.

Environmental Sustainability

Autokiniton is committed to environmental responsibility and has many different programs designed to protect our environment and manage critical resources to sustain and replenish resources for future generations. We expect our suppliers to show the same dedication and commitment to the environment and recommend certification to ISO 14001 environmental standards. Suppliers not currently holding environmental certification are encouraged to achieve ISO 14001 certification status. Autokiniton supports End-of-Life Vehicle (ELV) directives and the International Material Data System (IMDS). As required, suppliers shall comply with applicable standards on the classification, packaging and labeling of hazardous substances and mixtures, including national implementations of the UN Globally Harmonized System (GHS), the Workplace Hazardous Material Information System (WHMIS), Autokiniton Supplier Quality Requirements (AGG NA-ST-050) where topics including Conflict Minerals, Restricted Materials (REACH) and Reduction of Hazardous Materials (RoHS/RSMS) are addressed. Autokiniton expects our suppliers and their sub-tier suppliers, as appropriate, to register and comply with all reporting requirements that are applicable to their products and processes. Autokiniton also encourages all suppliers to develop a sustainability program that addresses:

- Air quality
- Energy consumption and greenhouse emissions
- Natural resources management and waste reduction
- Responsible chemical management
- Water quality / consumption.

Autokiniton Sustainability Vision

We believe our commitment to improving manufacturing and logistics operations is an investment in future generations, through carbon footprint reductions, responsible consumption of natural resources and doing our part to reduce our impact on the environment.

Supplier Code of Conduct

At Autokiniton our commitment to sustainability, the well-being of our associates and communities is second to none. Sustainability is embedded into the fabric of our company through our commitment to sustainable manufacturing practices and products.

We believe in ***“We care about our people. We Care about our planet.”***

This Supplier Code of Conduct (the Code) outlines Autokiniton’s requirements and expectations for our suppliers, contractors, and subcontractors and each of their suppliers, contractors and subcontractors, hereafter referred to as “Suppliers,” in areas related to human rights, social responsibility, environmental stewardship and ethical business practices.

The Code applies to any company that provides a product or service to Autokiniton and we expect that Suppliers cascade these expectations and requirements to their Suppliers. We strive to work with our Suppliers as we progress together towards a sustainable future. However, we reserve the right to terminate a Supplier relationship or take other corrective actions if the Supplier fails to comply with our requirements and expectations.

Responsibilities

All production material suppliers and service part suppliers are required to maintain a Quality System to ensure compliance with the requirements of the Autokiniton Supplier Quality Requirements. These Requirements explain Autokiniton’s minimum expectations, as well as the process Autokiniton follows to assess the capability and performance of our suppliers. All production material suppliers and service part suppliers are required to meet the requirements in the Autokiniton Supplier Quality Requirements (AGG NA-ST-050) where topics including Conflict Minerals, Restricted Materials (REACH), Reduction of Hazardous Materials (RoHS/RSMS), and IMDS International Material Data System are addressed.

Autokiniton seeks suppliers who have a minimum of ISO 9001 and who will achieve IATF 16949 registration, further Autokiniton expects suppliers to cascade this requirement to their subcontractors / suppliers. Autokiniton requires each supplier to cascade all applicable statutory and regulatory requirements down the supply chain to the point of manufacture. Autokiniton prefers suppliers who have ISO 14001 or comparable registered Environmental Management Systems.

Upholding Human Rights and Promoting Social Responsibility

Autokiniton is committed to protecting and promoting human rights and good labor practices in our operations, and we expect our Suppliers to make the same commitments. We expect our Suppliers to abide by all applicable employment, environmental, health and safety laws and regulations. Autokiniton is committed to maintaining working conditions and standards that result in dignified, fair, and respectful treatment of all associates within our operations, as well as those of our supply chain.

Prohibition of Child Labor

Suppliers shall not directly or indirectly use child labor in any form.

We expect Suppliers to:

- Comply with laws governing the minimum working age and hour restrictions, established by local laws, or under the age of 18 where local laws do not specify minimum work age and/or hour restrictions, and to ensure workers do not perform work that, due to its nature or the circumstances in which it is performed, would endanger their safety, health or well-being, including night shifts, overtime, or hazardous work. Government-authorized job training or apprenticeship programs that clearly benefit the participants are permitted.
- Ensure student workers' rights are protected and student workers maintain appropriate work hours.

Prohibition of Forced Labor & Human Trafficking and the Use of Security Forces

Suppliers shall not use or condone forced labor, human trafficking, or any form of abusive disciplinary practices. We encourage Suppliers to work actively to eliminate modern slavery and forced labor within their own sphere of influence. Suppliers are required to ensure security forces, when used, are trained to respect human rights.

We expect Suppliers to:

- Implement a policy to prevent forced labor.
- Prohibit the use of bonded, indentured, or exploitive prison labor. Work must be undertaken for fair compensation and must not be undertaken to repay a debt incurred (i.e., as a result of deceptive recruiting practices).
- Never mislead or defraud potential workers about the nature of the work or ask them to pay recruitment fees.
- Never confiscate, destroy, conceal, and/or deny access to worker passports and other government-issued identity documents.
- Provide workers with written notification in a language well understood by them, stating in a truthful, clear manner, their rights, and responsibilities.

Animal Welfare

Autokiniton is committed to upholding the highest standards of animal welfare throughout our supply chain. We do not utilize animals for testing purposes and do not engage or fund third parties to conduct animal testing on our behalf.

We expect our suppliers and their subcontractors to adhere to the following principles:

- **Adherence to the Five Freedoms:** Respect the five animal freedoms formalized by the World Organization for Animal Health (OIE), ensuring animals are free from hunger, discomfort, pain, fear, and the freedom to express normal behavior.
- **Prohibition of Animal Testing:** Do not use animals for testing or require subcontractors to do so.
- **Ethical Sourcing:** Ensure that no animals are raised or killed solely for the purpose of being used in automotive products.
- **Monitoring and Compliance:** Implement robust monitoring mechanisms to ensure compliance with these animal welfare standards, including regular audits and corrective actions when necessary.

Biodiversity

Autokiniton is dedicated to preserving biodiversity and minimizing environmental impact across our supply chain.

We expect our suppliers to:

- **Environmental Compliance:** Operate in accordance with applicable environmental laws and regulations.
- **Deforestation and Habitat Protection:** Avoid activities that lead to deforestation or the destruction of natural habitats.
- **Responsible Sourcing:** Source materials responsibly, ensuring they do not contribute to environmental degradation.
- **Biodiversity Risk Assessments:** Conduct regular biodiversity risk assessments and take proactive measures to mitigate identified risks.
- **Certifications:** Obtain and maintain recognized environmental certifications, such as FSC or ISO 14001, to demonstrate commitment to sustainable practices.
- **Continuous Improvement:** Engage in continuous improvement efforts to enhance environmental performance, including responsible water and soil management.
- **Protected Areas:** Refrain from operations in protected or high conservation value areas to prevent adverse impacts on biodiversity.

Conflict Minerals

Suppliers shall source materials responsibly, conduct due diligence and increase transparency related to raw materials, particularly those sourced from the Democratic Republic of the Congo. Suppliers shall also report a chain of custody for relevant materials upon request to Autokiniton.

Right to Fair Compensation

Suppliers shall pay fair and appropriate compensation.

We expect Suppliers to:

- Comply with all applicable federal, state, and local laws regarding minimum wage and support a living wage by providing competitive compensation and benefits that meet or exceed legal requirements.
- Pay wages in a traceable manner and at a specified time. Unauthorized wage deductions and withholding of wages as a disciplinary measure are strictly prohibited.
- Ensure that work schedules and overtime are consistent with all applicable laws, including maximum hour and rest periods.
- Prohibit workers from working “off the clock.”

Freedom of Association and Right to Collective Bargaining

Suppliers shall recognize the rights to freedom of association and collective bargaining.

We expect Suppliers to:

- Allow their employees to communicate openly with management regarding working conditions.
- Uphold the right to associate freely and join labor unions and workers’ councils in accordance with local laws.

Protection Against Discrimination and Harassment

Suppliers shall not tolerate discrimination or harassment of any kind.

We expect Suppliers to:

- Prohibit discrimination or harassment of any kind, including without limitation, intimidation, threatening, demeaning, offensive, or disrespectful behavior such as bullying, taunting, disparaging comments, slurs, epithets, negative stereotyping, hostile acts, written or graphic material that ridicules or shows hostility, hatred towards or aversion to an individual or group that is posted on the premises or circulated in the workplace.
- Prohibit and prevent sexual harassment, including without limitation, unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature, or abuse of authority with promises or threats for sexual favors.
- Implement a policy to prevent discrimination and harassment based upon race, color, religion, age, sex/gender, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identify, or expression, or any other protected characteristic.
- Implement a process for reporting complaints of harassment, abuse, or discrimination.

Equal Employment Opportunity; and Diversity, Equity, and Inclusion

Suppliers shall promote diversity, equity, and inclusion in the workplace.

We expect Suppliers to:

- Provide equal opportunity for employment to all workers and applicants without regard to race, color, religion, age, sex/gender, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local law.
- Value and respect workers of different backgrounds, capabilities, and opinions, and to promote a culture of inclusion.
- Encourage diversity in all levels of the workforce, including leadership.
- Provide accessibility and reasonable accommodations to qualified persons with known disabilities.

We value a diverse Supplier base. As part of our commitment, we track Diversity Supplier Spend data and share the data with our customers.

Health, Safety and Well-Being

Suppliers shall provide a working environment that protects and promotes workers' health, safety, and well-being.

We expect Suppliers to:

- Provide a working environment and conduct business in a manner that protects the health and safety of workers, which meets or exceeds industry standards and national, state and local laws and regulations for occupational health and safety.
- Maintain a health and safety management system to limit worker exposure to hazards and promote continuous improvement.
- Perform regular health and safety assessments and develop preventative and corrective measures to address workplace hazards.
- Provide regular health and safety training for workers.
- Provide required rest breaks, personal protective equipment, and clean facilities with sanitary dining facilities, where applicable, and drinking water.
- Implement an emergency plan and conduct emergency drills on a regular basis.
- Offer opportunities for workers to openly raise health and safety concerns and ensure no retaliation.

Environmental Stewardship

Autokiniton is committed to environmental responsibility and has many different programs designed to protect our environment and manage critical resources to sustain and replenish resources for future generations. We expect our Suppliers to show the same dedication and commitment to the environment.

Environmental Management

Suppliers shall implement an environmental management system.

We expect Suppliers to:

- Maintain compliance with federal, state, and local laws.
- Maintain ISO 14001 Environmental Management System Certification. If a Supplier does not currently hold an ISO 14001 Certificate, they are encouraged to develop a plan obtain certification.

Energy & Emissions

Suppliers shall work to reduce their overall energy and emissions.

We expect Suppliers:

- Implement a GHG strategy and monitoring program.
- Consider energy from renewable sources and/or lower impact resources wherever practical to reduce greenhouse gasses.
- Increase energy efficiency and low-carbon or carbon-free energy sources wherever practical to reduce greenhouse gas emissions.
- Evaluate the lifecycle of products and processes.
- Monitor, control, minimize and, to the extent possible, eliminate emissions contributing to local air pollution. Ozone- depleting substances shall be effectively managed.
- Conduct routine monitoring of the performance of its air emission control systems.
- Where appropriate, Suppliers should monitor and control the levels of industrial noise to avoid noise pollution.

Respecting Land Rights

- Suppliers shall avoid forced eviction and the deprivation of land, forests and waters in the acquisition, development or other use of land, forests, and waters.

Water and Soil

Suppliers shall conserve water and prevent contamination of water resources.

We expect Suppliers to:

- Reduce freshwater usage, recycle water whenever possible, and support access to clean and safe drinking water in local communities.
- Conduct routine and required monitoring of wastewater treatment and containment systems to ensure water conservation, quality management and regulatory compliance are maintained.
- Minimize impact of soil quality in business operations.

Chemicals, Materials and Waste

Suppliers shall conserve resources, manage, and reduce the use of hazardous and restricted materials, and minimize waste.

We expect Suppliers to:

- Comply with applicable standards on the classification, labeling and packaging of hazardous substances and mixtures, including national implementations of the UN Globally Harmonized System (GHS), such as Regulation (EC) No. 1272/2008 on the classification, labeling and packaging of substances and mixtures.
- Identify and minimize or eliminate the use of restricted substances in manufacturing processes and finished products to ensure regulatory compliance.
- Monitor use of reportable substances in processes and finished products and actively investigate suitable substitutes.
- Implement policies and procedures to reduce waste wherever possible.
- Use recycled and recyclable materials whenever possible in packaging.
- Work to eliminate single use plastics throughout the manufacturing process.
- Communicate opportunities to increase recyclability and recycled content.

Ethical Business Practices

Integrity and ethical conduct have always been an inherent part of our culture. Ethical conduct is one of the cornerstones on which Autokiniton's excellent reputation is built. Our customers count on it, but so do all other internal and external stakeholders. Therefore, there is no room for negotiation or interpretation when it comes to following this Supplier Code of Conduct.

Corruption, Extortion, Bribery, Fraud and Money Laundering

Suppliers shall conduct business free from all forms of corruption.

We expect Suppliers to:

- Work against corruption in all its forms, including extortion, bribery, fraud, and money laundering.
- Comply with all applicable laws and regulations in every jurisdiction where they operate.
- Not use corporate funds, property, or other resources for any unlawful or improper purpose.
- Not give, promise, or authorize any payments, directly or indirectly, to government officials in any country.
- Conduct business transparently and accurately record business expenditures in financial reports and filings.

Fair Competition

One of the primary goals of the antitrust laws is to promote and preserve each competitor's independence when making decisions on price, output, and other competitively sensitive factors. Suppliers shall operate their business to promote fair competition.

We expect Suppliers to:

- Suppliers must not agree, verbally or otherwise, with any competitor on matters that limit independent judgment and restrain trade such as agreements to fix prices, provide discounts, coordinate bidding activities, limit production, control the quantity of products, divide the market for customers, territories, products or purchases, or boycott customers or other suppliers.
- Uphold standards of fair business and conduct business in accordance with all applicable anti-trust or anti-competition laws and regulations, and never engage in activities that violate these laws or which otherwise limit competition.
- Never take unfair advantage of others through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair dealing or practice.
- Never attempt to acquire a competitor's trade secrets or other proprietary information through unlawful means such as theft, spying, bribery, or breach of a non-disclosure or confidentiality agreement.

Conflicts of Interest, Gifts / Business Courtesies, and Anti-Bribery

Suppliers shall conduct business in a manner that avoids any appearance of impropriety.

We expect Suppliers to:

- Promptly disclose to your primary contact at Autokiniton all potential conflicts of interest, including those in which the Supplier may have been placed inadvertently due to either business or personal relationships with customers, Suppliers, or business associates.
- Refrain from accepting or giving any gifts, favors, payments, entertainment, etc. with the purpose of obtaining any improper advantage or influence for the Supplier, Autokiniton or any third party.
- Never ask for gifts, entertainment or any other business courtesies from people doing business with your company. Unsolicited gifts and business courtesies, including meals and entertainment, may be permissible if they are customary and commonly accepted business courtesies; not excessive in value; and given and accepted without an expressed or implied understanding that you are in any way obligated by your acceptance of the gift. You should consider the same factors when determining whether to provide a gift or extend a business courtesy such as meals or entertainment.
- Never take or accept bribes, kickbacks, or any other improper payments, either directly or through third parties.
- Take special care when dealing with public officials or associates and never offer them gifts or business courtesies. The U.S. Foreign Corrupt Practices Act makes it a crime to offer, promise or pay a bribe, directly or indirectly, to a foreign government official to obtain or retain business, or to secure an improper advantage in connection with the Company's business, both inside and outside the United States.

Information Security and Data Privacy

Suppliers shall ensure the security of their information systems and protect data privacy.

We expect Suppliers to:

- Comply with relevant privacy, data protection and information security laws and regulations regarding the collection, storage, processing, transmission, or disclosure of data.
- Have an Information Security Management System (ISMS) that is based on a recognized framework. This may be TISAX, ISO 27001, NIST CSF or other recognized frameworks. However, at minimum, it must address the IATF 16949 Sanctioned Interpretations on Cyber Security. See Supplier Quality Requirements for details on requirements of Supplier's ISMS.
- Implement appropriate measures to respect privacy (including personal data) and guard against loss and unauthorized access or use.

Report all cybersecurity-related disruption events to the Autokiniton IT Service Desk by emailing them at IT.servicedesk@autokiniton.com AND calling them at 1-877-999-4877. Provide them with Supplier name, Supplier code, description of the incident, impact and contact information.

Intellectual Property and Confidentiality

Suppliers shall protect intellectual property and confidential information. If a Supplier is unsure about the confidential nature of specific information, they should review Autokiniton's Supplier Terms and Conditions for more information or ask for clarification from their contact at Autokiniton.

We expect Suppliers to:

- Respect valid intellectual property rights and use commercially reasonable practices to protect the transfer of confidential technology and knowledge.
- Maintain and enforce appropriate measures to ensure the confidentiality of records and information regarding Autokiniton and other partners.

Disclosure of Information

Suppliers shall conduct all business dealings and records transparently and accurately.

We expect Suppliers to:

- Provide information regarding labor, health and safety, environmental practices, business activities, structure, financial situation, and performance in accordance with applicable regulations and prevailing industry practices.
- Prohibit falsification of records or misrepresentation of conditions or practices in the supply chain.

Counterfeit parts

Suppliers shall maintain methods and processes to ensure their products do not contain counterfeit materials.

We expect Suppliers to:

- Develop, implement, and maintain methods and processes appropriate to their products and services to minimize the risk of introducing counterfeit parts and materials into deliverable products.
- Establish effective processes to detect counterfeit parts and materials and, if detected,

Export Controls and Economic Sanctions

Suppliers shall follow all U.S. trade laws, as well as the export controls, economic sanction and anti-boycott laws and regulations of the countries in which they operate.

We expect Suppliers to:

- Comply with applicable restrictions on the export or re-export of goods and services, as well as with applicable restrictions on trade involving certain countries, regions, companies, or individuals.
- Conduct appropriate due diligence to comply with sanctions, export controls and anti-boycott requirements.
- Maintain accurate and complete records related to customs activities.

All Suppliers are expected to comply with these laws and no action may be taken that is intended to improperly evade or avoid the application of these laws. Violations of these laws can result in substantial fines and loss of export privileges by the Supplier, as well as potential civil and criminal actions against the Supplier. Autokiniton will take appropriate action to report violations to applicable law enforcement agencies. Autokiniton will also take appropriate action against the Supplier for violation of these standards including termination of any contract and recovery of any penalties assessed.

Implementing the Supplier Sustainability Code of Conduct

It is our expectation that all Suppliers meet the expectations outlined in the Supplier Code of Conduct and their operations and business dealings. Acceptance of a Purchase Order and/or conducting business in any manner constitutes agreement with the Supplier Sustainability Guidelines and Code of Conduct. Failure to comply with any of these policies and procedures may prevent the award of future business and could lead to loss of existing business.

The Code cannot provide definitive answers to all questions or situations you may encounter. If you have any questions about the requirements of the Code or if you are in doubt about the best course of action in a particular situation, you should contact your primary contact at Autokiniton. You may also direct your questions to Autokiniton's Purchasing Department.

Compliance with Supplier Sustainability Code of Conduct

We expect supplier cooperation in ensuring adherence to the Supplier Sustainability Guidelines and Code of Conduct. If you or anyone in your company believes that an Autokiniton associate or a Supplier has violated this code, please e-mail: Supplier.Sustainability@Autokiniton.com

No Rights Created

This Supplier Sustainability Guidelines and Code of Conduct is a statement of the fundamental principles that govern the conduct of business. It is not intended to and does not create any contractual relationship or obligations to or rights in any employee, director, client, supplier, competitor, or any other person or entity.



AUTOKINITON