

Corporate policy of the Automotive Division

The Automotive Division bundles the worldwide automotive activities of the HOERBIGER Group. There are currently 6 market segments.

Division Automotive

SYN/LAM | ACS | RAC/MAC | eCoupling | Electrolyzer | Battery Components

- The ultimate goal is the **satisfaction of our customers**.
- Our **strategy** is aimed at **innovation** and **growth**. The **focus** is on the new opportunities in **eMobility**.
- We produce "**local for local**" - where our customers need us.
- We establish **Lean Management** at our plants and create a sustainable **Lean culture**.
- Our organization is **functional** and **efficient** with a **modern working environment** and enables maximum synergies between the business units and central functions.
- **Motivated** and **satisfied employees** with a strong sense of **ownership** are a key success factor for us. We strive for a **high-performance organization**.
- Our integrated **management system** ensures a **high standard**.
- **Compliance** with **laws, regulations** and **internal policies** is a **top priority** (e.g. SCDDA).
- The issue of **sustainability** is important to us. We are committed to creating a **cleaner** and more **energy efficient world** by **reducing** its **CO2 footprint** and developing products in sustainable applications.



Thomas Englmann
Member of the Executive Board
CEO Automotive Division

Quality

- We commit ourselves to the continuous **improvement of the quality management system.**
- We are committed to meeting the applicable requirements.
- We strengthen our internal processes through **Product Safety Management.**

- **People are important to us.** It is our claim that ALL go home in the evening just as healthy as they came to their workplace in the morning.
- **We protect the health of all employees** through preventive measures.

Safety & Health

Environmental

- We are committed to **protecting the environment and preventing environmental pollution.**
- We commit ourselves to the **continuous improvement of the environmental management system.**
- We commit ourselves to **fulfill the binding obligations.**
- We are committed to **reducing our CO2 footprint** year on year with the target of **carbon neutral by 2039.**

- We are committed to the **continuous improvement of energy-related performance and the EnMS.**
- We commit to ensuring the **availability of information and required resources.**
- We commit to **meeting legal and other requirements** related to energy efficiency, energy use and energy consumption.
- We support the procurement of **energy-efficient products and services.**

Energy

Information-security

- We are committed to ensuring the **confidentiality, integrity and availability** of all information entrusted to us and the company's internal information.
- We take **responsibility** for the handling of **personal data.**