

# Corporate policy of the Automotive Division

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



- 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

## SAFETY & HEALTH

- We are committed to providing **safe** and **healthy working conditions**.
- We commit to fulfil **legal requirements** and **other requirements**.
- We commit to **eliminate hazards** and **reduce risks**.
- We commit to **continual improvement** of the **management system**.
- We commit to **consultation** and **participation** of **workers** and the **workers representatives**.



## 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 **fulfil the binding obligations**.
- We are committed to **reducing** our **CO2 footprint** year on year with the target of **carbon neutral** by **2039**.



## ENERGY

- 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**.





## 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.**

## 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.**

