WITTE CORPORATE POLICY

Guiding Principles in the context of our Management Systems*

Our corporate policy is inextricably linked to our mission statement and forms the basis for the successful implementation of our Corporate Strategy. We are committed to fulfilling the expectations of our customers and stakeholders, as well as our own standards, worldwide. Through continuous improvement of our processes and products, we ensure sustainable growth and long-term success.
Every company – but also every individual – has an environmental responsibility. Therefore, the reduction of greenhouse gas emissions, the use of renewable energies and efficient energy usage play an important role in the corporate policy of WITTE Automotive. By minimizing our waste, water consumption and emissions, we contribute to the preservation of natural resources, in particular air, water and soil quality, as well as biodiversity. Our occupational health and safety management includes (but is not limited to) the topics of emergency preparedness, incident and accident management, fire protection, handling of chemicals and hazardous substances, machinery and plant safety, personal protective equipment, workplace ergonomics, first aid measures as well as medical care in the event of an emergency.
The focus is on the shared responsibility of each employee to live the following guiding principles in their daily work and thus actively contribute to the achievement of our vision:

*This policy encompasses the requirements of the management systems according to ISO 9001/IATF16949 (quality), ISO 14001 (environment), ISO 45001 (occupational health and safety), ISO 50001 (energy), ISO 21434 (product cybersecurity), TISAX (information security) and product safety.

Continuous improvement and excellence

We define strategic and operational goals for all areas of our management systems. Top Management systematically reviews and evaluates the achievement of these goals to identify and implement potential for improvement at an early stage.
To achieve our ambitious goals, we provide all necessary resources and information. Through data-driven process optimization, consistent error prevention, and sustainable efficiency improvements, we create long-term added value and ensure our competitiveness. The satisfaction of our investors, customers, and employees remains the measure of our success.

Active stakeholder dialogue and partnership

We maintain an open, trusting, and appreciative relationship with all our stakeholders, including customers, neighbors, authorities, and the public. We communicate transparently about how WITTE fulfills its environmental and social responsibilities. We rely on responsible, reliable, quality- and environmentally conscious partners throughout our value chain. We expect the highest quality also from our suppliers and work together to continuously improve their performance and sustainability.

Employee involvement and skills development

We firmly believe that the success of our company depends largely on the commitment and skills of our employees. That is why we actively involve our employees in decisions. Through regular information via various communication channels, targeted training and education, we promote their skills, raise their awareness, and strengthen their active participation. Partner companies working on our behalf are subject to the same high standards as our own employees.

Responsibility of managers

Our managers are role models in every respect. They exemplify environmentally conscious, quality-driven, and energy-efficient practices, as well as open and clear communication, and fulfill their occupational safety and health responsibilities with a sense of accountability. They promote a culture in which problems are solved collaboratively as a team, root causes are thoroughly analyzed, and sustainable solutions are implemented. At the same time, they motivate their employees to develop their own ideas for preventing accidents, harmful environmental impacts, and (energy) waste. Unsafe situations are critically examined, and risky behavior is adressed consistently.



Holistic view of the product life cycle

We develop and distribute our products with the aim of minimizing the impact on the environment during procurement, manufacture, subsequent use, and finally during recycling or disposal at the end of the product life cycle. The environmental impact of our products is already determined largely during product development. This includes both the thoughtful use of resources as well as the selection of low-emission materials and energy-efficient production processes.

Information and product security

Cybersecurity is an integral quality factor: protecting our products, processes, and information against digital risks is an central part of our corporate policy. We use appropriate technical and organizational measures to ensure the availability, confidentiality, and integrity of our customers' and partners', as well as our own data. Security begins during development ("security by design") and is continuously ensured throughout the entire product life cycle. Our products always meet legal, normative, and customer-specific security requirements. Security-related product features are identified, verified, and systematically monitored.

Prevention as a guiding principle

Risk prevention is a fundamental guiding principle in all areas of our company. We consistently pursue a zero-error strategy in all processes. Our procedures are designed to prevent errors rather than correct them after they happened. We view errors that occur as opportunities for improvement. We do not tolerate repeated errors – we analyze the causes in depth and remedy them permanently. Our vision is zero accidents at work. Work procedures and workplaces are systematically reviewed through risk assessments. Risks are minimized through appropriate state-of-the-art measures.

WITTE AUTOMOTIVE

Velbert, in July 2026

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