



2021 SUSTAINABILITY REPORT

Reporting Period: January 1, 2021 to December 31, 2021

HENNIGES
AUTOMOTIVE

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OUR VISION

To become the global leader of highly engineered sealing components for the transportation industry that delivers exceptional shareholder value



ABOUT THIS REPORT

This is Henniges Automotive's first annual Corporate Sustainability Report. We have prepared and are presenting our information to initiate and document our material topics and strategy framework with intent for year over year improvement in all sustainability metrics.

We do not currently seek third-party assurance of our reported data but utilize current internal audit processes to review our report and assess our processes and results to determine that our controls operate sufficiently to identify errors or omissions.

The global COVID-19 pandemic has affected our operations globally here at Henniges Automotive in 2020 and 2021. Team members throughout the organization worked from home and production processes paused frequently. Due to these impacts, certain performance metrics do not reflect normal operations.





Larry Williams

Letter From Our CEO

It is my pleasure to present Henniges Automotive's first annual Corporate Sustainability Report. We will share key facts about our company and the progress, achievements, and commitments we have made to our people, our world, and our business.

2021 was a transformational year for Henniges. We weathered a second year of pandemic challenges while earning the GM Supplier of the year award for the second time in our history. We have also secured our position as the leading sealing company in both traditional ICE vehicles as well as NEVs.

Beyond our products, we have taken fresh steps within our supply base to expand our evaluation of their performance across a variety of sustainable metrics, including policies for the environment, supplier COC, diversity as well as health and safety.

We are continuing to look at ways to reduce energy and water consumption to minimize our environmental footprint, including exploring alternative energy sources such as wind and solar power.

We believe these commitments will further our success as a company while transforming our business for the better. We have over 9,000 valued team members globally that are dedicated to supporting our business and the communities in which we operate.

We are proud of what we accomplished in 2021 and we look forward to all that we will do in the coming year to increase sustainability while delivering maximum value to our customers and shareholders.

HIGHLIGHTS FROM 2021

The well-being and safety of our team members is our top priority as we embark on a more sustainable future. As we continue to move forward and advance our sustainability efforts, we would like to share some highlights from 2021:



GLOBAL PANDEMIC: COVID-19

The global pandemic continues to affect many aspects of daily life, both personally and professionally. However, our team was resilient, carefully following safety protocols to help reduce the threat of COVID in our facilities for our employees and their families.



HEALTH, SAFETY AND ENVIRONMENTAL

We continue to improve our safety record year over year. Our sites in Tianjin and Jundiai led our organization in safety learning hours with an average of 26.86 hours per team member in Tianjin and 30.19 hours per team member in Jundiai. Both sites had ZERO injuries in 2021. Clearly, this fantastic safety record is no “accident”!



DIVERSITY, EQUITY AND INCLUSION

We are proud of the progress we continue to make on our Diversity, Equity and Inclusion journey. We launched our Global Inclusion Council in 2020 with a focus to operationalize Inclusion, which began with the development of our Inclusion statement: WE STAND FOR FAIRNESS, EQUALITY AND INCLUSION WHERE ALL OF OUR VOICES ARE HEARD. In 2021, we increased our reach and now have Regional Inclusion Councils in our Americas, Europe and China regions.



LEARNING

We continue to invest in training for all our team members. Our teams across the globe logged more than 1,000,000 hours; that is an average of more than 100 hours per team member for the year



HIGHLIGHTED METRICS

- 48% Female Workforce
- 5 manufacturing sites are ISO 45001 certified
- 100% of our manufacturing sites are ISO14001 certified

We will continue our focus on corporate sustainability, environmental protection, social justice and equity, and economic development. In 2018, we launched 1Henniges, a program that highlights the strength of our organization as ONE company. The 1Henniges program highlights great achievements, encouraging empowerment, accountability and teamwork fulfilling our vision of being a global leader in our industry. We will continue to work as 1Henniges with operational excellence across the board – which will help us drive profitable growth through 2022 and beyond.



OUR COMPANY

OVERVIEW

We provide automotive original equipment manufacturers (OEMs) with sealing systems for doors, windows, trunks, lift gates, sunroofs and hoods. We sell to most Automotive OEM customers and operate facilities in North America, South America, Europe and Asia.

HOW WE OPERATE

It all starts with our Vision, Mission, Culture and Values to be 1Henniges

VISION

To become the global leader of highly engineered sealing systems for the transportation industry that delivers exceptional shareholder value.

MISSION

Through teamwork, talent, and leadership our customer-focused organization will implement sustainable solutions that:

- Develop, retain, and attract exceptional people
- Drive manufacturing excellence across our global footprint
- Diversify and broaden our customer base
- Standardize and optimize our global processes
- Create innovative processes and products

CULTURE

Foster an inclusive environment where team members contribute to the success of our company by:

- Contributing to the safety and well-being of one another, society, and the environment
- Embracing diversity, equity, and inclusion where all voices are heard
- Operating with a sense of urgency and a positive attitude in everything we do
- Managing by fact with strong team member collaboration, commitment, and accountability
- Creating an open and learning environment that drives quality and continuous improvement
- Conducting business with impeccable ethics, honesty, and integrity

HENNIGES VALUES



Safety

We ensure all team members have a safe environment to work in so they are in the same or better condition when they leave that they were when they arrived.



Agile & Responsive

We deliver on our promises, own our actions and make it happen. We consistently deliver on targets and plans. We encourage creative solutions to problems. We are continually looking for new ideas to improve all we do.



Integrity

We do what is right without compromise. We are honest and straight forward with each other. We operate within the letter and spirit of the law.



Trust & Transparency

We provide an environment where we can be open with one another. We are not afraid to make a mistake so we can learn, improve and grow.



Inclusion

We bring diverse individuals and ideas together. We believe in all points of view from all points of the compass. We believe that pro-actively seeking alternative points of view enhances the results of our decision-making processes.

Here at Henniges, we know our people are our most important assets. For each of us to be our best, we must foster an environment that lives up to our words that describe our values.

Since 2018, we have measured how well we are doing in living up to the values and work environment for which we strive.

All team members are invited to participate in a culture survey that measures our progress. The next cycle for the survey is in October of 2022.

	2018		2020	
	Salary	Hourly	Salary	Hourly
Safety	81	71	86	76
Trust & Transparency	73	60	60	66
Inclusion	67	50	50	57
Teamwork & Respect	72	53	53	62
Integrity	73	50	50	59
Agile & Responsive	82	63	63	70

Participacion	2018	2020
Salary	94%	95%
Hourly	55%	84%

OUR COMPANY RECOGNITION

We are proud to have been awarded for the 2nd time – GM Supplier of the Year Award for 2021.

In addition, we were awarded the following awards in our regions:

North America Awards:

- GM Supplier Quality Excellence Awards: Burlington, Gomez and Tieling
- GM Customer Care and Aftersales 2021 on Shipping Recognition Awards:
New Haven, Torreon, Beijing, Laredo, Gomez, Guadalajara, Keokuk and Burlington



China Awards:

- Henniges SGM Team Great Job on PATAC 2021 ATEV program
- BMW Congratulations on the Great Success Henniges G18 Sealing Project
- Gratitude Letter from Tesla for following government regulations for the severe Covid 19 Outbreak.
- SAIC Volkswagen award for Henniges staying calm during a Pandemic
- SAIC EP 35EP35 project Henniges successfully completed the EP2 phase delivery task

HENNIGES AT A GLANCE

Markets

Henniges Automotive has evolved into a global leader in vehicle sealing products. Henniges maintains operations in the United States, Canada, Mexico, Czech Republic, Poland, Brazil and in China where we are driving significant growth. Auburn Hills, MI, USA is the location of our global headquarters, and we also hold regional headquarters in Beijing, China and Mlada Boleslav in the Czech Republic

FACILITIES OVERVIEW

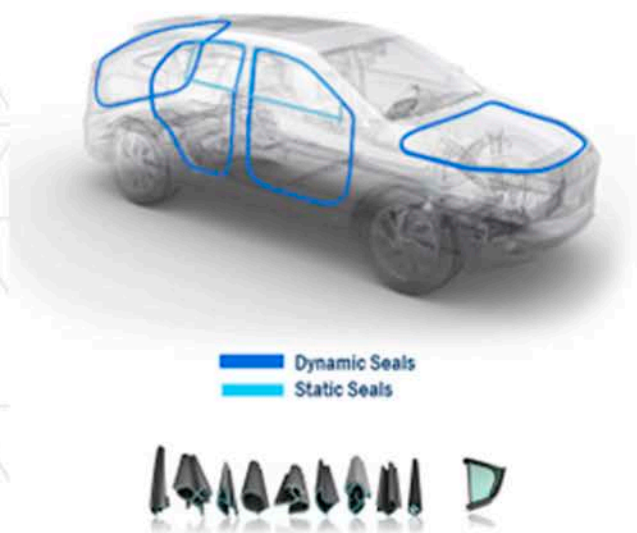


Global Sales



Technologies

- Product Portfolio



Dynamic Seals:

- Flexible weatherseals between the body access openings and their closure counterpart (such as doors and liftgates) that seal air, water, dust and noise. Also contribute to a smooth aerodynamic profile.
- Obstacle Detection Sensors (ODS) - Second safety system that enable safe closure operations of power system (such as power liftgates and power sliding doors)

Static Seals:

- Glass Runs - Flexible seal products that guide the door window glass and seal the vehicle interior around the upper glass opening from the outside environment.
- Outer Belts - Part of the glass sealing system across the lower horizontal position of the door glass
- Glass encapsulation - Sealing modules for fixed side windows

Core Technologies

Henniges leverages a wide range of technologies to meet full-service commitments to our customers globally in the fields of design, testing, prototype, and manufacturing capabilities on a global scale.

DESIGN

- Over forty designers with over 270 years of combined sealing industry experience
- Offshore support enabling 'around the clock' support between NA, EU, and Asia
- Detail component and environment layout drawing
- 2D section development
- 3D surface development
- Design variation analysis
- Mass calculation
- Vehicle architectural development
- Computer-Aided Engineering

Polyflow Capabilities:

- CAE tool to simulate polymer flow in the die
- Evaluate velocity profile at die exit (Die Balance)
- Study pressure distribution throughout die
- Identify stagnant flow areas ("Dead Spots")

Moldex3D:

- Mold filling simulation to understand gate size, location and processing parameters' influence on pressure, temperature, and velocity
- 2D analysis: installation & retention force, sealing force, closing energy, compression set and dynamic response
- 3D analysis: molded details and cornering
- Mold filling simulation

TESTING

Virtual Validation Tools:

- FEA/Simulation
- MSC/MARC
- Altair Hypermesh
- ANSYS/Polyflow
- Moldex 3D

Component Level Testing:

- Material Component Physical Property Testing
- Compression Set, Insertion /Extraction, CLD
- Xenon Arc Weatherometer
- Aging and Chemical Resistance
- Coating Analysis (thickness/Cure)
- Flock Analysis (density, Adhesion)
- Corrosion, Flammability and Ozone

System Level Testing:

- Rapid Cycle Glass Durability
- Glass Drag
- Thermal Shock
- System Level Environmental Testing
- System Level Freeze Testing

Vehicle Level Testing:

- Door Slam Durability
- Vehicle Level Environmental Testing
- Vehicle Level Freeze Testing
- Vehicle Level Noise Evaluation

In House Testing Services:

- Drive-in environmental chamber
- On-Road Noise Evaluation
- Water Test Booth
- Walk-in environmental chamber
- Rapid Glass Cycler - Full life test (25,000 cycles) in 4 days



PROTOTYPE

Rapid Prototyping- 3D Printer Technology

Henniges has widely proliferated the use of 3D printer technologies not only in our technical centers but across our manufacturing locations. We use Polyjet technology that has flexibility to handle a wide range of materials completely representative of our production products.

MANUFACTURING CAPABILITIES

Process Expertise:

- In-house Rubber Compound Mixing
- EPDM/TPV Extrusion
- EPDM/TPV Molding
- Variable Extrusion
- TPV/Polypro Extrusion
- TPV/Polypro Molding
- PVC Extrusion
- Online and offline coating
- In-house Tooling Development (extrusion dies)
- In-house Mold Development
- Multi-stage Notching and cut to length
- Continuous Urethane Foam Extrusion

Industry 4.0; Robotics and Automation:

- Material Handling Robotics
- Paint Robotics
- Robotics Simulation
- Networked Equipment with Real-Time Monitoring
- Live Process Dashboards
- Vision System Quality Systems

Production Quality Capabilities:

- In-line laser sensing of extrusion profile tolerances
- In-line surface quality sensing
- CLD, insertion/extraction
- Flock adhesion and density
- Coating Film Thickness
- Drag Force
- Flammability



OUR COMMITMENT TO HEALTH, SAFETY AND ENVIRONMENTAL

Think Safe. Be Safe, Stay Safe.

Safety at Henniges Automotive is not just a catch phrase, it is part of our culture and priority. Our safety culture starts from the top down and includes all our employees, contractors and visitors that walk through our doors. We strive to not only meet country and local laws and regulations, but to go above and beyond compliance in all regions. We expect everyone to go home in just as good, if not better, condition than when they arrived. This heightened safety awareness has shown year over year company-wide reductions in recordable injuries the past 3 years.

HEALTH, SAFETY AND ENVIRONMENTAL POLICY STATEMENT

Henniges Automotive is committed to protecting the health, safety, and environmental aspects of our employees, customers, contractors, and the communities in which we conduct business. As globally responsible corporate citizens, we are committed to complying with all applicable governmental regulations, and to conduct our business with impeccable ethics, honesty and integrity. We will incorporate our HSE policies with continuous improvement to our operations, procedures, and processes to enhance our overall environmental and safety performance.



Fire drill in Guadalajara

Henniges Automotive is committed to:

- Ensuring a safe work environment for all of our employees.
- Operate in an efficient and conscientious manner to minimize impact on the environment and to protect the health and safety of our employees and our community.
- Value our natural resources by minimizing waste, conserving energy and recycling when possible.
- Comply with all applicable environmental, Health & Safety regulations and any other relevant laws.
- Continuously improve our HSE program by measuring our performance to ensure we reach our objectives and targeted goals.
- Encourage and promote active employee participation in all our HSE programs and sites.



EHS Fair event in Gómez Placio 2

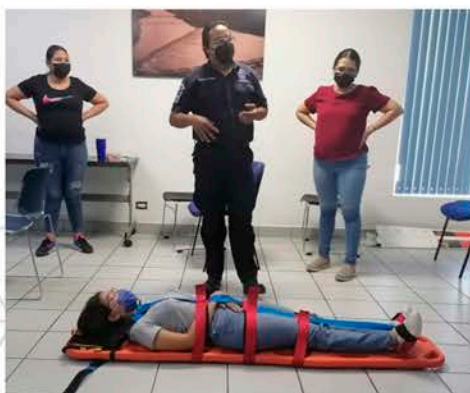


First aid brigade in Gómez Palacio 1



All our manufacturing facilities are ISO-14001 certified and 41% of our manufacturing facilities are ISO-45001 certified with plans for all sites to become certified soon.

We introduced our Behavioral Based Safety Observation program in 2017. The goal of the Henniges Behavior Based Safety Observation program is to recognize and identify hazards in the workplace, reducing and eliminating risk of injury to all our employees. This program has been instrumental in the reduction of injuries so that our IR and DART metrics have improved year over year. Through continuous improvement efforts we have not only operationalized this process but automated it. What started with paper observation cards is now done through an app on phones and computers. We continue to increase our goals each year pushing our plants to increase observations and look at new areas.



First aid brigade in Torreon, MX



Tieling refining center safety training



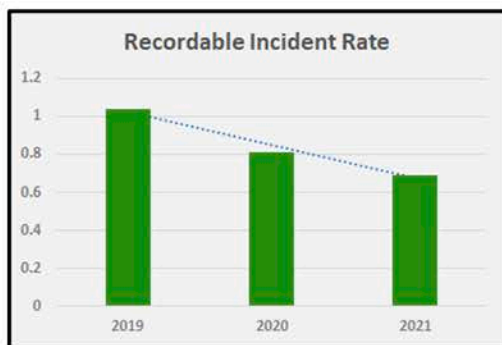
Recycling contest in
Gomez Palacio 2



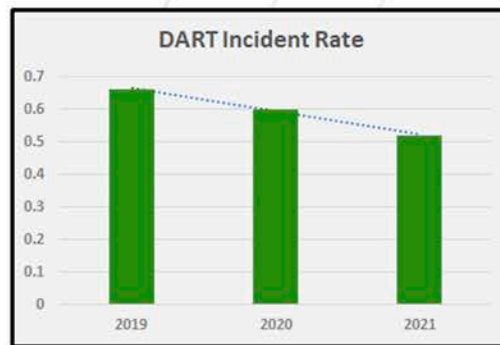
Guiyang security month training



Health & safety week
in Guadalajara



Global Recordable Incident Rate for 2019=1.0, 2020=0.81, 2021=0.69



Global DART Rate for 2019=0.7, 2020=0.60, 2021=0.5

COMMITMENT TO SAFETY

In 2021, we logged in 69,000 hours globally for Health and Safety Training and we expect each site to improve on these health and safety learning hours each year. The following sites have been awarded the following recognitions for their commitment to Safety: Guadalajara – Safety protocols award due to the COVID-19 pandemic. These safety protocols continued throughout 2021 and into 2022



ENVIRONMENTAL PLEDGE

We are committed to working in the best way to protect our World. Our plans include working in ways to save Energy and reduce Greenhouse Gas emission as well as focusing on Operational Waste and Water Global water consumption.

In 2021 our total water withdrawals was 268 megaliters. Total water efficiency for the baseline year of 2021 was 3398, which is based on total megaliters of water withdrawal per annual revenue dollars for 2021.

GLOBAL ENERGY CONSUMPTION

Henniges Automotives gross global scope 1 emissions for the 2021 baseline year were 27,887 metric tons CO₂e; our scope 2 emissions for the 2021 baseline year were 103,925 metric tons CO₂e; our emissions intensity figure is 0.14, which is based on the total scope 1 and 2 emissions per total revenue dollars for 2021

In 2022 Henniges Automotive signed the General Motors (GM) Environmental, Social and Governance (ESG) Partnership Pledge to commit to carbon neutrality for our scope 1 and scope 2 emissions by 2035 or earlier. By signing this pledge, we are demonstrating our commitment to a better future.

OUR GOVERNANCE AT HENNIGES

BUSINESS ETHICS & INTEGRITY

At Henniges, a positive work environment and ethical culture provide the foundation to maintain our steadfast commitment to being a trustworthy business. While all our values guide us, our Integrity core value drives us to consistently engage in honest, ethical, and responsible business practices. By adopting and adhering to ethical standards, focusing on the management of business risks, and complying with all relevant laws and regulations, we will continue to promote ethical practices across our business.

OUR PRIORITIES

Maintaining a world-class reputation for honest, ethical, and responsible business practices is our priority. We believe the conduct of our employees is the foundation for earning and sustaining this reputation. Accordingly, we have identified goals to ensure our employees understand how to apply our values in everyday business activities, know where to turn for support or report concerns and are confident in the investigation and resolution process.


OUR APPROACH

Our Integrity core value is at the foundation of everything we do and influences our ethics and compliance program. We maintain an effective ethics and compliance program, including robust ethics reporting resources, training and education initiatives, and risk assessment, mitigation, and monitoring initiatives. Our integrated approach to risk management combines processes related to ethics and compliance, enterprise risk management and sustainability to detect, prevent and mitigate risks. We maintain an ethics and compliance program that reflects well-established elements of an effective program.

INTEGRITY DRIVES US

OUR CODE OF CONDUCT

Our Code of Conduct provides guidance about our Company's policies and is designed to help all stakeholders recognize and address ethical issues, enabling us to maintain our culture of integrity and accountability. Everyone who works at Henniges is responsible for understanding and following our Code, which is available in all languages in which we conduct business and is posted on internal and externally facing websites and our global employee communications application. Our salaried workforce is required to complete annual training through our online learning management system and certify that they have read and understood our Code. We expect all employees and covered individuals to understand our Code, ask questions when more guidance is needed and speak up when something does not seem right. We take integrity seriously. Behavior that falls below the standards set forth in our Code may result in disciplinary action, up to and including termination of employment. These situations include:



Actions that violate our Code.

Requesting others to violate our Code.

Failure to promptly raise a known or suspected violation of our Code.

Failure to cooperate in investigations of possible violations of our Code.

Retaliation against another employee for reporting a possible violation of our Code

We also expect our suppliers to comply with our Supplier Code of Conduct, which outlines our expectations for conducting ethical business practices and compliance with our policies and the law.

REPORTING CONCERNS & SEEKING GUIDANCE

We expect all stakeholders, including our employees, suppliers, and customers to speak up, both to ask questions and raise concerns. Our goal is that ethical misconduct never happens at Henniges, but if it does, we need to be informed so we can work to resolve it. We depend on all our team members to recognize misconduct and expect them to report it to one of the ethics reporting resources. It is our belief that the sooner we learn about Code violations, the sooner we can end the behavior and work to resolve any issues. Our ethics reporting resources are available to respond to questions and concerns. These include:

- Supervisors;
- Representatives of the human resources team;
- Members of the legal department; and
- Members of the Compliance Committee.

The Compliance Committee is comprised of a team of corporate officers and representatives from the company who review the company's operational compliance with applicable legal requirements and sound ethical standards. This committee also regularly reviews data from our ethics reporting resources to identify opportunities to improve our compliance training and communications.

ALTERNATIVE REPORTING METHODS

We are committed to maintaining an environment where open, honest communications are the expectation, not the exception. We want all stakeholders to feel comfortable approaching our supervisors or management team with questions and concerns. However, we also understand that there may be situations in which our stakeholders may prefer another reporting option. For this reason, we established multiple methods to report any issues. These methods include:

- Complaint Form maintained on the intra company website Hennisphere
- Mail directly to the Internal Audit department
- E-mail directly to the HR.Violations inbox monitored by Corporate HR and Internal Audit
- Anonymous reporting through an external surveymonkey.com website that will notify Corporate HR and Internal Audit

Each report is reviewed by the Compliance Committee and assigned to an independent investigator. The outcome of each investigation, and remediation plan for those reports where concerns were substantiated, are reviewed by the Compliance Committee prior to closure of the matter. Matters involving integrity, accounting, financial, legal, or regulatory matters are escalated at intake based upon criteria set forth by the Compliance Committee. Additionally, the Board of Directors receive periodic updates of ethics reporting statistics as well as review of all significant matters.

ETHICS & COMPLIANCE TRAINING

As part of our efforts to ensure employees understand how to comply with our Code, we expect all direct hire salaried employees at Henniges Automotive to complete compliance training annually certifying that they understand and will comply with our Code. Courses are assigned online through a learning management system that enables us to track and deliver training consistently across our worldwide operations. Our training curriculum addresses topics such as: our Code; respect in the workplace; and compliance with global anti-bribery, anti-corruption and competition laws. In 2021, 99% of salaried employees completed the training and certification program. The remaining 1% are in process and we maintain a follow-up process that is designed to achieve 100% completion.

In addition to our mandatory online and live training sessions, we work to share ethics and compliance information across the enterprise. We make ethics and compliance resources readily available both on our corporate intranet and external website.





COMMUNITY ENGAGEMENT

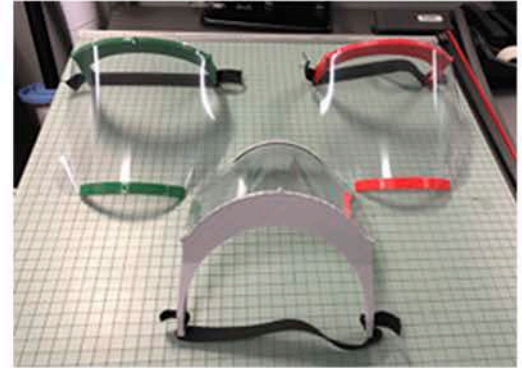
HENNIGES
AUTOMOTIVE

COMMUNITY ENGAGEMENT

Henniges Automotive is committed to giving back to the communities we operate in, but our commitment does not stop there. We take pride in being active in our communities by building strong relationships and being involved in ways that contribute to the success and growth of our local communities. As we continue to grow our reputation as a leader in the automotive manufacturing industry, our strong community presence helps us attract and retain some of the best talent around.

While COVID-19 has impacted our ability to give back to our communities and gather in person, we are proud of the contributions Henniges Automotive has made to continue supporting our communities during unprecedented times. In addition, Covid-19 presented an opportunity for plants to aid our communities by helping them gain access to face shields, hand sanitizers, and masks. In some cases, our plants were able to use our technology to create the face shields.

The main areas we provide support to our communities is through financial contributions, volunteer service, and community involvement.



Face Shields made on our 3D Printers



Hand Sanitizer that was distributed to employees and the community

FINANCIAL CONTRIBUTIONS

Donation Dollars Spent Since January 2021

America	\$115,462
China	\$8,000
Europe	\$3,182.68 (does not include Czech)



Donation of Fishing Equipment for Kids vs. Fish event in Keokuk, Iowa



Tieling Plant donated school supplies to students



Mexico Plant donated toys to support an association dedicated to bringing gifts to underprivileged children



Department of Human Services and Salvation Army Angel Tree Donations from Oklahoma and North Carolina



Donation of adult diapers and personal hygiene products for older people from Gomez Palacio, Mexico.



We visit an orphanage to donated boxes of baby diapers from Mexico Plant.



Mexico plant bring support to children of families in difficult economic situations.

VOLUNTEER SERVICE



Habitat for Humanity of Oakland County - Rock the Block

Henniges offers a volunteer time off program throughout Henniges Automotive. The purpose of this program is to support volunteer activities that enhance and serve the communities in which we live and work. This creates community engagement opportunities for Henniges Automotive team members that are meaningful, purposeful and helps those in need. These experiences also enrich and inspire the lives

of our valued team members. This program allows team members to volunteer up to 8 hours per calendar year with full pay.



Working with local communities in Taicang to care for Children and Youth and Caring for Elderly



BJHQ Tree Planting



Blood donation for the Mexican "Cruz Roja" in Mexico Plant

COMMUNITY INVOLVEMENT

Henniges Automotive understands that not all community engagement involves financial contributions or volunteer service. We embrace that all our facilities are a vital part of the community they operate in, and we strive to be an active contributor to the community events that take place throughout the year. Our plants across the globe take pride in being an active part of the community through numerous activities, including speaking engagements, holiday events, partnering with our local schools and Chamber of Commerce, hosting events, and much more.



All Beijing Office Staff conducted a Green Cycling event



BJHQ organized a walk competition to enjoy low-carbon life



Job Shadow Program allowing High School Seniors to find a career.



Bomber Yell Program helping middle school kids prepare for real life events.



Participating in Community Christmas Parades.



At the Mexico plant they attended the save heroes facilities to learn about and help the foundation

GLOBAL LOCATIONS



UNITED STATES

- Global Headquarters - Auburn Hills, Michigan
- ° Keokuk, Iowa
- ° New Haven, Missouri
- ° Reidsville, North Carolina
- ° Frederick, Oklahoma



CHINA

- ° Beijing
- ° Chengdu
- ° Guiyang
- ° Shanghai
- ° Taicang
- ° Tieling



CANADA

- ° Burlington, Ontario



CZECH REPUBLIC

- ° Hranice
- ° Mlada Boleslav



MEXICO

- ° Gomes Palacio I
- ° Gomez Palacio II
- ° Guadalajara
- ° Torreon



POLAND

- ° Prudnik

Appendix

General Information Xileh Holding, Inc. was incorporated in the United States of America on April 24, 2015 as a Delaware incorporated entity. The address of Henniges Automotive's registered office is 251

Little Falls Drive, Wilmington, Delaware 19808 and its principal place of business is 2750 High Meadow Circle, Auburn Hills, Michigan 48326. Xileh Holding, Inc. is an investment holding company.

Xileh Holding, Inc. and its subsidiaries (collectively Henniges Automotive) are engaged in the design and manufacture of vehicle sealing systems for doors, windows, trunks, lift gates, sunroofs and hoods primarily for sale to companies in the North American, European and Asian automotive industry.

Henniges Automotive has primary operations in the United States of America, Mexico, Canada, Czech Republic, Poland, and China. Henniges Automotive's common stock is 100% owned by AVIC Hande

(Beijing) Investment Holding Co. Ltd. (AVIC Hande), a Chinese limited liability company. Henniges Automotive's directors regard Aviation Industry Corporation of China (AVIC), a company established in

China, as being the ultimate holding company of Henniges Automotive.