

2024 **SUSTAINABILITY** **REPORT**

Reporting Period: January 1, 2024 to December 31, 2024



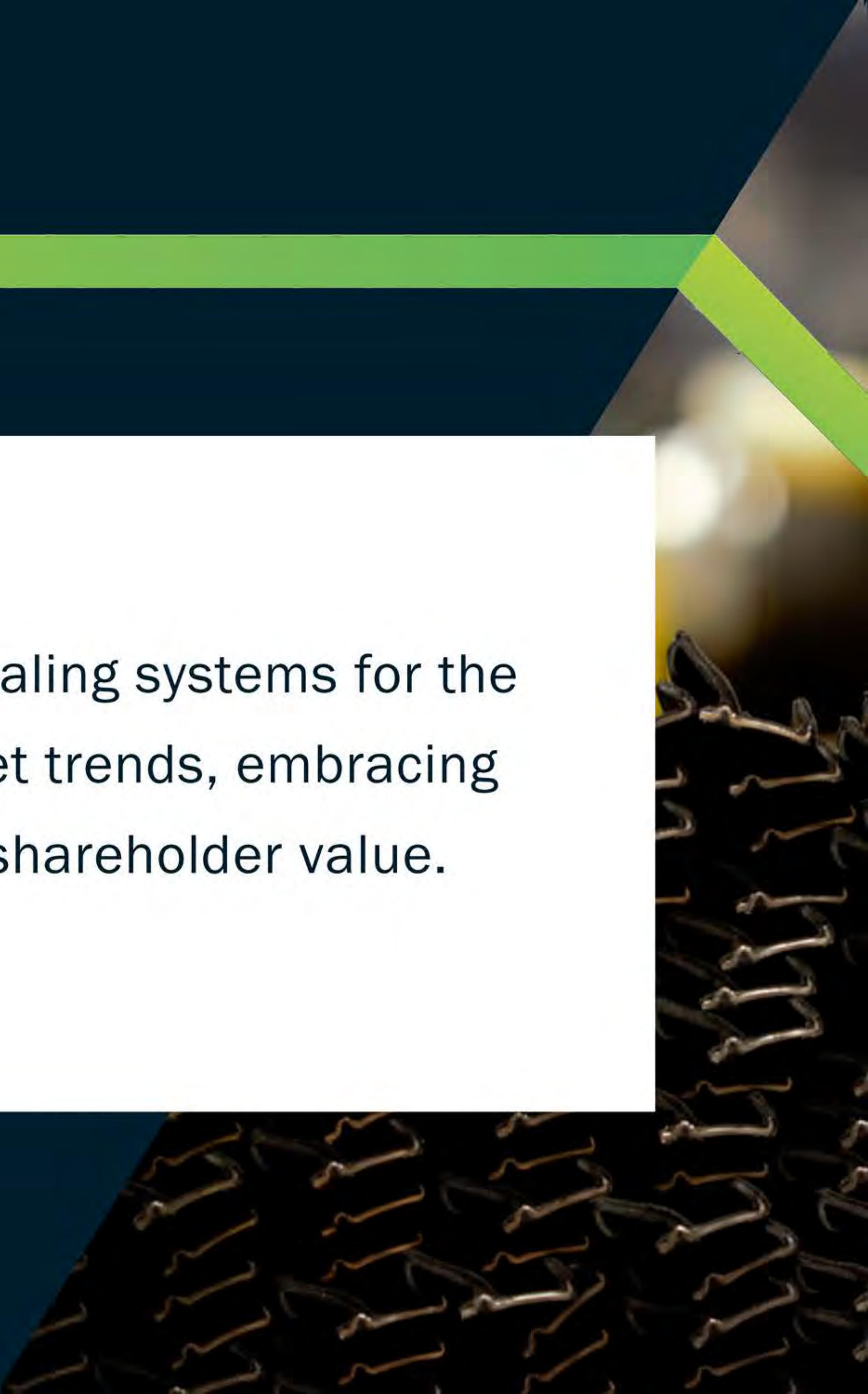
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OUR VISION



To become the global leader in highly-engineered sealing systems for the transportation industry by anticipating future market trends, embracing innovation, and delivering exceptional long-term shareholder value.



ABOUT THIS REPORT



This is Henniges Automotive's 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 market continues to be challenging as geopolitical divides continue and the product landscape for our customers is uncertain. Our performance and metrics did align to normal business conditions despite high inflation and interest rates.



Larry Williams

Letter from the CEO

We are proud to share our 2024 Sustainability Report, which highlights our ongoing commitment to sustainability and responsible corporate citizenship. At Henniges Automotive, we recognize the importance of balancing environmental responsibility, social impact, and economic performance in all aspects of our business.

This report reflects the progress we made over the past year and outlines how we continue to support our people, protect the planet, and grow our business in a sustainable and meaningful way.

In today's fast-changing world, marked by environmental challenges and shifting global dynamics, our role as a corporate leader goes beyond delivering strong financial results. We understand that long-term success depends on how well we respond to environmental pressures and evolving customer expectations. We are proud of the steps we've taken to lead with purpose and accountability.

Throughout this report, you'll find details on how we are reducing our environmental footprint, improving operational efficiency, and upholding ethical, inclusive, and community-focused business practices. Sustainability isn't just a goal—it's embedded in how we operate every day.

Our use of the Henniges Production System (HPS) continues to be a powerful driver of innovation and efficiency. These tools help us integrate sustainability into every facet of our operations, delivering value while minimizing impact. Our Inclusion Councils and commitment to continuous learning are vital to fostering a diverse, engaged, and future-ready workforce.

We've also made major strides in product innovation. From lightweight, fully recyclable materials such as Lightcore and Microdense, to systems like the Polestar 350 Glassrun, we are building smarter, more sustainable solutions. Our robust design processes help identify and eliminate waste throughout the production and installation phases at customer assembly plants.

Our environmental strategy is also focused on reducing energy and water usage, while exploring renewable energy solutions such as wind and solar. We've taken a significant step toward our goal of carbon neutrality by 2035, with solar panels now installed at three of our facilities in Mexico—and more on the way. We're aligning our roadmap with science-based targets to ensure measurable, lasting impact with these specific goals validated by SBTi:

Henniges Automotive commits to reduce absolute scope 1 and 2 GHG emissions 58.8% by 2034 from a 2022 base year. Henniges Automotive also commits to reduce absolute scope 3 GHG emissions from purchased goods and services, waste generated in operations, business travel and employee commuting 35% within the same timeframe.

With a global team of over 8,000 employees, we are united by a shared commitment to advancing sustainability and supporting the communities where we live and work. Our people are the driving force behind everything we do.

As we look to the future, we remain focused on turning challenges into opportunities—innovating, improving, and leading by example. The 2024 Sustainability Report is more than a reflection of where we've been—it's a roadmap for where we're going.

HIGHLIGHTS FROM 2024



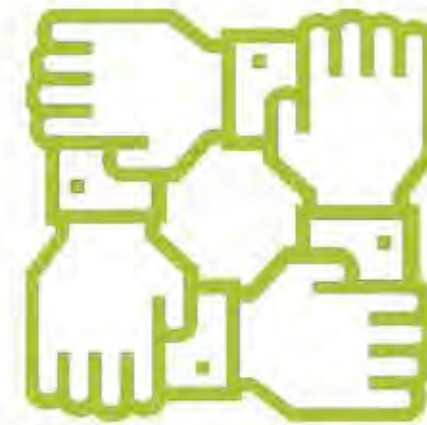
SUSTAINABILITY

We earned a Bronze medal from Ecovadis for our Sustainability efforts for the 3rd year in a row



INCLUSION

Our Inclusion journey continued globally and regionally with special projects and learning to build on our culture.



TEAMWORK AND RESPECT

Through 1Henniges teamwork, a fully in-house Robotic Coating line was completed.



CUSTOMER SUCCESS

Successfully launched programs with our newest customers – XiaoMi Auto, Honda (GM) and Rivian



EUROPE REGION

Our Europe region secured its first major customer award since 2019, the NB5 program.



BUSINESS STRATEGY

Plastic injection molding vertical integration strategy continued with great success



INNOVATION

We successfully proved out industry first technology with the development of Rotary EPDM Injection molding automation cells and a fully automated glass run injection molding cell.



OPERATION EXECUTION

Each region's performance improved year over with major site turnarounds in GP2, Hranice and Tieling.



AUTOMATION

Our automation projects continue, and to enhance our team members skills, our Technical Academies were executed throughout the year.



LEARNING

LinkedIn learning introduced, 75% usage in first 10 months, nearly 5,000 courses completed and in total, 1,133,026 learning hours for 2024

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, 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 in highly-engineered sealing systems for the transportation industry by anticipating future market trends, embracing innovation, and delivering exceptional long-term shareholder value.

MISSION

Through teamwork, talent, and leadership, we will implement sustainable solutions that:

- Develop, retain and attract exceptional people
- Drive manufacturing excellence and adaptability across our global footprint
- Diversify and strategically broaden our customer base
- Standardize and optimize global processes
- Create innovative processes and products
- Anticipate and adapt to customer needs and market shifts

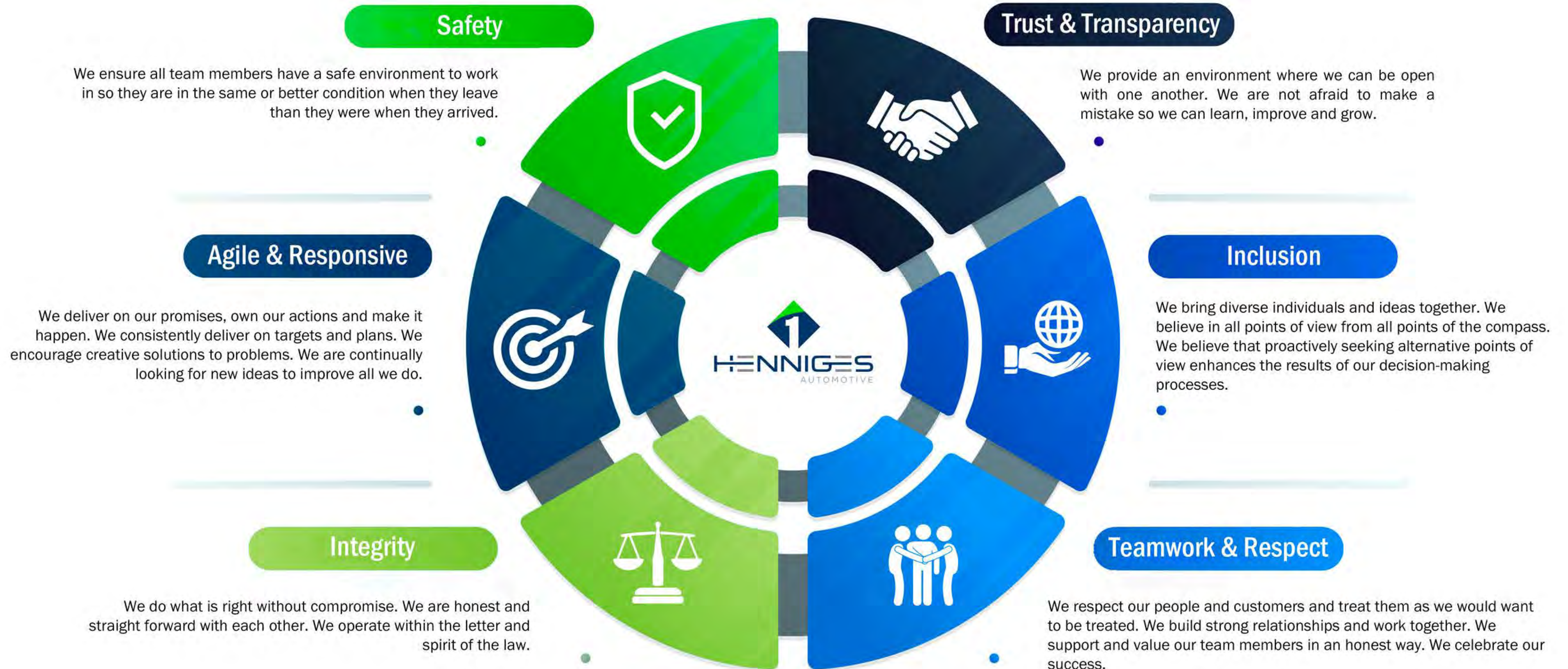
CULTURE

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

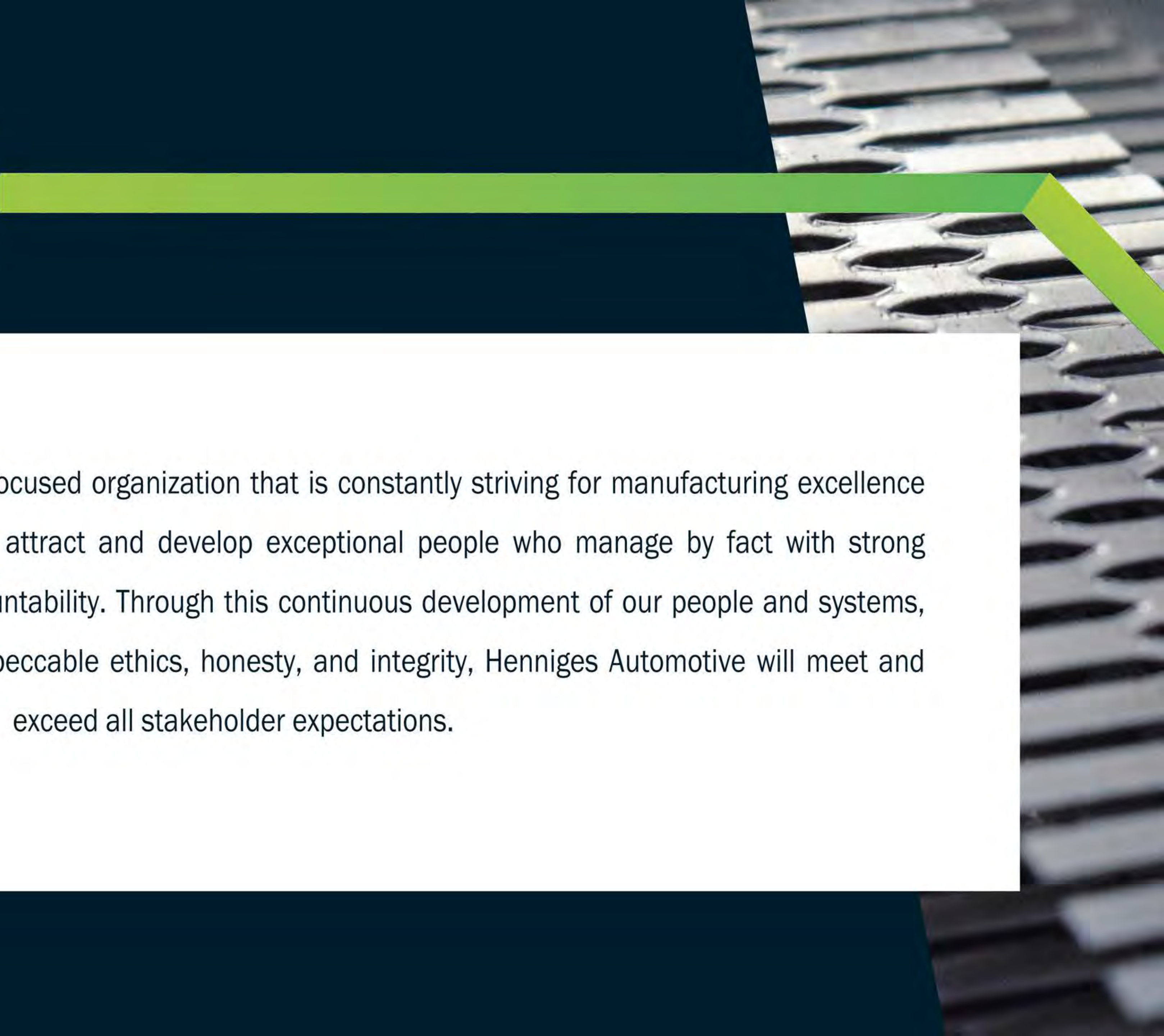
- Prioritizing the safety and well being of one another, society, and the environment
- Embracing diversity, equity and inclusion where all voices are heard
- Operating with a sense of urgency and a positive attitude
- Empowering individuals and teams to take initiative and make informed, accountable decisions based on facts
- Creating an open and learning environment that drives quality and continuous improvement
- Conducting business with impeccable ethics, honesty and integrity



HENNIGES VALUES



HENNIGES QUALITY POLICY

A thick green horizontal bar extends from the right side of the title. The background of the slide features a dark blue gradient on the left and a close-up image of a metal grate with circular holes on the right.

Henniges Automotive is a customer-focused organization that is constantly striving for manufacturing excellence through continual improvement. We attract and develop exceptional people who manage by fact with strong involvement, commitment, and accountability. Through this continuous development of our people and systems, and by conducting business with impeccable ethics, honesty, and integrity, Henniges Automotive will meet and exceed all stakeholder expectations.

OUR COMPANY RECOGNITION

NORTH AMERICA AWARDS:

2024 GM SUPPLIER QUALITY EXCELLENCE AWARDS

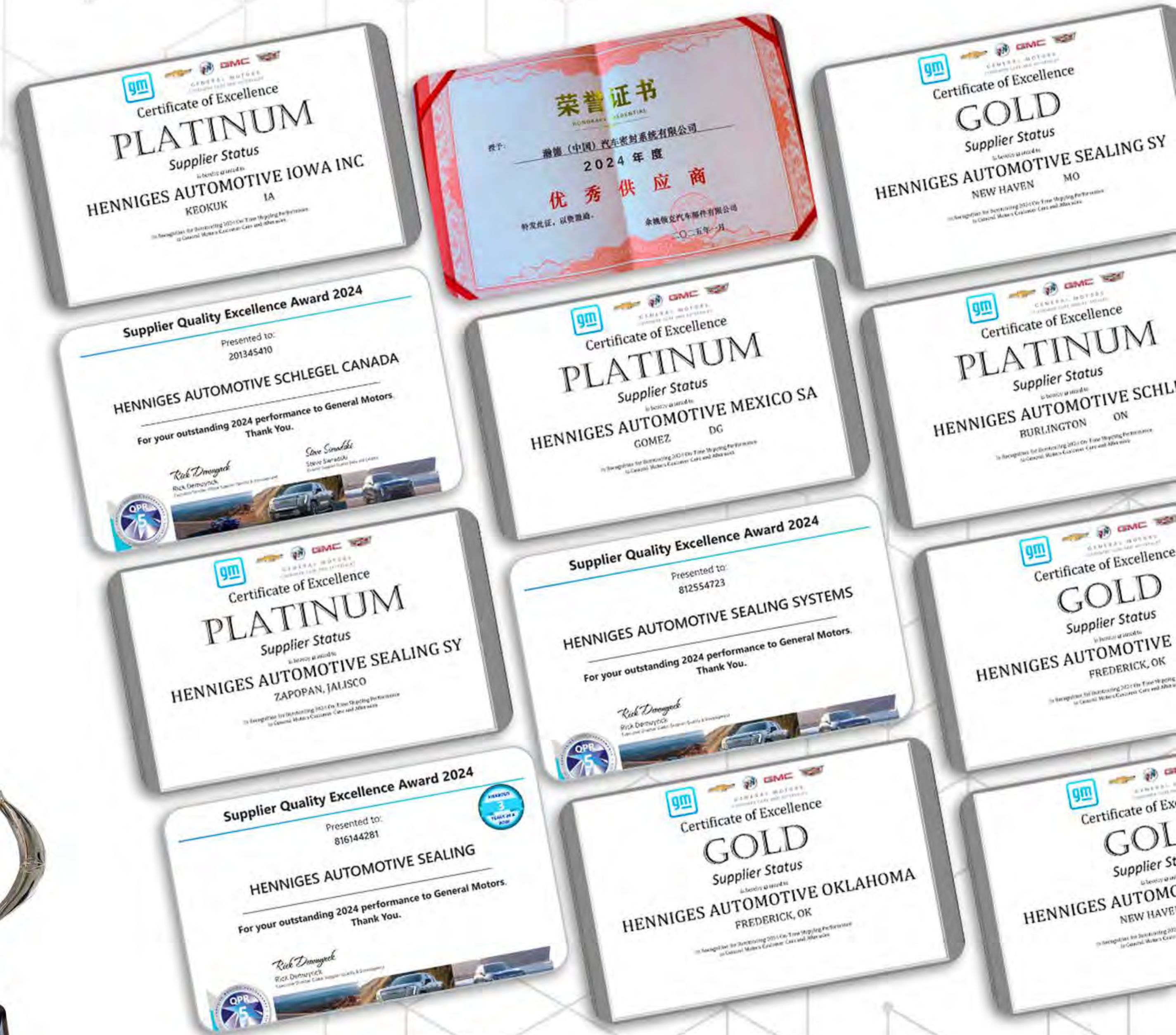
1. Burlington, Canada
2. Guadalajara, Mexico

2024 GM CUSTOMER CARE & AFTER SALES AWARD

1. Platinum Award (100% Delivery):
 - Iowa
 - Burlington
 - Gomez Palacio 1
 - Gomez Palacio 2
 - Guadalajara
2. Gold Award (99% Delivery):
 - Torreon
 - New Haven
 - Frederick

CHINA AWARDS:

2024 GEELY SUPPLIER OF THE YEAR AWARD



OUR FINANCIAL PERFORMANCE



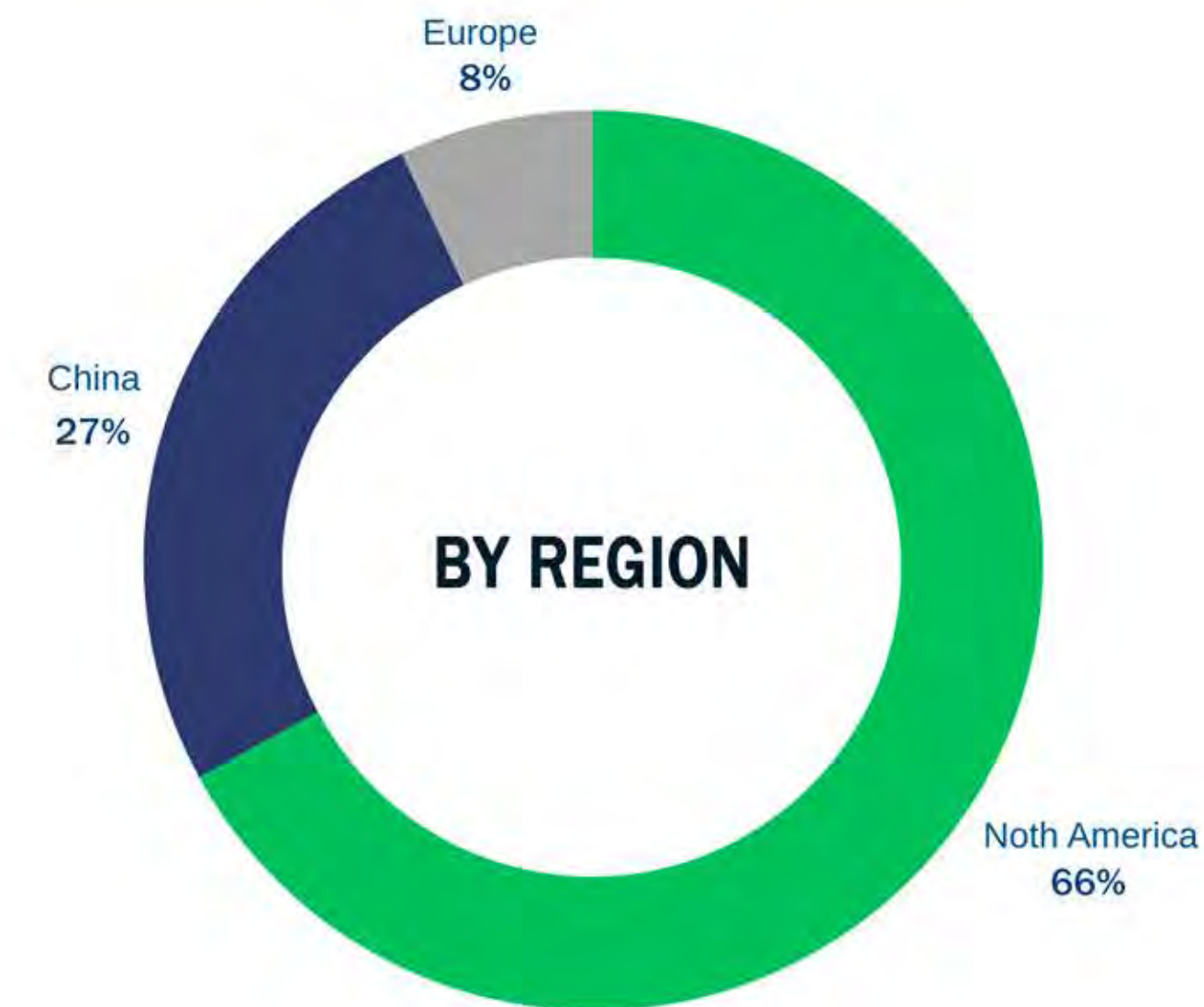
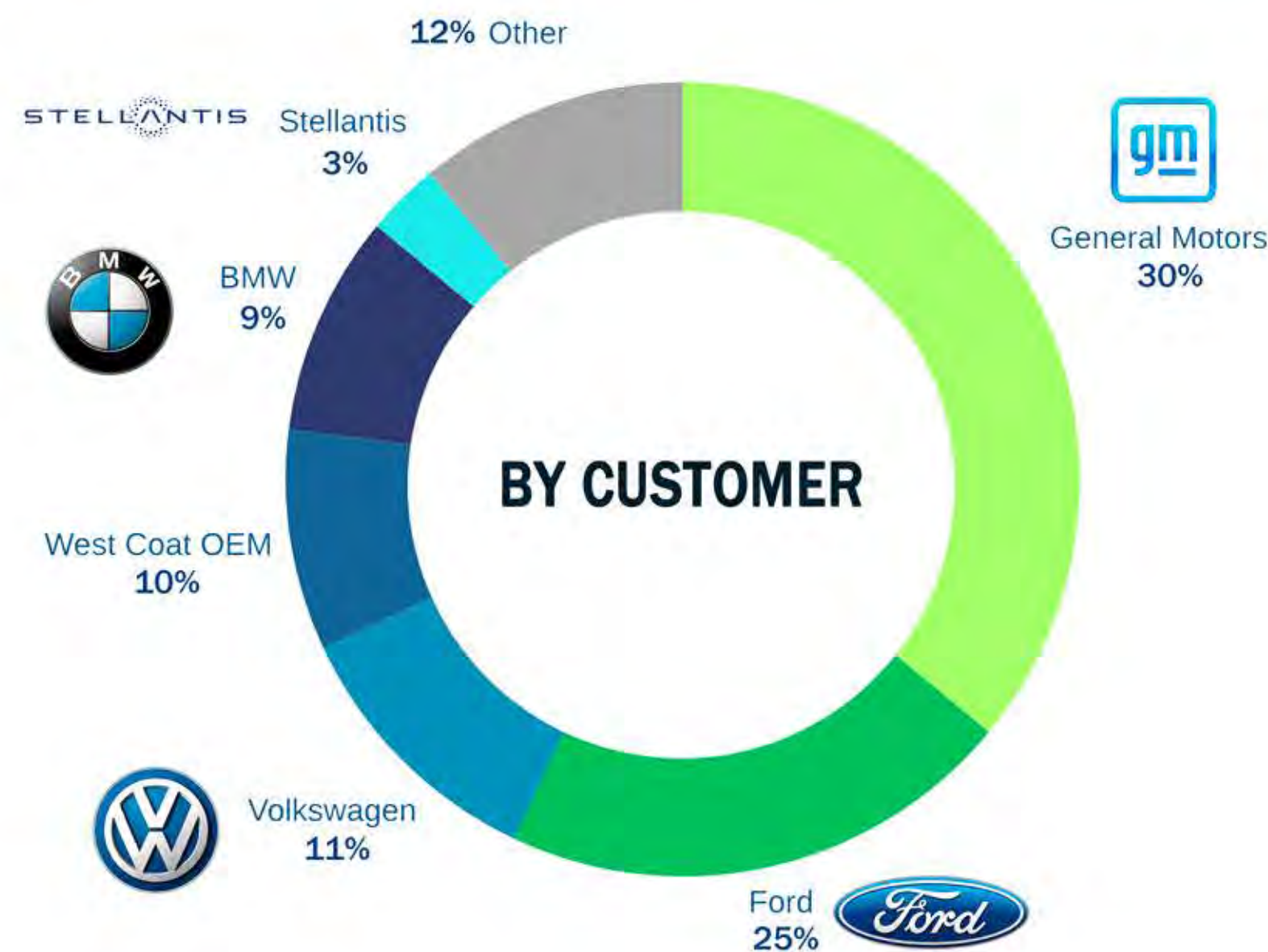
(USD in '000s)

HENNIGES AT A GLANCE

MARKETS

We operate primarily in the transportation / mobility segment with a small portion of sales to building products. The company serves our diverse customers in China, Europe and North America supplying from 6 countries and 15 manufacturing locations.

GLOBAL SALES



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")
- Accelerate development timing of extrusion industrialization

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

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. New applications for 3D print technology are continuously being discovered and Henniges has repeatedly expanded printer capacity to support the high workflow of needs in the organization. We use Polyjet technology that has flexibility to handle a wide range of materials completely representative of our production products.

- Fixtures/gages/guides
- MROs
- Metal printing for tooling



MANUFACTURING CAPABILITIES

Process Expertise:

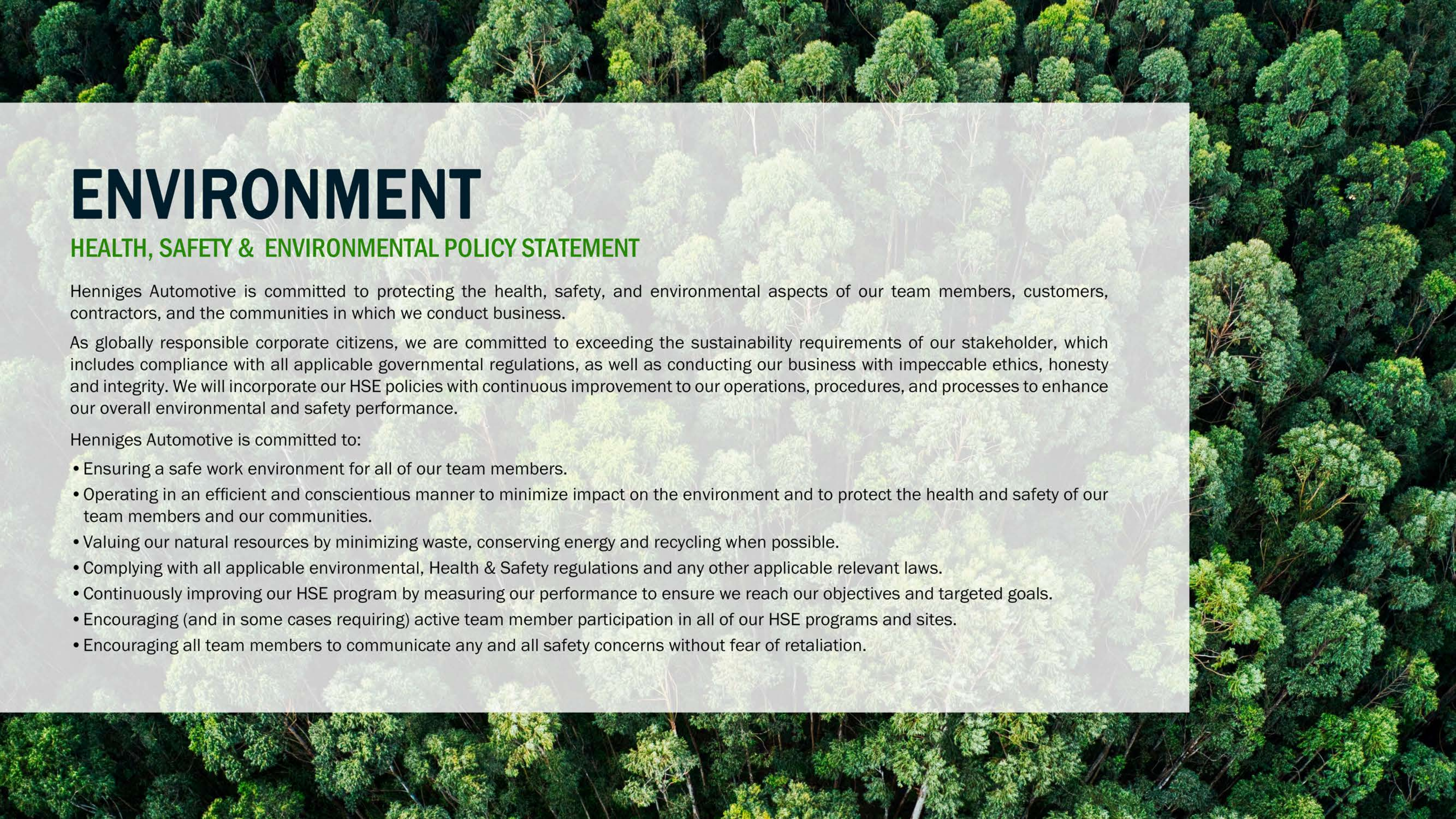
- In-house rubber compound mixing
- EPDM/PP/TPV extrusion
- EPDM/TPV/plastic molding
- Variable extrusion
- Online and offline coating
- In-house tooling development: extrusion/molds/notching
- Multi-stage notching and cut to length
- Inline extrusion finishing and packing
- Inline & robotic taping and adhesive application
- Polyurethane glass encapsulation
- Injection molding expertise (single and multi-shot products)
- Inhouse Robotics and automation development

Industry 4.0; Robotics and Automation:

- Material handling robotics
- Paint robotics
- Robotics and paint simulation
- Networked equipment with real-time monitoring
- Live process dashboards using IIOT
- Vision system quality systems
- Automated TPV/EPDM molding

Production Quality Capabilities:

- In-line laser sensing of extrusion profile tolerances
- In-line surface quality sensing
- In-line Adhesive presence sensing
- Rubber compound testing
- CLD, insertion/extraction
- Flock adhesion and density
- Coating film thickness
- Drag force

An aerial photograph of a dense, lush green forest with many tall trees, serving as the background for the document.

ENVIRONMENT

HEALTH, SAFETY & ENVIRONMENTAL POLICY STATEMENT

Henniges Automotive is committed to protecting the health, safety, and environmental aspects of our team members, customers, contractors, and the communities in which we conduct business.

As globally responsible corporate citizens, we are committed to exceeding the sustainability requirements of our stakeholder, which includes compliance with all applicable governmental regulations, as well as conducting 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.

Henniges Automotive is committed to:

- Ensuring a safe work environment for all of our team members.
- Operating in an efficient and conscientious manner to minimize impact on the environment and to protect the health and safety of our team members and our communities.
- Valuing our natural resources by minimizing waste, conserving energy and recycling when possible.
- Complying with all applicable environmental, Health & Safety regulations and any other applicable relevant laws.
- Continuously improving our HSE program by measuring our performance to ensure we reach our objectives and targeted goals.
- Encouraging (and in some cases requiring) active team member participation in all of our HSE programs and sites.
- Encouraging all team members to communicate any and all safety concerns without fear of retaliation.

PLEDGE

GM PLEDGE

Through our partnership with GM - Henniges has committed to carbon neutrality by 2035 in our scope 1 and scope 2 emissions. In addition to the carbon neutrality pledge commitment, we also committed that our company's Ecovadis scores would be at a 50 in the pillars of Ethics, Sustainable Procurement and Labor and Human Rights. Henniges achieve an overall score of 60 in 2024 as well as met the minimum score of 50 for each pillar.

Our global team members are committed to their local communities and to our environmental goals. One example is in Mexico where several of our Mexico facilities remembered World Water Day by hosting a drawing contest showing the many sources of water we depend upon and creating a video to help promote environmental education and responsible consumption of our water resources.



Bronze medal ecovadis



SUSTAINABILITY PROGRAMS

Henniges Automotive has submitted two (2) near-term company-wide emission reductions in line with climate science with the SBTi. All targets have been assessed against the SBTi's quantitative and qualitative criteria, along with the Criteria Assessment Indicators. For approval, a company's targets must comply with all applicable requirements. SBTi approved our targets in Q2 2025.

Definition of Science-based Target (SBT)

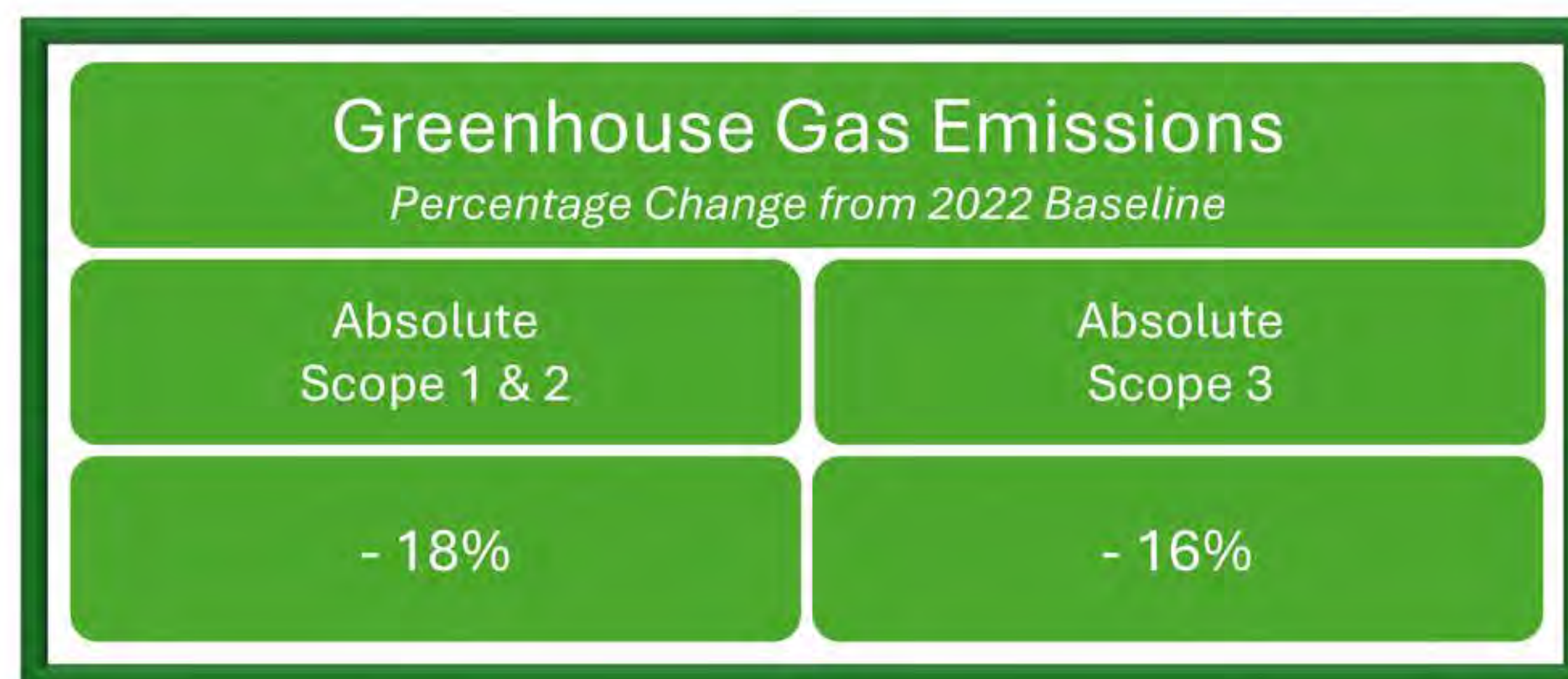
Science-based targets give companies a clearly-defined path to reduce greenhouse gas emissions in line with limiting global warming to 1.5°C. They define how much and how quickly a business must reduce its emissions to be in line with the Paris Agreement goals.



SUSTAINABILITY PROGRAMS

Environmental Performance

For several years, Henniges Automotive has consistently tracked and disclosed our environmental performance across multiple platforms. We have enhanced our monitoring and reporting of Scope 1, 2, and 3 emissions in line with the Science Based Targets initiative (SBTi). Additionally, we provide comprehensive updates on our sustainability and safety programs through Supplier Assurance, CDP, and EcoVadis.



NQC | SUPPLIER ASSURANCE



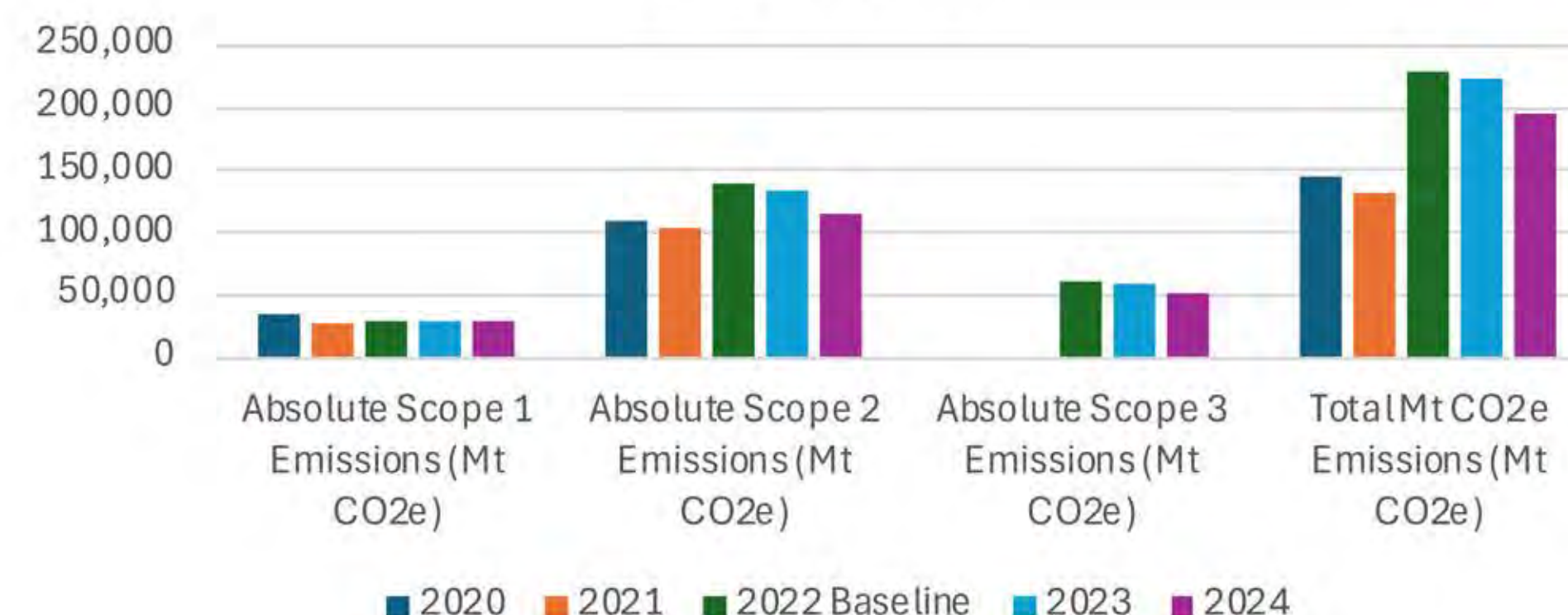
ecovadis



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

GHG Emissions



Scope 1 emissions are the direct greenhouse gas emissions from natural gas, which is primarily used in operations for heating extrusion line ovens.

Scope 2 emissions are indirect emissions from the generation of purchased electricity used for building heating/cooling and equipment operation.

Scope 3 emissions are all other indirect emissions that occur in our value chain, including those from suppliers, business travel, waste disposal, and product use.

SUSTAINABILITY PROGRAMS

Environmental Performance, continued

Independent Oversight & Internal Audits

Each year, independent auditors perform a thorough review of our environmental programs—covering legal compliance, environmental metrics, air quality, waste management, and health and safety measures. Starting in 2025, we have introduced an internal cross-audit process: our HSE teams will visit sister plants to exchange best practices, foster knowledge-sharing, and encourage open dialogue on environment and sustainability initiatives.

Regulatory Compliance & Emissions Management

Henniges is firmly committed to full compliance with federal, state, city, and local regulations governing air and water pollution. At each facility, we set clear reduction targets for greenhouse gas emissions and monitor key air pollutants—including CO₂, NO_x, particulate matter (PM), SO_x, volatile organic compounds (VOCs), and hazardous air pollutants (HAPs).

Our manufacturing locations at Gomez Palacio I, II and Torreon, Mexico utilize on-site solar energy to help offset emissions from electricity consumption. Additionally, we updated the lighting to LED for spot lighting of workstations at most of our facilities as well as implemented auto on/off motion switches for general lighting. Our manufacturing sites strive to reduce waste by quickly escalating quality issues, which help reduce waste. Other initiatives include implementing air leak programs to troubleshoot, and repair compressed air leaks, staggering startup/shutdown procedures of equipment, recycling whenever possible and educating our employees on the importance of pollution prevention.

2024 EcoVadis Sustainability Rating Award

For the third consecutive year, Henniges has been awarded the Bronze Medal on the EcoVadis scorecard. EcoVadis is a globally recognized sustainability assessment platform that evaluates companies across four key categories: environmental impact, labor and human rights, ethics, and sustainable procurement. These comprehensive, evidence-based evaluations are distilled into clear scorecards with ratings ranging from 0 to 100, accompanied by medal distinctions (Bronze, Silver, Gold) where applicable. Beyond scoring, the EcoVadis scorecards provide valuable insights into organizational strengths and areas for improvement, enabling companies like Henniges to strategically enhance their sustainability initiatives and implement targeted action plans to drive continuous performance improvement.



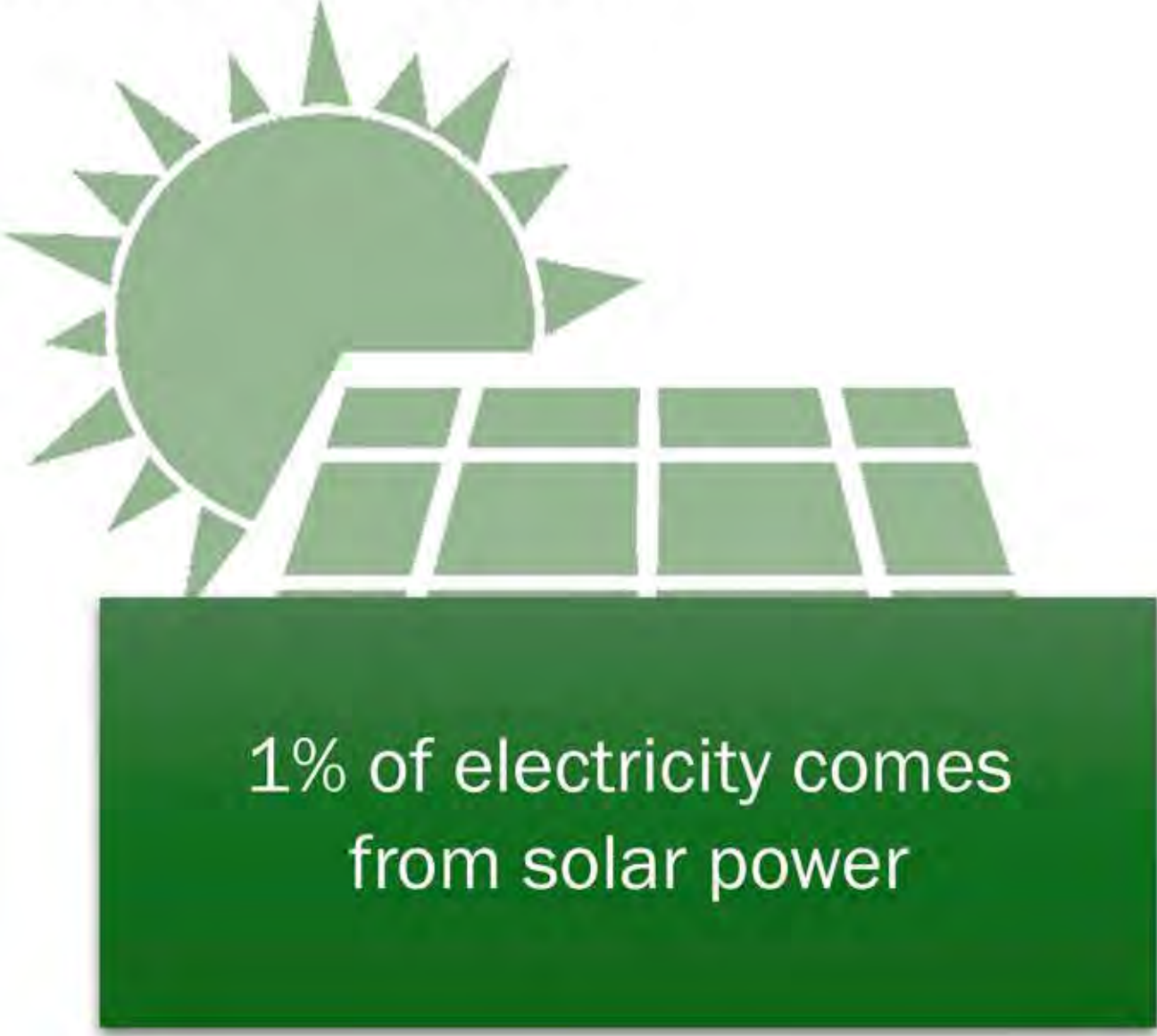
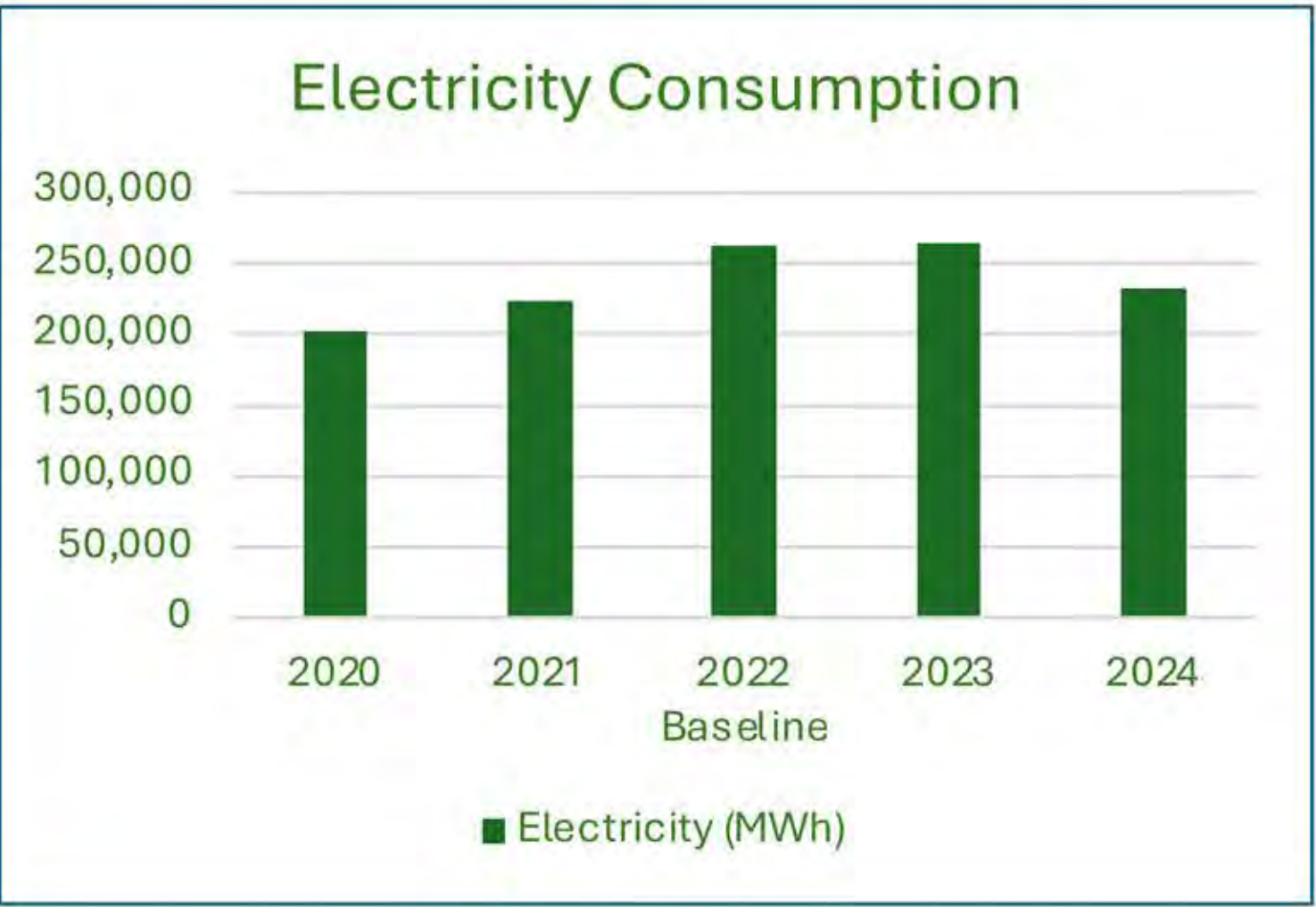
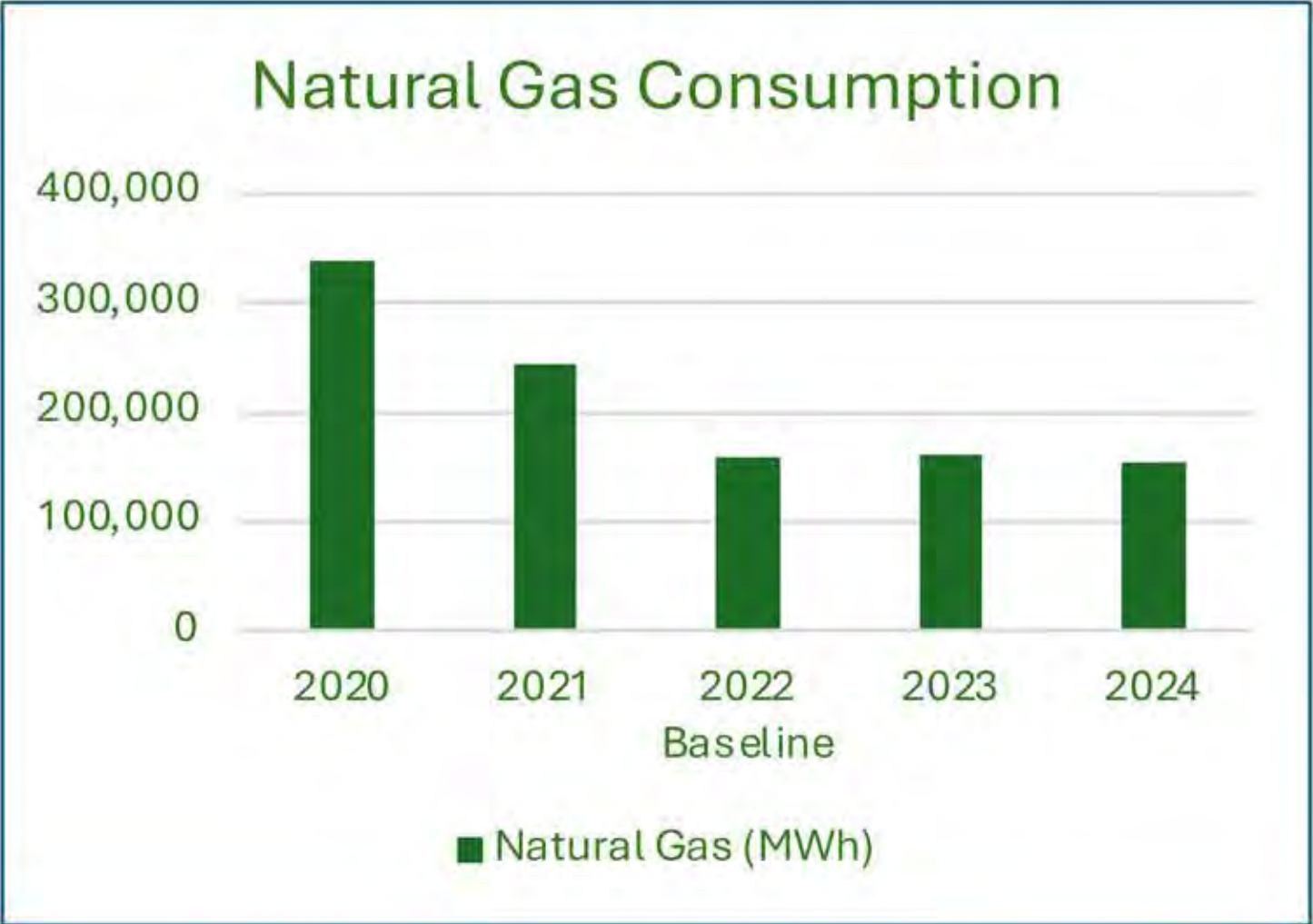
ENVIRONMENTAL METRICS

Energy Consumption and Reduction Efforts

Over the past two years, Henniges Automotive partnered with an external vendor to improve the accuracy and consistency of our energy consumption tracking. This enhanced data allows us to better identify high-impact areas for reducing both electricity and natural gas usage.

Additionally, we initiated an energy assessment at a key facility to develop targeted solutions and establish best practices. These insights will be shared across our global operations to support collective progress toward our sustainability goals.

These efforts are a critical step in aligning with our commitment to the **GM Pledge for carbon neutrality in Scope 1 and Scope 2 emissions by 2034**.



ENVIRONMENTAL METRICS

Waste Management and Recycling at Henniges Automotive

As part of our commitment to environmental responsibility and compliance with ISO-14001 standards, Henniges Automotive is actively working to improve the tracking, management, and reduction of our hazardous, non-hazardous, and landfill waste streams. These efforts also support our Scope 3 emissions tracking and broader sustainability goals.

Currently, we recycle approximately **48% of our solid waste**, with ongoing assessments underway to expand recycling options and drive progress toward overall waste reduction targets.

To support these goals, we have implemented a range of waste reduction and recycling initiatives, including:

- Partnering with local recyclers to divert **rubber, glass, plastic, cardboard, and metal** waste from landfills
- Ensuring universal waste (e.g., batteries, bulbs, electronics) is properly disposed of through certified recycling companies
- Utilizing **reusable containers and packaging** wherever possible to minimize single-use waste
- Reworking **out-of-specification materials** to avoid unnecessary disposal
- **Repairing equipment** to extend its service life and reduce waste generation
- **Recycling absorbents** used in oil and grease spill cleanup to minimize waste impact

These programs reflect our continuous improvement mindset and dedication to reducing our environmental footprint through responsible waste management.



ENVIRONMENTAL METRICS

Water Resource Management

At Henniges, we are committed to responsible water stewardship and actively promote water conservation awareness at each of our manufacturing locations. We take a proactive approach to reducing our water consumption by implementing a variety of sustainable practices, including:

- Installing **water-saving** toilets and faucets
- Encouraging employees to **report leaks** and ensuring timely repairs
- **Recycling water** from extrusion line cooling tanks
- Repurposing HVAC condensation water for **landscape irrigation**
- Utilizing **drought-resistant landscaping** to minimize outdoor water use
- Promoting the use of **reusable water bottles** and providing filtered water stations for employees

Additionally, over 67% of the water used at our facilities is responsibly discharged back to the environment, primarily through municipal sewer systems or other permitted discharge points.

These efforts reflect our ongoing commitment to environmental sustainability and continuous improvement in resource management.



ENVIRONMENTAL INITIATIVES

Tree Donations and Plantings

The Municipality of Torreon and the Torreon Environment Directorate donated more than 100 trees to our Torreon location. This generous contribution not only beautifies our facility, but also reinforces our commitment to the environment. These trees will be planted by our employees at their homes.

In August 2024, our Gomez Palacio 2 location promoted the vital importance of pollinators by gifting a pollinator plant to employees to plant at home and start a garden of their own. This helps promote the importance of nature conservation and environmental education.

Our Guadalajara location participated in a reforestation event at the Technology Park by helping to plant trees that improve our air quality, provide shelter for wildlife and help combat climate change.

For World Environment Day, our Torreon location hosted a workshop where employees learned how to create organic gardens.

Sustainability Training

To enhance sustainability awareness across the organization, we conducted awareness-level sustainability training at all our manufacturing facilities. Our regional and corporate Health, Safety, and Environment (HSE) leadership teams visited each location to deliver presentations, reinforcing what sustainability means to Henniges and fostering a shared commitment to our sustainability goals.

Collaboration with Technology Students

Contributing to the Environmental Objectives, our Torreon location started a project with students from Tecnológico de Monterrey, in which they spent six weeks collaborating on alternatives to reduce the generation of scrap from the process and in turn reduce the amount we dispose of to the landfill for the benefit of the environment.



SUSTAINABLE MATERIAL DEVELOPMENT

The material composition of our product portfolio plays a crucial role in determining the carbon footprint of our products. In our commitment to reducing greenhouse gas emissions, Henniges is dedicated to developing a sustainable material portfolio. Our approach includes:

- 1. Continuous Benchmarking:** We are consistently evaluating new sustainable material alternatives and emerging technologies to identify the most effective options available on the market.
- 2. Internal Innovation:** We are focused on internally developing greener materials by incorporating biomass content and post-consumer recycled ingredients into our products.
- 3. Expanding Flexibility:** We aim to enhance the versatility of our offerings by increasing the use of recyclable thermoplastics as alternatives to non-recyclable, petroleum-derived thermosets.

Anticipating Future Needs

Henniges recognizes the growing demands from our customers for body architectures that minimize drag and the use of lighter materials to extend vehicle range. In response, we are shifting our focus toward the development of complex sealing systems tailored for Frameless and Flush-glass body architectures. This strategic shift ensures that our products not only meet but exceed the evolving requirements of our customers.

- **Lightweight Material Development:** Developing advanced materials that reduce overall vehicle weight, improving fuel efficiency and extending electric vehicle range.
- **Enhanced Recyclability:** Continuously pushing the boundaries of product design to increase the recycled content of our materials and ensure that our products contribute positively at the end of their life cycle.

Usage and End-of-Life Impact

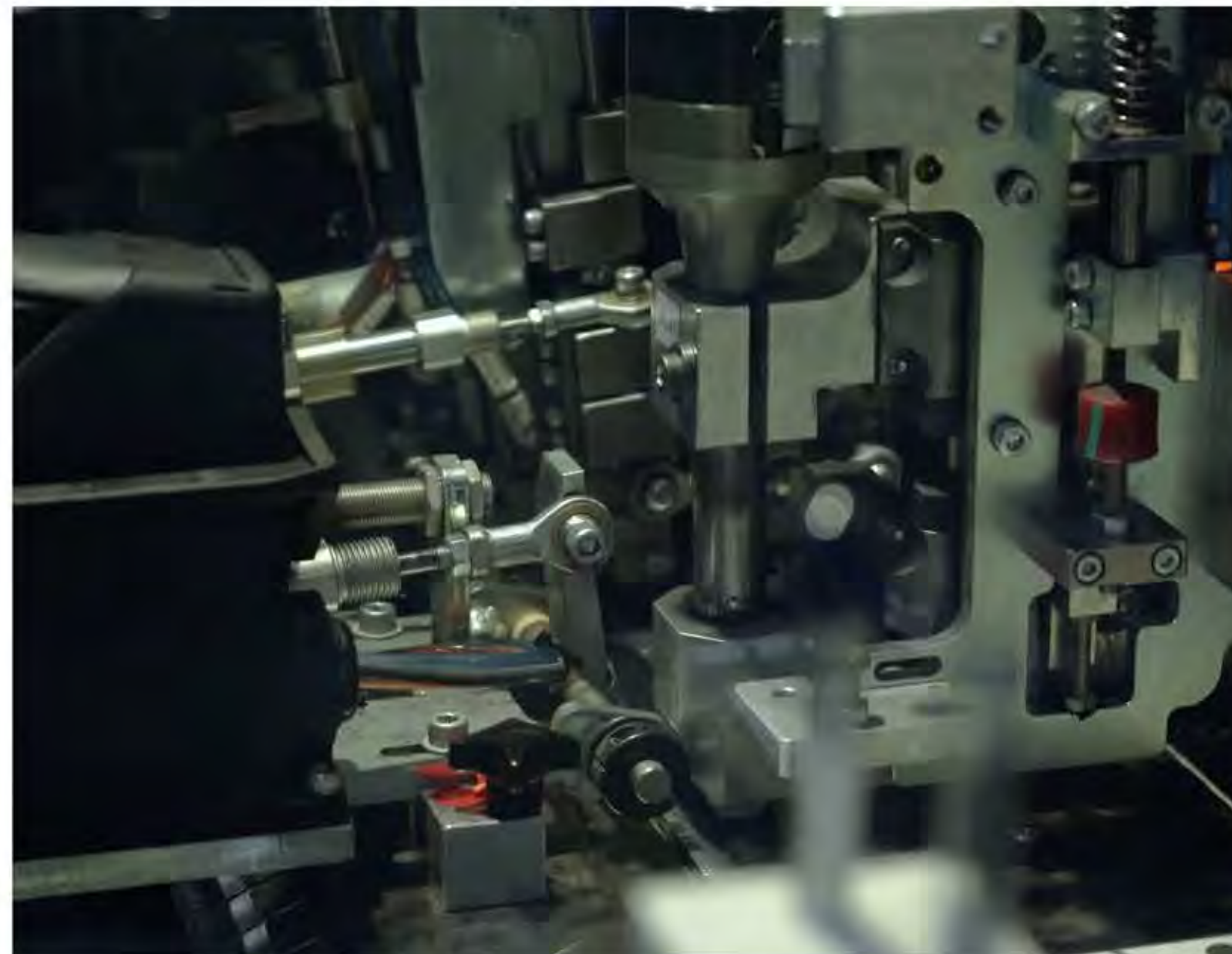
While material selection and product design are key factors in reducing the initial carbon footprint, Henniges also contributes to sustainability during the usage phase and at the end of a vehicle's life cycle.

- **Design for Recyclability:** We are actively developing product designs that result in fully recyclable components at the end of their life cycle. This initiative supports circular economy principles by reducing waste through closed-loop production systems.
- **Lightweighting for Efficiency:** Our efforts are focused on producing the lightest parts possible without compromising on engineering standards. Lighter components not only reduce emissions during the vehicle's usage phase but also enhance fuel efficiency or extend the range/charge performance of vehicles.

Responding to Customer Expectations

As our customers continue to prioritize innovative designs and sustainable practices, Henniges is proactively developing products that address these needs. Our focus on complex sealing systems for Frameless and Flush-glass body architectures is a direct response to the industry's push for body designs that reduce drag and improve efficiency.

- **Biomass and Recycled Materials Integration:** We are committed to meeting all functional requirements of our customers by increasing the incorporation of biomass and recycled materials in our product development. This not only aligns with sustainability goals but also ensures that our products maintain the highest standards of performance and durability.
- **Sustainable End-of-Life Solutions:** Ensuring that our products are designed with end-of-life considerations, facilitating easier recycling and reducing environmental impact.



HEALTH AND SAFETY

THINK SAFE, BE SAFE, STAY SAFE

At Henniges Automotive, safety is more than a principle—it's a core part of our culture and a top priority. Our safety-first mindset is embedded at every level of the organization, from leadership to employees, contractors, and visitors. We are committed not only to meeting local and national safety regulations, but also to exceeding compliance standards across all regions where we operate. Our goal is simple: ensure that everyone goes home in the same—if not better—condition than when they arrived. This strong safety culture has contributed to consistent, company-wide reductions in recordable injuries over the past four years.





HEALTH, SAFETY AND ENVIRONMENTAL POLICY STATEMENT

Henniges Automotive is committed to protecting the health, safety, and environmental aspects of our team members, customers, contractors, and the communities in which we conduct business.

As globally responsible corporate citizens, we are committed to exceeding the sustainability requirements of our stakeholder, which includes compliance with all applicable governmental regulations, as well as conducting 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.

Henniges Automotive is committed to:

- Ensuring a safe work environment for all of our team members.
- Operating in an efficient and conscientious manner to minimize impact on the environment and to protect the health and safety of our team members and our communities.
- Valuing our natural resources by minimizing waste, conserving energy and recycling when possible.
- Complying with all applicable environmental, Health & Safety regulations and any other applicable relevant laws.
- Continuously improving our HSE program by measuring our performance to ensure we reach our objectives and targeted goals.
- Encouraging (and in some cases requiring) active team member participation in all of our HSE programs and sites.
- Encouraging all team members to communicate any and all safety concerns without fear of retaliation.

All our manufacturing facilities are ISO-14001 certified and 54% of our manufacturing facilities are ISO-45001 certified with plans for all sites to become certified in 2025.

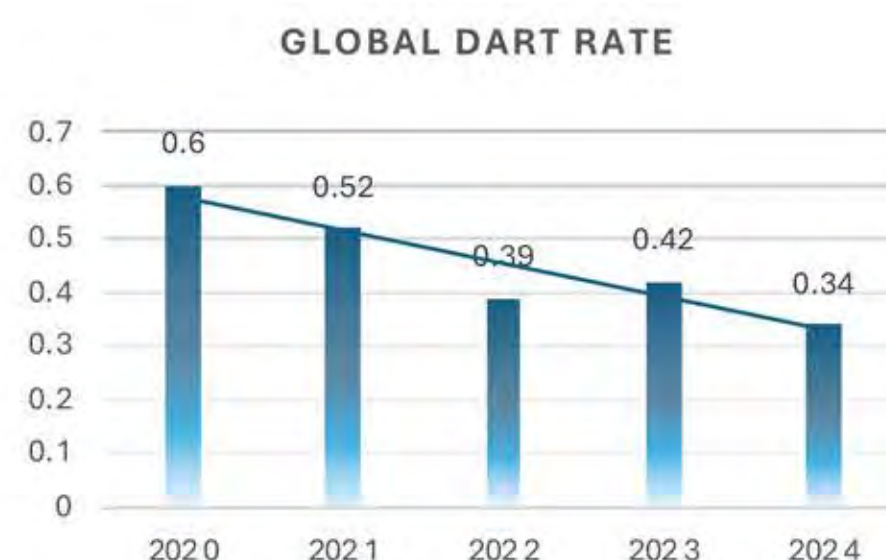
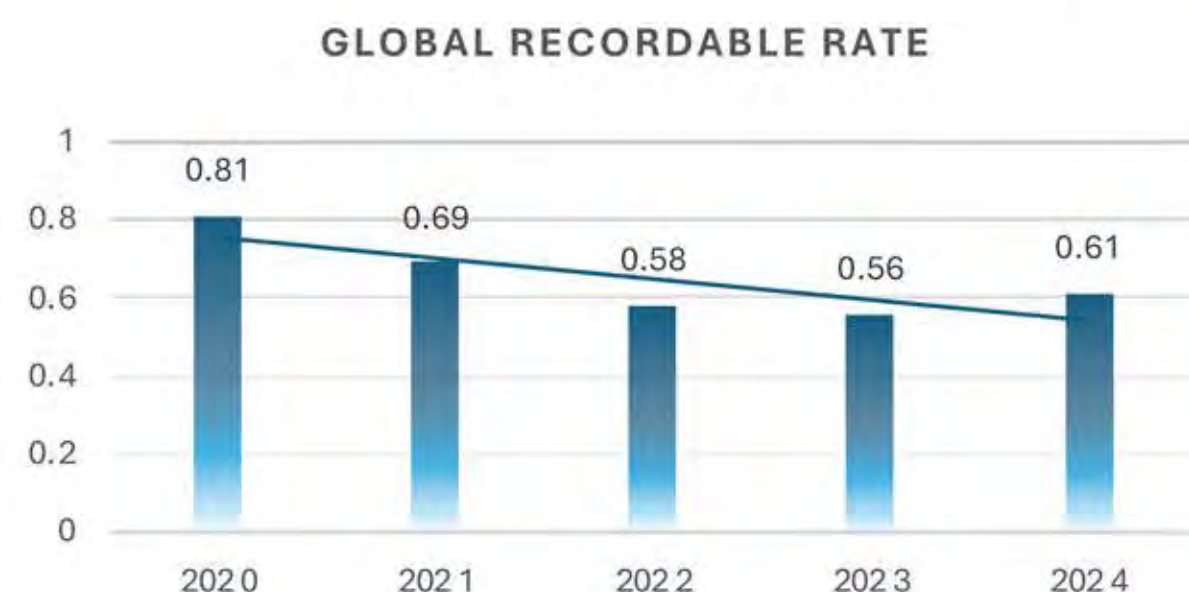
We launched our Behavior-Based Safety Observation program back in 2017 with one clear goal: to proactively identify and address workplace hazards, helping to reduce the risk of injury for all our employees. Since then, the program has played a key role in improving our safety performance.

What started as a simple paper-based system has evolved into a fully digital process, now easily accessible through an app on phones and computers. Thanks to our ongoing focus on continuous improvement, the program has become an everyday part of how we work. Each year, we raise the bar—setting higher goals and encouraging our teams to expand observations into new areas to keep our workplaces even safer.



HIGHLIGHTS FROM 2024

Recordable and DART Rate Charts



- We are continually improving our overall safety performance year over year. Although we experienced a 9% increase in our total recordable rate this past year, the total number of incidents was lower compared to 2023.
- Notably, we achieved a 24% reduction in our total DART rate and made significant progress in supporting our employees—helping them remain at work or return more quickly after an incident.



Health, safety and environmental training is important at all our Henniges locations. Some of the training this past year included fire extinguisher and emergency response, CPR and first-aid, sustainable development, and safety awareness, just to name a few.

AWARDS

The Safety Awards for 2024



Most Improved Location

- Gomez Palacio II had the most impressive turnaround — going from 5 recordable incidents in 2023 to 0 in 2024, a 100% reduction.
- They also earned the “Best of the Best Safety” for their achievement.
- Both Gomez Palacio I and II recorded a 100% reduction in DART cases from 2023 to 2024.

One Million Safe Hours

The following locations each surpassed 1 million hours worked with zero safety incidents:

- Gómez Palacio II
- Guadalajara
- Taicang
- Tieling

Zero Recordable Incidents

In 2024, six of our locations achieved zero recordable safety incidents — a major accomplishment and a testament to their strong safety culture. These facilities include:

- Burlington, Canada
- Beijing, China
- Shanghai, China
- Mladá Boleslav, Czech Republic
- Gomez Palacio II, Mexico
- Corporate Headquarters, USA

Most Improved Region

- Mexico led the way with a 54% reduction in their recordable rate across the region and a 61% reduction in DART rate.

Behavior-Based Safety Observations

Three locations completed 100% of the behavior-based safety observations for 2024:

- Gomez Palacio II
- Guadalajara
- Guiyang

AWARDS

HEALTH AND SAFETY AWARDS AND RECOGNITION

High Protection Risk Award from FM Global

Our Gomez Palacio 2 location received the FM Global HPR Badge. This badge is a recognition given to industrial facilities that have implemented risk protection measures at a very high level, minimizing the chances of suffering significant damage from events such as fires, explosions, natural disasters, or equipment failures.

HPR-badged facilities have been shown to significantly reduce their exposure to potential risks. This not only protects physical assets but also reduces the likelihood of prolonged operational disruptions. In addition to the recognition itself, facilities that earn the HPR badge typically benefit from lower insurance premiums and a better reputation in the industry, as they demonstrate a serious commitment to risk management.



Gomez Palacio II Safe and Healthy Work Environments Award

On February 22, 2024, our Gomez Palacio 2 facility was awarded the ELSSA: Safe and Healthy Work Environments badge for demonstrating commitment to occupational safety and health in the workplace, adopting responsible practices aimed at the well-being of our employees. We are proud to receive this distinction, and are committed to maintaining and continuously improving health and safety conditions in the workplace, complying with regulations, implementing prevention measures, providing adequate training and promoting a culture of safety in the organization.

Reidsville Recognized for Outstanding Safety and Health Efforts

Our Reidsville, North Carolina team has been honored with the Certificate of Safety Achievement from the North Carolina Department of Labor for the twenty-second consecutive year. This recognition highlights the team's exceptional commitment to safety and health, which contributed to a significant reduction in workplace injuries and illnesses and the advancement of safer working conditions throughout 2024.



SUPPLY CHAIN

ENSURING CONSISTENT HIGH STANDARDS ACROSS OUR SUPPLY CHAIN

Henniges values our relationships with our suppliers. It is critical that both Henniges and our supply base maintain high standards for business relations and community involvement. Our supplier agreements are with companies that have a verifiable record and commitment to integrity and sustainability. We believe in an environment where our suppliers compete fairly on the quality of their products and services.

Henniges issues terms and conditions to all our suppliers.

79% of our Strategic suppliers have agreed to our Terms and Conditions

HENNIGES SUPPLIER CODE OF CONDUCT

Henniges Automotive is committed to conducting business in an ethical, responsible, and sustainable manner. As part of this commitment, suppliers and business partners are expected to adhere to high ethical and social standards. Our Supplier Code of Conduct outlines the principles and expectations each supplier must follow when conducting business with Henniges Automotive. Areas include compliance with laws, conflict materials, labor and human rights, discrimination, working conditions, health and safety, environmental responsibility and ethical business practices. Suppliers MUST hat anything purchased by Henniges will not be produced by child or forced labor either by them or their suppliers.

96% of suppliers signed our Supplier Code of Conduct agreement

HENNIGES SUPPLIER SUSTAINABILITY

Our goals continue to strive for exceptional focus and flawless execution. To achieve these high standards; we will increase our focus on long term sustainability. This energized focus will ensure our success and long-term benefit for the environment, employees, business partners and shareholders. Reaching these goals requires the full support from our global supply partners. We encourage suppliers to align with Henniges' commitments by developing and implementing their own environmental sustainability polic and programs focused on conservation of natural resources.

Henniges' procurement team is dedicated to a sustainable future and has an EcoVadis Sustainable Procurement score that is higher than 57% of other companies in our same manufacturing sector.

Learn more about Henniges Procurement policies at <https://www.hennigesautomotive.com/purchasing-vendor-portal-contacts/>



OUR GOVERNANCE AT

BUSINESS ETHICS & INTEGRITY

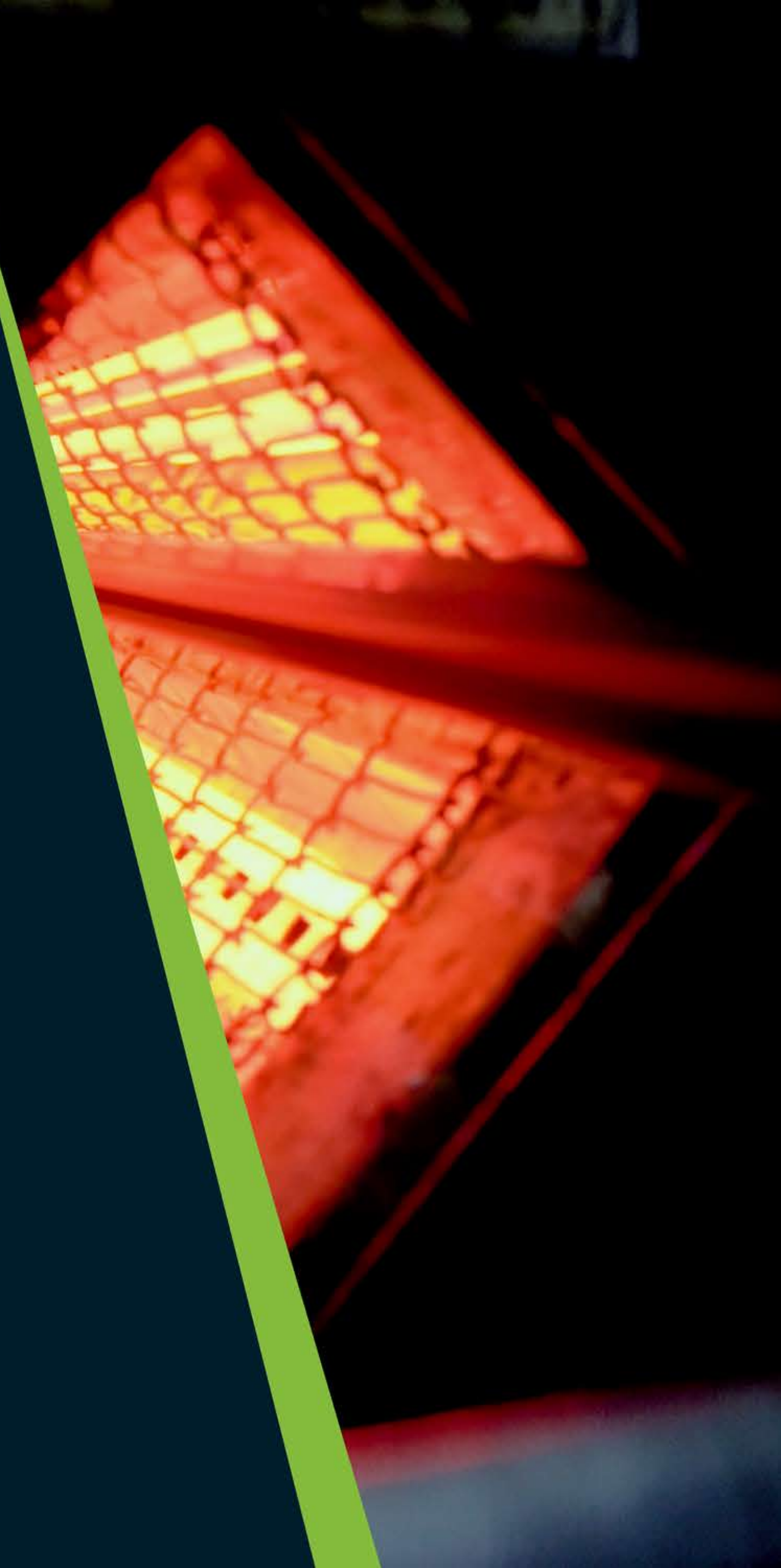
At Henniges, a positive work environment and ethical culture provide the foundation to maintain our steadfast commitment to being a trustworthy business. While all our values guide us, our Integrity core value drives us to consistently engage in honest, ethical, and responsible business practices. By 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 our internal and external 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.



BUSINESS CONDUCT THAT CONSTITUTES FAIR AND LEGAL PRACTICES

As a global enterprise, Henniges is subject to laws that govern its international operations, including laws that prohibit bribery and corruption and laws regarding antitrust and fair competition.

These laws include but are not limited to the US Foreign Corrupt Practices Act (FCPA) and the People's Republic of China Anticorruption laws and money laundering regulations. We have internal policies and procedures relating to compliance with such laws and regulations.

Henniges does not tolerate any form of bribery or corruption with our business dealings. Anti-corruption training is provided to all salary employees, including senior management as part of our compliance program.

Trade Compliance and Sanctions

As noted in our Code of Conduct policy, Henniges is committed to complying with all laws – including laws regarding the international trade of goods, services and technology. Such laws include the U.S. Export Control Administration Act, sanctions and embargoes imposed by the U.S. Office of Foreign Assets Control (OFAC) and the European Union, global customs regulations, and supply chain security programs.

Our trade compliance policies and supporting processes provide a framework for managing and controlling the following:

- Declaring to appropriate authorities the correct classification, origin, trade program eligibility and value of the goods, services, and technology that cross international borders
 - Henniges's activities at border and custom brokers
 - Export controls and strategic trade restrictions
- 

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.
- Members of the internal audit.

The internal audit 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 internal audit 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 internal audit. 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; conflicts of interest; respect in the workplace; and compliance with global anti-bribery, anti-corruption and competition laws.

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.

Cyber Security

Henniges Automotive has established an enterprise security program to help safeguard the security and integrity of our information and products and to protect the confidential information related to our employees and customers.

Henniges has implemented leading technology solutions to identify and isolate cyber security threats before they can spread and cause substantial damage. Henniges is in the process of aligning our security processes with the standards identified by TISAX in our manufacturing and engineering locations.

Because our global employees are our frontline defense to protect us from cyber incidents, Henniges Automotive is committed to the continued education of all our global employees on how to identify and report potential cyber events and how to protect company, customer, and employee confidential information.

As of June 2025, Henniges Automotive has not experienced a cybersecurity related incident that has resulted in material financial impact or resulted in data loss..



HUMAN RIGHTS AND WORKING CONDITIONS



At Henniges Automotive, we uphold the highest standards of human rights and working conditions across all aspects of our operations and supply chain. This commitment reflects our core ethical values and serves as a fundamental part of our long-term sustainability strategy.

Human Rights Commitment

Our commitment to Human Rights is guided by International Human Rights principles encompassed by the Universal Declaration of Human Rights. Our Human Rights policy encompasses:

- Freedom of Association and Collective Bargaining
- Prevention of Child Labor, Forced labor, Human Trafficking and Modern Slavery
- Diversity, Equity and Inclusion

Under Working Conditions

- Health and Safety
- Wages and Benefits
- Working Hours



PEOPLE

DIVERSITY AND INCLUSION

At Henniges, we bring exceptional people together to be a part of our vision and that starts with providing an open and welcoming environment for everyone. We stand for fairness, equality and inclusion where all of our voices are heard.

- We recognize that all of our employees have a voice, so we set out to provide opportunities for employees to directly contribute to our Diversity and Inclusion efforts. Our Global and Regional Inclusion Councils are comprised of employees from all locations and they have a significant impact on the inclusion activities and initiatives that take place throughout the year.
- We know how important it is to set the tone of inclusion during important conversations. That is why we aim to start every meeting with an inclusion topic, reminding all participants that we value everyone's contribution.
- We are all on this journey together and understand the importance of learning and self-development to help us build and foster more inclusive relationships. In 2024, we offered quarterly inclusion training opportunities for all of our employees.
- We want to create an environment that goes beyond the talk of inclusion and focuses on the action of being inclusive. In 2024 we focused on holding multiple Inclusion Workshops at multiple locations to help include our direct labor employees. In addition we launched the American Dream Experience Inclusion Training at all of our US locations, with plans to launch globally in the coming years. We also continued our Inclusion in Action campaign. This campaign provides Henniges employees the opportunity to recognize inclusive behavior, recognizing and uplifting the great things happening in our workplace. Employees can request an inclusion coin to give away to someone demonstrating inclusive behavior. At the end of 2024, over 200 coins have been handed out.



LEARNING

We continue to invest in training for all our team members. Our teams across the globe logged more than 1,133,026 hours in 2024; We focused on achieving an average of 10 hours for our hourly team members and 20 for salaried. Key learning areas were in Teambuilding and Leadership training, Supervisor training, Zodiac Finance training, Technical training in Extrusion, Mold, Automation and Mold Tech Sealing. In 2024, we launched LinkedIn Learning, giving full Access to over 20,000 training courses to our Salaried employees.



45%

Female Workforce



54%

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.

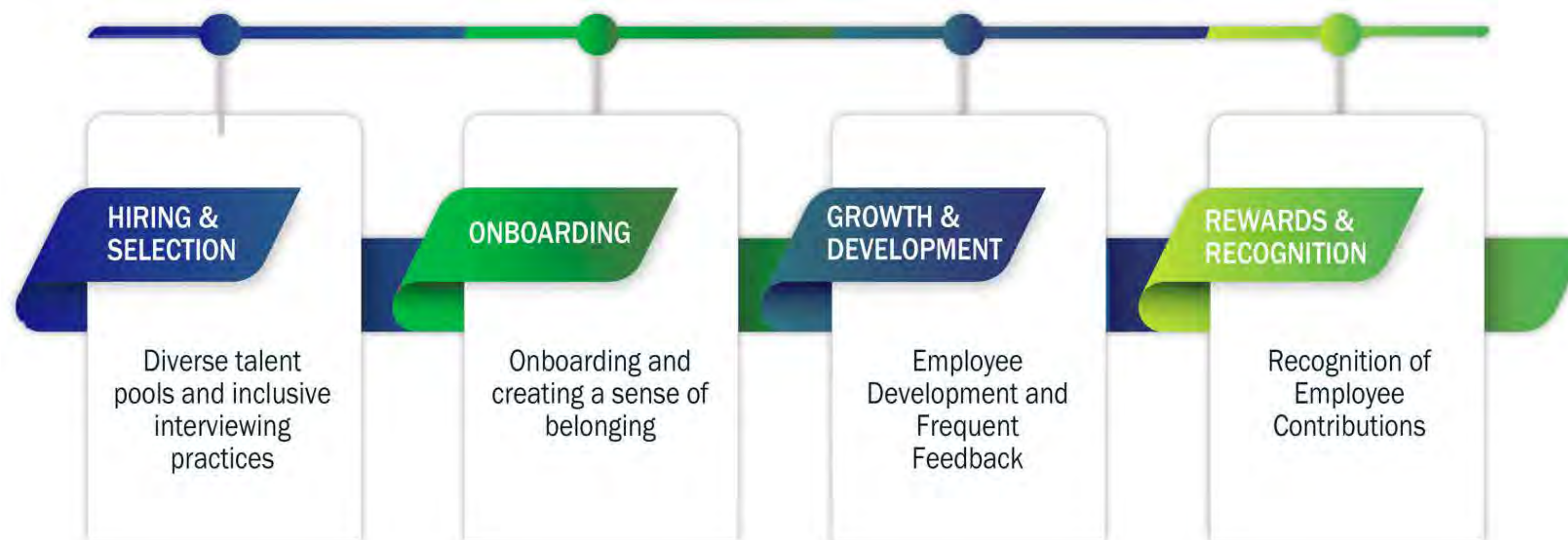
PEOPLE

EMPLOYEE EXPERIENCE

Diversity and Inclusion are ingrained in our employee experience at Henniges Automotive and that is reflected in our culture. We use inclusive hiring and onboarding practices to develop, attract and retain top talent. We prioritize employee development and provide frequent feedback to ensure employees have the tools necessary to be successful in their positions while providing the support needed to reach their full potential at Henniges. Investing in our people is critical to the success of our business.

The benefits of a diverse and inclusive environment create:

- Stronger working relationships with customers, suppliers and our communities.
- Better ideas, thoughtful dialogue and, ultimately, greater innovation.
- Talent retention and higher productivity.



PEOPLE

EMPLOYEE ENGAGEMENT

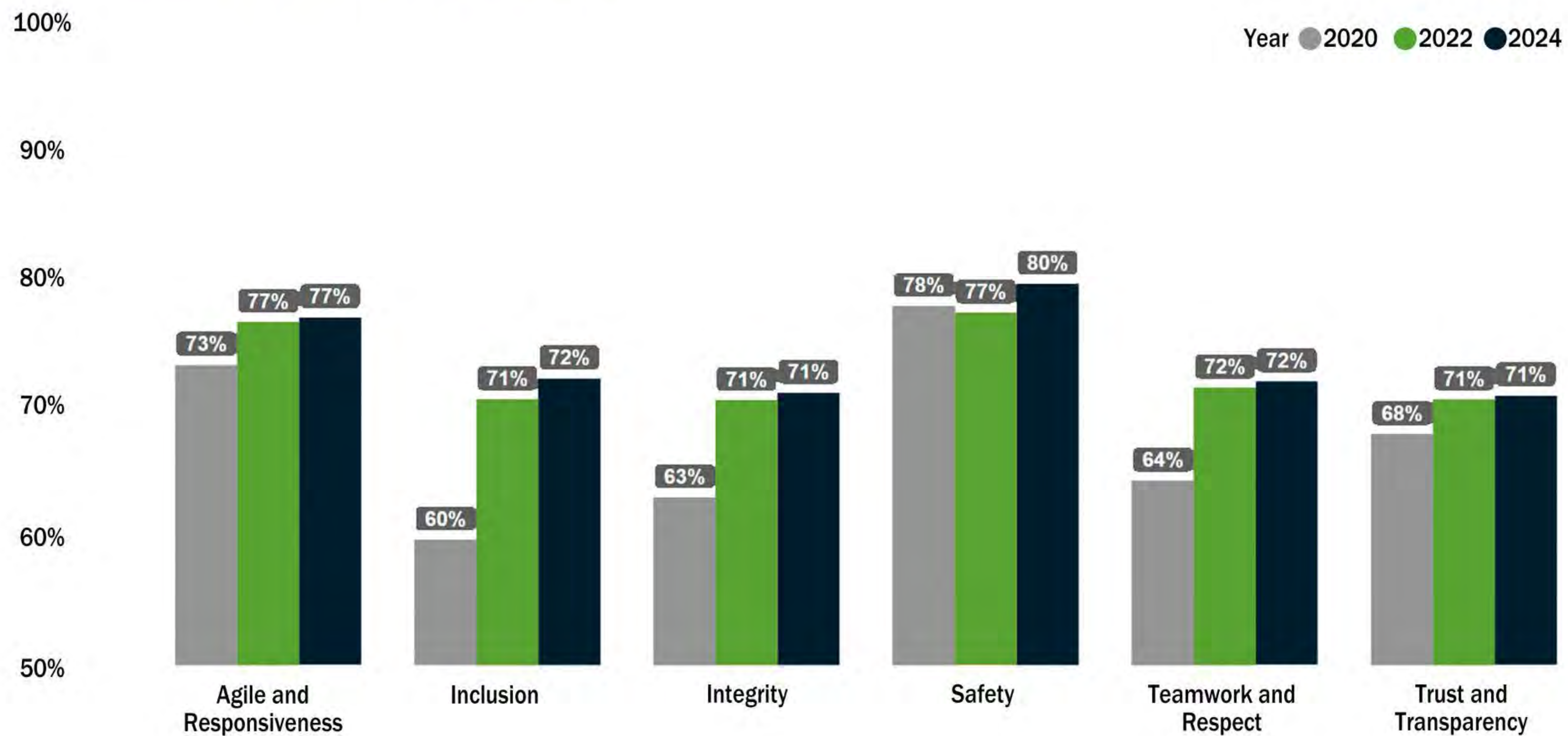
At Henniges, we strive to create a workplace where employees find meaning, engagement, and growth. We foster a culture centered on continuous professional development and actively recognize and reward employees for their contributions. We're committed to maintaining an environment where every voice matters and take meaningful action when opportunities for improvement arise. Since 2020, we've used annual employee surveys to measure engagement and assess how well we embody our organizational values.

Our leadership teams review these results closely, identifying key focus areas and implementing tailored action plans at each location. We recognize that a fulfilling work environment is essential to engagement. That's why we offer multiple recognition programs—including a bonus system—to reward employees who go above and beyond. Our supervisors are trained and encouraged to promote and celebrate positive behaviors through structured rewards and recognition initiatives.



PEOPLE

HISTORICAL CULTURE SURVEY RESULTS



PEOPLE

LEADERSHIP

We are committed to our employees' professional growth and development. We believe this investment will drive the continued success of our business.

Each year Henniges leaders from across the globe come together for the annual Leadership Meeting, consisting of over forty leaders, representing each of the regions, and all of our Senior Leadership Team. This meeting included two-three days of immersive inclusion training, leadership training and strategic planning.

We focus on retaining the best talent by offering an educational assistance program that reimburses employees for both degree and non-degree programs. By investing in our employees' professional development, we are able to retain top talent and develop leaders internally. High performing employees and those with potential for upward mobility within the organization are identified annually during our succession planning process. These employees receive personalized development plans to ensure that they are being given the tools and coaching necessary to grow within our organization.



PEOPLE

COMMUNITY OUTREACH

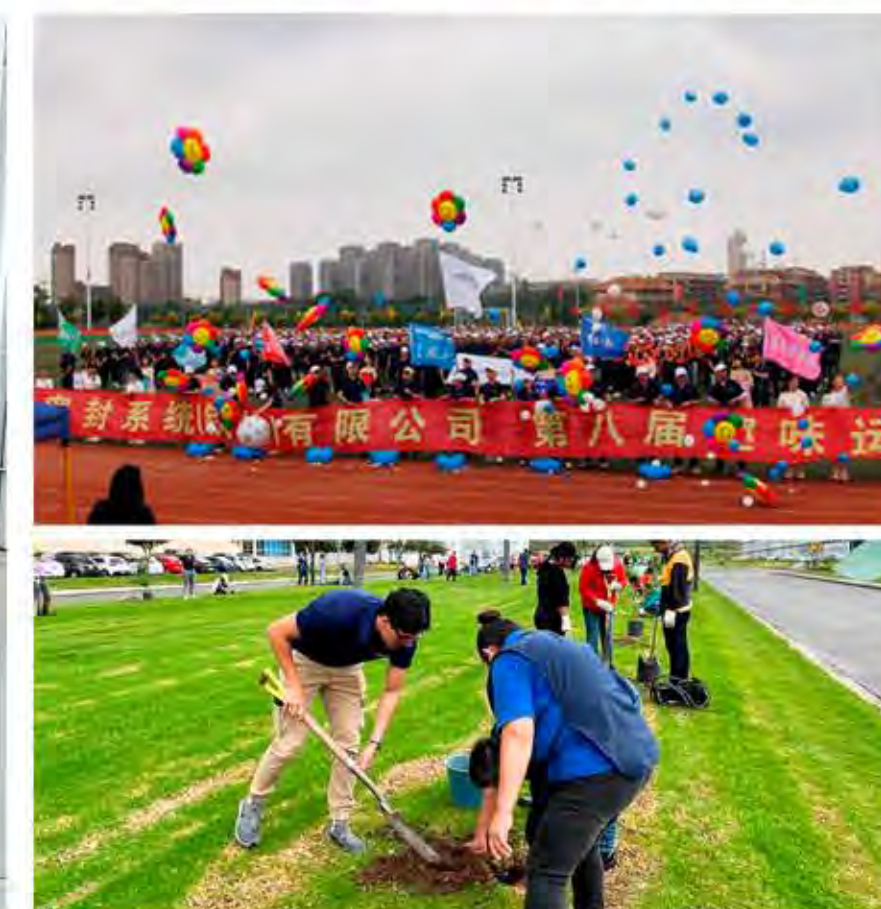
At Henniges Automotive, we are proud to give back to the communities where we live and work. We aim to be active and trusted community partners at each of our locations, recognizing that a strong local presence is essential to the success of both our business and our employees. Our support is focused in three key areas: financial contributions, volunteer efforts, and meaningful community engagement.

- INVESTING IN OUR COMMUNITIES

- o \$63,853 USD

- SERVING IN OUR COMMUNITIES

We know Henniges employees are passionate about their communities and are committed to giving back through acts of service so we are pleased to offer a volunteer time off program. This program allows team members to volunteer up to 8 hours per calendar year with full pay. 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 help those in need. These experiences also enrich and inspire the lives of our valued team members.



PEOPLE

MAKING A DIFFERENCE

Henniges Automotive understands that community involvement goes beyond financial contributions. Our plants enjoy giving back to their communities through numerous activities, including food bank donations, school supply fundraisers, job shadow days, community wide clean up events, holiday events, community speaking engagements and many more.



COMPANY RECOGNITION

At Henniges Automotive, we aim to distinguish ourselves by exceeding our customer's requirements. We provide top quality automotive sealing solutions and take pride in delivering customer satisfaction. We are proud of our successes and the recognition we have received from our customers demonstrating our commitment to excellence.





CANADA

° Burlington, Ontario

GLOBAL LOCATIONS

HENNIGS

ESTABLISHED 1981



UNITED STATES

Global Headquarters - Auburn Hills, Michigan

- ° Keokuk, Iowa
- ° New Haven, Missouri
- ° Reidsville, North Carolina
- ° Frederick, Oklahoma



MEXICO

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



CZECH REPUBLIC

- ° Hranice
- ° Mlada Boleslav



POLAND

- ° Prudnik



CHINA

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

APPENDIX

OVERVIEW

		2022	2023	2024
Operations	# of countries of operation	7	6	6
	North America	5,046	4,882	4,494
Employees by Region	Europe	731	716	596
	China	3,636	3,738	2,958
	Total Number of Henniges Employees covered under a CBA each year	7,096	6,937	6,436
	Total number of employees (includes contract team members)	9,413	9,335	8,048
Employee Retention	% voluntary employee turnover - Salary team members	13%	11%	8%
	% voluntary employee turnover - Hourly team members	19%	28%	20%
	% total employee turnover - Salary team members	21%	14%	11%
	% total employee turnover - Hourly team members	47%	68%	43%
	% employees receiving performance reviews (% of eligible salaried employees)	100%	100%	100%
Talent Development	Total # of learning hours	796,859	1,385,421	1,133,026
	Average learning hours per employee	85	148	141
Diversity and Inclusion	% women in leadership (vice president and above)	11%	22%	22%
	% women in leadership (including directors and above)	16%	16%	13%
	% women in the organization	45%	46%	45%
Workforce Health and Safety	Total Recordable Incident Rate (employees and contractors / workers)	0.58	0.56	0.61
	Total DART Rate (employees & contractors)	0.39	0.42	0.34
	Lost-Time Incident Rate (employees & contractors)	-	0.33	0.34
	Lost-Time Severity Rate (employees & contractors)	-	13.82	18.93
	Number of Fatalities	0	0	1
	Number of locations with zero (0) Incident Rate	8	5	6
	Percent (%) of Manufacturing Facilities ISO 14001 Certified	100%	100%	100%
	Percent (%) of Facilities ISO 45001 Certified	53%	50%	54%
Responsible Business	% of Employees completing code of conduct training	100%	96%	96%
	Number of legal actions pending during the reporting period regarding anti-competitive behavior and violations of antitrust and monopoly legislations which the organization has been identified as a participant.	0	0	0
Responsible Sourcing	% of buyers completed required annual sustainability training		100%	100%
	Total hours completed sustainability training by global purchasing team		24	202
	% of Production suppliers agreeing to Supplier Code of Conduct and Sustainable Procurement			96%
	% of European suppliers that comply with Europe REACH requirements	100%	100%	100%
	% of Strategic Production suppliers with contracts agreeing to Henniges clauses on laws/regulations, environmental, labor and human rights requirements		75%	79%
Energy, Emission and Waste	Energy			
	Percent (%) Grid Electricity	-	-	99%
	Electricity (MWh)	263,426	263,616	233,320
	Natural Gas (MWh)	157,660	161,344	155,212
	Fleet Fuel (mt CO2e) (Gasoline and Diesel)	236	196	196
	Emissions			
	Absolute Scope 1 Emissions (Mt CO2e)	28,959	29,544	29,039
	Absolute Scope 2 Emissions (Mt CO2e)	139,548	134,249	115,036
	Absolute Scope 3 Emissions (Mt CO2e)	61.102	58,921	51,561
	Total Mt CO2e Emissions	229,609	222,713	195,636
	Waste			
	Percent (%) Hazardous Waste	4%	4%	3%
	Percent (%) Recycled Waste	17%	38%	48%
	Percent (%) Landfilled Waste	80%	58%	52%
	Total Recycled Waste (metric tons)	2,929	6,632	4,960
	Total Waste Generated (metric tons)	17,510	17,288	10,260
	Total Waste to Landfill (metric tons)	13,935	9,983	5,300
	Total Hazardous Waste (metric tons)	646	673	356
	Water			
	Total Water Withdrawals (megaliter)	320	251	209
	Total Water Discharge (megaliter)	258	228	142
	Total Water Consumption (megaliter)	62	23	67
	Water Use Intensity (megaliters/\$1,000 revenue)	0.0003	0.0003	0.0002
Data Privacy, Cybersecurity and Digitization	# of substantiated complaints concerning breaches of customer privacy	0	0	0
	# of substantiated complaints concerning breaches of customer privacy from external sources	0	0	0
	# of substantiated complaints concerning breaches of customer privacy from external sources	0	0	0
	Complaints received from outside parties and substantiated by the organization	0	0	0
	Complaints from regulatory bodies	0	0	0
	Total Number of Complaints	0	0	0
	Total number of identified leaks, thefts or lossess of customer data	0	0	0
Community Impact	Annual contributions (USD millions, approximately half from ee engagement)	\$137,924	\$76,049	\$63,853
	# of countries participating in community engagement (since 2016)	7	6	6
CDP Score (Wood and Rubber Products)	Climate Change	D	D	C
	Water	C	C-	C
Ecovadis Score (100 Total)	Overall	50	57	60
	Environment	60	70	70
	Labor and Human Rights	50	50	60
	Ethics	60	50	50
	Sustainable Procurement	30	50	50

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