



## Policy on Health, Safety & Environment (HSE)

*Sustainable protection of people and environment:  
That's what we strive for in everything we do!*

### Our HSE Guidelines

For Webasto, as one of the top 100 automotive suppliers worldwide, **integrity, the protection of our environment, respect for ethical values and compliance with legal requirements** are the most important principles to which we commit ourselves when dealing with our **employees, customers, business partners** and the **community** in our **Code of Conduct**.

With **sustainable and efficient processes** and products, we ensure that our customers' needs are met, as well as safe and healthy working conditions and the protection of the environment. This is also reflected in the procurement of relevant materials and services, which must also meet the requirements of energy efficiency, environmental protection and safety, among others.

We operate an integrated management system in accordance with **ISO 14001, ISO 45001, and ISO 50001**. To achieve the best for our employees, the environment and regarding social requirements, **we are continuously improving it and our business processes**.

Our goals, projects and measures derived from this policy explicitly reference, among other things, the **reduction of our accident figures, the reduction of our resource consumption, the minimization of our waste volume or the reduction of our CO2 footprint**.

### As the Management Board, we are role models. We commit ourselves and all employees of the Webasto Group

- to **protect the environment**, including **preventing environmental pollution** through efficient use of resources and energy, and to act sustainably and energy-efficiently as a company in all business areas.
- to **minimize risks and accidents**, and to promote and ensure safe and healthy working conditions.
- to maintain **transparent internal communication** with regard to the relevant HSE topics. To this end, we involve Webasto employees in our communication and work processes, among other things.
- to communicate relevant HSE topics in a **cooperative manner** with business partners, customers, authorities and interested parties.

Stockdorf, 16<sup>th</sup> September 2024  
For the Board of Management

signed, *Dr. Holger Engelmann*  
Chair of the Management Board Webasto SE

Stockdorf, 16<sup>th</sup> September 2024  
For HSE

signed, *Claudia Schwiederowski*  
Director Global HSE, authorised representative for the integrated HSE Management System (IMS)