



EDAG FRAMEWORK PRINCIPLES

CONTENTS

OUR FRAMEWORK PRINCIPLES	3
OUR PRINCIPLES	3
OCCUPATIONAL HEALTH AND SAFETY (OHS)	4
ENVIRONMENTAL MANAGEMENT (EM)	5
ENERGY MANAGEMENT SYSTEM (EMS)	5
INFORMATION SECURITY (IS)	6
QUALITY MANAGEMENT (QM)	6
DATA PROTECTION (DP)	7
FUNCTIONAL SAFETY MANAGEMENT (FSM)	7
CYBER SECURITY (CS)	8
OUR UNDERTAKING	9

OUR FRAMEWORK PRINCIPLES

Our 360° engineering competence for vehicles and production facilities and our independence make us an acknowledged engineering partner in the entire development process: from strategy development through the concept phase and series production to production planning and optimization. We are in an ideal position to further expand our role as the world's largest independent engineering partner to the automotive industry.

In order to intensify existing customer relationships, acquire new customers and complete our projects to their complete satisfaction, our first objective is to provide zero-defect products and services, adhere to schedules and impress in all supply chains with the competence of our employees.

OUR PRINCIPLES

The EDAG Group works to recognized standards worldwide. This means that EDAG operates using an integrated management system based on the following standards:

- Quality management in accordance with ISO 9001, EN 9100, IATF16949 and DocCert
- Environmental management in accordance with ISO 14001
- Management system for occupational health and safety in accordance with ISO 45001
- Information security management in accordance with ISO/IEC 27001 / TISAX
- Data protection and risk management in accordance with GDPR
- Management of functional safety in accordance with ISO 26262, IEC 61508 and ISO 13849
- Management of cyber security in accordance with ISO/SAE 21434 and IEC 62443
- Competence of testing and calibration laboratories in accordance with ISO 17025

At the EDAG Group, the EDAG Framework Principles, which take the relevant standards, laws and requirements into account, provide a basis for the company's objectives. On this basis, the company objectives are reconciled with the corporate purpose and tasks.

All of the company's management system documents and processes are designed to yield results, and are made available to all employees. They serve as a professional and technical basis on which to work. Management system information and guidelines for specific purposes are made publicly available to all interested parties.





OCCUPATIONAL HEALTH AND SAFETY (OHS)

Our aim is to operate equipment and processes in such a way that neither our employees nor the environment are endangered. Safety has top priority at EDAG, and the aim is to protect our employees from work-related dangers and implement preventive measures to ensure their good health.

The Executive Management and all other managers are responsible for the prevention of OHS risks, industrial accidents and occupational diseases. They undertake to create a safe and healthy work environment for all employees.

The intention behind our company health management (CHM) is to ensure and improve the long-term working capacity, commitment and motivation of our employees. We support the health-conscious behavior of the employees and create healthy workplaces and organizational processes. With the variety of activities it organizes at the different sites, the CHM is an important part of EDAG's corporate culture. At nearly all locations, measures for health promotion, health days, campaigns and relevant information events have been established. The EDAG Group also undertakes to involve its employees in decision-making processes, and to engage in regular dialogue with them. When working, all employees should also accept responsibility for safety – their own and that of their colleagues.



ENVIRONMENTAL MANAGEMENT (EM)

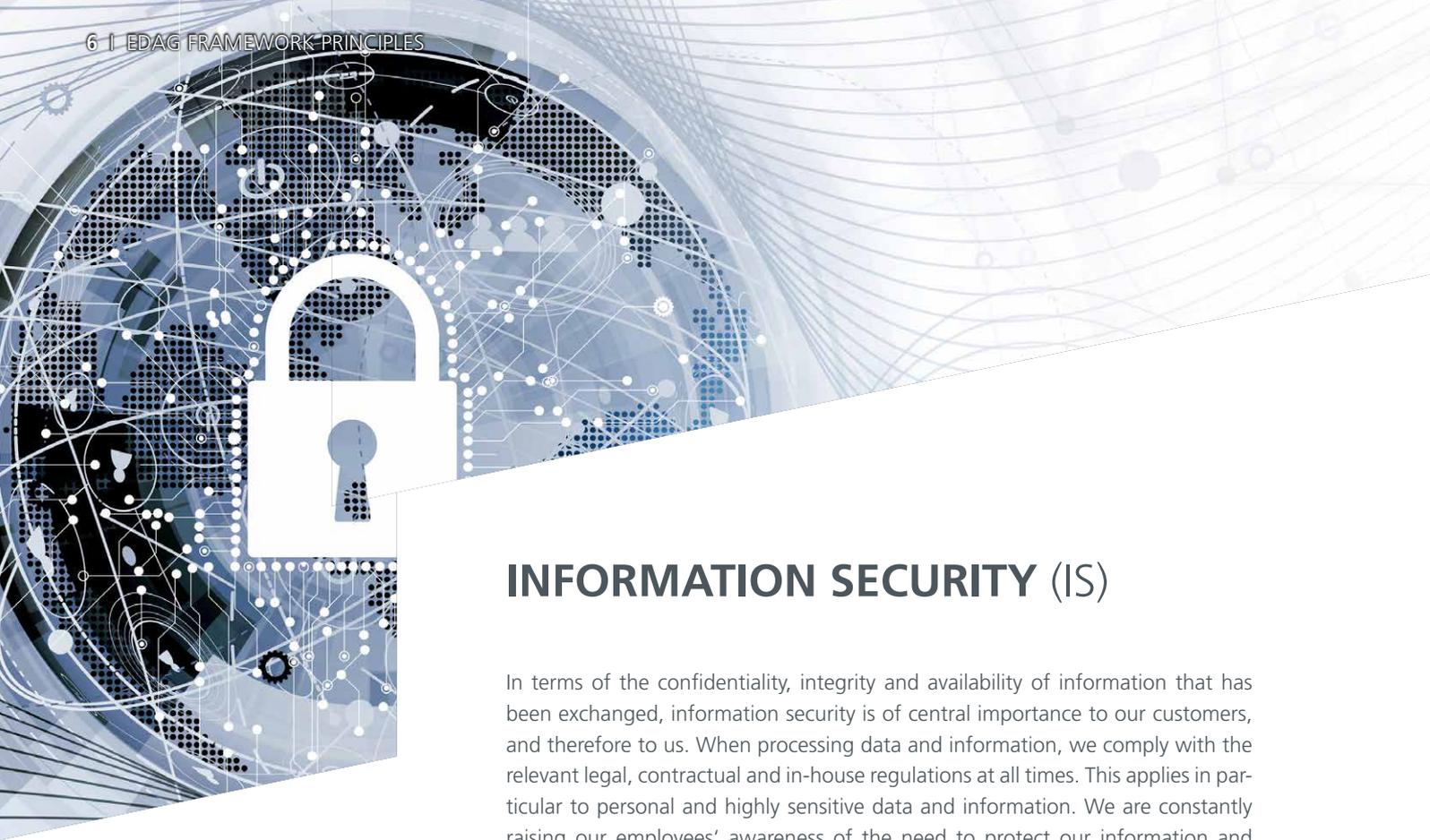
We are conscious of our responsibility for the earth and therefore undertake to help protect the environment. We make responsible and efficient use of resources, in order to reduce our environmental impact long-term. In doing this, we take economic viability into account and use the best technology available. With our all-round approach to environmental management, we promote the environmental awareness of our employees and business partners, involve them in our activities whenever possible, and strive for continuous improvement in environmental protection. In all activities, we aim to ensure optimum implementation of energy and resources, and to reduce our consumption of these in the long term.



ENERGY MANAGEMENT SYSTEM (EMS)

The introduction of an energy management system guarantees the efficient use of our main energy sources: electricity, natural gas, district heating and fuels. We achieve this by making sure that our energy flows are transparent and by carrying out a detailed measurement of the consumption of essential energy consumers and areas. It is our responsibility to ensure that, when we purchase products and services, these have high energy efficiency and save resources. Due to the fact that an energy management system is essential, access to relevant information will be made available to all employees, the people in charge will be regularly informed and involved in energy-reducing measures.





INFORMATION SECURITY (IS)

In terms of the confidentiality, integrity and availability of information that has been exchanged, information security is of central importance to our customers, and therefore to us. When processing data and information, we comply with the relevant legal, contractual and in-house regulations at all times. This applies in particular to personal and highly sensitive data and information. We are constantly raising our employees' awareness of the need to protect our information and know-how.



QUALITY MANAGEMENT (QM)

The quality of our products, services and solutions is of great importance in the EDAG Group. Our aim is to guarantee the complete satisfaction of our customers, and impress with zero-defect products and services, adherence to deadlines, and the competence of our employees. Because the quality of our products and services is a decisive factor in our success. We undertake to implement all measures agreed, so as to meet the requirements of our business partners and/or provide the services agreed.

DATA PROTECTION (DP)

The protection of personal data is very important to us. For this reason, we always process personal data of our employees and business partners in accordance with the applicable legal provisions relating to the protection of personal data. The basic principles of data protection within the EDAG Group are described below:

- **Data economy:** Before introducing or changing any processing of personal data, a change process is used to determine whether and to what extent this is necessary.
- **Specified purpose:** Personal data may only be processed within the scope of its contractually specified purpose.
- **Transparent data processing:** The data subjects are informed of the collection of their data, and can obtain information at any time.
- **Current relevance:** The current relevance and validity of the data are elementary components of the processing.
- **Confidentiality of data:** Personal data is protected against unauthorized access by implementing appropriate organizational and technical measures.
- **Deletion:** Personal data is anonymized or deleted when it is no longer required from a legal or business process point of view.



FUNCTIONAL SAFETY MANAGEMENT (FSM)

Vehicles are increasingly being equipped with electronic and software-based functions that could, in the event of a fault or defect, endanger people's health or wellbeing. In order to rule this risk out, the safety requirements derived from relevant rules and standards must be applied by all parties involved.

An effective functional safety management system supports systematic compliance with the safety requirements set out in ISO and IEC standards and in international UN rules and regulations. In the EDAG Group, the necessary processes and documents are described in the integrated management system. Compliance with the requirements is monitored by persons not involved with either the product and process, and with the proven expertise stipulated in the standards.





CYBER SECURITY (CS)

The EDAG Group is aware of the importance of cyber security, and therefore feels responsible for incorporating cyber security into existing company guidelines and management processes, for adapting the organizational structure and business processes accordingly, for constantly optimizing these, and involving customers and business partners in an open and transparent manner.

This is done throughout the entire product life cycle, taking into account the industry's best practices, and in compliance with all applicable laws, regulations and standards.

Specifically these are:

- Management and organization of cyber security
 - Definition of responsibility
- Requirements for employees
 - Qualifications, skills and education
- Project management
 - In full, inclusive of all cyber security-relevant aspects
- Continuous cyber security activities
 - Analysis, incident/accident management, monitoring
- Risk assessment methods and risk management of cyber security hazards
- Consideration of a vehicle's entire life cycle
 - All phases, from the idea to decommissioning
- Support processes
 - Audits, tools, IT infrastructure, quality management
- Product development process
 - Integrated measures, activities, methods, technologies

Detailed specifications and regulations can also be found within the process landscape of the integrated management system.

OUR UNDERTAKING

We undertake to comply with all relevant laws, instructions and requirements resulting from the certified standards and regulations, and to maintain and improve cooperation with authorities, institutions, business partners and interested parties.

It is an undertaking on the part of the EDAG Group, and an expectation imposed on the management and any business partners involved, that everyone will contribute to the continuous improvement of the operational processes, communications and management systems in place. Employees are obliged to comply with the requirements imposed by EDAG's integrated management system. This includes all areas listed in our Principles (p.3). Regular audits are also carried out to confirm that the targets and specifications of the management systems are being implemented and adhered to, and to check for any weaknesses from which possible improvements to the corresponding resources and information might be derived. The possible improvements that might be made to the integrated management systems are incorporated into existing company guidelines, and the organizational structure and business processes are adapted to these to ensure that the quality and satisfaction required by the customer can be achieved.

Through continuous education and training, the EDAG Group ensures that our employees have the highest possible levels of knowledge, awareness and flexibility as regards the integrated management system, data protection and compliance. In this way, we substantiate our undertaking for all-round EDAG framework principles for the entire EDAG Group.





EDAG **FRAMEWORK PRINCIPLES**