

## QUALITY POLICY

### Vision and Mission

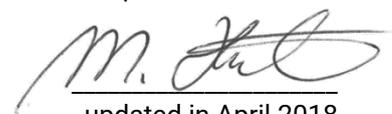
With its development and manufacturing expertise, Huber Automotive AG is the core company of the Huber Group and specializes in the development and production of automotive electronics. In the core business, the range of services includes hardware and software development, housing design and ECU production. While our many years of experience in the development and production of automotive ECUs is bundled in the core business of automotive electronics, a new business area opens up for us in the field of electrical energy storage with "Battery Management Systems". In addition to the target group in the E-Mobility market, we are increasingly seeing potential in industrial applications. In the Hybrid / E-Drive Systems business unit, we can also deploy innovative solutions in niche markets.

### Philosophy

The customer is the focus of our actions. We strive to be well positioned with our customers in terms of quality, delivery reliability, customer satisfaction, efficiency and innovation. This also applies to the applicable laws and regulations. In addition, their goal is to continuously improve the product and process quality of Huber Automotive's entire quality management system (QMS), to prevent errors and to carry out preventive quality assurance. Compliance with the quality objectives set annually is our primary goal. That is why we attach great importance to a high-quality life cycle in our products and processes (documentation of parts history).

This is ensured in particular by the following aspects:

- The main focus of QM is the fulfillment of customer requirements and the desire to exceed customer expectations. Compliance with the customer-specific requirements as well as the special features of the organization are ensured by a regular review and evaluation.
- Executives of all disciplines create the consistency of purpose and direction, as well as conditions under which individuals engage to achieve the organization's Q goals.
- Competent, authorized and committed people at all levels throughout the organization are important to us to enhance the organization's ability to create and deliver value. Involving people through recognition, empowerment, and promotion of know-how makes it possible to achieve the Q goals.
- Consistent and predictable results become more effective and efficient when activities are understood, managed and controlled as coherent processes that function as a coherent system. The QMS has been set up in an understandable and result-oriented way, so the performance can be optimized.
- In order to ensure the success of Huber Automotive, we are constantly focusing on improvements. As a result, the level of performance is maintained, swiftly responding to internal and external conditions and new opportunities are seized.
- Decisions are made on the basis of fact-based analysis and analysis of data and information, leading to the desired results.
- For sustainable success, we maintain relationships with relevant interested parties.



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