

## CSR POLICY

For the Huber Automotive AG, fulfilling CSR means embodying our corporate philosophy “we serve our customer”, “we appreciate our employees” and “we take care of society and environment”. Especially regarding our core business, our company group is committed to reducing CO2 emissions, constantly improving existing technical systems, and developing new technologies for a healthy future. Alternative drives are advancing fast and yet there is a general consensus: you still need a combustion engine. The Huber Automotive AG provides a realistic road map along the optimization potential of the combustion engine towards alternative drives with its system solutions and products.

Moreover CSR policy was established in particular with aims at

- Promoting the practices of in-process CSR along Huber’s core business processes with a focus on CO2-reducing and sustainable products with good quality, reliability, and at reasonable prices, and the conduct of efficient environmental operations and management,
- Conducting the organizational management based on good corporate governance, moral and ethical responsibilities, and with respect for and response to the interests of stakeholders in all sectors, while placing emphasis on the efficiency and sustainable growth of core and related businesses,
- Giving importance to the respect of human rights, labor practices, and fair operating practices,
- Maintaining constructive relationships with administrative bodies, remaining politically neutral and complying with laws, and refusing relationships with individuals or groups that threaten social order or safety, or support enforced labor or child labor,
- Being a caring organization for society and communities, particularly the communities living around our plants and offices, and the adoption of approaches focusing on the interests, needs and expectations of community members and employees, especially regarding career and family issues,
- Establishing a corporate culture on CSR which can actually put into practices to promote the volunteer spirits among employees organization-wide, and
- Engaging, learning from, respecting and supporting all the communities and cultures which we work with.

Issue of January 01, 2017