



Commercial Vehicle Group, Inc. HEALTH AND SAFETY POLICY

CVG and its businesses have invested in programs, technology, and training to improve safety throughout our operations which is reflected in our exceptional safety performance. As such, we are committed to designing, manufacturing, and distributing our products and providing services to our customers in a safe and responsible manner, including our supply chain.

Our Health and Safety mission is overseen by Executive Management and is governed by the below commitments and objectives:

- Meet or surpass the requirements of health and safety laws and regulations.
- Strive for a zero-incident culture.
- Educate and empower our employees to ultimately make health and safety a core value by working safely, following safety procedures, exhibiting safety awareness, and behaving in ways that protect the environment.
- Encourage accountability for compliance with standards set forth in this policy as well as our Code of Conduct and conformance to CVG policies and best practices.
- Operate our facilities in a responsible and compliant fashion while striving to achieve best management practices aligned with industry standards.
- Ensure continuous improvement of our health and safety managements processes and systems.
- Monitor our progress through periodic evaluations.

CVG's efforts to pursue excellence in health and safety require the attention of all our employees and leadership. As such, this policy will be reviewed and communicated to all persons working for or on behalf of our company periodically. Failure to conform to the safety standards is considered a serious safety infraction and will result in disciplinary action, up to and including termination. Employees are expected to immediately report any unsafe working conditions to an onsite supervisor or manager, to Human Resources or to the Legal department.

Our Code of Conduct is available at CVGRP.com. Select "About Us" and then "CVG Policies".