



Environment and Climate Change Policy

It is Commercial Vehicle Group's (CVG) policy to conduct operations in a manner that minimizes its adverse environmental impact, including climate change, and the resulting risks it can pose for the company. CVG continuously evaluates its impact on the climate, air, water, land and other natural resources due to the nature of its business and activities, and invests in programs, technology and trainings to enhance environmental performance and conserve natural resources. As such, CVG applies sustainability-focused innovation throughout its products and operations through eco-efficiency programs and energy efficiency initiatives with the goal of continuously improving our resource use efficiency and reducing our waste generation and carbon footprint.

Our environmental and climate change mitigation commitment is overseen by Executive Management and is governed by the following commitments and objectives:

- Develop objectives to closely monitor those aspects that could have the greatest impact on the environment.
- Continuously improve the efficiency of our operations to minimize any impact that we may have on the environment, with emissions and waste minimization and management being a primary component of each facility's environmental protection efforts.
- Operate facilities in a responsible and compliant fashion consistent with ISO 14001 standards, meeting or surpassing regulatory requirements and customer requirements where imposed.
- Educate and empower employees to behave in ways that protect the environment.
- Strive to continuously improve our environmental management systems to enhance environmental performance through audits and program modifications.

Expectations of Suppliers and Business Partners CVG holds our suppliers and other business partners to a high level of integrity and commitment to environmental stewardship principles and continuous improvement in these areas. This Policy, in conjunction with our Human Rights Policy and Code of Conduct, will guide our supply chain relationships and make known our expectations of our supply chain business partners. CVG reserves the right to audit supply chain business partners to ensure compliance with our applicable company policies. Our Purchase Order Terms and Conditions are available at our website at: <https://cvgrp.com> in the "Supplier" link at the bottom of the page.

CVG's efforts to protect the environment requires the attention of all employees and leadership. As such, this policy will be reviewed and communicated to all persons working for or on behalf of our company annually. Failure to conform to our environmental standards is considered a serious infraction and will result in disciplinary action, up to and including termination. Employees are expected to immediately report any actions that do not support our commitment to the environment to an onsite supervisor or manager, to Human Resources or to the Legal department.

Our Code of Conduct is available at the CVG website at <https://cvgrp.com>.