

## Corporate Responsibility Policy

The Executive Management and the Administrative Board lead Brose as a company that operates sustainably on a global scale. In order to comprehensively address the various facets of sustainable business practices from an economic, environmental, and social perspective, we consider the impacts on the environment and society as well as business-relevant risks and opportunities in our decisions. Brose sees itself as responsible for complying with all applicable laws, regulations, and other binding obligations, as well as for the continuous improvement of environmental, energy, occupational health and safety, and social performance.

All employees worldwide contribute to supporting our sustainability objectives within the scope of their respective tasks and responsibilities:

- **Energy & Environment: Brose is committed to environmental protection with the aim of avoiding environmental impacts, in particular by reducing emissions, waste, and toxic exposures.**  
A central challenge in global climate protection is the reduction of greenhouse gas emissions. To this end, we are taking measures to both reduce energy consumption and increase energy efficiency at our sites, evaluating the use of low-emission technologies, and considering these aspects when procuring goods, equipment, and services.  
Since 2025, we have been using renewable energy at all our sites worldwide and offset unavoidable CO<sub>2</sub>-emissions resulting from the operation of our sites through participation in certified projects.<sup>1,2</sup>  
We identify significant risks and impacts on biodiversity, deforestation, and animal welfare at our sites and along the supply chain, and mitigate negative impacts through established environmental standards and protective measures.
- **Products & Innovations: In its product development, Brose takes into account compliance with CO<sub>2</sub> limits<sup>3</sup>, the improvement of resource efficiency, and established principles of the circular economy.**  
The majority of product-specific environmental impacts are already determined during the design phase. Therefore, we focus on material-efficient design along the value chain and integrate circular economy aspects into product design. We pursue strategies to reduce the CO<sub>2</sub> footprint of our products—from raw materials to delivery to our customers—and have defined measurable milestones for this purpose<sup>3</sup>. Furthermore, to reduce energy consumption and emissions during the use phase<sup>4</sup>, we focus on lightweight construction and efficiency improvements in our products. With new developments, we make innovative contributions to future-oriented mobility solutions. Furthermore, we aim to offset the remaining CO<sub>2</sub>-footprint of products with production start dates from 2039 onward through certified CO<sub>2</sub>-sequestration projects<sup>2, 3</sup>.
- **People & Society: Brose values its employees, assumes social responsibility, and supports local projects at its locations.**  
Our employees and business partners form the foundation for the long-term success of our family-owned company. We create a fair, respectful, and safe work environment by eliminating hazards and reducing risks of injury and illness. At the same time, we protect the health of our employees and take their individual life situations into account – including through flexible working hours and locations, to the extent that this is operationally feasible.  
We ensure that our employees and their representatives are involved and consulted through the EHS committees regarding all relevant changes to the occupational safety and health system. We invest in the future through performance-based compensation, individual training and development opportunities, and a comprehensive workplace health management program.  
Brose is aware of its social responsibility and is committed to social and environmental projects worldwide, contributing to the promotion of diversity, equality, and equal opportunity. Through

binding codes of conduct, continuous training initiatives, and a confidential, legally compliant whistleblower system, we create a work environment characterized by safety, appreciation, and mutual respect. This environment protects our employees from discrimination, harassment, and all forms of inappropriate or unlawful behavior. These guiding principles are further defined in our “Statement of Principles on Compliance with Human Rights and Environmental Due Diligence.”

▪ **Suppliers & Supply Chain: We expect our supply chain to share our principles and actively support our sustainability objectives.**

Brose expects its suppliers to comply with recognized standards – including in the areas of decarbonization, fair business practices, working conditions, human rights, and environmental management – and to pass these on to their subcontractors.

To support our suppliers in improving their sustainability performance, we offer training and access to best practices. Brose conducts regular supplier audits and assessments to ensure compliance with our sustainability principles and demands transparent ESG reporting.

Consistent alignment and compliance with these principles is, alongside quality and price, a key criterion in the selection and commissioning of suppliers. In the event of significant deviations and failure to take corrective action, we reserve the right to terminate our cooperation with individual suppliers.

The executive management is responsible for implementing this sustainability policy. It drives the continuous improvement of related aspects and creates the necessary conditions and resources. This sustainability policy is reviewed annually and adapted as needed to new regulatory, societal, or market-related developments.

January 2026



Stefan Krug  
CEO

---

<sup>1</sup> The focus is on avoiding and reducing CO<sub>2</sub> emissions generated by the company’s own operations (Scope 1 and 2).

<sup>2</sup> After exhausting all economically and technically feasible measures for emission avoidance and reduction, remaining emissions are offset through certified CO<sub>2</sub> sequestration projects. The projects are published on [www.brose.com](http://www.brose.com) as soon as they are finalized.

<sup>3</sup> The CO<sub>2</sub> limits for our products take into account all relevant greenhouse gases in accordance with the latest IPCC Assessment Report, as well as emissions from Scopes 1, 2, and 3.1, 3.4 through 3.7, and 3.9. The focus is on avoiding and reducing emissions across our own business activities and the upstream supply chain.

<sup>4</sup> Scope 3.11

Scopes 1, 2, and 3 are calculated in accordance with the [Greenhouse Gas Protocol Corporate Accounting and Reporting Standard](#). Joint ventures are not included.