Policy on Health, Safety, & Environment (HSE)

Sustainable protection of people and environment:

That's what we strive for in everything we do!

Our HSE Guidelines

For Webasto as one of the top 100 automotive suppliers worldwide, **integrity, the protection of our environment, respect for ethical values** and **compliance with legal requirements** are the most important principles to which we commit ourselves when dealing with **our employees, customers, business partners and the community** in our **Code of Conduct**.

Through efficient processes and products, supported by our integrated management system, we seek to meet customer requirements while improving environmental performance, ensuring safe and healthy working conditions, and reducing resource consumption and environmental impacts. In doing so, we recognize the effects of climate change as a major global challenge. This is also reflected in the procurement of relevant materials and services, which should also meet requirements for energy efficiency, environmental protection and safety, among others.

We operate an integrated management system aligned with the principles of **ISO 14001, ISO 45001, and ISO 50001**. To achieve the best for our employees, the environment and regarding social requirements, **we are continuously improving it and our business processes**.

Our goals, projects and measures derived from this policy explicitly refer, among other things, to the **reduction of our accident figures, the reduction of our resource consumption, the minimization of our waste volume and the** reduction of our measured greenhouse gas emissions and carbon footprint.

As the Management Board, we are role models. We commit ourselves and all employees of the Webasto Group

- to reducing our environmental impacts and preventing pollution, to improve energy efficiency, reduce resource consumption and integrate environmental considerations into business decisions
- to **continuously improve** our management systems.
- to make **information and the necessary resources available** to achieve our goals.
- to **minimize risks and accidents**, and to promote and ensure safe and healthy working conditions
- to maintain **transparent internal communication** with regard to the relevant HSE topics. To this end, we involve Webasto employees in our communication and work processes, among other things.
- to communicate relevant HSE topics in a **cooperative manner** with business partners, customers, authorities and interested parties.

Stockdorf, 09/16/2026
For the Board of Management:

Jörg Buchheim
Chairman of the Management Board Webasto SE

Stockdorf, 09/16/2026
For HSE:

Georgeta Taulea
Director Global HSE, authorized representative for the integrated HSE-Management System (IMS)