Sustainability Fundamental Principles and Rights

At AUMOVIO, we believe that respecting human and environmental rights is not just a responsibility—it's a reflection of who we are. These protected rights define the standards we uphold across our global value chain and the expectations we set for ourselves and our business relationships.

Our sustainability due diligence actions are based on internationally recognized principles, including the **UN Guiding Principles on Business and Human Rights**, the **OECD Guidelines for Multinational Enterprises**, the **ILO Core Conventions**, and the **German Due Diligence Act (LkSG)**. These frameworks help us identify and address risks to people and the environment with clarity, consistency, and care.

Our Approach

In everything we do, we strive to be:

- **Ahead of the Curve** – we anticipate adverse impacts early and embracing change with confidence.
- **Reliable – No Matter What** – we stand by our word and acting with integrity, even under pressure.
- **Stronger Together** – we foster trust, inclusion, and collaboration across teams and borders.
- **Committed to Win** – we deliver results that are not only effective, but also responsible and future-proof.

We focus our efforts where the potential adverse impacts are greatest, guided by data and driven by impact. We act decisively where we have control and engage constructively where we share responsibility. We define clear roles and ensure accountability at every level—from local operations to executive oversight.

Our sustainability due diligence actions are a continuous activity. They evolve with new insights, stakeholder expectations, and regulatory developments. This document outlines the **Sustainability Due Diligence Protected Rights** that shape our decisions and define the boundaries of responsible business conduct.

These protected rights are binding for all persons working for the AUMOVIO Group and their active participation is expected.

Sustainability Due Diligence Policy,
the AUMOVIO Executive Board, September 2025

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Labor & Working Conditions

No child labor

Child labor is strictly prohibited. No person shall be employed below the age at which compulsory schooling ends or below the legal minimum working age as defined by the applicable national legislation whichever is higher, and, in any case, below 15 years, unless permitted under applicable exceptions (as per ILO Convention No. 138). Young workers (defined as individuals who have not yet reached 18 years of age), must be treated with special diligence and must not perform work likely to jeopardize their health, safety, and/or development (e.g. hazardous work). The education, safety and well-being of children and young people always come first.

No forced labor

Forced labor is strictly prohibited. All work must be freely chosen, and no person shall be subjected to coercion, threats, violence, human trafficking, or any form of involuntary labor. Slavery-like practices, including servitude, debt bondage or similar practices, are not tolerated. Recruitment and employment practices must be ethical and transparent, and respect the rights, freedom of movement and human dignity of all workers, including migrant workers. Any form of hazardous, exploitative, criminal or slavery-like practices involving children, including trafficking and sexual exploitation, is not tolerated.

Workers´ rights to participation

Workers have the right to freely associate, organize and engage in dialogue through elected representatives. They must be able to form and join organizations of their choice, participate in trade unions, and engage in collective bargaining and other lawful collective actions without interference, intimidation or retaliation.

Equal opportunities, non-discrimination and good working conditions

Discrimination, exclusion or harassment based on characteristics protected by applicable laws and regulations, including sexual harassment, is not tolerated. All employment-related decisions must be fair, transparent, and based on objective considerations. Everyone must be treated with dignity and respect. Personal beliefs, opinions and conscience must be respected and must not be subject to coercion or pressure. Workers must be treated humanely and with respect, free from harassment, abuse, intimidation or degrading treatment.

Adequate working time and work organization

Working time, including regular and overtime working hours, rest periods and leave must comply with applicable laws and recognized international standards, supporting safe, fair and sustainable work. In alignment with international responsible business standards, the average workweek should not exceed 60 hours, including overtime, except in specific, exceptional or emergency cases. Employees must receive at least 24 hours of rest every seven days, be provided with daily breaks, and have access to annual paid leave and other legally mandated leave, such as sick, maternity/paternity leave, in accordance with national laws.

Fair and lawful wages

Wages must be paid accurately, regularly and on time, meet at least legal minimum requirements, and include all statutory benefits. Unlawful wage deductions are prohibited. Remuneration practices must support decent living conditions and be transparent, understandable and compliant with applicable laws and recognized international labor standards.

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Health & safety

Safe and healthy workplaces

Workplaces must be safe and healthy and protect workers' physical and mental well-being. Work-related hazards, including physical and psychosocial risks, must be identified, assessed and effectively controlled through preventive measures, including appropriate training and protective equipment. Systems must be in place to prevent, manage, track and respond to work-related injuries and illnesses, to prepare for and respond to emergency situations. These systems shall be periodically tested. A safe, supportive and respectful working environment is essential.

Living Conditions

Healthy sanitation, food and housing

Workers must have access to healthy, safe and dignified sanitation, food and housing conditions, where these are provided or influenced by the business or its labor agents. This includes access to clean sanitation facilities, potable water, sanitary food facilities and, where applicable, safe, hygienic and adequately equipped worker accommodation.

Security practices

Responsible security practices

Security arrangements must respect human rights and the dignity of all individuals. Security personnel must act lawfully and proportionately and must not cause or contribute to human rights abuses. The use of torture, cruel, inhuman or degrading treatment is strictly prohibited, and security practices must respect the right to life, liberty, physical integrity and freedom of association.

Personal Data and Privacy

Respect personal data and privacy

Security arrangements must respect human rights and the dignity of all individuals. Security personnel must act lawfully and proportionately and must not cause or contribute to human rights abuses. The use of torture, cruel, inhuman or degrading treatment is strictly prohibited, and security practices must respect the right to life, liberty, physical integrity and freedom of association.

Environment

Pollution prevention and responsible resource use

Environmental impacts must be identified, prevented, reduced and controlled to protect the nature and the right of people and communities to a clean and healthy environment. This includes preventing and controlling pollution of water, soil, air and the marine environment, including pollution arising from maritime transport, discharges and dumping. It further includes, among others, responsible management of air emissions and waste (hazardous and non-hazardous), conservation of natural resources, and sustainable water use and wastewater management. Hazardous waste shall be handled according to the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal. Pollution prevention and resource efficiency shall be prioritized, including minimization at source and compliance with applicable environmental laws and internationally recognized environmental standards. For that, monitoring and control measures shall be implemented.

Responsible use and control of hazardous substances

Hazardous substances must be identified, strictly controlled, and managed safely throughout their lifecycle to prevent harm to human health and the environment. This includes the safe handling, storage, use, transport and disposal of hazardous chemicals; the elimination or restriction of persistent organic pollutants; and the prevention and control of mercury use, emissions and releases. Management practices must comply with applicable laws and internationally recognized agreements, including the Rotterdam Convention (PIC), the Stockholm Convention on Persistent Organic Pollutants, and the Minamata Convention on Mercury.

Protection of biodiversity, forests and ecosystems

Business activities must avoid deforestation, ecosystem degradation and damage to natural habitats. Biodiversity-related impacts must be identified, avoided, minimized and, where necessary, addressed through appropriate measures, including the protection of wetland.

Land rights

Rights to land, natural resources and community livelihoods

Rights related to land, natural resources and community livelihoods must be respected. Unlawful land acquisition, forced evictions and deprivation of access to land or natural resources are prohibited. The rights of Indigenous People, including the requirement to obtain Free, Prior and Informed Consent (FPIC) must be respected where applicable. Harm to local communities, their living conditions, and areas of cultural or natural significance must be avoided. Land-related activities must be conducted lawfully, responsibly and with respect for affected people.

Responsible Supply Chains

Responsible minerals and raw materials supply chains

The extraction, processing and trade of minerals and raw materials must be managed responsibly to avoid contributing to conflict, human rights abuses or environmental harm. Mineral supply chains must be appropriately identified and managed, and raw materials associated with particularly high environmental risks, including deep sea mining, must be excluded through appropriate and adequate measures.

Supply chain

AUMOVIO collaborates with its business partners to foster respecting adequate standards throughout the value chain. AUMOVIO expects its suppliers to respect human and environmental rights as referenced in the fundamental principles and rights and applicable laws. Furthermore, AUMOVIO’s suppliers are required to implement adequate due diligence processes.

These are dedicated to identify, prevent, and mitigate risks of negative impacts on human and environmental rights in their operations and supply chains, including appropriate grievance mechanisms and reporting. AUMOVIO is committed to support its business partners and especially its suppliers, e.g., through but not limited to adequate monitoring systems, corrective action plans, and trainings.