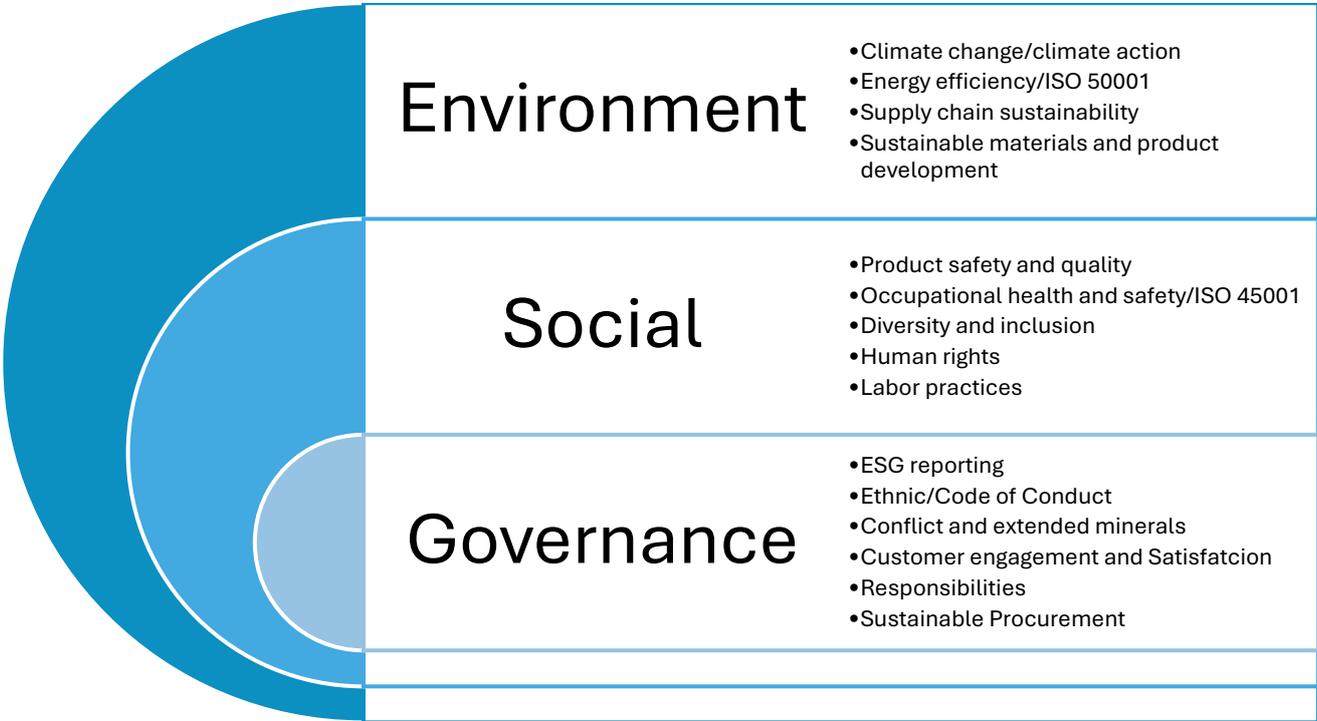


# ESG POLICY & STRATEGIES

## Policy

Dura Shiloh strives to lead the way in advancing safe, sustainable, and innovative mobility for our people, our customers, and the world. Our values of Customer Focus, Sustainability, Effectiveness, Agility, Total Quality, Transparency, and Continuous Improvement are aligned with and drive our pursuit of the Sustainable Development Goals issued by the United Nations, as applicable to our operational footprint. We innovate and build toward a sustainable future using the knowledge of the current generation to promote the unlimited success of future generations. We take responsibility for our business activities, meet our compliance obligations, and strive to minimize the negative aspects and maximize the positive impacts of our people, places, and processes. We regularly evaluate and re-evaluate our position with relation to our targets, committing to push ourselves to learn, excel, and continually improve in each area. Dura Shiloh publicly endorses the United Nations Sustainable Development Goals and aligns its ESG strategy with global sustainability frameworks.

Dura Shiloh operates manufacturing and engineering facilities globally, specializing in automotive components including products comprise ultra-lightweight vehicle structural technologies, including multi-material architectures utilizing aluminum, composites, and high-strength alloys; innovative lightweight door and cross-car beam systems; and advanced joining and manufacturing technologies. Our ESG strategy applies to all our operational sites and corporate functions.



## Strategy

We create our strategy for sustainable operations and growth with deference to our stakeholders: our employees, customers, suppliers, investors, and the environment and communities in which we operate. In early 2023, Dura Shiloh performed an evaluation of 32 ESG issues considered to be material. This evaluation included the ranking of these concerns, based on the level of relevance and importance to our own performance and that of our stakeholders' expectations. From that ranking exercise, the following 15 areas are determined to be the most impactful and require our current focus. We will re-evaluate this materiality matrix as required throughout our journey. Our management systems are based on ISO 14001, ISO 45001, and ISO 50001 standards, and we commit to maintaining or achieving certification across applicable sites.

## Environment

### i. Climate change/climate action

We are committed to reducing the effects of our operations, specifically including our goal to be carbon neutral (Scope 1 and 2) by 2035. We commit to the replacement of fossil-fuel based generation with carbon-free power sources, such as nuclear, biomass, wind, hydro, and solar power. We systematically identify and evaluate environmental risks, including waste, emissions, water use, chemicals, and biodiversity impacts. We monitor climate performance through standardized KPIs, site reporting, periodic audits, and annual management reviews. We increase our share of renewable energy through on-site generation, power purchase agreements, and procurement of certified renewable electricity. Our GHG reduction plan includes energy efficiency projects, renewable energy sourcing, process optimization, low-carbon materials, and supplier engagement.

### ii. Energy efficiency

To better reach our climate goals, we must improve our efficiency around energy usage at our facilities. We will implement and monitor energy-savings programs throughout our company. We will also continue our lightweighting innovation to help mobility occur with better efficiency.

### iii. Supply chain sustainability

We commit to reducing our Scope 3 emissions through collaboration with our suppliers and customers. Our goal is to reduce Scope 3 emissions by 25% until 2035. Through purchasing of sustainable raw materials, working with stakeholders to reduce imbedded carbon in the supply chain and reducing emissions related to downstream and upstream transportation. Additionally, we will continue to require the best performance from our suppliers in their sustainability efforts, cascading the requirements on from our customers in addition to our own. We will continue integrate ESG criteria into supplier sourcing qualification, evaluation, and continuous monitoring.

### iv. Sustainable materials and product development

We will continue to innovate in the automotive space for reduction of waste and increased use of recycled materials in our products, specifically aluminium and plastics, while lessening the emissions of petroleum-powered vehicles and supporting the movement toward vehicle electrification. Managing our choices in material use includes responsible chemical management, ensuring that we will not contribute to any decline in soil quality, water quality, and biodiversity in the areas we operate. We will not participate in forced eviction for land use or contribute to deforestation or the abuse of animals in the course of our business. We manage water responsibly through tracking withdrawals, monitoring effluent quality, and implementing reduction initiatives at high-usage sites. We apply waste-prevention principles, increase recycling rates, and ensure compliant handling of hazardous waste across all facilities.

## Social

v. Product safety and quality

We understand that we cannot fail our customers, our employees, and our other stakeholders when it comes to the safety and quality of our products. We will continue to improve the vehicle owner's experience with our products, reducing waste and noise while increasing fuel efficiency and safety. We will continue to monitor our performance in relation to customer safety and continue with our zero tolerance to safety deviations of all our products.

vi. Occupational health and safety

We cannot rest on our internal safety requirements: protecting the health and safety of our employees, eliminating hazards, and reducing risk in our facilities is paramount to our success. Our employees are of key importance to the success of our business, we will continue to consult and increase the participation of workers and workers' representatives. We will continue to set strict safety goals for ourselves, including obtaining and maintaining ISO 45001 certifications at all our manufacturing locations by 2030. We implement proactive safety programs, hazard elimination processes, worker participation mechanisms, and corrective/preventive action systems.

vii. Diversity and inclusion

We commit to fostering and preserving a culture of diversity, equity, and inclusion. Our initiatives in this space are not limited to our practices and policies on recruitment, compensation, professional development, promotions, or transfers; they apply to the ongoing development of an environment of respect and dignity for all, regardless of any characteristic that makes each one of us unique. We prohibit discrimination based on gender, race, ethnicity, religion, age, disability, sexual orientation, or any other protected characteristic. We ensure equal opportunities for employees with disabilities and commit to providing reasonable accommodations in the workplace. We maintain a zero-tolerance policy for workplace harassment and provide training and confidential reporting channels for employees.

viii. Human rights

Our Human Rights policy is based on the basic principles of internationally-respected guidelines, including the UN Universal Declaration of Human Rights and the OECD Guidelines for Multinational Enterprises. We require the abolishment of child and forced labor throughout our supply chain and drive toward the practices that make the communities in which we operate better places to live and work: a commitment to low or no air and noise pollution from our operations, minimizing both our water withdrawals and pollutant loads in used water from manufacturing processes, and respecting the rights of those that inhabit the earth with us. Dura Shiloh ensures that migrant workers receive the same rights, protections, and working conditions as all other employees. We periodically evaluate wages to ensure they meet or exceed local living-wage benchmarks and support decent living standards. We require suppliers to prove compliance with minimum working age regulations and conduct audits where necessary.

ix. Labor practices

We support the right to engage in collective bargaining and expect our suppliers to comply with both laws and our requirements to promote safe working conditions and individual security, and to prohibit human trafficking, unlawful discrimination, and the use of unethical recruiting practices. We prohibit charging recruitment fees to workers, support fair compensation principles, and ensure equal protection for migrant and local employees. We ensure fair and ethical working conditions, including freedom of association, fair working hours, anti-discrimination practices, and active dialogue with employee representatives. We support constructive social dialogue and respect the right of employees to form or join worker representation bodies. We respect and support employees' rights to freedom of association and collective bargaining in all regions.

## Governance

### x. ESG reporting

Dura Shiloh will issue its first publicly-available ESG report in 2025, broadcasting our policies and our measurements, including GHG emissions and our progress toward meeting our carbon-neutral goal, progress toward our DEI goals, and the status of our governance. We are also implementing new tracking systems to improve the quality of our sustainability data from our facilities. We commit to publishing annual ESG performance disclosures aligned with recognized standards such as GHG Protocol and customer-specific sustainability requirements. Dura Shiloh undergoes periodic external audits to verify compliance with environmental, social, and governance requirements. We establish qualitative and quantitative targets for climate action, occupational safety, diversity, and supply chain sustainability. Progress is reviewed at least annually. Environmental and energy KPIs are monitored across all operational facilities, ensuring consistent measurement and comparable performance. We apply standardized definitions and calculation methodologies for environmental data to ensure consistency and comparability. Our GHG inventory follows the GHG Protocol Corporate Standard, covering Scope 1, Scope 2 and gradually expanding Scope 3 categories.

### xi. Ethics/code of conduct

Dura Shiloh operates under our Code of Conduct, committing to conducting business in an ethical, transparent, and compliant manner. Our Code of Conduct is regularly reviewed and updated, ensuring that we are operating within current global requirements. Our Code of Conduct also includes information on using our ethics hotline, available for employees, customers, suppliers, and the public to report concerns in confidence and/or without fear of reprisal. We provide accessible grievance channels, including an anonymous ethics hotline, and protect employees against retaliation. We have zero tolerance for bribery and corruption and enforce strict compliance with anti-corruption regulations across all operations and suppliers. We safeguard business and personal data through information-security controls, cybersecurity protections, and employee training.

### xii. Conflict and extended minerals

Dura Shiloh locations and suppliers shall comply with requirements to record material content, including information about minerals that are recycled or scrap, regarding any content of Conflict Minerals (tin, tungsten, tantalum, and gold) and Extended Minerals (cobalt and mica) into the appropriate system(s). It is our policy to avoid the use of these minerals for which sales are used to fund illegal armed groups in impacted areas of the world.

### xiii. Customer engagement and satisfaction

Our success is only created through the well-being of our customers, employees, suppliers, and the planet. We aspire to lead in our industry, extending the customer experience beyond visual aesthetics and driving innovation to reduce weight and improve crash performance. We will continue to anticipate trends and reinvent mobility to satisfy the future needs of our customers.

### xiv. Responsibilities

We assign clear responsibilities for GHG management across corporate sustainability, EHS, energy management, and site leadership teams.

### xv. Sustainable Procurement

Dura Shiloh is committed to sustainable and responsible procurement practices across its supply chain. Sustainable procurement is an integral part of the company's governance framework and applies to all suppliers, contractors, and business partners globally. The company manages environmental, social, ethical, and compliance risks related to sourcing through defined commitments and operational objectives that are communicated internally and externally.

Material sourcing risks addressed by the company include environmental impacts such as greenhouse gas emissions, resource use, waste, water, biodiversity, and deforestation; social and human rights risks including child labor, forced labor, human trafficking, unsafe working conditions, excessive working hours, and unfair wages; ethical risks such as bribery, corruption, conflicts of interest, and unethical business conduct; and compliance with applicable laws and regulations. These risks are considered in supplier selection, qualification, and ongoing management.

Environmental criteria are integrated into supplier sourcing, evaluation, and monitoring processes. Dura Shiloh is committed to reducing Scope 3 greenhouse gas emissions through supplier engagement, promoting the use of sustainable and recycled materials, minimizing environmental impacts related to logistics, and prohibiting deforestation and irresponsible land use within the supply chain.

The company requires its suppliers to respect internationally recognized human rights and labor standards, including the prohibition of child labor, forced labor, and human trafficking, compliance with local laws on working hours, wages, holidays, and leave, respect for freedom of association and collective bargaining, protection of migrant workers, and prohibition of unethical recruitment practices.

Ethical business conduct is mandatory in procurement activities. Suppliers must comply with the company's Code of Conduct, including zero tolerance for bribery and corruption, transparent business practices, avoidance of conflicts of interest, and protection of confidential information.

Sustainable procurement requirements are implemented through supplier onboarding, contractual obligations, and ongoing monitoring. Compliance is reviewed periodically, corrective actions are applied where necessary, and progress is monitored as part of the company's ESG governance and management review processes.



**Chris Last**  
Global Director Environmental,  
Health, Safety and Sustainability.