



**Hirschvogel
Group**

Traditionally innovative.

INTEGRATED MANAGEMENT HANDBOOK

QUALITY – SUSTAINABILITY –
ENVIRONMENT, HEALTH AND SAFETY –
ENERGY – INFORMATION SECURITY

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1

FOREWORD OF THE MANAGEMENT BOARD

The Hirschvogel Group is among the world's largest and most successful manufacturers of forged steel and aluminum parts. Around 6,200 employees worldwide produce forged parts and components for the automotive industry and its system suppliers. Hirschvogel has decades of research experience as well as state-of-the-art production facilities for developing and producing complex components and assemblies.

This Integrated Management Handbook (IMHB) should ensure that all activities which have an impact on product quality, the environment, energy consumption as well as occupational health and safety are planned, controlled, monitored and sustainable. The Handbook is based on customer requirements and the DIN EN ISO 9001, IATF 16949, DIN EN ISO 14001, DIN EN ISO 50001, DIN ISO 45001, and on the VDA/ AIAG standards. Each and every employee is called upon to contribute to improving processes with quality awareness, risk-based thinking as well as lean and efficient documentation.

Through market-oriented action and by promoting innovation, we wish to secure our lead among growing international competition. One important way to succeed in this is to ensure that all our employees are qualified and motivated, and that they identify with the company. Open, honest communication and socially responsible, ethically correct behavior are a matter of course for us. We contribute to ensuring that the Hirschvogel Group remains an independent, international and successful family-owned company.

The Integrated Management Handbook is applicable to all Hirschvogel locations (see Section 28) with their relevant production processes.

Hirschvogel Holding unites the corporate functions for the subsidiary plants. These corporate functions are: Corporate Policy, Strategic Planning, Finances, Sustainability Management, Occupational Health and Safety (ISO 45001), Environmental Management (ISO 14001), Energy Management (ISO 50001), Continuous Improvement, Marketing, Product Development, Production Process Development, Plant and Tool Development, Human Resources, Training, Sales, Contract Review, Customer Service, Warranty Management, Purchasing, Supplier Management, Logistics, Quality Management, Internal Audit Management, Management Review, Information Technology and Facilities Management (plant, machines and equipment). Hirschvogel USA supports the USMCA market with Sales, Contract Review and Customer Service functions.

Your Management Board



Matthias Kratzsch (CEO)



Walter Bauer (CFO)

2 CORPORATE PRINCIPLES

To avoid industrial accidents and health hazards, we place great value on

occupational health and safety.

As a family-owned company, we stand for long-term thinking and are on the way to

sustainability.

We are committed to preserving the

environment.

We are committed to the careful stewardship of

energy,

resources and raw materials.

As an important factor for sustained success we are committed to achieving

quality

in all areas and functions.

Company risks affect us all. By identifying

risks and opportunities,

we want to recognize early on any developments that pose a threat to the company in order to promptly initiate appropriate measures for reducing the hazards. In addition, we also want to exploit any opportunities for contributing to the development of processes and products.



2.1 OUR MISSION STATEMENT

OUR MISSION STATEMENT

VISION

We are one and independent.



MISSION

We are a **reliable partner** to our customers with a core competence in the forging and machining of mechanical components.

Furthermore, we are deepening and broadening our portfolio in a targeted manner with **new products and services** that offer our customers **innovative solutions** and **safeguard jobs** at our sites in times of change.

STRATEGIC THRUSTS

1. Cost Leadership

Competitive costs in the core business

2. Diversification

Expansion of our business with new value-added stages, products and markets

CULTURE & VALUES

Hirschvogel stands for a **caring culture of excellence**, in which we place particular value on

- **Respect**
- **Openness**
- **Cooperation**
- **Responsibility**

All leaders consistently exemplify these values, which are binding for all employees.

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2.2 COMPLIANCE AND ETHICAL CONDUCT

The Hirschvogel Group regards compliance as an expression of responsible and future-oriented corporate governance. Beyond adherence to legal requirements, the company is committed to ethical conduct based on integrity, fairness, and transparency. The Group-wide Code of Conduct forms the binding foundation for this.

Key elements central to our understanding of compliance include avoiding conflicts of interest, rejecting any form of corruption, and adhering to competition law requirements. Business decisions must always be made in the best interests of the company and must not be influenced by personal gain. Gifts in a business context are only permitted within the framework of the applicable regulations and must not constitute undue influence.

The compliance principles at Hirschvogel are driven by clear responsibilities and reporting structures, regular training, and an established whistleblower system. Employees are encouraged to report any suspected or actual violations of laws, regulations, or company rules to internal contacts without fear of reprisals.

Adherence to the compliance principles is not only a prerequisite for the legal protection of the company, but also an expression of our value-oriented corporate culture. The regulations governing compliance complement the stipulations on information security, sustainability, environmental and health protection, and risk management already anchored in the Management Handbook, and strengthen the resilience and credibility of the Hirschvogel Group in the global environment.

3 CORPORATE PROFILE

The lead plant in Denklingen was founded in 1938 as a drop forge. Today, the Hirschvogel Group produces high-tech forgings and components made of steel and aluminum for the automotive industry worldwide. The medium-sized family company has maintained its financial and economic independence. Since 2009, Hirschvogel has continued its international growth under the umbrella of Hirschvogel Holding, headquartered in Denklingen. The Hirschvogel Group is represented with companies in Germany, the US, China, India, Poland and Mexico.

With the processes of closed-die forging, warm forging, cold extrusion and swaging as well as soft and hard machining with assembly, a broad spectrum of forged and ready-for-assembly components may be covered. Our expertise allows us to develop modern production technologies for innovative products. These find application in the areas of Powertrain, Electric Motor, Transmission, Chassis and Body, Fuel System and Combustion Engine. New application areas are also monitored and served.

When producing and supplying our products, it is our goal to not merely meet the demands and expectations of our customers but to exceed them.

Furthermore, in all our business relationships we cultivate fair and balanced behavior with long-term and solid ties.

Beyond this, we guarantee uniform processes and standards across the company.

OUR APPLICATION AREAS



4 CORPORATE POLICIES

Assured adherence to legal requirements and in-house standards forms the basis of the Hirschvogel Management System. Corporate policy is checked regularly and adapted to new developments. Evidence-based decision-making is the rule. Guidelines and corporate policy are binding for all employees.

Alongside the responsibility of the individual for quality, sustainability, environment, preservation of resources, safety and security, commitment to these issues is also anchored in various functions and organizational units. The relevant managers are responsible for implementation by deriving appropriate objectives and by monitoring the achievement thereof.

The Hirschvogel Group ensures implementation of the Hirschvogel Production System, pursues a targeted Market and Product Strategy and maintains a comprehensive Idea Management System for the continuous improvement of all processes.



The applicable version of the principles for Occupational Health and Safety, Sustainability, Environment and Energy, Quality, Risks and Opportunities as well as Information Security is available on the Hirschvogel Intranet (HIT) for all employees.

4.1 OCCUPATIONAL HEALTH AND SAFETY POLICY

The Occupational Health and Safety Policy is defined by the Occupational Health and Safety Principles.

Occupational Health & Safety Principles of the Hirschvogel Group

The basis for the common success of our company is the Hirschvogel Mission Statement.

Our Vision

- We view the health of each and every employee as our top priority.**
- We regard prevention in occupational health and safety as our duty.**
- We design all workplaces to be safe, ergonomic and health-friendly.**



Our Guidelines

- The Management Board/Plant Management/Vice Presidents commit themselves to providing sufficient resources for ensuring safe, ergonomic and healthy workplaces.
- The Management Board/Plant Management and leaders commit themselves to defining and pursuing occupational health and safety goals in coordination with the employees.
- The Management Board/Plant Management and leaders commit themselves to planning and designing all workplaces to be safe, ergonomic and healthy, and to act as role models.
- The Management Board/Plant Management and leaders commit themselves to consulting and involving the employees in occupational health and safety matters.
- Every individual is obliged to minimize or eliminate identified risks and dangers, thus continuously improving occupational health and safety.
- Every individual is obliged to comply with legal obligations, instructions and other requirements.

4.2 SUSTAINABILITY MANAGEMENT

Sustainability management aims to ensure that business is conducted in a sustainable and responsible manner.

Sustainability Management - Principles of the Hirschvogel Group

The basis for the common success of our company is the Hirschvogel Mission Statement.

Our Vision

Advancing together on the way to sustainability

Hirschvogel continues to evolve based on tradition and a growing awareness of its ecological, social, and ethical responsibility.

Together, we are taking targeted steps towards a more sustainable future and know that this requires continuous effort, openness and cooperation - within Hirschvogel and across the value chain.



Our Guidelines

- We are committed to the 17 Sustainable Development Goals of the United Nations.
- We ensure transparency and participate in internationally recognized ratings that show our customers and business partners our status and progress with regard to the sustainability of the Hirschvogel Group.
- We bring together the expertise, activities and interests of internal and external stakeholders at the intersection of E, S and G and network them to ensure consistent and targeted implementation, communication and reporting on sustainability.



4.3 ENVIRONMENTAL POLICY

The Environmental Policy is defined by the Environmental Principles.

Environmental Principles of the Hirschvogel Group

The basis for the common success of our company is the Hirschvogel Mission Statement.

Our Vision

We protect the environment in all internal and external processes.

We live by the efficient and responsible use of natural resources.

We lead with transparent measurement systems that drive continuous improvement.



Our Guidelines

- We maintain an environmental management system aligned with **ISO 14001**, ensuring full legal and stakeholder compliance and transparency.
- We continuously improve our environmental performance by managing key impacts such as **emissions & air, water, waste, and noise**, and by addressing environmental risks that may affect human health and livelihoods.
- We minimize environmental impact through responsible waste management and **safe chemical handling**, including proper labeling, storage, and employee training.
- We foster open dialogue with stakeholders, including customers, authorities, partners, and the public that is important to us.
- Environmental protection is a shared responsibility and affects all employees and interested parties; training and preparedness ensure effective and reliable response to exceptional situations.
- Our suppliers are integrated into our environmental protection system.
- We implement and continuously improve the **preventive environmental protection** throughout the entire production process
- We act in a proactive way, protect natural resources through responsible and sustainable use of resources, emission reduction, and waste avoidance or recycling.
- We pay attention to given environmental aspects during the entire production process, from the raw material to the finished product.
- Internal and external audits serve to monitor the effectiveness of our performance with the environmental management system.

4.4 ENERGY POLICY

The Energy Policy is defined by the Energy Principles.

Energy Principles

Energy as a strategic element of our company

Our Vision

We pursue a sustainable energy policy that meets the requirements of the international standard ISO 50001. Our aim is to continuously improve energy consumption, increase energy efficiency and expand the use of renewable energies.



Our Guidelines

- We are committed to continuously improving our energy-related performance through systematic measures and the procurement of energy-efficient products and services. Compliance with the applicable laws and regulations is a basic prerequisite for our actions.
- We define and regularly review measurable energy targets that are based on the principles of economic efficiency and sustainability.
- We promote the awareness of all employees for energy savings and their responsibility through training, communication and involvement in measures to improve energy efficiency.
- We ensure that all relevant energy performance data is recorded, analyzed and documented in an energy management system to guarantee transparency and traceability.

4.5 QUALITY POLICY

The Quality Policy is defined by the Quality Principles.

Quality Principles of the Hirschvogel Group

The basis for the common success of our company is the Hirschvogel Mission Statement.

Our Vision

We supply our customers with products at the highest quality.
Quality informs all that we do across the company in all processes.



Our Guidelines

- We want to satisfy customers. We achieve this with products and services whose quality meets or exceeds customer expectations.
- The goal of zero-defect-quality is obligatory for every single person - from Top Management to apprentices.
- Our guidelines and processes are based on international standards, customer requirements, our knowledge and our experience. Awareness of and binding adherence to these guidelines and processes constitute the basis of our quality.
- Error avoidance takes priority over error correction. For us, quality means doing things correctly from the start and continually improving our processes. Process quality reduces costs and increases competitiveness.
- Our suppliers make a significant contribution to the quality of our products and services. We thus demand the same high standards of quality from them as we do from ourselves.

4.6 RISKS AND OPPORTUNITIES

Risk Management is defined by the following principles:

Risks and Opportunities - Principles of the Hirschvogel Group

The basis for the common success of our company is the Hirschvogel Mission Statement.

Our Vision

Managing and controlling risks as well as recognizing and exploiting opportunities represent core activities of the company. Efficiently managing risks and opportunities ensures long-term business success.



Our Guidelines

- Risks and opportunities are observed across the entire Hirschvogel Group.
- By means of a routine process, risks are identified, assessed and dealt with.
- The goal is to minimize the occurrence of a risk through suitable preventive measures.
- When dealing with risks, we consider preventive, detective and reactive possibilities, taking into account cost/risk aspects.
- The personal responsibility and awareness of the employees represent a significant factor in identifying risks and opportunities.
- The requirements defined in norms, laws and standards must be taken into account.

4.7 INFORMATION SECURITY

Information Security is defined by the following principles:

Information Security – Principles of the Hirschvogel Group

The basis for the common success of our company is the Hirschvogel Mission Statement.

Our Vision

Information security determines our way of thinking and our actions. We ensure confidentiality, integrity and availability of our information in all of our processes.



Our Guidelines

- Information security will help to maintain our competitiveness and to fulfil compliance requirements.
- The responsible handling of information will protect personal data, our know-how and the know-how of our business partners.
- Information is only accessible by authorized persons for the authorized purpose.
- Information is consistent, trustworthy, accurate and genuine.
- Information is available if required.
- In our measures and regulations regarding information security, we weigh up the risks and benefits in order to ensure efficient operations.

5 CUSTOMER ORIENTATION

The company is shaped to a large extent by a focus on achieving customer benefit and observing internal requirements. The design of our processes is based on this and defined by the Process Landscape. Particularly in the early concept phase of product creation, it is essential for us to obtain customer requirements and wishes. This allows us to generate efficient product and process design. By carrying out customer surveys, we regularly determine the extent to which customer requirements/expectations are fulfilled with respect to our products and those of the competition. From the results we derive the necessary improvements.

6 PROCESS ORIENTATION

6.1 OVERVIEW OF THE PROCESSES

The processes valid at all sites are defined in the Process Landscape based on the pertinent standards. The structure of the corporate processes and the interaction of the individual sub-processes are thereby described. Processes which do not exist at a particular site are mapped in the Process Landscape in a transparent way. Additional documents are assigned to the relevant process. These documents may be process descriptions, standards, standard operating procedures, work instructions, inspection and operating instructions, handbooks and the associated forms in each case. Where corporate functions exist for specific processes, the process descriptions of the relevant corporate functions also apply.

6.2 GUIDANCE PROCESSES

Guidance Processes steer the core processes toward achieving corporate goals and they encompass activities for planning, implementation, monitoring and improvement. Example processes here include corporate management, integrated management system and continuous improvement.

6.3 BUSINESS PROCESSES

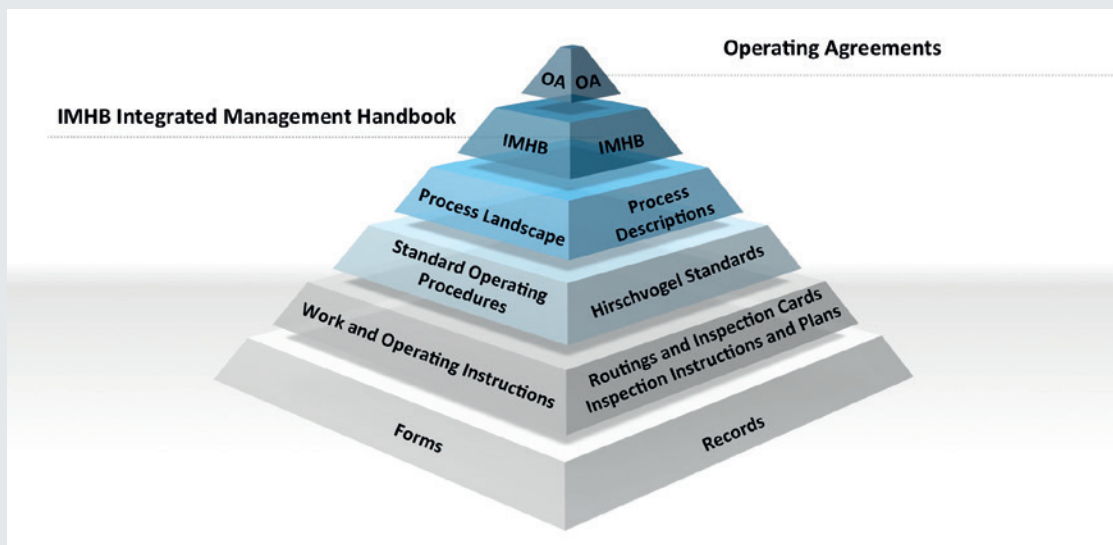
Our Business Processes are a result of logically coherent activities which contribute to added value for the company, have a defined beginning and a defined end, are carried out repeatedly, and which are directed toward customer requirements, e.g. procurement, production and process control or logistics.

6.4 SUPPORTING PROCESSES

These processes support the Guidance and Business Processes for achieving effective rendering of services for the customer, e.g. resources, IT management, inspection processes or project management.

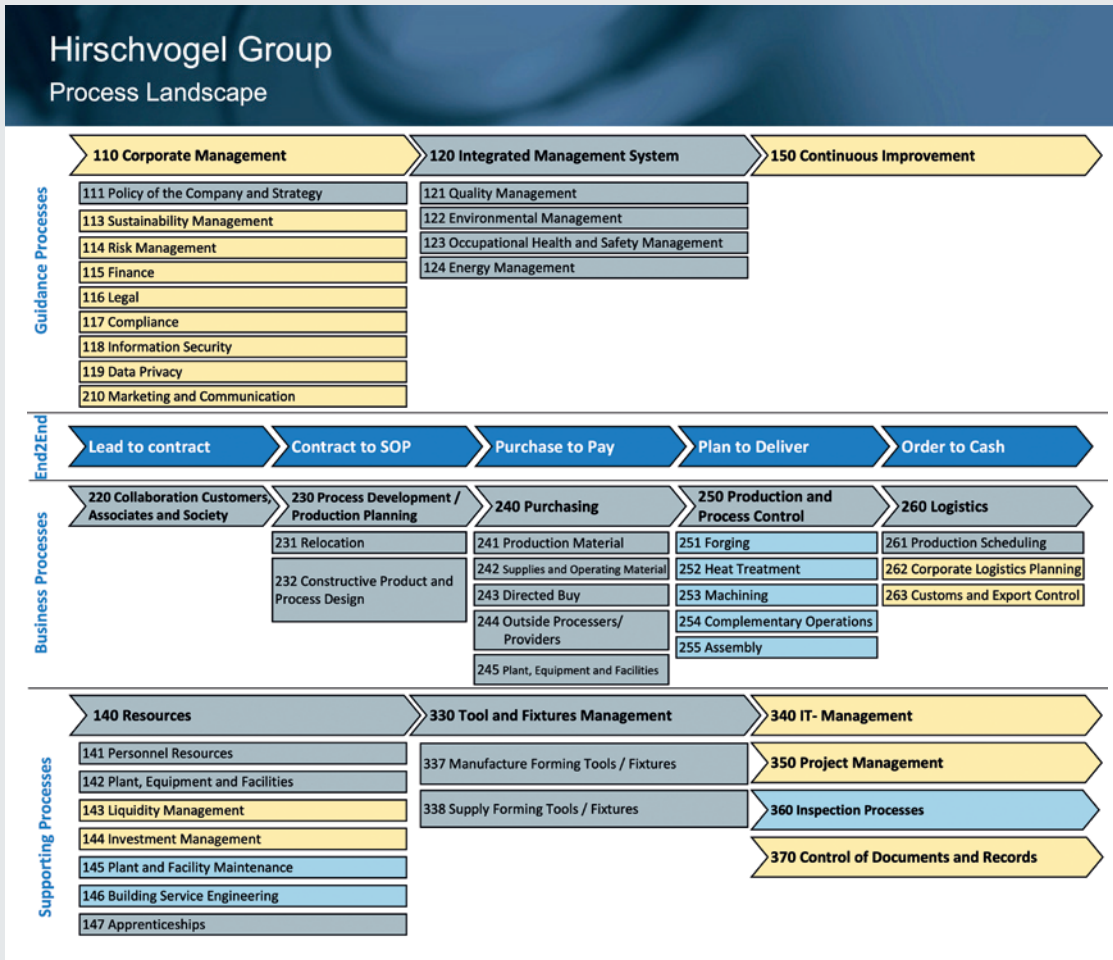
6.5 DOCUMENT STRUCTURE

The set up of the Management System and its documentation are shown in the pyramid below.



6.6 PROCESS LANDSCAPE

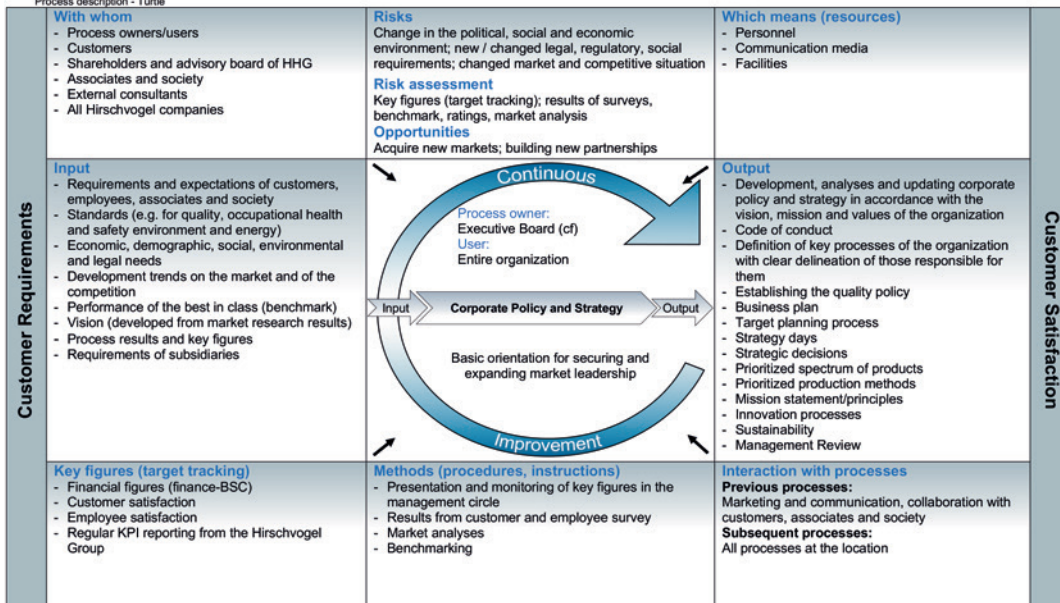
The valid version of the Process Landscape for each Hirschvogel site is saved on the Hirschvogel Intranet (HIT) and is available to all employees for navigation.



PB 111 Unternehmenspolitik und Strategie 100121968/D00/AG PD 111 Corporate Policy and Strategy



Process description - Turtle



7 HIRSCHVOGEL PROJECT MANAGEMENT

Hirschvogel Project Management (HPM) describes the methods by which projects are processed at Hirschvogel. Different methods are used depending on the scope and complexity of the project. A common feature of all projects is the division into phases, which are delimited by milestones. HPM provides details on the results that need to be achieved for each milestone. Furthermore, the project setup includes various roles, each with defined tasks, powers and responsibilities.



Resource planning as well as risk and change management are taken into account over the entire course of the project – from the order to the finished component. During this process, projects are also continuously evaluated in terms of their maturity and monitored in a steering committee. The steering committee is also the forum for the escalation process in the event of target deviations. After transfer to serial production, not only are the project results documented, but Lessons Learned are also made available for further use in the organization. In this way, the company can benefit from the project in the long term.

All HPM methods and processes are described in the Hirschvogel Project Management Handbook.

8 QUALITY MANAGEMENT

Through targeted, systematic and timely planning of all activities, every preventive action is taken to fulfill our own requirements and those laid down by our customers with respect to products, projects and contracts. Our goal is to achieve zero-defect quality and thus to guarantee maximum customer satisfaction.

We fulfill the requirements with certification according to IATF 16949. Furthermore, the requirements according to the VDA and/or AIAG regulations as well product-related specifications and customer-related directives are implemented.

The effectiveness of the Quality Management System is assessed and improved regularly by means of audits. Quality-relevant specifications and processes are documented. Managers are obliged to make the appropriate documents available to their employees and to inform them of their contents.

Internal communication takes place through goal-oriented meetings, cascaded Shopfloor Management, group and project work as well as through the use of telecommunications media and the Intranet (HIT). The priority in all activities is achieving error prevention in the processes.

With the Inspection Management System, we ensure that all quality-relevant inspection and measurement systems are consistently assessed and monitored according to defined processes. Only calibrated inspection and measurement systems suitable to the inspection task are used.

We continuously strengthen and promote the personal responsibility of our employees for quality-conscious behavior through information and training. To implement this, we exploit the professional development opportunities offered by the Hirschvogel Group.

9 SUSTAINABILITY MANAGEMENT




The Hirschvogel Group’s sustainability management pursues a holistic approach that combines ecological, social, and ethical responsibility in line with the United Nations Sustainable Development Goals (SDGs).

The primary focus is to align with the requirements and expectations of stakeholders, both internal (e.g. employees) and external (e.g. customers, financiers, society).

Sustainability management promotes company-wide networking and in collaboration with the departments, identifies on an annual basis the topics and measures that are essential to the company’s long-term performance and future viability.

Transparent reporting in accordance with recognized standards concludes the process. This is based on the material fields of action and provides clarity on progress, challenges, and measures. Sustainability management therefore helps to ensure that requirements are reliably met and provides a basis for internal and external decisions that is transparent and traceable.

OUR MATERIAL FIELDS OF ACTION* ON THE WAY TO A SUSTAINABLE COMPANY

Environmental Umwelt	Social Soziales	Governance Unternehmensführung
<p>Reduce greenhouse gas emissions</p> <p>Avoid environmental pollution (air, water)</p> <p>Minimize water consumption</p> <p>Use materials efficiently (circular economy)</p> 	<p>Continuously strengthen occupational health & safety</p> <p>Promote continuous learning and equal opportunities for all employees</p> 	<p>Promoting a corporate culture of transparency and ethical behavior</p> <p>Comply with human rights and environmental due diligence within the Group and with suppliers</p> 

Based on the topics identified as material in the double materiality analysis 2024. Usage of SDG icons in accordance with the design guidelines; see also <https://www.un.org/sustainabledevelopment>. The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.

10 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

VISION: ZERO ACCIDENTS

Health and safety are core values for the Hirschvogel Group. In the context of a preventive approach, keeping all employees safe and healthy is just as important as avoiding incidents of any kind, from near-misses to serious incidents. Based on a proactive approach to health and safety aligned with a learning-oriented safety culture, our long-term vision is “zero accidents”.

Accordingly, all workplaces are planned and designed to be safe, to meet machine safety requirements, to be ergonomic & healthy, and to be appropriate for different age groups as well as changing physical capabilities. The basis for all occupational health and safety measures is a systematic risk assessment process supported by an open feedback and reporting culture. Risk assessments are consistently conducted for each activity and workplace and are reviewed and updated on an ongoing basis.

The hierarchy of controls is applied as a fundamental principle, giving top priority to the elimination of work-related hazards, followed by substitution, engineering controls, and administrative controls; personal protective equipment (PPE) is used only where residual risks cannot be adequately controlled by other means.

The company leadership provides all necessary resources for the safe and healthy design of workplaces and ensures the availability of appropriate emergency and preparedness equipment. This is supported by regular training to enable employees to respond effectively to non-routine and emergency situations according to available and continually improved emergency preparedness and response plans. All our sites are assessed with regard to fire protection, and appropriate fire safety and prevention systems are implemented.

Our leaders are aware of and accept their responsibilities for health and safety. They actively demonstrate safe behaviors and act as role models by consistently integrating EHS principles into all decisions and daily activities, setting clear expectations, leading by example, and ensuring that health and safety are treated as core values rather than mere priorities.

At each site, occupational health and safety specialists provide expert support and are involved in all relevant processes – from the planning phase through to workplace and equipment setup.

The global EHS function promotes the global exchange of best practices across all sites and steers Group-wide standards as well as continuous improvement activities.

The Hirschvogel Group’s health management system aims to provide preventive services at all locations that go beyond the legally required occupational medical check-ups, thereby strengthening the long-term health and performance of our employees. In addition, we implement a wide range of health promoting initiatives – from physical activity and ergonomic programs to mental health support and site-specific prevention projects.

All those involved are aware of their responsibility for themselves and for their colleagues. Everyone working for or with our company is obliged to comply with statutory regulations as well as instructions and other obligations that serve occupational health and safety. Contractors are obliged to follow the Hirschvogel Group’s health and safety regulations and to minimize any negative impacts or potential risks to the employees.

The occupational health and safety management systems at the Hirschvogel sites are certified according to **ISO 45001**.

11 ENVIRONMENTAL AND ENERGY MANAGEMENT

VISION: RESPONSIBLE TODAY, SUSTAINABLE TOMORROW

At the Hirschvogel Group, protecting the environment and conserving resources are key priorities. After all, alongside the high quality of our products and our effective occupational health and safety measures, it is also vital to have a comprehensive environmental protection system in place as well as to ensure the efficient use of resources and energy if we are to safeguard our company and our jobs.

Guided by our Environmental Principles, we act in a proactive way to protect the environment, conserve natural resources, and continuously reduce the ecological impact and footprint of our products and processes across their entire life cycle.

Greenhouse gas emissions:

We have set science-based emission reduction targets until 2030, aligned with the Paris Agreement and validated by the SBTi (Science Based Targets initiative) to drive decarbonization across all three scopes.

Renewable energy:

For us, the use of renewable energy in our production processes is a fundamental component of decarbonization. To this end, we install and operate photovoltaic systems at our sites to generate our own electricity. These systems represent a cost-effective way for us to reduce our environmental footprint.

Energy efficiency:

We implement effective management systems in accordance with **ISO 50001** across our production sites. These systems enable us to continuously develop and implement measures for improving energy efficiency. These measures strengthen our company by reducing costs, boosting performance, and ensuring future viability.

Water management:

We are aware of water scarcity and therefore minimize water consumption, promote reuse and recycling, ensure the responsible treatment of wastewater, and manage rainwater runoff in compliance with applicable legal and regulatory requirements. We monitor the water stress index as well as the possible impacts on surrounding ecosystems.

Air quality:

We monitor, disclose, and control air emissions according to local legal requirements. We aim to minimize pollutants and assess cumulative impacts to promote continuous improvement.

Chemical management:

We prohibit the use of substances of very high concern and continuously work on reducing hazardous substances as well as on pursuing safer alternatives. As far as possible, we aim to avoid using hazardous substances in our processes, instead replacing them with substances that have the lowest possible impact on the environment and health. Our employees receive regular training on safe handling, the proper storage of chemicals, spill response, contamination control, and first aid.

Circular economy:

We encourage closed-loop systems that reduce waste as well as increase reuse and recycling.

As an industrial company, we recognize the importance of monitoring the impacts we have on the natural environment. We monitor impacts on soil and biodiversity as well as those caused by noise emissions. Our products are 100% animal-free.

We see environmental protection as a central leadership responsibility, supported by clearly defined roles and active employee involvement. To ensure effective implementation, all employees receive regular information and targeted training that reinforces personal responsibility and promotes environmentally conscious behavior at the workplace.

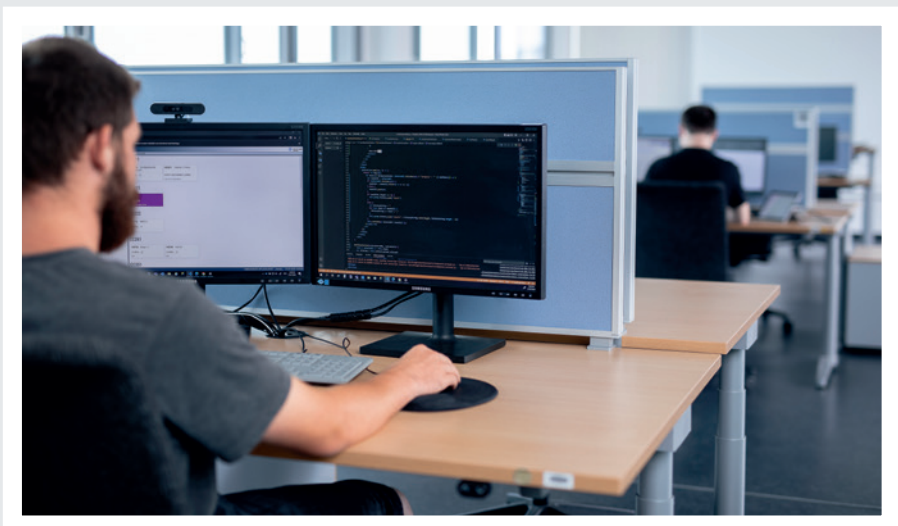
Environmental & energy management systems at the Hirschvogel sites are certified according to **ISO 14001** and **ISO 50001**. These systems anchor continuous improvement in our processes. We also communicate our high expectations regarding environmental performance to our suppliers.



12 RISK MANAGEMENT

By means of defined processes and regulations in the Risk Management System, risks are identified, analyzed, assessed and, where necessary, measures for preventing or reducing them are derived.

Risk assessment is part of every process description, thereby ensuring product conformity.



The risk aspects, such as customer and market risks, technological risks, production risks, quality risks, environmental risks, procurement risks, financial risks, personal risks, information security risks and compliance risks, are taken into account.

13 PERSONNEL

The Management Board has appointed people with special organizational, leadership and personnel responsibility, such as Officers for Energy, Information Security and Risk Management. In job and task descriptions, the fundamental qualification requirements, tasks and responsibilities of all relevant employees are laid down. Established professional development management ensures that these people have the relevant competence on the basis of suitable vocational training, instruction or experience.

14 RESOURCES

The financial, technical and personnel means required for rendering customer-oriented services are planned and made available. The selection and integration of new employees is achieved using specified requirements. The relevant leader ensures a targeted induction period. Every employee has the opportunity to take part in professional development training measures. Leaders regularly analyze which qualifications are needed and initiate appropriate actions. The effectiveness of professional development measures is assessed.

Besides the infrastructure requirements with respect to workplaces and process equipment, Hirschvogel also makes the necessary boundary conditions available for economic and stable processes using the design principles of the Hirschvogel Production System.

15 BUSINESS DEVELOPMENT

In the Corporate Policy and Strategy process, we define the strategic thrusts and thus the medium-term alignment of the company to the Market and Product Strategy. This forms the basis for our internal actions, our dealings with external partners and, above all, the development and exploitation of market opportunities.

16 CONSULTING, INQUIRY AND ORDER PROCESSING

Via the areas of Sales as well as Product and Process Development, we make our consulting know-how available to our customers. Upon request and on the basis of the data made available to us, we plan high-tech, economic solutions and present the results of these to our customers. During the contract review, a feasibility study is carried out. By means of our order processing system, timely delivery is managed and agreed upon with the customer.

17 PRODUCT AND PROCESS DEVELOPMENT

We offer our customers professional project management with competent supervision as well as timely, high-quality and cost-optimized execution for product and process development. Depending on the level of complexity, customer-specific product developments are carried out as a customer project, customer program or as a new part/change process.

Product and process development relies on our professional Hirschvogel Project Management (HPM) System. The specific requirements of IATF 16949, APQP (Advanced Product Quality Planning), VDA 4 "Ensuring Quality in the Process Landscape", VDA 6.3 as well as customer-specific directives are observed.

Customer requirements are defined and then documented in the requirement specification sheet. The Project Leaders are responsible for the transfer to project planning as well as for subsequent realization together with the project team. During product realization and adjustment of the manufacturing processes in the case of new or changed parts, all activities relating to advance product and quality planning are documented. The Project Leaders are also responsible for documenting the progress of the project, the specifications, the final report and the results of verification and validation.

New products are released by the customer by means of initial sampling according to VDA Volume 2 "Securing the Quality of Supplies" or PPAP (Production Part Approval Process).

18 PROCUREMENT

Interdisciplinary teams, led by Corporate Purchasing, work within the Hirschvogel Procurement Process to select, qualify and periodically assess suppliers in the categories of quality, environment, occupational health and safety, delivery reliability and service. New or changed production materials undergo a sampling process.

Contracts are awarded within the framework of our procurement process with precise procurement documents. Spot checks are carried out on incoming deliveries during the incoming inspection to ensure that they comply with technical and environmental specifications. Quality agreements with relevant suppliers ensure compliance with our standards. We promote the supplier/customer relationship and develop this according to our high commitment to quality.

Corporate Purchasing is aware that the path to greater sustainability in the value chain can only be achieved through close collaboration with our supplier network and by jointly adhering to the same environmental, social, and corporate governance standards. All goods are therefore purchased in compliance with all relevant and internationally recognized standards and guidelines.

Specifically, we expect of our suppliers that child labor and forced labor will not be tolerated at any point along the value chain, and that diversity and inclusion as well as equal rights for all employees and the associated protection against discrimination are deeply anchored in our business relationship. Our suppliers are integrated into our corporate environmental protection system. Through targeted measures, resources are conserved, emissions minimized, and waste is avoided or recycled. The protection and respect of the rights of indigenous peoples as well as local communities is obligatory for the entire supply chain. We do not tolerate land grabbing or oppression of ethnic minorities.

Non-observance of the contractually and legally agreed conditions as well as a lack of cooperation in preventing and eliminating violations of human rights and environmental obligations shall lead in every case to progressive sanctions all the way to a possible (temporary) termination of the business relationship.

19 TOOL AND FIXTURE MANAGEMENT

The Hirschvogel Tool and Fixture Management System ensures that production is supplied on time with the tools and fixtures necessary to manufacture the products. Hirschvogel makes all resources available for the development, production, procurement and supply of tools and fixtures.

20 PRODUCTION

Within the framework of production planning, all production materials, tools, fixtures, inspection facilities and work documents needed to manufacture the products are planned and ordered, taking into account pertinent regulations and customer requirements. All working documents required for production are available at the relevant workplace.

Our production processes and procedures are based on many years' experience and documented technical process competence. Production processes are assessed with respect to their ability to perform in series. Processes are monitored systematically and improved continuously.

21 INSPECTION PROCESSES

In order to safeguard product quality and to meet the zero-defect goal, inspections are in place during all phases of the manufacturing process, from incoming inspection, production and final inspection to checks carried out during dispatch. First and last part inspections, inspections during production as well as capability analyses are planned and undertaken. Inspection results are documented and archived. Only capable measuring equipment which is subjected to the Inspection Equipment Management Process is used.

22 DISPATCH, LOGISTICS

We generate transparency for mid- to long-term capacity issues and generate a complete overview of the current and future capacity situation, with the aim of rapidly supplying meaningful information as well as achieving timely reactions and optimum utilization of our existing and planned machinery.

Only products whose quality has been assured using suitable measures are warehoused. By means of an IT-aided component labeling system as well as a storage and administration system, all products may be identified, and they are controlled according to the FiFo principle. Unless otherwise specified by the customer, standard packaging is used. The traceability of the batches is designed in such a way that a clear allocation of everything from supply dates to production and inspection batches is guaranteed. A functioning tracking system that extends to the subcontractor is ensured.

23 MAINTENANCE

Through preventive and predictive maintenance of the manufacturing and measuring equipment, we ensure the long-term availability of all Hirschvogel Group facilities.

24 CONTINGENCY PLANNING

Hirschvogel has generated contingency plans for possible emergency situations. The procedures outlined guarantee a rapid reaction to situations such as missing production material, production standstill, failure of part transfer/energy supply/IT system, cyber security, labor shortage, field complaints as well as environmental and occupational safety incidents, and ensure the ability to deliver to the customer. Within the framework of risk assessment, risk analyses are carried out and, where necessary, processes improved, instructions compiled and employees trained.

25 MANAGEMENT REVIEW

To assess the effectiveness of the Management System and the achievement of goals in terms of process, environmental and energy performance as well as occupational health and safety performance, product conformity and customer feedback, regular management reviews are carried out by the Plant Managers at the various Hirschvogel sites, and an overall review is conducted by the Management Board of Hirschvogel Holding. The documented result outlines the need for action and decisions regarding improvement possibilities, change requirements in the Quality Management System as well as resource requirements, and is part of long-term corporate planning.

26 CONTINUOUS IMPROVEMENT PROCESS (OPEX 1-9-3-8)

OpEx 1-9-3-8, the program for Operational Excellence at Hirschvogel, represents the way that we perform work in a customer-oriented and value-added manner as well as how we continuously improve processes and avoid waste.

Continuous improvement is aligned with the common goal of OpEx, i.e. with the vision of the ideal Hirschvogel plant. The ideal plant is based on customer-oriented and value-added processes. All leaders and employees are active drivers of continuous improvement. Hirschvogel pursues this 1 goal by continuously working on eliminating the 9 types of waste, aligning processes according to 3 principles, and focusing on 8 success factors. These elements of OpEx, summarized in the form 1-9-3-8, are communicated and visualized at all plants.

The process of continuous improvement is designed and implemented as part of the corporate culture. Methods and tools of lean, process and change management are primarily used here: Idea Management, Value Stream and Process Management, Shopfloor Management, Time Management (method of time and motion studies – REFA) as well as Industry 4.0 methods.

The continuous improvement and implementation of OpEx 1-9-3-8 is organized in a control loop. The evaluation of how far the organization has progressed in implementing both the continuous improvement process as well as the methods and behaviors defined for Hirschvogel is carried out at each site in the form of an OpEx Assessment. From this, the plant derives the next steps on the way to Operational Excellence.



27 HIRSCHVOGEL WORLDWIDE



Hirschvogel Umformtechnik GmbH
Denklingen, Germany
Processes: hot, cold and warm forging and combinations thereof, as well as machining operations



Hirschvogel Komponenten GmbH
Schongau, Germany
Processes: machining and ready-to-install assemblies



Hirschvogel Aluminium GmbH
Marksuhl, Germany
Processes: aluminum forging as well as machining operations



4
 Hirschvogel Eisenach GmbH
 Marksuhl, Germany
 Processes: hot, cold and warm forging



5
 Hirschvogel Components Poland Sp. z o.o.
 Gliwice, Poland
 Processes: warm forging as well as machining operations



6
 Hirschvogel Components Mexico
 S.A. de C.V.
 San Juan del Rio/Querétaro, Mexico
 Processes: cold and warm forging as well as machining operations



7
 Hirschvogel Automotive
 Components (Pinghu) Co., Ltd.
 Pinghu, China
 Processes: hot, cold and warm forging of steel and aluminum as well as machining operations



8
 Hirschvogel Components
 India Pvt. Ltd.
 Sanaswadi, India
 Processes: hot, cold and warm forging as well as machining operations



**Hirschvogel
Group**

Traditionally innovative.

Hirschvogel Holding GmbH
Dr.-Manfred-Hirschvogel-Strasse 6
86920 Denklingen
Germany

Phone: +49 8243 291-0
hhg@hirschvogel.com
hirschvogel.com