DAUCH™

CODE OF CONDUCT

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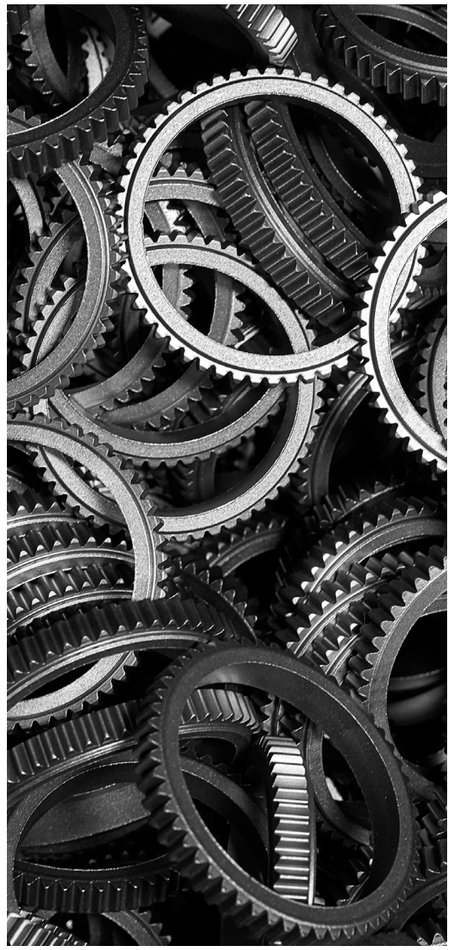

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INTRODUCTION

Our reputation is critical to Dauch's success and future growth.

It is the foundation of the trust placed in us by our Associates, customers, business partners and the communities we engage with— and each of us has a responsibility to protect it.

This Code of Conduct (the Code) helps us do that. It sets out our Core Values and the standards of behavior expected of everyone who works for or represents Dauch.

Included in this section

- Letter from CEO
- Core Values
- Decision Roadmap
- The Code Applies to You
- Where to Go for Help
- Your Commitment to the Code
- Speaking Up!

KEY TAKEAWAY: A strong reputation takes years to build and can be damaged quickly when trust is broken.

A MESSAGE FROM OUR CHAIRMAN & CHIEF EXECUTIVE OFFICER

Dear Associates,

At Dauch, how we conduct our business is just as important as the results we achieve. Our foundational pillars of quality, operational excellence, and technology leadership are built every day through the decisions and actions of our people. That is why integrity is one of our core values – it defines who we are and how we behave.

This Code of Conduct is our guide for doing business with integrity. It explains the principles we follow when working with each other, serving customers, selecting suppliers, protecting company information, and acting as good stewards of the communities where we operate.

The Code cannot answer every question, but it sets clear expectations and promotes good judgment. When the right decision is not obvious, we ask questions, seek guidance and choose the path that protects people, the company, and our reputation. Please review our Code and continue to apply it to your daily work.

Sincerely,

David C. Dauch

DAVID C. DAUCH
Chairman & CEO

Everyone at Dauch is expected to read, understand, and follow this Code.

Leaders have a special responsibility to set the right example and create an environment where people feel comfortable speaking up.

Dauch has a zero-retaliation policy for concerns raised in good faith.

CORE VALUES

Our values are the foundation of Dauch.

VISION

To perform in every moment, through excellence in people, partnerships, and possibilities.

MISSION

Pushing the boundaries of performance by delivering innovation, quality, and value beyond expectations.

CULTURAL VALUES

Who we are

Integrity

We take responsibility for our decisions and hold ourselves and each other accountable.

Teamwork

We work together with flexibility, collaborating to achieve the best solutions and shared success.

Excellence

We strive to continuously improve, empowering people to act with ambition.

STRATEGIC PRINCIPLES

How we compete

Innovation

We bring global expertise and ingenuity to turn fresh ideas into real solutions for the future.

Agility

We adapt quickly to change, making decisions that give us and our partners an advantage.

Competitiveness

We are built with determination and drive to push ourselves forward.

KEY TAKEAWAY: If our values and short-term priorities appear to conflict with each other, our values always come first.

DECISION ROADMAP

We face situations where the right choice is not always clear. Use good judgment and align your decision with our Core Values and the Code.

This Decision Roadmap provides questions to help you navigate difficult decisions.

THREE QUESTIONS TO ASK YOURSELF

1 Is it legal?

→

2 Does it feel right? Would you be comfortable explaining this decision to others?

→

3 Is it consistent with the Code?

Watch for warning signs, reevaluate the situation if you hear:

- **"We will do whatever it takes."**
- **"This is how we have always done it."**
- **"No one will know."**
- **"We can work around the rule."**

If you answer "yes" to all three questions, it is probably okay to move forward. If you are unsure, ask for guidance.
If you answer "no" to any question, STOP. Do not do it. Ask for help.

KEY TAKEAWAY: If the answer is "no" – stop, think, and ask for guidance before acting.

THIS CODE APPLIES TO YOU

WHO MUST FOLLOW THIS CODE

This Code applies to all Dauch Associates, officers, executives, directors, temporary workers, and contractors acting on behalf of Dauch.

Following this Code is a requirement of working for and representing Dauch. Each of us is responsible for understanding the Code, exercising good judgment, and acting with integrity every day. Failure to comply with this Code or applicable company policies may result in disciplinary action, up to and including termination of employment or engagement.

WHEN AND WHERE IT APPLIES

This Code applies whenever you act on behalf of Dauch, regardless of location. This includes our facilities, customer and supplier locations, business travel, company-sponsored events, remote work, online communications, and any other business-related activities.

BUSINESS PARTNERS

We expect our suppliers, consultants, agents, service providers, and other business partners to conduct business ethically and in compliance with applicable laws. Supplier expectations are described in the Dauch Supplier Code of Conduct and other applicable agreements.

LAWS, POLICIES, AND LOCAL REQUIREMENTS

Dauch operates globally and complies with the laws and regulations of every country where we do business.

When local law establishes a higher standard than this Code, follow local law. When this Code establishes a higher standard and local law permits, follow this Code. If you are unsure how to resolve a conflict between this Code, company policies, or applicable laws, seek guidance from Legal/Compliance before taking action.

KEY TAKEAWAY: This Code applies whenever we represent Dauch. When requirements differ, follow the higher standard and ask for guidance before acting.

WHERE TO GO FOR HELP

ASK FOR GUIDANCE

The Code of Conduct provides guidance for conducting business honestly and ethically. However, you may face difficult situations that aren't fully described in the Code. We want you to exercise good judgment. If you are unsure about the right path, we want you to ask for help!

UNDERSTANDING THE CODE AND ASKING QUESTIONS

Your Supervisor may be able to resolve your concern quickly. If you don't feel comfortable going to your Supervisor, contact **Human Resources.** They are here to help you! They can answer Associate questions and address Associate concerns.

If you're still unsure, speak with **Local Leadership.** Speak with the Plant Manager or another leader at your location. They are in a position to address your concerns, or escalate them, if needed.

If you have tried these resources and you still have concerns, or if you feel like you are unable to raise your concerns at the local business level, you can contact **Legal/Compliance.**

Legal/Compliance can help address concerns or provide guidance, especially when it comes to applicable laws, or illegal or unethical conduct. To reach Legal/Compliance, send an email to compliance@dauch.com.

KEY TAKEAWAY: Exercise good judgment. If you are unsure about the right path, we want you to ask for help.

YOUR COMMITMENT TO THE CODE

WHAT EVERY ASSOCIATE IS RESPONSIBLE FOR

Following the Code is part of working for and representing Dauch. Each Associate is expected to understand this Code, follow applicable laws and company policies, exercise good judgment, and ask questions when guidance is needed. By making ethical decisions every day, we help protect our people, our company, and our reputation.

LEADERS HAVE ADDITIONAL RESPONSIBILITIES

Leaders are expected to lead by example and reinforce this Code through their actions and decisions. They foster an environment where Associates feel comfortable asking questions, raising concerns, and speaking up without fear of retaliation. Leaders understand that how results are achieved is just as important as the results themselves.

ESCALATION AND ACCOUNTABILITY

Leaders are expected to listen respectfully, respond appropriately, and escalate concerns through the correct channels. They must never conduct their own investigation into serious allegations involving potential violations of this Code, company policies, or the law. Such concerns must be reported without delay to Legal/Compliance. Leaders are also responsible for helping the Associates they supervise understand and follow this Code.

KEY TAKEAWAY: Living the Code means making ethical decisions, asking questions when unsure, and helping create a culture where integrity is everyone's responsibility.

SPEAKING UP! REPORTING UNETHICAL OR ILLEGAL BEHAVIOR

SPEAKING UP! REPORTING UNETHICAL OR ILLEGAL BEHAVIOR

We believe in Speaking Up when we see behavior that is wrong. Associates must have the courage to ask questions and raise concerns about integrity, compliance, or ethical behavior. Dauch's Speak Up Line allows Associates, Supplier Partners, customers, and others to report concerns of misconduct. **The Speak Up Line can be accessed 24/7 from anywhere at any time by phone or web. Concerns can be made anonymously where legally permissible.**

Immediately report concerns about:

- Any illegal, unethical, or non-compliant activity
- Bribery, fraud, theft, or conflicts of interest
- Violations of Code of Conduct or other company policies
- False financial reporting
- Data privacy/GDPR
- Environmental, health and safety, or product integrity
- Behavior that causes a hostile work environment

NON-RETALIATION

Dauch **strictly prohibits** retaliation against anyone who reports concerns in good faith or assists in an investigation. Retaliation includes dismissal, demotion, harassment, intimidation, exclusion, negative changes in duties, or any other disadvantage because someone spoke up.

COOPERATION WITH INVESTIGATIONS

Maintaining an ethical workplace requires everyone's cooperation. When concerns are raised, Associates are expected to participate honestly and transparently in investigations. Failure to cooperate, knowingly providing false or misleading information, or interfering with an investigation may result in disciplinary action.

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COMPLIANCE AND ETHICS

Associates with concerns related to integrity, compliance or ethical behavior are encouraged to talk to their immediate supervisor, Human Resources, or Legal/Compliance.

The Speak Up Line can be accessed 24/7 from anywhere at anytime by phone or web. Concerns can be made anonymously where legally permissible.

Call from the United States:
(877) 846-8912

Or report your concern online:
dauch.ethicspoint.com

KEY TAKEAWAY: Associates must Speak Up about unethical or non-compliant behavior. Retaliation for concerns raised in good faith is prohibited.

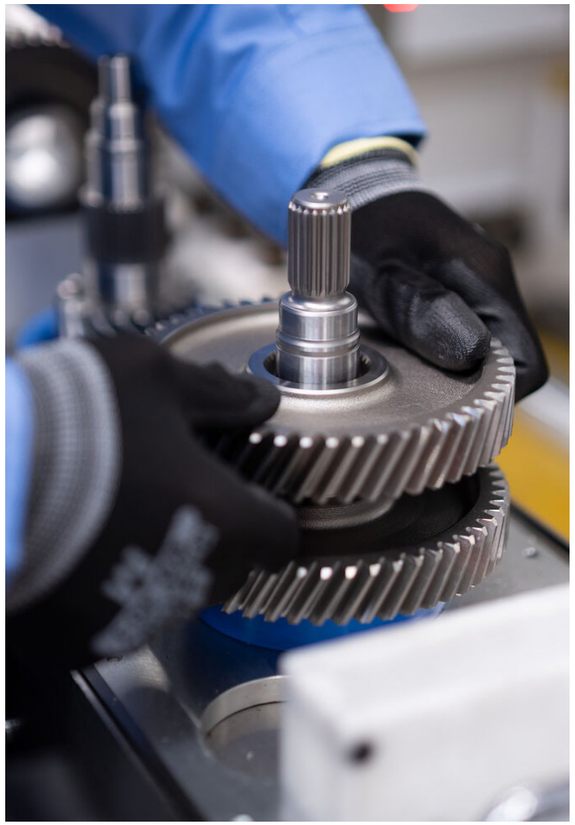
OUR COMMITMENT TO OUR PEOPLE

We believe our people are our greatest strength. Dauch is committed to creating a workplace where everyone is treated with dignity, respect, and professionalism. By fostering a safe, inclusive, and respectful environment, we enable every Associate to contribute, grow, and succeed.

Included in this section

- Health and Safety
- Fair and Respectful Workplace
- Culture and Inclusion

HEALTH AND SAFETY



HEALTH AND SAFETY

We believe everyone deserves a safe and healthy workplace. The health, safety, and well-being of our Associates is our highest priority. Every injury is preventable, and we are committed to providing a workplace where everyone returns home safely each day.

SAFETY IS EVERYONE'S RESPONSIBILITY

Every Associate is expected to work safely, follow established health and safety requirements, use required personal protective equipment, and complete required safety training. If a task appears unsafe or cannot be performed safely, stop work and report the concern immediately.

REPORT RISKS AND STOP UNSAFE WORK

Dauch is committed to maintaining a workplace free from violence, threats, and impairment. Associates are expected to report to work fit for duty, comply with company policies regarding drugs, alcohol, and weapons, and immediately report safety concerns to a supervisor or Human Resources.

KEY TAKEAWAY: Safety is everyone's responsibility. We look out for one another, speak up about hazards, and stop work whenever something cannot be done safely.

FAIR AND RESPECTFUL WORKPLACE

RESPECTFUL WORKPLACE

We are committed to creating a workplace where everyone is treated with dignity, respect, and professionalism. We value an environment where Associates feel safe, supported, and empowered to contribute their best. Discrimination, harassment, bullying, intimidation, abuse, and violence have no place at Dauch.

HARASSMENT, BULLYING, AND CONCERNS

Every Associate is expected to foster a respectful workplace and contribute to an environment free from harassment, bullying, intimidation, and other inappropriate conduct. If concerns arise, they should be raised through the reporting channels described in this Code. Leaders are expected to take concerns seriously and escalate them through the appropriate channels.

HUMAN RIGHTS AND LABOR STANDARDS

Dauch respects internationally recognized human rights and is committed to conducting business responsibly and ethically. We support fair working conditions, lawful working hours, safe workplaces, and respect for the dignity of every individual. We prohibit forced labor, child labor, human trafficking, debt bondage, and modern slavery in our operations and business activities.

KEY TAKEAWAY: Respect, dignity, and professionalism create a workplace where everyone can contribute, grow, and succeed.

CULTURE AND INCLUSION

EQUAL OPPORTUNITY

We believe that diverse perspectives, experiences, and ideas strengthen Dauch and contribute to our success. We are committed to providing equal opportunities for recruitment, development, and advancement based on merit, qualifications, performance, and business needs.

NON-DISCRIMINATION

We are committed to providing a workplace where employment decisions are made fairly and without discrimination. We do not discriminate based on age, race, religion, color, national origin, sex, (including pregnancy, sexual orientation, gender identity, or expression) parental status, disability, marital status, military service including protected veteran status, political affiliation, genetic information, carrier status or other characteristic protected by law.

INCLUSIVE BEHAVIOR

Every Associate plays a role in creating an inclusive workplace where people feel respected, valued, and heard. Leaders are expected to foster an environment where different perspectives are welcomed, individuals are treated fairly, and concerns are addressed. Associates are encouraged to collaborate, listen to one another, and contribute to a culture of respect and inclusion.

KEY TAKEAWAY: At Dauch, we foster a workplace where everyone is respected, valued, and empowered to contribute their unique perspectives.

OUR COMPANY

We earn the trust of our customers, business partners, shareholders, and communities through quality, innovation, responsible stewardship, and ethical business practices. Every decision we make should reinforce that trust and protect Dauch's reputation.

Included in this section

- Quality
- Protecting What Makes Us Strong
- Partnerships Built on Integrity
- Doing Business the Right Way
- Sustainability and Responsibility

QUALITY

PRODUCT QUALITY AND SAFETY

Customers trust Dauch to deliver high-quality, safe, and reliable products and services. We earn and maintain that trust by following quality standards, customer requirements, and applicable laws and regulations.

- Prioritize product safety and regulatory compliance in every decision.
- Follow approved processes, specifications, and quality controls.
- Create complete and accurate inspection, production, and quality records.
- Promptly address product quality concerns and immediately escalate any safety or regulatory issues.
- Follow the appropriate approval process when implementing improvements or process changes.

CUSTOMER FOCUS

We build lasting customer relationships by delivering on our commitments and communicating honestly. We present our products, capabilities, delivery schedules, and compliance status accurately. If a commitment cannot be met, we communicate promptly and transparently through the appropriate business channels.

KEY TAKEAWAY: Customer trust is earned through quality, product safety, and honest communication.

PROTECTING WHAT MAKES US STRONG

COMPANY ASSETS

Our company assets support our success and enable us to serve our customers. Every Associate is expected to protect and use Dauch assets responsibly and only for legitimate business purposes.

Protect company property, equipment, funds, software, data, brands, intellectual property, and confidential information from loss, theft, damage, waste, and misuse. Secure devices and records, avoid unauthorized personal use, safeguard passwords and access credentials, and report suspected loss or misuse.

CONFIDENTIAL INFORMATION

Protecting confidential information preserves customer trust, supports innovation, and maintains Dauch's competitive advantage.

Share confidential information only with authorized individuals who have a legitimate business need to know. This includes non-public business, technical, financial, customer, supplier, employee, and strategic information.

Confidentiality obligations continue after employment ends. External sharing requires appropriate protection, such as a confidentiality agreement or non-disclosure agreement.

KEY TAKEAWAY: We protect company assets by using them responsibly and safeguarding them for the benefit of Dauch and our stakeholders.

PROTECTING WHAT MAKES US STRONG

INTELLECTUAL PROPERTY

Innovation is one of Dauch's strengths, and protecting intellectual property helps preserve our competitive advantage.

Protect company intellectual property, including inventions, know-how, designs, software, trademarks, and trade secrets. Use third-party intellectual property only with appropriate rights, licenses, or approvals.

PRIVACY AND DATA PROTECTION

We protect personal data responsibly and in accordance with applicable privacy and data protection laws.

Use personal data only for legitimate business purposes, limit collection to what is necessary, protect it appropriately, and retain it only as long as permitted or required by law. Report suspected personal data breaches to PrivacyOfficer@Dauch.com and CyberSecurity@Dauch.com.

INFORMATION SECURITY AND CYBERSECURITY

Our information systems are essential to our business and must be protected. Cybersecurity threats can result in unauthorized access to sensitive information, operational disruption, financial loss, and reputational harm. Protecting our information systems helps safeguard our people, customers, business operations, and the trust placed in Dauch.

Associates should always use secure access methods, follow Dauch information security requirements, handle information according to its sensitivity, avoid suspicious emails, links, or attachments, and use only authorized software and devices. Report suspected cybersecurity incidents to CyberSecurity@Dauch.com.

EXTERNAL COMMUNICATIONS AND SOCIAL MEDIA

We communicate responsibly and protect Dauch's reputation in every interaction.

Only authorized individuals may speak on behalf of Dauch to the media, investors, government authorities, or the public. Refer external inquiries to the Vice President of Marketing & Communications.

When using social media, protect confidential information, personal data, customer information, and sensitive business information. Make it clear when expressing personal opinions that they are your own and do not represent Dauch.

KEY TAKEAWAY: Every Associate plays a role in protecting Dauch's information, systems, and technology. Communicate responsibly and protect confidential information.

PARTNERSHIPS BUILT ON INTEGRITY

BUSINESS RELATIONSHIPS

We are committed to building and maintaining business relationships based on integrity, fairness, and mutual respect. We select suppliers and business partners based on objective business criteria, including quality, performance, reliability, innovation, sustainability, compliance, and overall value. We expect our business partners to conduct business ethically and comply with applicable laws and our standards. Associates are expected to complete appropriate due diligence, use clear written agreements, and monitor business relationships as appropriate. For more information, see the Dauch Supplier Code of Conduct.

CONFLICTS OF INTEREST

We make business decisions objectively and in the best interests of Dauch. Personal interests should never influence, or appear to influence, business decisions or professional judgment. Examples of potential conflicts include:

- Financial interests involving customers, suppliers, or competitors
- Outside employment or business activities
- Hiring, supervising, or influencing employment decisions involving family members
- Accepting gifts or benefits that could influence business decisions

Potential conflicts must be disclosed timely through the Dauch disclosure process or to compliance@dauch.com. Annual disclosures and acknowledgments must be completed. For more information see the Dauch Conflict of Interest Policy.

KEY TAKEAWAY: All Associates are expected to act in the best interests of Dauch. Conflicts of interest, or the appearance of a conflict of interest, must be avoided.

PARTNERSHIPS BUILT ON INTEGRITY

GIFTS, MEALS AND ENTERTAINMENT

Gifts, meals, and entertainment may be given or received only when appropriate, reasonable, and proportionate to a legitimate business purpose and permitted under the Dauch Gifts, Meals, and Entertainment Policy. They must be exchanged openly and transparently, comply with the policies of both Dauch and the other party, and be accurately documented in Dauch's books and records.

Gifts, meals, and entertainment must never be offered, given, or accepted to improperly influence a business decision or in exchange for a business advantage.

Cash, cash equivalents, personal services, bribes, and adult entertainment and other activities are strictly prohibited. For a full list of prohibited items and conduct, see the Dauch Gifts, Meals, and Entertainment Policy.

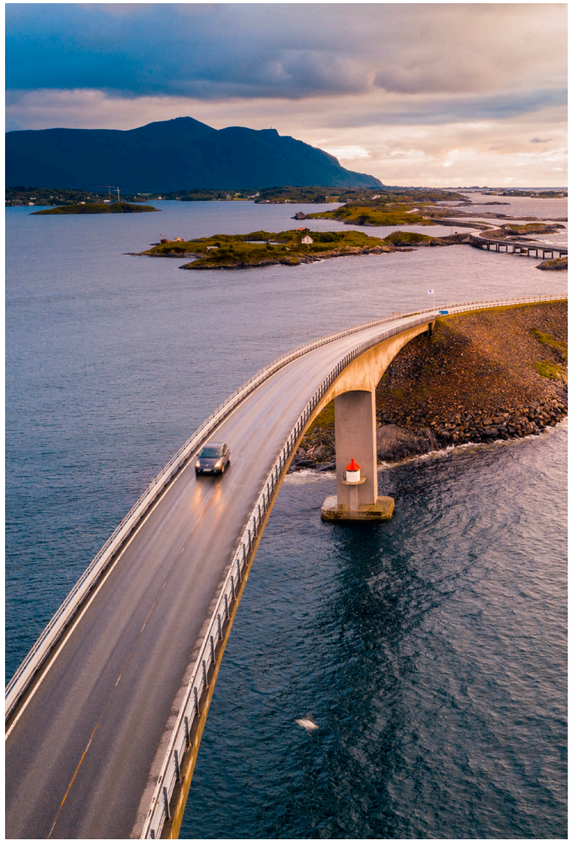
POLITICAL ACTIVITIES, DONATIONS AND LOBBYING

Dauch resources, funds, logos, or work time must not be used for political activity unless legally permitted and approved by legal@dauch.com. Lobbying or engagement with government officials on behalf of Dauch must be transparent, lawful and approved in advance by legal@dauch.com.

GOVERNMENT INTERACTIONS

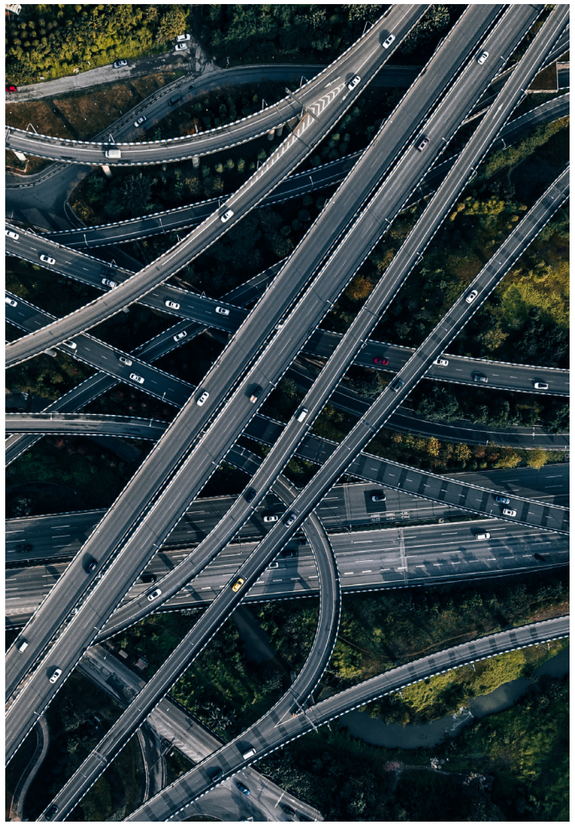
Interactions with government officials often come with strict legal and compliance requirements. Dauch must interact with government officials honestly, transparently and in full compliance with applicable law.

- Government audits, investigations, inspections, subpoenas, or requests for information must be forwarded to Legal/Compliance.
- Do not provide inaccurate, incomplete, or misleading information to a government official or representative.
- Providing anything of value (e.g. gifts, meals, entertainment, refreshments, or modest items) to a government official or representative requires Compliance pre-approval.



KEY TAKEAWAY: Honest, transparent, and compliant business, political, and government interactions strengthen trust and protect both Dauch and our Associates.

PARTNERSHIPS BUILT ON INTEGRITY



SUPPLIER RELATIONSHIPS

Trusted supplier relationships are an important part of Dauch's success. We expect our suppliers and business partners to share our commitment to ethical business practices and responsible operations. Additional expectations are described in the Dauch Supplier Code of Conduct. Supplier expectations include human rights, fair labor practices, occupational health and safety, environmental protection, anti-corruption, fair competition, data protection, and responsible sourcing.

Suppliers are expected to maintain effective compliance programs and cooperate with reasonable due diligence, audit, and investigation activities conducted by Dauch.

HUMAN RIGHTS AND ENVIRONMENTAL DUE DILIGENCE

Dauch is committed to respecting human rights and conducting responsible environmental due diligence throughout our operations and supply chains. We apply a risk-based approach to identify, prevent, mitigate, and address human rights and environmental risks through appropriate due diligence and continuous improvement. Our approach is aligned with internationally recognized human rights and responsible business frameworks, including the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

RESPONSIBLE SOURCING AND CONFLICT MINERALS

Where relevant to our products and supply chains, Dauch expects suppliers to source materials responsibly and to provide information on the origin of materials such as tin, tantalum, tungsten, gold, cobalt, mica, or other minerals subject to applicable reporting or customer requirements.

KEY TAKEAWAY: Building trusted, integrity-driven partnerships and responsible supply chains strengthens Dauch, supports our customers, and contributes to long-term success.

DOING BUSINESS THE RIGHT WAY

ANTI-BRIBERY AND ANTI-CORRUPTION

We conduct business honestly and compete based on the quality of our products, services, and people. We do not offer, promise, give, request, or accept anything of value to gain an improper advantage or influence a business decision. For further information, see the Dauch Anti-Bribery and Anti-Corruption Policy.

THIRD PARTIES AND IMPROPER ADVANTAGES

These standards apply to all interactions with customers, suppliers, government officials, agents, consultants, and other third parties. Associates must never:

- Offer or accept bribes or kickbacks
- Make facilitation payments where prohibited by law or company policy
- Use third parties to do something Dauch may not do directly
- Conceal or inaccurately record payments or transactions

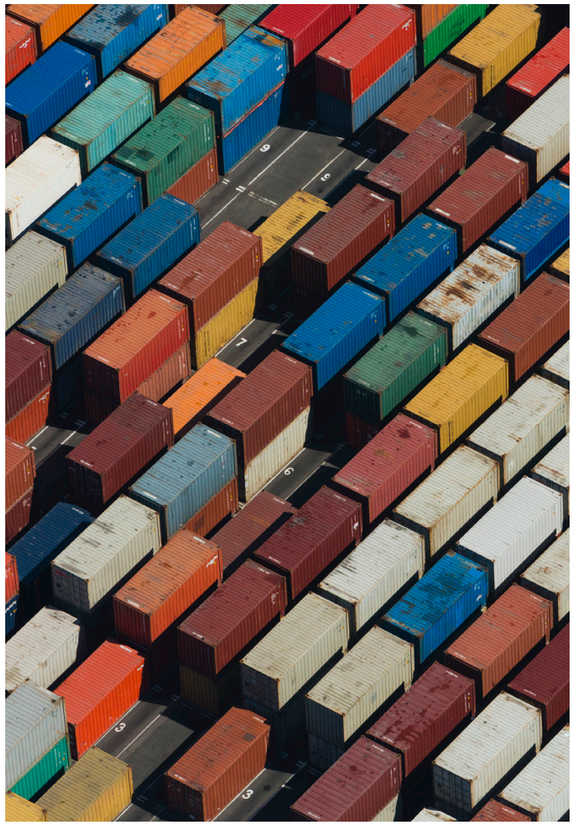
Required due diligence must be completed before engaging third parties, payments must be accurately recorded, and suspected improper payment requests must be reported immediately.

ANTITRUST AND FAIR COMPETITION

We compete vigorously, fairly, and in compliance with competition and antitrust laws. We succeed through innovation, quality, service, and value—not through improper business practices. If an inappropriate discussion occurs or a prohibited topic is raised, end the conversation immediately and report the matter to Legal/Compliance.

KEY TAKEAWAY: We earn business through integrity, fair competition, and compliance—not through bribery, corruption, or improper influence.

DOING BUSINESS THE RIGHT WAY



GLOBAL TRADE

Protecting our customers, supporting global markets, and complying with international trade laws are essential to conducting business responsibly. Dauch complies with applicable import, export, customs, sanctions, and embargo laws. Dauch does not conduct business with sanctioned parties or prohibited destinations.

ANTI-MONEY LAUNDERING

We conduct business only with reputable customers, suppliers, and business partners and support global efforts to prevent money laundering, terrorist financing, tax evasion, and other financial crimes. Be alert for warning signs, such as unusual payment methods or payment routes, requests to pay unrelated third parties, false or inaccurate invoices, or attempts to avoid normal documentation or approval processes. Report suspicious transactions or activities through the appropriate channels.

ACCURATE BOOKS, RECORDS AND FINANCIAL CONTROLS

Accurate books, records, and financial controls promote transparency, support sound business decisions, and help Dauch meet its legal and regulatory obligations.

This means we must record all business transactions accurately, never falsify any document or mislead about the true nature of a transaction, follow generally accepted accounting principles, comply with all delegated authority and accounting policies, and preserve and retain documents and records in accordance with legal requirements and Dauch policies.

INSIDER INFORMATION

Through your work, you may have access to confidential or material non-public information about Dauch, our customers, suppliers, or other companies. Never use this information for personal financial gain or share it improperly with others. If you are unsure whether securities laws apply, seek guidance from Legal/Compliance before trading securities or disclosing the information.

KEY TAKEAWAY: Integrity, transparency, and accurate records are the foundation of responsible business.

SUSTAINABILITY AND RESPONSIBILITY

We are committed to practices that build a sustainable and responsible organization. Dauch focuses on five pillars: environmental, social, product, supply chain, and governance. These pillars guide how we support our customers, communities, and Associates while contributing to our long-term success. Each of us has a role to play whether it is using resources responsibly, promoting a resilient supply chain, or complying with sustainability reporting regulations. For example:

- Dauch maintains an Environmental Management System aligned with recognized standards, such as ISO 14001, to reduce environmental impacts and drive continual improvement.
- Our Mutual Respect Statement emphasizes our dedication to building positive, collaborative relationships and encouraging open communication within a safe environment. It reinforces valuing others and treating everyone with dignity and respect.
- We conduct Life Cycle Assessments to determine environmental impacts at the product level and to comply with legislation. The process can also help identify opportunities to reduce costs, raw materials, waste, energy, and other consumables.
- Dauch safeguards the confidentiality, integrity, and availability of our data and critical systems through ongoing evaluation and improvement of our Information Security program. We focus on building cyber awareness among Associates and suppliers and implement controls that balance user experience with risk mitigation.

KEY TAKEAWAY: Every Associate has a role in making Dauch a sustainable and responsible organization.

SPEAK UP!

If you are aware of any behavior inconsistent with this Code of Conduct and you are unable or unwilling to report the matter internally, please contact the Speak Up Line. The Speak Up Line is accessible 24 hours a day, 7 days a week and concerns can be reported anonymously (where legally permissible) and without fear of retaliation.

Immediately report concerns about:

- Any illegal, unethical, or non-compliant activity
- Bribery, fraud, theft, or conflicts of interest
- Violations of Code of Conduct or other company policies
- False financial reporting
- Data privacy/GDPR
- Environmental, health and safety, or product integrity
- Behavior that causes a hostile work environment

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COMPLIANCE AND ETHICS

Associates with concerns related to integrity, compliance or ethical behavior are encouraged to talk to their immediate supervisor, Human Resources, or Legal/Compliance.

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Call from the United States:
(877) 846-8912

Or report your concern online:
dauch.ethicspoint.com

SPEAK UP LINE PHONE NUMBERS

ASIA	
China	4001205061
India	022 5097 2725
Japan	0800-300-9291
Malaysia	1800816089
South Korea	00744878
Thailand	1800018211
EUROPE	
Czech Republic	800404142
France	0800 90 99 31
Germany	0800 1822873
Hungary	06 80 088 133
Italy	800761638
Poland	800005414
Portugal	800815015
Romania	0800 890 484
Slovenia	080 688842
Spain	900751975

EUROPE (continued)	
Sweden	020 79 45 59
Turkey	00800 492 4088 0042
United Kingdom	0808 196 2134
NORTH AMERICA	
Mexico	8008721124
United States	877 846 8912
SOUTH AMERICA	
Brazil	2120382727

dauch.ethicspoint.com

KEY TAKEAWAY: Dauch strictly prohibits retaliation against anyone who reports concerns in good faith or assists in an investigation.