



Principles for Responsible Business (Corporate Business Principles)

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Our commitment is to create mutual advantage in all our relationships so that others will always prefer to do business with FUBA.

We will do this by:

- understanding the needs and aspirations of individuals, customers, contractors, suppliers, partners, communities, governments and appropriate regulations
- conducting our activities in ways that bring benefits to all those with whom we have relationships
- fulfilling our obligations as a responsible member of the societies in which we operate
- demonstrating respect for human dignity and the rights of individuals

We will work to build long-term relationships founded upon:

- high performance standards
- delivering on our promises
- openness and flexibility
- learning from ourselves and others
- mutual interdependence
- sharing success

In addition to FUBA's Corporate Business Principles (CBPs), the Company has also adopted a set of principles for responsible business. These principles are intended to succinctly express FUBA's commitment to ethical and legal business practices on a worldwide basis.

These principles define a minimum set of ethical standards for all employees of FUBA Corporation and its subsidiaries ("FUBA") worldwide and are meant to reflect cultural differences in international locations. FUBA adheres to strict standards of honesty and conducts business with uncompromising integrity and professionalism. These principles:

- Reflect a corporate decision on how we perform global activities
- Are relevant to **all** FUBA employees worldwide
- Are approved and managed by FUBA's Executive Staff
- Are reviewed on a regular basis

FUBA is committed to apply internal management systems and reporting structures to ensure adherence to these principles across our organization.

Accordingly:

- FUBA respects, values and welcomes diversity in its workforce, its customers, its suppliers and the global marketplace. FUBA will comply with applicable laws and provide equal employment opportunity for all applicants and employees without regard to race, color, religion, sex, national origin, ancestry, age, disability, veteran status, marital status, sexual

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orientation or gender identity. This applies to all areas of employment. FUBA also provides reasonable accommodation to disabled applicants and employees to enable them to apply for and to perform the essential functions of their jobs.

- FUBA will provide a workplace free of sexual harassment as well as harassment based on race, color, religion, sex, national origin, ancestry, age, disability, veteran status, marital status, sexual orientation or gender identity. We will not tolerate such harassment of employees by managers, co-workers or non-employees in the workplace.
- FUBA is committed to achieving high standards of environmental quality and product safety, and to providing a safe and healthful workplace for our employees, contractors, and communities. We strive to comply with all applicable regulatory requirements as a minimum and implement programs and processes to achieve greater protection, where appropriate. We seek a healthful and safe workplace, free of occupational injury and illness. We strive to conserve natural resources and reduce the environmental burden of waste generation and emissions to the air, water, and land. Fuba will maintain develop its environmental ISO 14001 Certification.
- FUBA expects its suppliers to comply with applicable laws concerning occupational health, safety and environmental protection, to strive for a workplace free of occupational injuries and illnesses, and to engage in manufacturing that minimizes impact to the environment and the community. We expect suppliers to maintain progressive employment practices that meet or exceed all applicable laws. These include nondiscrimination in employment practices, prohibiting the use of child or forced labor, providing minimum wages, employees' benefits and work hours. In the event local standards do not exist, suppliers shall nonetheless establish progressive employment practices.
- FUBA honors the personal privacy of consumers, customers and employees. FUBA is committed to user privacy in our products and services. We support consumer choice and informed consent.
- FUBA will provide a secure business environment for the protection of our employees, product, materials, equipment, systems and information.
- Fuba's quality policy is an integral part of the corporate business principles and focuses on satisfying all customers with delivering good quality of parts and services in the right quantity in time. This ensures that all employees and suppliers are able to understand quality and take responsibility for it. Fuba regularly analyses customer satisfaction and maintains open communication in order to ensure the understanding and satisfaction of all customer needs

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and applicable requirements and to involve them in the continuous improvement of products, services and business processes. Our policy leads to work with risk-based assessments and mitigate all risks to products and services for Fuba customers and other stakeholders. We continuously challenge ourselves to ensure that the defined Key Performance Indicators (KPIs') with their related continuous improvement and problem solving lead to product, service and process robustness in order to avoid and solve quality incidents and eliminate defects. Teamwork and ownership by everyone are vital for achieving the quality objectives so we are providing the required leadership and management and we will ensure that the quality policy will be reviewed and communicated annually.

- FUBA prohibits bribes and kickbacks. FUBA employees may not offer or accept a bribe or a kickback. Bribes and kickbacks are prohibited either directly or through a third party.
- FUBA encourages competition, which benefits consumers by prohibiting unreasonable restraints on trade. FUBA competes vigorously while at the same time adhering to both the letter and spirit of antitrust laws.
- FUBA is committed to complying with all applicable laws regarding employees in each of the countries in which we operate. This includes laws regarding: minimum ages for employment; minimum wages and overtime compensation; benefits; discrimination and affirmative action; employees' right to raise issues and work collectively for their mutual benefit; and health and safety.

We are committed both to continuous improvement in our performance and to sharing the knowledge that we gain with our employees, customers, suppliers, shareholders, the communities in which we live and work, the scientific community, government and industry.

In order to give all employees the opportunity to comply with these standards, any violation - independent if observed directly or indirectly – can be reported to the compliance director via (compliance@fuba-automotive.com). Employees who report true incidents will be granted strict anonymity and protection against any influence from other individuals, personally granted from the Fuba CEO.