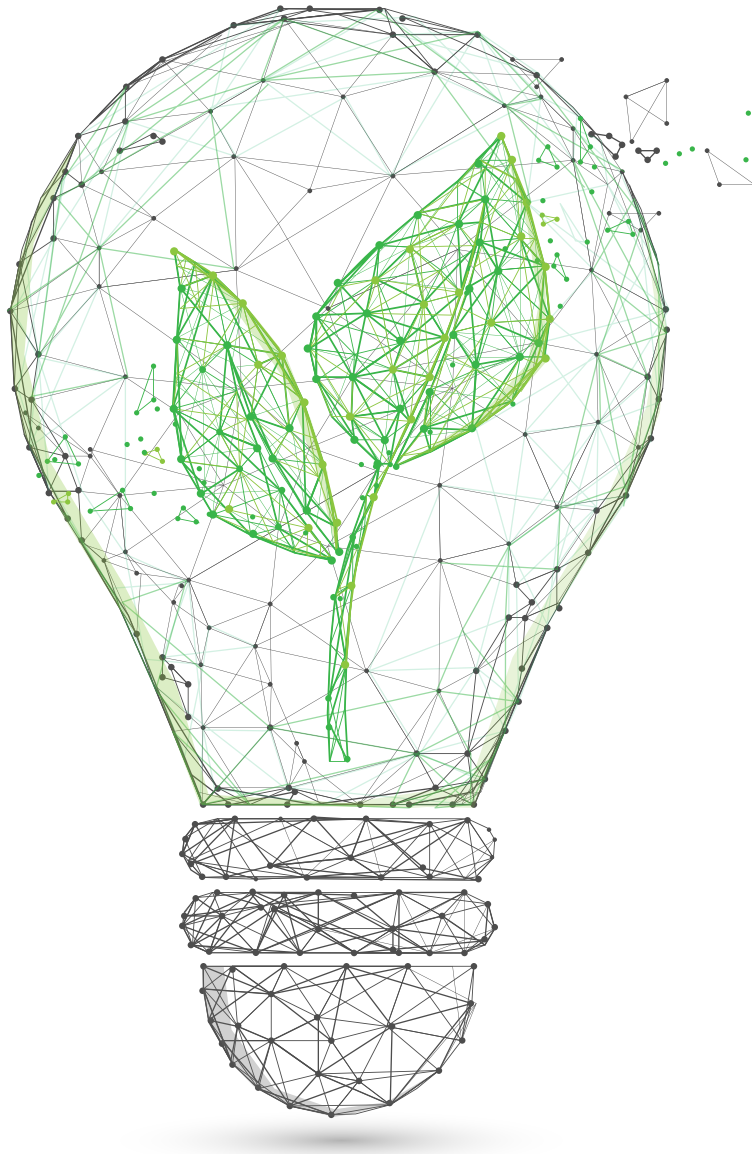


Inteva Products
Sustainability Report
2020



A Note From Our CEO



For Inteva Products, ensuring that we are responsible for the health and safety of others is a key priority. This report highlights the efforts we are taking every day to ensure that we live up to our core value of caring for the world and our communities while also providing the products and solutions our customers have come to depend on us for. From measuring our environmental impact to emphasizing ethical behavior by employees and suppliers and building a team that welcomes

and values diversity and inclusion, Inteva is working every day to be conscious of how our work affects the communities where we live and work.

I am proud of the dedication and focus our 8,000+ employees bring to these issues every day, and I invite you to read this report and understand how their focus reflects in our dedication to “The Inteva Way.”

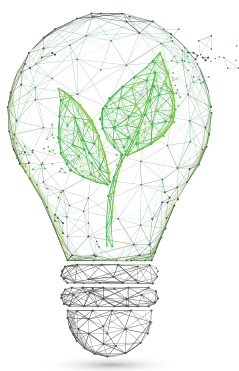
A handwritten signature in black ink, reading "Lon Offenbacher". The signature is fluid and cursive, with a large initial "L" and "O".

Lon Offenbacher,
CEO



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Vision, Values and the Inteva Way

Customers recognize Inteva as their leading global supply partner for value-based innovation and environmentally friendly products that enhance quality and performance. Everything we do at Inteva is driven by our vision, objectives and core values that, together, we like to think of as **The Inteva Way**.

- **We act with integrity**

Inteva's first core value is focused on being responsible, honest and true – the foundation of our other values.

- **We respect, trust and support each other**

Inteva values all team members. We treat each other fairly and with dignity, asking each other for help and willingly offering each other help when needed.

- **We act as one global team**

At Inteva, we think beyond our individual teams or functions. We consider the global implications of our actions on other team members and on our customers.

- **We put the customer at the center of our business**

Inteva exists because our customers choose to give us business, and we get that. We proactively develop new solutions and act with urgency to meet customers' needs.

- **We are smart competitors**

At Inteva, we think beyond our individual teams or functions. We consider the global implications of our actions on other team members and on our customers.

- **We innovate, grow and learn**

Inteva team members approach new situations with positive attitudes, a natural curiosity and an eagerness to learn. New ideas are fostered and encouraged.

- **We provide a safe work environment**

Inteva's award-winning "Safe Enough for our Families" culture is focused on eliminating work hazards and watching out for each other.

- **We care for the world and our communities**

At Inteva, we display our commitment to the communities in which we live and work in many ways. We give back by promoting volunteerism, mentoring young people and providing environmentally sound solutions in our operations and through the products we design, engineer and manufacture.



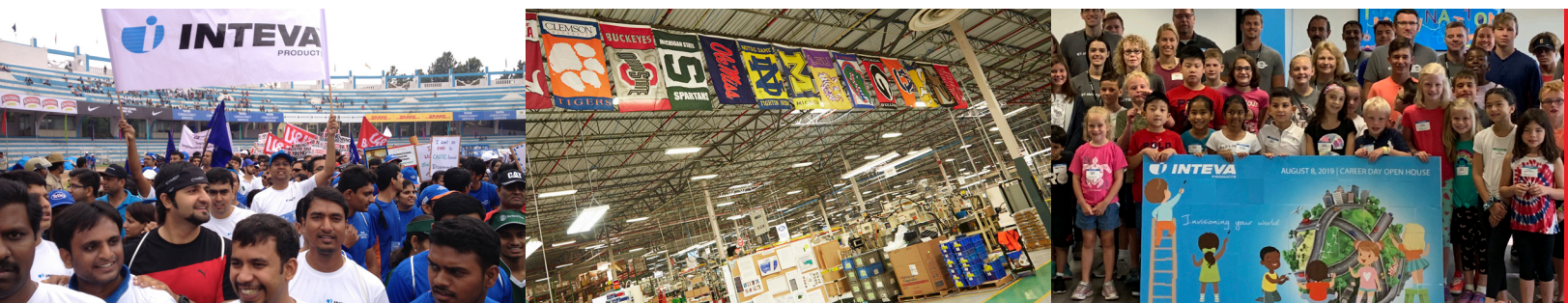
About Inteva Products

Inteva is a customer-driven global supplier of engineered components and systems for the automotive industry. We provide top-tier competitive products and services, with quality measured at single-digit rejected parts per million, delivered on-time with competitive pricing. Our product lines include Closure Systems, Interior Systems, and Motors & Electronics, and we have more than 100 customers, including virtually all of the world's leading global and regional automakers. Our innovative materials technology, processes, and application of our core product knowledge create enhanced value for our customers. We are smart competitors with a drive to excel and grow in a global competitive marketplace.

Automotive suppliers may boast about their new ideas, but innovation at Inteva is more than just “the big idea.” What sets us apart is the ability to anticipate what customers want before they even want it — time and time again — then bringing on the hard work and perseverance to make it happen.



We understand the importance of keeping our customers close to the action. That's why our global footprint includes over 30 locations worldwide. With global headquarters in Troy, Mich., and operational and technical support worldwide, we can assure accurate and cost-effective solutions. Inteva Products has global alignment with OEM production with manufacturing operations and technical centers in the following countries: Canada, China, Czech Republic, France, Germany, India, Japan, Korea, Mexico, The Netherlands, Romania, Slovakia and the United States.



Sustainability, Health & Wellness Recognition



2019 Healthiest Employer, Michigan *February 2020*

Inteva Products was recognized as a 2019 Healthiest Employer in Michigan by a nationally recognized awards program powered by the Springbuk Health Intelligence Platform. Inteva was 1 of only 9 companies chosen for the honor.



Michigan's Best & Brightest in Wellness *October 2019*

Inteva Products has been named a 2019 Best and Brightest in Wellness® company for the third year in a row. Inteva was recognized along with 115 other Michigan businesses for its US-based employee wellness programs, including the InVigorate program, which offers incentives for employees who participate.



healthiest employers

Healthiest Employers in Ohio *September 2019*

Inteva's Vandalia Technical Center has been named one of the 2019 Healthiest Employers by the Dayton Business Journal. The magazine recognized 26 local health-conscious organizations for creating and implementing outstanding health and wellness programs.



Business Intelligence Group (BIG) Sustainability Award *September 2019*

Inteva received the Sustainability Product of the Year award for the Inteather™ Eco Trim material. The BIG Sustainability Awards honor companies who have made sustainability an integral part of their business practice.



2019 CLEPA Innovation Award *June 2019*

Inteva was honored for the fourth consecutive year at the European Association of Automotive Suppliers (CLEPA) Innovation Awards Gala, receiving third place in the Environment category for our recyclable Inteather™ Eco Trim material.



Family Responsible Company Certification *January 2019*

Inteva's Mexico Technical Center in Juarez has been recognized as a "Family Responsible Company" by the Secretary of Labor. Only companies that prove to promote work-family balance, equal opportunities and the prevention of sexual harassment and workplace violence can receive this certification.

Our Sustainability Team

Inteva's Sustainability Team is lead by an Executive Champion with support from a cross-functional group of subject matter experts committed to moving our organization closer to a circular economy.

Our Sustainability Team is represented by team members from:

- Sales
- Marketing
- Quality
- Supply Chain Management
- Legal
- Human Resources
- Operations



Talent Management

At Inteva Products, we pride ourselves on hiring quality talent from competitive colleges and universities for our student and new graduate programs.

Our Intern Program is designed on a rotational schedule offering students exposure to various departments or product lines. Guided by experienced members of the Inteva Student Alliance Board, interns are often encouraged to return each summer/semester for another rotation.

Specifically for new college graduates, the Engineering Leadership Development Program (ELDP) guides young talent through Inteva's career possibilities. These individuals become part of a structured rotational program in four key areas in one of our manufacturing plants. Upon completion of these rotations, the ELDP individual is given the option to remain in the manufacturing facility or transfer to one of our technical centers to continue their career with Inteva.

Diversity & Inclusion

Inteva believes that an inclusive culture and diverse workforce drive innovation and collaboration that contribute to the sustainability and growth of the company while improving Inteva's competitiveness in the marketplace. Inteva began a formal Diversity & Inclusion Initiative in 2018 to explore ideas through a cross-section of Inteva employees who facilitate the design and implementation of diversity activities aligned with Inteva's Core Values and business strategies. The D & I Initiative leverages employees' diverse backgrounds and experiences to foster enhanced decision making and collaboration as one global team while strengthening employee engagement and retention.

As part of the diversity initiative, the D & I Committee started a formal mentoring program in 2019, has sponsored several fundraisers and on-site activities in support of global cultures and has conducted unconscious bias and social styles training to educate employees on the value of diverse ideas in the workplace. Inteva complies with all applicable labor and employment laws globally, including prohibitions against discrimination and harassment. We are an equal employment opportunity employer committed to providing equal opportunities to all of our employees regardless of race, gender, disability status, religion, sexual orientation or other characteristics protected by law and our Employee Code of Conduct.



Inteva is affiliated with the following professional societies: National Society of Black Engineers, Society of Hispanic Professional Engineers, Society of Asian Scientists and Engineers and Society of Women Engineers.



Community Efforts & The Inteva Cares Initiative

Caring for the communities in which we live and work is an Inteva core value. Since we were formed in 2008, team members at nearly every one of our sites have devoted thousands of volunteer hours, made countless donations, and raised funds in dozens of ways to support more than 175 charities.

The Inteva Cares ethos isn't just limited to the US. All across the world, Inteva employees continue caring for the under-served. Team members in Mexico recently collected school supplies to benefit the children who attend Casa Hogar de Amor, a local children's home. In Romania, Inteva employees visited a local elderly care facilities to fulfill the holiday wish lists of 97 residents.

Charitable giving is a year-round exercise, and the Inteva Cares initiative embodies that sentiment. Last year, our team members in Troy alone donated a combined 1,500 hours of community service and raised nearly \$15,000 for local charities. Employees are encouraged to champion causes that mean something special to them. Some chose to give their time; spending 200 hours building homes for Habitat for Humanity or by creating over 100 greeting cards for hospitalized children. Others raised funds for organizations that rely on monetary donations, such as the Michigan Humane Society and Vista Maria— the latter being a safe haven for at-risk women and children.

Every year, the President's Award program honors outstanding team achievements in both work performance and community involvement. Recognition is provided quarterly and grand prize winners are selected at the end of each fiscal year.

Caring for our world and our communities isn't a meaningless platitude; it's a heartfelt promise taken seriously by Inteva team members across the globe.



Global Compliance Program

Since our inception, we've conducted regular compliance training covering a wide variety of material and will continue to do these trainings throughout the year. Inteva's robust online global compliance training program in 2019 resulted in training for over 8,000 employees. Inteva's training plan is designed to proactively address risk areas for automotive suppliers and responding to issues arising from Inteva's global EthicsLine and elsewhere. Salaried employees were trained on how to ethically conduct business, including:

- Calling the EthicsLine to raise concerns of possible unethical behavior
- Guidance on giving and receiving gifts
- Awareness of international economic and trade sanctions

In 2020, training was launched concerning Inteva's commitment to protecting the rights of workers in all areas of our operations and throughout our supply chain, including opposition to slave and child labor. Inteva also conducts its yearly Code of Conduct training including sections covering respect in the workplace, preventing bribery, fair competition and hotline calls.

Business Ethics

Inteva's success is based largely on our Core Values, which include acting with integrity and respecting, trusting and supporting each other. We are also committed to providing a safe environment and caring for the world and our communities. We work as one global team, innovate, grow and learn. We put the customer at the center of our business while competing in a smart, fair and ethical manner. Inteva expects its employees to do the right thing and act with integrity in all that we do.

Inteva leadership works hard to foster an environment of open, honest communication. Employees are encouraged to seek advice from their supervisors or executive staff. In addition, Inteva has a global EthicsLine operated by an independent company, which is available 24 hours a day, seven days a week. Any employee or outside third party may contact the EthicsLine, on an anonymous basis if they so choose, about concerns regarding integrity or potential violations of the Employee Code of Conduct.

Employee Code of Conduct

All employees working for Inteva anywhere in the world are expected to adhere to the standards contained in the Employee Code of Conduct. Inteva employees are committed to conducting themselves in compliance with the laws and regulations under which Inteva operates, and working to avoid even the appearance of improper behavior. Compliance with all company policies is not only required but is part of our culture.

Inteva's Employee Code of Conduct covers our commitment to:

- Health and safety
- Anti-discrimination
- Anti-retaliation
- Avoiding conflicts of interest
- Fair treatment of customers and suppliers
- Confidential proprietary information
- Protecting intellectual property
- Prohibiting forced and child labor



Suppliers & Supply Chain

We see a world improved by our actions and choose to work with suppliers who share and demonstrate the same strong values. The Supplier Code of Conduct contained within our Supplier Requirements Manual outlines our expectations of suppliers. The Supplier Requirements Manual along with our Terms and Conditions represent our contract with suppliers. Highlights contained in the Supplier Code of Conduct are:

Collaboration

Strong business relationships are created by establishing mutual goals and sharing values.

Respect and Impartiality

We encourage suppliers to adopt and expect respectful, open, honest and timely communication.

Environment

We use recyclable materials and implement policies to reduce greenhouse gas emissions.

Basic Working Conditions

The use of child labor and forced labor is prohibited.

Health and Safety

Occupational Health and Safety Assessment Series (OHSAS) 18001 certification is encouraged.

Conflict Minerals

Comply with all laws regarding the responsible procurement of conflict minerals.

Managing Chemical Substances

Take measures to safely manufacture, transport, use and manage any chemical substances.

Protecting Confidential Information

Take appropriate measures to protect all confidential information of customers, suppliers, third parties and our employees.

Managing Imports and Exports

Comply with International Traffic in Arms Regulations (ITAR) Export Administration Regulations (EAR) and Customs-Trade Partnership Against Terrorism (C-TPAT).

Anti-Bribery

Comply with all relevant anti-corruption, anti-kickback and anti-bribery laws and regulations.

Fair Competition

Compliance with competition law is core to Inteva's value of integrity and responsibility. We expect the same of our suppliers.

Diversity

We recognize and value diversity in our supply chain.

Suppliers & Supply Chain

(Continued)

Supplier Sustainability Audits

Inteva conducts a Supplier Capability Assessment at each new supplier. The purpose of this audit is to ensure the supplier is capable of meeting Inteva's requirements. The supplier must receive a passing score to become a supplier to Inteva. Questions in the audit that account for the final score verify the supplier's compliance to the supplier code of conduct. For instance, questions regarding the supplier's policies on environmental care or records of hiring are used for scoring. If commodity/country combinations are at risk for forced labor, a separate forced labor audit questionnaire is required.



Ongoing Sustainability Compliance

Inteva has a thorough process to monitor, update and report ongoing supplier compliance. Within the Inteva supplier portal, suppliers can view all of the uploaded certificates pertaining to sustainability and will receive reminder emails when certificates are about to expire. Example certificates that Inteva tracks in the supplier portal are: ISO 140001 Environment, ISO 50001 Energy Management, ISO 27001 Information Security Management, ISO 26000 Social Responsibility and OHSAS 18001 Occupational Health and Safety.

Diverse Sourcing

We use cross-functional sourcing teams to ensure compliance to our internal standards. Sourcing documents highlight diverse suppliers and dashboards indicate diverse supplier spend to ensure goals are met.

Conflict Minerals

Inteva requires suppliers to comply with all laws regarding the responsible procurement of conflict minerals and to perform their due diligence to understand the source of conflict minerals in any product supplied to Inteva. Suppliers will provide all certifications and information relating to conflict minerals and file all applicable reports as requested by Inteva or our customers. Suppliers will also contractually require its supply chain to comply with these obligations.

Environmental Health & Safety

Inteva Products recognizes and embraces our social responsibility to conduct our operations in the manner befitting a good corporate citizen. Our core value, “We provide a safe work environment”, is shown through our commitment to complying with applicable environmental laws and protecting the environment in the communities where we operate; as well as complying with applicable safety and health laws and regulations to prevent work related injuries and illnesses. The policy supports the goal of the company’s long-term growth and reputation. These responsibilities will be met by the following guidelines:

- Meet requirements of global, national, state, and local statutes, regulations, and standards protecting the environment and human health and safety. In the absence of laws and regulations, at a minimum, we will apply sound environmental, health and safety (EHS) management practices.
- Establish internal EHS Standards that are robust, scientifically sound, and protective of the environment, and human health and safety.
- Implement EHS Management systems to identify and manage EHS risks, obligations, and opportunities.
- Establish specific EHS metrics to measure and report on our performance.
- Incorporate EHS considerations into our core business decision-making processes.
- Work to prevent accidents, injuries, and unsafe work conditions; promote energy and water conservation; encourage the reuse and recycling of materials; and reduce waste, emissions and the use of hazardous substances in our operations.
- Monitor emerging issues and keep abreast of regulatory changes, technological innovations.
- Regularly communicate relevant and meaningful information about our EHS performance to our internal and external audiences.

A monthly Safety Review Board meeting is conducted with the Executive Leadership Team, EHS Site Leaders and cross-functional support team members from our global locations. The purpose of these meetings is to share lessons learned from recent incidents and near misses across the global organization to prevent similar injuries. Meeting participants gain an understanding of recent incidents, corrective actions, and lessons learned to prevent future incidents and improve safety culture.

Environmental Health & Safety

(Continued)

Inteva is committed to protecting the health and safety of every employee. We believe that all occupational injuries and illnesses are preventable. There will be no compromise of an individual's well-being in anything we do. Inteva's "Safe Enough for Our Families" safety vision is comprised of three basic principles. Together these principles support Inteva's core value of providing safe work environments across the corporation:

Listen – Listening means the active engagement of all employees on health and safety matters. Active engagement is a process of two-way communication to ensure both parties understand issues via mutual listening and feedback. When focused on safety, active engagement seeks employees' input to identify safety hazards and risks observed in their jobs and workplace, followed by discussions on how to best control or eliminate those hazards/risks. This level of communication ensures that decisions about health and safety are based on the input and experience of a full range of staff and roles within the organization.

Understand – Understanding is the recognition that both a person's actions and failures to act have the potential to impact their own safety as well as that of their co-workers. It is the duty and responsibility of every Inteva employee to understand how to both support the health and safety of fellow employees and perform their own jobs as safely as possible.

Do the Right Thing – In doing the right thing, all employees choose to perform their jobs in the safest manner possible and remain alert to the health and safety of their co-workers. Doing the right thing requires the identification and mitigation of the safety hazards and risks associated with performing our jobs. Doing the right thing will reduce the number of near misses and injuries, and, most importantly, save lives.

As team members, we all commit to listening, understanding, and doing the right thing so that we can all experience a safe work environment. Safe Enough for Our Families is not just a slogan, it is a vision that we must all take to heart.



CDP Scoring & Other Sustainability Metrics

Inteva's Sustainability Team is committed to responding to our customer's requests to provide details of our sustainability activities. These requests often come in the form of surveys. Some of the most common surveys that Inteva responds to are Carbon Disclosure Project (CDP), Ecovadis Sustainability Assessment and NQC's Supplier Quality Assessment.

CDP is a global environmental disclosure system used to manage risks and opportunities related to climate change, water security and deforestation. Inteva analyzes our electricity, gas, water and waste usages in order to determine our company's impact on the world around us. We then evaluate these impacts to shape our policies and establish benchmarks for improvement. Inteva's scores have shown year over year improvement since we began participating in CDP.



In addition to CDP, we also report directly to our customers on all matters of corporate and social sustainability. These assessments typically follow the guidelines established by the Automotive Industry Action Group (AIAG) in North America and Drive Sustainability/ CSR in Europe.

In addition to environmental reporting, Ecovadis and NQC place a greater emphasis on the social and governance aspects of sustainability. Like CDP, we use our findings on these assessments to keep upper management engaged as we shape the future of our company.

CDP Scoring & Other Sustainability Metrics

(Continued)



CDP is the definitive global disclosure system in regard to environmental issues. 8,400 companies responded in 2019

*Climate Change
(Corporate Focus)*

*Water Security
(Corporate Focus)*



Ecovadis is a global CSR Ratings service relied on by hundreds of companies covering many different industries

*General Sustainability
(Corporate Focus)*



AIAG's assessment is based on the Automotive Industry Guiding Principles to enhance sustainability in the supply chain

*General Sustainability
Self Assessment
(Corporate Focus)*



NQC's SAQ platform is the largest automotive focused system designed to collect supplier evidence

*General Sustainability
Assessment
(Site Specific)*

Inteva Products is a leading global automotive supplier providing innovative, reliable, environmentally friendly products that enhance vehicle quality, safety and performance. Inteva has global resources for design, engineering, manufacturing and customer service for Closure Systems, Interior Systems, and Motors & Electronics.

Formed in 2008, the tier-one supplier is focused on achieving sustained global growth, providing excellent customer service, and driving innovation. Inteva was founded on innovative solutions and the use of applied technology to drive value-based solutions. The company employs more than 8,000 people in over 30 sites and maintains its World Headquarters in Troy, Michigan, USA.



intevaproducts.com