

TI Fluid Systems Limited (“Company”) – Slavery and Human Trafficking Statement for the Financial Year 2025

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps the Company and its subsidiaries and affiliates (“**TI Automotive**”) have taken to ensure that slavery and human trafficking is not taking place in its supply chains or in any part of its business.

TI Automotive is a global automotive supplier. This statement applies to all companies in the TI Automotive group.

TI Automotive maintains a strong commitment to the highest principles of business conduct and ethics. The Company’s Code of Business Conduct (“**COBC**”) makes clear that the Company will enter into representation or supplier agreements only with companies and individuals, which have a demonstrated record of and commitment to the highest ethical standards. The COBC also requires that any employee of the Company that is responsible for retaining and contracting with external parties ensure that the external party is informed of their responsibility to act in a manner consistent with the Company’s COBC, other policies and any applicable laws or regulations. If any employee becomes aware of any activity contrary to these requirements, the employee should report this in accordance with the COBC. We require that all employees complete online COBC training as well as regular refresher training, and our Legal and HR departments conduct additional internal training. In the past year, TI Automotive has delivered updated training on the COBC to employees to ensure a continued understanding of and commitment to maintaining the highest ethical standards. The COBC is regularly reviewed and updated, as necessary and is available on the Company’s intranet.

In addition to the Human Rights Policy adopted by the Company, which reinforces the provisions contained in the COBC and explicitly states the Company’s commitment to human rights including aligning with the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization Declaration on Fundamental Principles and Rights at Work, the Company has a Sustainable Purchases Policy. This policy requires all third-party service providers to TI Automotive to adopt the same high standards that we require of ourselves within the COBC and the Human Rights Policy.

A typical automotive supply chain involves many levels from raw material supplier to Original Equipment Manufacturer (“**OEM**”). TI Automotive is generally a Tier 1 or Tier 2 supplier to the OEM.

TI Automotive has manufacturing facilities in 24 countries, 10 of which have been identified as presenting an elevated inherent modern slavery risk (Brazil, China, Colombia, India, Indonesia, Mexico, Morocco, South Africa, Thailand and Türkiye). As a supplier, TI Automotive is subject to high corporate social responsibility standards, including participating in various programs and initiatives sponsored by its OEM customers. TI Automotive completes corporate social responsibility questionnaires upon request from OEMs to evidence the steps taken to manage human rights and environmental issues in the supply chain.

As a customer, TI Automotive has suppliers located in 63 different countries, 16 of which have been identified as presenting an elevated inherent modern slavery risk (Argentina, Brazil, China, Colombia, Egypt, India, Hungary, Indonesia, Mexico, Philippines, Romania, Serbia, South Africa, Thailand, Tunisia and Türkiye). TI Automotive issues purchase orders that incorporate the applicable TI Automotive purchasing terms and conditions (“**T&Cs**”), Global Supplier Requirements Manual (“**GSRM**”) and the Sustainable Purchases Policy. The T&Cs require that suppliers comply with all local laws and set obligations in terms of environmental impact and TI Automotive reserves the right to terminate the

relationship with our supplier in the event of non-compliance. The GSRM focuses on specific obligations around conflict mineral reporting, child labour and slavery.

In addition, TI Automotive has undertaken the following additional steps: the COBC, the Human Rights Policy, the Sustainable Purchases Policy and this statement are included on the TI Automotive Supplier Resource Centre, which is accessible to TI Automotive suppliers. Our local HR teams implement recruitment procedures designed to verify that all employees are of legal working age and have the legal right to work in the relevant jurisdiction. We have an independent ethics hotline and an online reporting platform where employees can confidentially (and anonymously) identify their concerns. Employees are notified of the availability of this hotline and online reporting platform, including its use for any concerns over child labour and slavery.

Continuous Improvement

The COBC, our policies and contractual terms are clear on the need to protect basic human rights. However, we recognise that these measures can only give limited protection that slavery and human trafficking are not occurring within our supply chains. TI Automotive recognises that addressing the risk of modern slavery and human trafficking requires ongoing vigilance and continuous improvement. During the next financial year, TI Automotive intends to continue strengthening its approach by:

- maintaining and enhancing employee awareness and training relating to ethical business conduct, human rights and modern slavery risks;
- continuing to review and assess supply chain risks, with particular focus on suppliers operating in higher-risk jurisdictions and industries;
- evaluating opportunities to further improve supply chain transparency and due diligence processes, including beyond Tier 1 suppliers where practicable; and
- reviewing the effectiveness of existing policies, procedures and reporting mechanisms to ensure they continue to support the identification and mitigation of modern slavery risks.

TI Automotive remains committed to conducting business ethically and responsibly and to working collaboratively with employees, suppliers, customers and other stakeholders to uphold human rights throughout its operations and supply chains.

The Board of Directors of the Company approved this statement at the Board Meeting that took place on 10 June 2026.

Signed for and on behalf of
TI Fluid Systems Limited



Asha Khehar Grewal
Director and General Counsel, EMEA and Asia Pacific
10 June 2026