

FUCHS GROUP

FUCHS

Human Rights Principles

MOVING YOUR WORLD



FUCHS Human Rights Principles

1	Introduction and Commitment	3
2	Social Responsibility	5
2.1	Child Labor	5
2.2	Forced Labor and Slavery	5
2.3	Equal Opportunities and Non-Discrimination	5
2.4	Freedom of Association and Right to Collective Bargaining	6
2.5	Wages, Working Hours and Social Benefits	6
2.6	Right to Occupational Health and Safety at the Workplace	6
2.7	Environmental Responsibility	6
2.8	Supplier Responsibility	7
2.9	Respect for Local Communities and Indigenous Rights	7
3	Grievance and Remedy	8
3.1	FUCHS Code of Conduct	8
3.2	Reporting Channels and Investigation Principles	8
4	Governance and Accountability	9
5	Appendix	10
	Imprint	11

1 Introduction and Commitment

FUCHS (FUCHS SE and its subsidiaries, hereinafter also referred to as "we") is a global corporation committed to navigating international competition through both entrepreneurial and social responsibility. This commitment encompasses the legal, social, environmental, and ethical standards essential to our long-term success. We operate with fairness, transparency, and integrity, ensuring our global activities respect local laws, ethical and social standards.

The following principles serve as a guiding framework for our operations, emphasizing the importance of upholding fundamental human rights across our global footprint. FUCHS is very much aware of its social responsibility and incorporates this awareness into all its activities. Upholding human rights and ensuring fair working conditions are fundamental aspects ingrained in our corporate values.

The FUCHS Human Rights Principles are developed in alignment with crucial international standards regarding human rights and working conditions, drawing inspiration from the most recognized worldwide frameworks. These are the International Bill of Human rights, the United Nations Universal

Declaration of Human Rights (UDHR), the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, as well as the 10 principles of the United Nations Global Compact (UNGC).

These Principles complement our FUCHS mission statement, with the objective of providing employees throughout the world with orientation for their daily actions. The model rests on three pillars, which continue to characterize the success of FUCHS to this day:

- **Lubricants:** Focus on lubricants and related specialties
- **Technology:** Technological orientation
- **People:** Highly qualified, specialized, and motivated people

Furthermore, the mission statement builds on the five values:

- **Trust:** Trust is the basis of our self-understanding.
- **Creating Value:** We deliver leading technology and first-class service to our customers. We identify and create FUCHS

Value Added. Not only do we provide space for innovation to explore new paths, but also for entrepreneurial action. We empower employees with responsibility and accountability.

- **Respect:** We acknowledge our responsibility towards our stakeholders, society, and environment. We show appreciation and recognition and act with fairness towards our partners and employees. We foster an open-minded discussion culture.
- **Reliability:** We walk the talk. We are committed to technical leadership, maintaining a consistent track record of performance, and acting in a responsive and transparent way.
- **Integrity:** We believe in a high level of ethics and adhere to our Code of Conduct.

The principles provide a detailed overview of how our group actively promotes human rights. Essential topics, including the fair treatment of all our employees, the assurance of health and safety in the workplace, and our environmental responsibility, are thoroughly addressed. Our human rights principles aim to create a

Introduction and Commitment

workplace and business environment that fosters dignity, equality, personal welfare and respect for all.

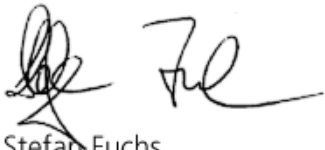
By integrating these human rights principles into our corporate culture and daily operations, we aim to create a positive impact on the well-

being of our employees, partners, and communities. Through continuous evaluation and enhancements, we strive to be a role model for our industry, setting a standard for responsible corporate citizenship within our business sector.

These principles apply to all employees, business partners and stakeholders of the FUCHS Group worldwide and complement the FUCHS Code of Conduct.

Mannheim, April 2026

FUCHS SE



Stefan Fuchs

Chairman of the Executive Board, CEO



Dr. Timo Reister

Member of the Executive Board, Deputy CEO



Mathieu Boulandet

Member of the Executive Board, CTO



Dr. Ralph Rheinboldt

Member of the Executive Board, EMEA



Esma Saglik

Member of the Executive Board, CFO

2 Social Responsibility

FUCHS is aware of the responsibility towards society and carries out all business activities without exception based on this responsibility. We are committed to respecting human rights in everything we do. It is a central part of our mission to contribute towards building a better world and future in which everyone can develop freely.

FUCHS has established a range of policies and regulations that clearly define the standards governing our cooperation with both local and global business partners and authorities.

We treat all employees, regardless of their status of employment or any other distinguishing factor with fairness, humanity, respect, and dignity.

2.1 Child Labor

FUCHS is committed to upholding the principles of the UN Convention on the Rights of the Child (UNCRC) and protecting the rights and well-being of children worldwide.

FUCHS does not tolerate any form of child labor. We prohibit the employment of people under the age of 15, regardless of whether this

is permitted by local law, as defined in the ILO Minimum Age Convention (No. 138). The only exception to this requirement is government approved vocational training programs or internships that clearly benefit participants.

Children must not be inhibited in their development, and their safety and health must not be impaired. We prevent workers under the age of 18 from performing work that could endanger their health or safety, including night shifts, overtime, or hazardous work in accordance with the ILO Worst Forms of Child Labor Convention (No. 182). We ensure that appropriate measures are implemented to safeguard their health and safety at any time.

2.2 Forced Labor and Slavery

FUCHS does not tolerate any form of forced labor, modern slavery, or trafficking practices. In alignment with our dedication to the ILO Forced Labor Convention (No. 29) and the Abolition of Forced Labor Convention (No. 105), as well as the Protocol of 2014 to Convention No. 29, we pledge to identify and address any instances of modern slavery within our operations and throughout our supply chains.

2.3 Equal Opportunities and Non-Discrimination

Inspired by the ILO Discrimination (Employment and Occupation) Convention (No. 111), employees must not be discriminated against, for example, based on origin, nationality, skin color, religion, ideology, political and trade union activity, gender, sexual orientation, age, disability, illness, status of health, payment of unequal salary for equal work, pregnancy, or any other characteristics protected by law.

Also, we are committed to ensuring equal remuneration for all employees, guaranteeing that men and women receive the same pay for work of equal value in alignment with ILO Equal Remuneration Convention (No. 100).

Furthermore, we do not tolerate any form of harassment, sexual or moral, as defined by ILO Violence and Harassment Convention (No. 190) and applicable national laws. This applies to violence and harassment in the work environment that might occur during, in connection with or because of work.

We support diversity and women's rights, and that employment relationships are built on equal opportunity principles.

2.4 Freedom of Association and Right to Collective Bargaining

We respect the fundamental right to freedom of association and the right to collective bargaining within the framework of national laws and ensure that this is not impaired. Doing so we took inspiration from the ILO Right to Organize and Collective Bargaining Convention (No. 98). The management of FUCHS ensures an ongoing and constructive dialogue with our employees and their representatives according to local laws and regulations. There is a commitment to ensuring that members of employee organizations or trade unions are neither disadvantaged nor given preferential treatment.

2.5 Wages, Working Hours and Social Benefits

Employees shall be compensated, at a minimum, in compliance with applicable wage laws, including those related to minimum wages, working hours, and legally required social benefits.

Hours of work and overtime must be performed in accordance with all applicable laws, including maximum hours and minimum rest laws.

Overtime work must be agreed upon in advance, possibly compensated at a higher than regular hourly rate – or, to the extent legally permissible, agreed upon in advance with time off in lieu of the higher hourly rate. We, as an employer, ensure to facilitate a proper work-life balance.

2.6 Right to Occupational Health and Safety at the Workplace

FUCHS is fully committed to preventing workplace accidents and protecting the health and well-being of all employees. We believe that occupational health and safety, environmental protection, product and process quality, and economic sustainability are equally essential pillars of our success.

To uphold this commitment, we build a work environment that meets or exceeds industry standards as well as local, regional, and national regulations on occupational health & safety, and fire protection. We actively minimize employee exposure to hazards and continuously seek to improve working conditions and our safety culture. Based on this understanding, the FUCHS Principles on Health and Safety, Environment, Energy, Quality and Sustainability safeguard proactively all employees from

potential risks and negative impacts.

Aligned with the ILO Hours of Work Industry Convention (No. 1) and the Weekly Rest (Industry) Convention (No. 14), we define working hours - including overtime, maximum working hours, rest periods, work schedules, parental leave, sick leave, time off for family matters, and paid overtime - in a way that prevents accidents caused by physical or mental exhaustion and protects the long-term health of our workforce.

Whenever injuries, illnesses, near misses, or unsafe conditions occur, we commit to thorough investigation and implementing applicable actions. All affected employees should be informed about incidents and near misses, understand their root causes, and apply preventive measures in their daily work. We foster an open safety culture where employees are encouraged to speak up about health and safety concerns.

2.7 Environmental Responsibility

Every FUCHS affiliate is responsible for ensuring that our operations do not cause harmful soil degradation, water or air pollution, excessive noise emissions, or undue water consumption that could threaten natural resources,

compromise food production, restrict access to drinking water or sanitation, or harm human health. The FUCHS Principles on Health and Safety, Environment, Energy, Quality and Sustainability define clear standards for responsible business conduct and serve as the binding sustainability framework across all global FUCHS operations.

2.8 Supplier Responsibility

FUCHS expects its suppliers, service providers, subcontractors, and business partners with intermediary functions, to monitor and ensure compliance with the principles outlined herein. This expectation extends to their upstream supply chains, including their own suppliers and subcontractors. Therefore, the FUCHS Supplier Code of Conduct has been developed, alongside these principles based on our jointly developed values. Key elements are adherence to labor standards, business ethics and compliance, as well as environmental protection and safety. The goal of FUCHS is to create a resilient, strong, and sustainable supply base. The FUCHS Supplier Code of Conduct applies to all FUCHS Suppliers worldwide.

2.9 Respect for Local Communities and Indigenous Rights

FUCHS is committed to fostering positive and responsible engagement with the communities in which we operate. In doing so, we expect in case any private or public security forces acting on our behalf to operate lawfully, responsibly, and with full respect for all human rights. We also recognize the importance of land rights and the cultural heritage of indigenous peoples, and we seek to conduct our activities in a manner that respects their rights, perspectives, and traditional ways of life. Through these commitments, we aim to contribute to resilient communities, responsible operations, and sustainable long-term value creation.

3 Grievance and Remedy

Management and employees are, without exception, required to observe, as part of their work-related activities, all applicable laws, regulations, and social standards, irrespective of whether these are supranational or local regulations. The same applies to our internal Policies, such as the FUCHS Human Rights Principles.

3.1 FUCHS Code of Conduct

In 2004, FUCHS introduced its Code of Conduct that sets forth, among other requirements, the principles of fair competition, transparency, and integrity. FUCHS reviews the Code of Conduct at regular intervals and updates it if necessary.

The Code of Conduct is publicly available on the FUCHS website and is binding for all FUCHS employees worldwide.

Corporate Governance and Compliance are under the direct responsibility of FUCHS SE's Executive Board. The Compliance Management System of FUCHS comprises a Chief Compliance Officer and a compliance organization that supports and advises our employees worldwide. Each local unit is served by a designated Local Compliance Officer.

3.2 Reporting Channels and Investigation Principles

FUCHS has launched an internet-based reporting system called FUCHS Compliance Communication. The system relies on a standardized solution that complies with the highest recognized IT security standards.

In addition to FUCHS Compliance Communication, employees and external stakeholders may submit reports via a dedicated functional compliance email address or by contacting their Local Compliance Officer or the Chief Compliance Officer directly. FUCHS ensures that all employees are clearly informed about the whistleblowing channels and can access them easily at any time.

FUCHS Compliance Communication enables users to describe their observations in detail and to enter dialogue with the person responsible for reviewing the case. If desired, users can remain completely anonymous throughout the entire process. FUCHS is committed to ensuring that individuals who raise concerns in good faith are protected from any form of retaliation, discrimination, or other disadvantages.

All reports are handled within a defined process that includes receipt, assessment, investigation, and appropriate follow-up actions. If reported violations are confirmed, FUCHS will take the necessary corrective and remedial actions. FUCHS encourages employees to learn more about the principles and processes governing the reporting mechanism by consulting our FUCHS Rules of Procedure.

4 Governance and Accountability

Every employee is responsible for acting in accordance with these Principles. We expect all colleagues to always uphold and respect human rights and without compromise. Managers at FUCHS play a key role in implementing the FUCHS Human Rights Principles within their areas of responsibility. They are required to ensure that their teams understand the content and relevance of these Principles and to support employees in applying them in their daily work. Managers must also respond promptly and appropriately to any indications of potential human rights risks or violations

In the event of a breach of these principles, all employees can inform their responsible manager, the Human Rights Officer (hre-supplychain@fuchs.com) or contact the global FUCHS compliance reporting system FUCHS Compliance Communication as described above.

FUCHS regularly identifies and assesses human rights and environmental risks and violations inside the corporation as well as in its supply chains worldwide. The potential risks are identified by a detailed risk analysis that is carried out regularly. We are aware that risks and violations can occur at different levels, such

as the country, industry, or category/product level. To manage the complexity of our operations as well as the supply chains, the potential risks and the monitoring obligation are supported by using a cloud-based supplier rating portal for ESG content.

FUCHS publishes results and further details of its human rights risk exposure inside the corporation as well as in the supply chain as part of the Annual Reporting on the Group Homepage and locally on homepages where required.

In addition to the digital solution, we also see huge potential in sharing and collaborating with other companies. This is why we support and are actively involved in dialogue-formats and multi-stakeholder initiatives.

5 Appendix

- [Link to the FUCHS Mission Statement](#)
- [Link to the FUCHS Human Rights Webpage](#)
- [Link to the FUCHS Corporate Guidelines](#)
- [Link to FUCHS Compliance \(includes Whistleblowing-Portal\)](#)

Imprint

Publisher

FUCHS SE
Einsteinstraße 11
68169 Mannheim
Germany

www.fuchs.com/group