

Global Code of Business Conduct Policy

We maintain a strong commitment to the highest principles of business conduct and ethics. To this end, the Board of Directors of TI Fluid Systems LTD., and TI Automotive LTD., have adopted a Code of Business Conduct which has been communicated to all employees and is available on our internal SharePoint site.

We expect all employees of the company will conduct its business in accordance with this Code, and all applicable laws, rules and regulations that may apply.

Employees may report ethical violations in confidence and without fear of retaliation.