



Human Rights Due Diligence Reporting (Reporting Year 2025)

Our structure, operations and supply chains

Governance and policies

Governance

Policies and Guidelines

Assessing and managing risks

Our approach

Due diligence in our supply chain

Effectiveness and remediation

Training, capacity building and engagement

Training

Stakeholder engagement

Appendix: Our 2025 reporting entities



Introduction

This report has been prepared in response to the requirements set out under the UK's Modern Slavery Act 2015 (UK MSA), Australia's Modern Slavery Act 2018 (Australia MSA), and Canada's Fighting Against Forced Labor and Child Labor in Supply Chain Act (Canada's Act). It encompasses the period from 1 January 2025 to 31 December 2025.¹

ZF opposes the use of forced labor and child labor in its supply chains. It is committed to respecting, protecting and promoting the human rights of people impacted by its operations and supply chain and to continuous improvement in its due diligence, risk assessment, remediation, and training processes. Furthermore, ZF is committed to ethical sourcing and to complying with the laws and regulations of all jurisdictions in which ZF conducts business worldwide.

Within this context, ZF Friedrichshafen AG, the parent company of the ZF Group, has prepared this joint statement for itself and on behalf of ZF reporting entities subject to disclosure obligations in their respective jurisdictions. Group-wide policies and procedures, such as those related to human and labor rights in supplier contracts, apply to all controlled entities within the ZF Group, including suppliers to entities in the UK, Australia, and Canada (see Appendix 1).

In accordance with the requirement of the Australia MSA, the Australian reporting entities and their owned and controlled entities listed in Appendix 1 were consulted in the development of this statement. This consultation included sharing relevant materials and updates. These engagements are supported by existing group-wide governance and management structures, including the Human Rights Committee (as further detailed out below), the group-wide EHS management system, and the compliance management framework, which enable the cascading of requirements and regular exchange with local entities across relevant management functions. These mechanisms ensure that entities are increasingly involved in human rights-related processes and contribute to the accuracy and completeness of this statement, while the underlying consultation approach continues to be further formalized and strengthened.

Other entities mentioned in this statement were also consulted following a similar process.

¹ This report is currently under consideration for publication under the Australia's Modern Slavery Act by the national Attorney-General's Department. This report has incorporated initial feedback and will continue to be refined and adapted on an ongoing basis, including with regard to its potential publication under Australia's Modern Slavery Act by the national Attorney-General's Department.



In parallel, ZF is currently further enhancing its human rights framework, including the ongoing revision of its internal Human Rights Policy, to strengthen these processes and ensure continued alignment with regulatory expectations.

Structure, operations and supply chains

ZF is a global technology company. We supply mobility systems for passenger cars, commercial vehicles, and industrial technology.

The corporation is headquartered in Friedrichshafen (Germany). The Zeppelin Foundation owns 93.8% of the company. These shares are managed by the city of Friedrichshafen. The remaining 6.2% are owned by the Dr. Jürgen and Irmgard Ulderup Foundation, Lemförde (Germany). The shareholders exercise their voting rights at the annual shareholders' meeting and/or at extraordinary shareholders' meetings that are held upon requirement.

It is headed by the Board of Management, which manages the company, and by the Supervisory Board, which monitors the Board of Management. For the most part, the activities of the Board of Management are strategic in nature and comprise responsibility for the corporate functions, the divisions, and the regions.

The company is working in a global network consisting of divisions, regions, and corporate functions. The corporate functions and divisions are managed by the Board of Management. This also applies to the regions of North America, South America, Asia-Pacific and India.

In the ZF Group, business activities by product segments are organized by divisions. The Chassis Solutions, Electrified Powertrain Technology, Electronics and ADAS divisions as well as ZF Lifetec operate in the passenger car and light commercial vehicle sector. The Chassis Solutions Division bundles all competencies relating to chassis, steering and braking technology. The Electrified Powertrain Technology division combines ZF's expertise in advanced and efficient powertrain technologies across all levels of electrification. ZF Lifetec encompasses all business activities related to passive safety systems, such as airbags, steering wheels, and seat belts. The Electronics and ADAS Division is responsible for driver assistance systems, sensor technologies and integrated electronics.

ZF is a global technology company supplying advanced mobility products and systems for passenger cars, commercial vehicles and industrial technology. Its comprehensive product range is primarily aimed at vehicle manufacturers, mobility providers and start-up companies in the fields of transportation and mobility. Alongside the automotive sector – passenger cars and commercial vehicles – ZF also serves market segments such as construction and agricultural machinery, wind power, marine propulsion, rail drives and test systems.



The Sale of the Advanced Driver Assistance Systems business unit of the Electronics and ADAS Division to Harman International Inc. was announced at the end of 2025. Under the agreement and subject to regulatory approvals, ZF will transfer its ADAS business, including compute solutions, smart cameras, radar technology and driver assistance software functions, to the acquirer in the second half of 2026. The areas of electronics for chassis and passive safety technology will remain within the ZF Group. ZF will also continue its activities in the field of driver assistance and autonomous driving in the commercial vehicle sector.

In addition, it was decided at the end of 2025 to establish the Wind Power Technology business unit of the Industrial Technology Division as an independent organizational and legal entity to enhance competitiveness. During such transitions, ZF continues to apply its group-wide standards and expectations relating to responsible business conduct and human rights across affected operations and supplier relationships.

ZF has around 153,000 employees worldwide and is represented with 162 production locations in 29 countries. A significant part of ZF's value creation is based on the sourcing of components and services from a global supplier network. For production materials, ZF cooperates with approximately 11,000 suppliers worldwide, ranging from small enterprises to multinational corporations. In addition, ZF sources non-production materials and services from around 35,000 suppliers globally, resulting in a total annual purchasing volume of approximately €25 billion.

Due to the scale, geographic reach, and multi-tiered nature of ZF's value chain, risks related to forced labor, child labor, and other adverse labor practices may arise at different stages of the supply chain. Such risks can be heightened in labor-intensive processes, in regions with structural labor market vulnerabilities, and in sourcing environments characterized by complex subcontracting structures or limited worker protections. While ZF primarily maintains contractual relationships with Tier-1 suppliers, it recognizes that human-rights risks may occur beyond direct suppliers and therefore seeks to address these risks through a risk-based and proportionate due-diligence approach.

ZF acknowledges that delivery pressures, limited supplier alternatives, and sustained cost and capacity constraints within parts of the supply chain may increase the risk of adverse labor practices, including excessive overtime, unauthorized subcontracting, or the use of vulnerable worker groups. These factors are therefore considered as part of ZF's human rights risk assessment and supplier management activities.



Governance and Policies

Governance

The Board of Management holds overarching responsibility for respecting human rights in ZF's own operations and along the value chain. Group-wide responsibilities are defined through a four-level governance model. At the first level, the executing expert departments and divisions and all employees are responsible for respecting human rights and identifying and mitigating risks in their day-to-day activities. At the second level, human rights are embedded in ZF's Governance, Risk and Compliance approach and coordinated through cross-functional bodies to ensure consistent implementation across the Group. At the third level, the ZF Human Rights Officer monitors the effectiveness of Human Rights risk management and reports regularly to senior management. The Human Rights Officer role is independent and regularly reports directly to the member of the Board of Management in charge of Human Resources and Corporate Governance.

The fourth oversight level is provided by the Corporate Audit function, which acts as an independent and objective inspector.

The Human Rights Committee constitutes the central cross-functional governance body. It is composed of representatives from key corporate functions, as well as the Human Rights Officer of the ZF Group, the regional human rights officers, and the Human Rights Officers of some of its affiliates. It serves as a cross-functional working group to ensure alignment, consistency, and coordinated action across the Group on salient human rights issues. Within this forum, ongoing human rights topics are discussed, human rights risks are identified and assessed, and relevant developments are reviewed. The Human Rights Committee has an advisory function and acts as a multiplier within the Group by facilitating information exchange, promoting awareness and supporting the implementation of human rights-related measures across business units, regions, divisions, ultimately reaching sites worldwide

Policies and Guidelines

ZF Code of Conduct

The ZF Code of Conduct (CoC) is the key document addressing individual responsibility within the ZF Group. It is currently available in 28 languages and provides all employees with clear orientation for flawless and responsible business conduct. The CoC also includes commitment to human rights, clearly stating the rejection of human trafficking, forced labor and child labor.



ZF Business Partner Code of Conduct (BP CoC)

Respect for human rights in the supply chain is a core element of ZF's responsible sourcing approach. All new and existing business partners and suppliers are required to acknowledge and comply with the ZF Business Partner Code of Conduct (BP CoC).

The BP CoC defines the fundamental values and minimum requirements applicable to ZF's business partners worldwide. It requires compliance with applicable national laws and regulations and is aligned with internationally recognized standards and principles, including the United Nations Global Compact, the OECD Guidelines for Multinational Enterprises, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and relevant conventions of the International Labour Organization.

The BP CoC sets out expectations regarding human rights and labor standards, occupational health and safety, environmental protection, business ethics, and compliance. It explicitly requires business partners to reject any form of slavery, forced labor, or child labor and to respect freedom of association and the right to collective representation, provide fair and lawful remuneration and working hours, and promote the qualification and development of their employees. The BP CoC also expects suppliers to ensure that these values are respected in their supply chains.

Policy Statement on Respect for Human Rights

ZF has long adopted a Statement on Respect for Human Rights that reaffirms our common commitment to society and the environment, illustrates our strategic approach and provides an insight into the responsibilities and processes we use in order to foster the protection and promotion of human rights in all our business activities. In the Statement, ZF advocates the respect for human rights and its commitment against human trafficking, forced labor and child labor. The Statement is published in 17 languages.

Environmental, Health and Safety (EHS) Policy

ZF's EHS Policy defines how ZF protects the health, safety, and well-being of our employees and affected stakeholders. It also aims to minimize environmental impact by systematically identifying, managing, and reducing EHS risks across all operations.

Further internal policies

In the year under review, new global policies were introduced covering the areas of working time, as well as child and forced labor, accompanied by revised controls within the internal control system.



These policies further strengthen the maturity level of human rights due diligence (HRDD) within HR processes, while enhancing transparency and consistency across the regions globally. The rollout of these policies and the associated controls will be continued in 2026.

Assessing and managing risks

ZF applies a risk-based Human rights due diligence approach designed to identify, assess, prevent and mitigate adverse human rights impacts in its own operations and supply chains.

Our approach

ZF has reviewed and revised its existing approach to human rights risk analysis in line with applicable legal requirements. As part of this process, ZF applies a structured Human Rights Due Diligence (HRDD) approach to determine the risks of negative impact on human rights and prioritize them according to their severity. Based on the risk assessment, ZF defines preventive and remedial measures.

To support this process, the company introduced a risk analysis tool that enables risks in global supply chains to be automatically, legally, and efficiently identified using publicly available data from local news, social media, and other databases, supplemented by internally available supplier information. This enables a holistic risk analysis to identify and prioritize suppliers with potential risks as well as the nature and scope of business activities, severity, and reversibility of violations. For suppliers with increased risks, ZF initiated preventive mitigation measures such as on-site assessments to minimize these risks.

Human rights risk management is part of our Enterprise Risk Management (ERM) system, which is standardized group wide. As part of this strategy, ZF regularly updates the risk situation to reflect on our activities' effects on human rights. ZF deals with inherent process risks that affect human rights as part of our internal control system (ICS).

Human rights and environment-related risks resulting from our business processes are examined on a regular and ad-hoc basis, triggered by changes in business activities or other reliable indications of potential risks. The assessment covers both ZF's own business area and our supply chain and considers information from digital risk databases, methods of analysis, business partner information and feedback from selected stakeholders as well as from industry initiatives and multi-stakeholder dialogues to identify risks at the national, commodity group and business-specific levels. Findings from implemented measures and from the handling of complaints are incorporated into the ongoing review and optimization process of our ICS.



In addition, ZF has established a comprehensive process to identify and evaluate indirect suppliers which is integrated into the regular annual risk analysis and supported by an AI enabled Supply Chain Mapping Tool.

Due Diligence in our supply chain

ZF applies global procedures for human rights due diligence in its supply chain, including impact assessments, supplier audits and conflict minerals due diligence, to ensure effective risk management. There are global procedures applicable to ZF's operations and business partners.

Sustainability management in the supply chain plays a decisive role for ZF. This applies to both environmental issues such as reducing greenhouse gas emissions and social issues such as respect for human rights. To reinforce sustainability and combat human trafficking, forced labor and child labor within ZF's supply chain, the ZF Group uses a mandatory requirement for the approval of new suppliers and for ongoing sourcing of production materials.

To evaluate the sustainability performance of suppliers, the company has implemented the ZF Sustainability Score (SUS Score). It measures sustainability performance using three key values: the green electricity share in 2025, the result of Supplier Sustainability Questionnaire and the acceptance of the BP CoC. This fully digital solution requires compliance with social and environmental requirements and measures sustainability performance using three key values: the green electricity share in 2025, the result of Supplier Sustainability Questionnaire and the acceptance of the BP CoC. The SUS Score applies to the awarding of new business as well as to the approval of new suppliers. It is a binding element of the Sourcing Decision Board, the highest procurement body in the Group.

To be ready for future sourcing or to become an approved supplier for the ZF Group, suppliers need to achieve a SUS score of >65%. Where a supplier score falls below this threshold, improvement measures must be implemented to reach the minimum requirement.

In the year under review, the determined SUS Scores formed the basis for further measures, including the newly introduced "Responsible Spend" KPIs.

In addition to the minimum SUS score of 65%, ZF has defined minimum topic specific requirements. For example, regarding social compliance, minimum requirements have been established for the supplier base with the objective of minimizing potential negative impacts and human rights violations by the implementation of preventive measures.

As a minimum, ZF requires the following preventive measures from its suppliers:

- A policy covering working conditions and human rights
- A policy covering health and safety topics



- A policy or code of conduct defining and passing along sustainability and human rights expectations towards suppliers

The fully digital solution, including automated workflows, gives ZF the possibility to measure the overall sustainability performance of our suppliers.

As an additional safeguard, ZF relies on whistleblowing mechanisms and requires its suppliers to cascade information about these reporting channels within their own organizations, thereby ensuring broader awareness and accessibility of the grievance mechanism.

Suppliers are informed of available reporting channels, including the ZF Trustline, which is described in detail in the section “Effectiveness and remediation”.

Audits of suppliers and partners

In the reporting period, we conducted due diligence reviews and risk-based supplier audits to assess compliance with applicable policies and standards such as the ZF Business Partner Code of Conduct. In addition, we have integrated social compliance risk screening into our supplier approval process and systematically transferred the entire due diligence process to risk assessment. This allows us to identify risks at an early stage and address them in a targeted manner. In addition, we continued our training programs on labor law and ethical standards for internal and external stakeholders. Additional information on these trainings is provided in the section “Training, capacity building and engagement”

Conflict minerals due diligence

The extraction of raw materials comes with environmental and social risks. The mining and trading of conflict minerals may contribute to financing armed conflicts or human rights violations. As ZF is aware of these risks, the company strives to comply with environmental and human rights standards along the entire value chain.

ZF requests all relevant suppliers of production material to annually disclose the origin of the resources using the Conflict Minerals Reporting Template (CMRT) of the Responsible Minerals Initiative (RMI). The selection of relevant suppliers is based on a due diligence process and follows the OECD 5-Step Due Diligence Framework. The annual conflict minerals reporting covers about 1,000 suppliers.

Since these minerals are necessary for technical functions in some of the company’s products, ZF works to avoid sourcing from potentially critical smelters. All relevant suppliers receive written notifications explaining that ZF is committed to eliminating critical smelters from its supply chains. The company also asked all suppliers to fulfill their due diligence obligations and remove possible or actual critical smelters from their supply chains. The CMRT response rate for the year under review, 2025, was 90%.



As per 2025 CMRT results, 93% of tantalum, 77% of tungsten, 86% of tin, and 64% of reported gold smelters (CAHRAs, according to the United States Dodd Frank Act) are conformant with the Responsible Minerals Assurance Process standard by the Responsible Minerals Initiative (RMI). ZF is pursuing the goal of continuously increasing the share of certified conflict-free smelters.

The company also expanded its due diligence activities for conflict minerals to the supply chain of cobalt, copper, mica, natural graphite, nickel, and lithium with the use of Extended Minerals Reporting Template (EMRT). In addition, ZF focuses on sustainable sourcing of rare earth elements (REE). Risk mitigation measures for REEs include reducing or, where possible, eliminating rare-earth elements in products and increasing the proportion of recycled material.

Further information on due diligence and human rights standards in our supply chain is available on the ZF Group website.

https://www.zf.com/site/supplierboard/en/sustainability/social_standards_and_responsible_sourcing/social_standards_and_responsible_sourcing.html

Effectiveness and Remediation

Whistleblower system

Our notification system, the ZF Trustline serves as a central mechanism to monitor compliance with the rights of our workers. It is the main channel through which employees, customers, business partners and third parties can report concerns and incidents. In addition, there is the option of contacting ZF's management or Compliance Organization directly or sending an e-mail to humanrights@zf.com. ZF wants to ensure that workers are informed of the existing channels and trust them. This is facilitated through training and awareness-raising measures, integration into audits, feedback mechanisms and feedback to whistleblowers.

In addition, ZF participated in a cross-company grievance mechanism aimed at strengthening access to remedy, identifying human rights risks and supporting effective remediation. Further information on this initiative is provided in the section "Stakeholder engagement".

Violations and remediation measures at own operations

To ensure fair working conditions and to effectively prevent child and forced labor, checks are carried out at locations in high-risk countries. During the reporting period, 63 cases of discrimination, including harassment, were reported. Two cases of serious human rights violations were reported. Immediate remedial actions were taken, and further preventive measures were initiated to minimize future risks.



As a targeted response to the human rights risks and potential violations identified, new global policies on “Managing working time obligations”, “Avoidance of Child Labor” and “Prevention of Forced Labor” were introduced during the reporting year. In parallel, a revised control process was implemented within the Internal Control System to strengthen the effectiveness of risk mitigation in the selected areas. Further information on these policies is provided in the section “Policies and Guidelines”.

Violations and remediation measures in the supply chain

During the period under review, ZF received 25 reports of possible violations of its sustainability principles through its reporting channels. Of these reports, 17 were resolved within the reporting period. In addition, two cases were assessed, classified, and confirmed as serious human rights violations. Immediate remedial actions were taken regarding the violation, and further preventive measures were initiated, addressing root causes and reducing the likelihood of recurrence.

ZF has set up an escalation process to handle violations. The process consists of three escalation levels, each linked to defined actions, responsibilities, and exit criteria based on the severity and nature of the issue. The measures include Corrective Action Plans (CAPs), training and audits.

In addition, ZF has implemented an integrity management system for business partners to identify and mitigate potential compliance and ethical risks. The implementation and effectiveness of such measures are monitored as part of ZF’s ongoing due-diligence and compliance processes.

Based on the information available during the reporting period, no instances were identified where measures taken to address forced labor or child labor resulted in a loss of income to vulnerable families.

Training, capacity building and engagement

Training

ZF compiled a wide range of internal and external training modules for its employees, which, in addition to general human rights issues, also contain specific contents, such as modern slavery and human trafficking.

In 2025, regular mandatory training on the Code of Conduct and the whistleblowing process via the ZF Trustline helps to keep these principles top of mind and contributes to preventing incidents related to forced labor and child labor. Furthermore, several human rights online trainings and face-to-face workshops by our human rights experts were held with different functions and teams, to raise awareness for topics related to human rights.

In 2024, a web-based mandatory training course on human rights due diligence has been deployed in cooperation with various specialist departments and the works council. The web-based training has



been rolled out to over 60,000 employees and by the end of 2025 the web-based training has achieved a completion of 97%.

Human Rights training for production employees was developed in 2025. The training roll-out to production started in the last quarter of 2025 as an integrated approach together with the EHS training courses and is to be systematically expanded to include all locations in 2026.

Furthermore, we started to gradually develop a new training platform for ZF suppliers in 2024, offering courses on tools, processes and requirements with respect to sustainability in the supply chain. In addition, we have developed human rights due diligence training for suppliers who do not comply with our social standards. We invite them to various training sessions that address human rights in the supply chain and responsible procurement.

Training for suppliers is provided through an established learning platform (ZF Supplier Academy): In 2025, three new supplier-focused training modules were added to the sustainability catalogue. In addition, suppliers identified as having increased ESG risks were invited to participate in targeted training on human rights due diligence in the supply chain. This training focuses on due diligence processes aligned with the German Supply Chain Due Diligence Act (LkSG) and the company's expectations for suppliers. The program was launched in March 2025.

Stakeholder engagement

Industry dialogue of the Federal Ministry of Labor and Social Affairs:

Since 2020, ZF has been participating in an industry dialogue in the automotive industry that is being conducted by the German Federal Ministry of Labor and Social Affairs (BMAS). The aim is to improve the human rights situation along the global supply and value chains of the automotive industry and to support companies in implementing their duty of care. In the year under review, ZF was actively involved in the following activities:

- **Mecanismo de Reclamación de Derechos Humanos (MRDH):** It is a cross-company grievance mechanism initiated by ZF together with other leading companies in the automotive industry, German and Mexican non-governmental organizations (NGOs) and unions as well as the German Institute for Human Rights and the BMAS. The aim is to close protection gaps, identify systemic risks and enable effective remedial action. The MRDH is also intended to pool resources, serve as an early warning system, and improve access to relief for those affected. Conceived as a one-year pilot project, it successfully concluded in December 2025.
- **Guideline aimed at managing working hours in Chinese automotive supply chain:** ZF are participating in another project, developing a guideline to minimize risks regarding working hour management in the Chinese supply chain and in line with the pertinent legislation in China.



- **Dialogue platform on labor rights in the Turkish automotive industry:** ZF is part of a multistakeholder dialogue with OEMs, suppliers, trade unions, government representatives, NGOs, the ILO and the Responsible Business Helpdesk Türkiye. The aim is to jointly analyze and enhance working conditions.

Sustainability working group of the VDA (German association of Automotive):

ZF uses this platform to network and exchange information within the industry and is actively involved in the development of industry-wide standards, for example the Automotive Business Partner Code of Conduct (BPCoC). It defines binding requirements for business partners with regard to human rights, working conditions and environmental standards.

Responsible Supply Chain Initiative e.V. (RSCI):

ZF is part of an initiative for sustainable supply chains in the automotive industry called Responsible Supply Chain Initiative e.V. (RSCI). At its core, the RSCI has developed a standard and central platform for a standardized sustainability assessment of production locations. The initiative also carries out on-site assessments and tracing. Using the RSCI standard helps to avoid multiple audits and to recognize third-party audit results.

In addition, ZF includes the interests of the workforce in the due diligence process. The global framework agreement on respect for human rights provides a binding basis for taking employees' interests into account. With our Human Rights Due Diligence approach and compliance management ZF aims to ensure human rights standards – also in the supply chain. Both approaches underscore our commitment to working conditions that comply with human rights.



Attestation:

In accordance with the requirements of the Australian and the UK Fighting Against Forced Labor and Child Labor Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed in Appendix 1. Based on my knowledge, and having exercised reasonable due diligence, I attest that the information presented in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

This Statement was reviewed and approved by the ZF Friedrichshafen AG, being the parent company representing all the reporting entities listed in Appendix 1 on 19 May 2026.

Friedrichshafen, 2026-19-05

Mathias Miedreich
Chief Executive Officer

A blue ink signature of Mathias Miedreich, consisting of a large, stylized 'M' followed by a horizontal line.

"I have the authority to bind
ZF Friedrichshafen AG"

Dr. Lea Corzilius
Chief Human Resources Officer /
Labor Relations Officer

A black ink signature of Dr. Lea Corzilius, consisting of a stylized 'L' followed by a horizontal line.

"I have the authority to bind
ZF Friedrichshafen AG"



Appendix 1: Our 2025 reporting entities

This statement is made on behalf of the UK MSA, Australia MSA, and Canada's Act reporting entities.

Parent company
ZF Friedrichshafen AG
Reporting entities under UK MSA
Clayton Dewandre Holdings Limited, Hull, United Kingdom
LucasVarity, Solihull, United Kingdom
Midwest Lemförder Limited, Darlaston, United Kingdom
WABCO Automotive Pension Trustees Limited, Batley, United Kingdom
ZF Automotive Holdings (UK) Limited, Solihull, United Kingdom
ZF Automotive UK Limited, Solihull, United Kingdom
ZF CV Distribution UK Limited, Leeds, United Kingdom
ZF INTERNATIONAL UK Limited, Solihull, United Kingdom
ZF Lemforder UK Limited, Darlaston, United Kingdom
ZF Pension Sponsor UK Limited, Solihull, United Kingdom
ZF Services UK Limited, Nottingham, United Kingdom
Reporting entities under the Australia MSA
TRW Australia Pty Ltd, Zetland, Australia
WABCO Australia Pty Ltd, Melbourne, Australia
ZF Holdings Australia Pty. Ltd., Dingley Village, Australia
ZF Services Australia Pty. Ltd., Sydney, Australia
Reporting entities under Canada's Act
Roaster Holdings (Canada) ULC, Toronto, Canada
ZF Active Safety Systems Canada Ltd., Midland, Canada
ZF Automotive Canada Limited, Woodstock, Canada
ZF Composites North America Ltd., Hamilton, Canada