

## Commercial Vehicle Group, Inc. Conflict Minerals Statement of Policy

### **Statement of Policy:**

Commercial Vehicle Group, Inc. ("CVG") is a publicly-held company that regularly files reports with the Securities and Exchange Commission ("SEC"). As such, CVG is required to comply with Section 1502 of Dodd-Frank Wall Street Reform and Consumer Protection Act (the "Act"). Under Section 1502 of the Act, publicly-held companies like CVG, must report annually to the SEC whether they use certain "Conflict Minerals" originating from the Democratic Republic of Congo (DRC) or an adjoining country that are "necessary to the functionality or production" of their products. The "Conflict Minerals" include columbite-tantalite (tantalum), cassiterite (tin), wolframite (tungsten) and gold.

CVG is committed to avoiding the use of Conflict Minerals in its products which directly or indirectly finance or benefit armed groups in the DRC or adjoining countries. CVG is also committed to complying with the reporting requirements under Section 1502 of the Act, as well as the related rules and regulations issued by the SEC. As part of CVG's efforts to comply with Section 1502 of the Act, CVG must conduct due diligence inquiries of its supply chain in order to accurately report its compliance with this new requirement.

All CVG suppliers are required to respond to information requests from CVG regarding the uses and sources of Conflict Minerals in their products including information about minerals that are recycled or scrapped.

In order to respond to CVG's information requests, suppliers will need to perform due diligence on the source and chain of custody of its Conflict Minerals in accordance with the "OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas." In addition, suppliers may be required to make certain representations and/or certifications with respect to the use of Conflict Minerals. CVG will evaluate its relationships with its suppliers on an ongoing basis to ensure continued compliance with this policy.

CVG reserves the right to request additional documentation from its suppliers regarding the source of any Conflict Minerals included in its products. In addition, suppliers must maintain and provide to CVG, upon request, traceability data for a minimum of five years. Suppliers who do not comply with these requirements may be reviewed by CVG's supply chain organization for future business.