

## Environmental Policy & Commitment

To ensure a successful implementation of a reliable and robust Environmental Management System (EMS), we define key organisational elements and commit to environmentally and socially sound governance and management in this public policy.

- The commitment and oversight to implementation of environmental management policy and improving environmental performance lies with the Board of Directors.
  - [Management Commitment](#)
- We have embedded our ESG targets in the business strategy and external financing. We cooperate with our suppliers and customers to continuously improve the ecological footprint of our products.
  - [Sustainability Report 2022](#)
- We have linked a share of the variable compensation of the management board and senior executives to achieving ESG targets.
- Our senior leadership team is actively engaged in implementing and further developing the ESG strategy; an advisory Sustainability Committee with quarterly cadence ensures that ESG matters are an integral part of the business and the way it operates.

- We have a senior full-time Head of Sustainability with a reporting line to the COO responsible for the implementation of measures and facilitation of communication with stakeholders.
- We have a strong environmental compliance programme ensuring compliance with environmental laws and regulations, spear-headed by a senior executive Head of Environment.
  - [Compliance Code, Compliance Manual, Whistleblower System](#)
- Our continuous improvement commitment of environmental performance is integral part of our existing ISO 14001 Environmental Management System.
  - [ISO 14001 Certificate](#)
- We have set targets and key performance indicators in relevant sustainability areas, are committed to continuously monitor and review their achievement to reduce environmental impacts. in all areas identified as material. Special emphasis is given to the most material topics of emissions to air and water and circular and cascading use of raw materials.
  - [Sustainability Report 2022](#)
- We ensure that internal and external stakeholders are aware of our environmental management policy and our impacts on the environment through regular reporting and training, including documented trainings for employees to understand the impacts of their work activities on the environment. We actively consult with internal and external stakeholders through our regular materiality assessments.

Signed by the Board of Directors



Dr. Frank Herrmann  
CEO/COO

April 25th 2023



Stefan Zinn  
CCO