

## Corporate Policy

on environmental and climate protection, energy efficiency, occupational health and safety and quality management (EHSQ)

We want to maintain our companies in the long term by continuously fulfilling the fair profit expectation of the shareholders. The essential prerequisites for this are the long-term satisfaction of our customers and our workforce, the health and safety of all persons working in the company, efficient and sustainably effective corporate processes, and the appropriate consideration of the concerns of all other interested parties.

This policy documents our attitude to economically and ecologically responsible management while providing secure jobs. We are convinced that quality, environmental and climate protection, occupational health and safety as well as energy efficiency complement each other positively in the business activities of our companies and will give them equal priority in our corporate decisions.

The manufacture of our products by melting, casting and rolling processes is energy-intensive due to the nature of the process. Even with the current state of the art, these are associated with residual safety and environmental risks as well as the not inconsiderable use of natural resources, some of which are fossil fuels.

The inner-city location of our site also requires greater consideration for our neighbours.

Mitigating global climate change also requires our contribution through local action at all levels of business. We will assess our processes in terms of their carbon footprint and identify our carbon avoidance potential.

This will lead to the establishment of a programme to transform our processes towards carbon neutrality.

This is where our management system comes in, taking into account the following requirements:

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| • ISO 14001  | - Environmental Management                  |
| • ISO 50001  | - Energy Management                         |
| • ISO 45001  | - Occupational Health and Safety Management |
| • ISO 9001   | - Quality Management                        |
| • IATF 16949 | - Automotive Industry-Specific Requirements |

In addition to meeting the requirements resulting from the ongoing assessment of our processes on quality, occupational health and safety, environmental, climate protection and energy efficiency, we are committed to:

- continuously improve the effectiveness of the management system
- comply with customer requirements incl. product safety requirements
- comply with due diligence in the supply chain
- comply with applicable legal requirements and other requirements related to this management system
- continuously improve energy-related performance
- set a science-based climate target to reduce our CO<sub>2</sub> emissions according to the rules of the Science-Based Targets Initiative (SBTi)

We set the following strategic framework for determining the overall corporate goals and as a yardstick for the performance achieved:

- Ensuring a high level of customer and employee satisfaction
- Pursuit of the zero defect principle (minimum defect costs) and the philosophy of a "zero accident" company
- Opening up new markets through innovation in product development and expansion of strategic partnerships
- Continuous improvement of our service delivery, in particular through
  - Optimisation of internal processes and interfaces, especially against the background of the digitalisation strategy
  - Innovation in process and product development
  - Continuous improvement of energy and resource efficiency
- Implementation of a roadmap regarding the transformation of our own processes as well as along the supply chain to achieve carbon neutrality of our products
- Preventing work-related illnesses and maintaining and improving the health of the workforce
- Reduction of the environmental impact in terms of air pollutant and noise emissions
- Expansion of the criteria for the selection of suppliers for the procurement of products and services with regard to environmental impact, climate neutrality and compliance with due diligence obligations along the supply chain

### **Partner Companies**

We attach importance to the procurement of products and services that are of impeccable quality and environmentally and climate friendly. We expect our contractual partners to share our rules and support our goals. Compliance with due diligence obligations along the entire supply chain is a mandatory prerequisite for us to work together.

When carrying out activities within our factory, we require compliance with the same standards as for ourselves.

### **Consultation and Participation**

We ensure the transparency of our actions through open dialogue. The participation of our workforce is important to us in the decision-making process.

The people working on our behalf are trained with regard to the content relevant to them.

### **Communication**

The company policy is regularly reviewed by us for relevance and appropriateness and communicated to the workforce and all other persons working on our behalf. For all other interested parties, the policy is published on our Internet homepage.

We provide other appropriate information upon legitimate request.

We hereby call upon all persons working at KME to contribute to the successful implementation of this policy and the achievement of objectives derived from it through their active participation and personal commitment.

We as top management assure our personal commitment as well as the availability of the necessary information and resources.

Osnabrück, 30.03.2022

KME Germany GmbH

A blue ink signature in a cursive script, appearing to read "Kakha Avaliani".

Kakha Avaliani

A blue ink signature in a cursive script, appearing to read "Claudio Pinassi".

Claudio Pinassi