

Policy Guidelines for global quality, safety, Climate protection and environmental management

At Saltigo, we consider respect, ownership, trust, professionalism, and personal integrity to be the cornerstones of our corporate culture. We follow the principles of responsible conduct (Responsible Care®) and sustainable development for the benefit of our employees, business partners, shareholders, society, and the environment. We support the United Nations' Sustainable Development Goals and are committed to upholding social and ethical standards and values that are recognized worldwide.

The positions described below are in line with our company strategy. They apply to all of our business activities, from purchasing to production and maintenance right up to research and new projects. They define our collaboration with partners such as contract manufacturers, service providers, and in joint ventures. They are a basis for evaluation in the event of structural change in the company, for example as a result of acquisitions (due diligence).

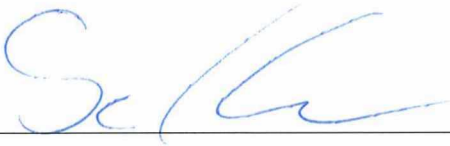
- We expect the highest quality and safety from our products, services, and actions.
- We are committed to integrity in business transactions. For us that means in particular: no tolerance for any form of corruption. We have also specified this in our Code of Conduct.
- We use a process-oriented, integrated management system in accordance with international standards for quality, environmental, and energy management (ISO 9001, ISO 14001, and ISO 50001) to efficiently achieve our goals worldwide and continuously improve our performance.
- We manufacture safe and sustainable products that comply with the respective halal and kosher requirements and are approved by independent, renowned certification bodies.
- We manufacture in accordance with the IATF 16949 standard for specific requirements of the automotive industry.
- We create a working environment that empowers our employees to act independently and thus to make a difference. We believe the motivation and commitment of our employees is the key to success. We do our part to maintain the health of our employees and promote their well-being. We foster and promote a value-based, performance-oriented, and inclusive culture. Our goal is to be an attractive employer and to develop our employees' potential throughout their careers.
- At Saltigo, human rights and ethical principles apply unconditionally, even in countries where they are not laid down in legislation. We systematically minimize the risk of human rights abuses through our own activities and along our entire value chain. We demand that our business partners respect human rights and prevent human rights abuses that are directly linked to their activities, products, or services.
- To protect our employees and employees at partner companies, occupational health and safety and physical and mental health take top priority. We expect and encourage compliance with the safety, health, and environmental protection guidelines at our locations around the world. We foster a sense of responsibility among our employees for safety, health, and the environment and encourage them to undergo training in these areas.
- In accordance with ILO conventions, we do not tolerate any form of discrimination. We promote diversity, inclusion, and equal opportunities, and offer fair and competitive compensation to all our employees based primarily on relevant external benchmarks, industry experience, and overall quality of work performance.

- We manage operational restructuring responsibly and seek to avoid layoffs due to business operations.
- We respect the rights of freedom of association and collective bargaining in accordance with applicable laws and regulations.
- We believe our product responsibility is about continuously improving product safety for people and for the environment. We globally monitor the impact of our products on health, society, and the environment with the aim of further improving the sustainability performance of our product portfolio and eliminating critical products, promoting their substitution, and developing safe alternatives.
- We support our customers to help them use our products safely and in an eco-friendly way and advise them of the risks associated with use. We also demand the same responsible behavior from our suppliers and service providers.
- We are committed to protecting the climate and to limiting global warming to significantly less than 2 °C above preindustrial levels. With regard to our own production and the supply of energy this requires, we have set science-based GHG emission reduction targets for Scope 1 and 2 and will make Saltigo a climate-neutral company by 2040. By continuously improving energy efficiency, our aim is to break the link between organic growth and energy consumption.
- We support the transformation of society into a sustainable, climate-neutral circular economy that conserves resources.
- We consider and support the use of secondary (circular) or sustainable and renewable raw materials. When using renewable raw materials, we ensure that recognized standards of sustainability are met.
- We reduce waste, promote the waste recycling, and endeavor to avoid non-hazardous and hazardous emissions into soil, air and water
- We choose our logistics responsibly and in a climate-friendly manner.
- We are committed to ensuring maximum safety when operating our plants. We use consistent, global standards for process and plant safety and regularly check to ensure that they are being observed and are effective. Our emergency response program enables us, to quickly respond to emergencies with environmental consequences
- We are committed to comprehensive environmental protection and improve our environmental performance on an ongoing basis. For us, this means working to continuously reduce our emissions. We research and develop environmentally friendly products and processes to avoid potentially harmful effects to the environment.
- We recognize the right of access to water and sanitation as a fundamental human right and are committed to protecting it. We are aware of our responsibility to contribute to water security and are committed to the responsible use of water. In doing so, we engage in collaboration with other stakeholders, particularly through our local water stewardship programs.
- We value long-term customer relationships. These are based on mutual trust and the ability to identify, understand, and meet our customers' needs. We strive to identify expectations at an early stage, respond to needs quickly, and thus maintain and improve customer satisfaction
- We see our suppliers and service providers as partners. When selecting suppliers, we require them to be competent, reliable, and to observe our corporate principles.

- We inspire confidence in the way we do business by engaging in open and respectful communication with our customers, employees, suppliers, shareholders and creditors, with authorities, and with the public. We report our goals and progress transparently and clearly. We maintain a systematic and regular dialogue, particularly regarding sustainability issues, with all relevant target groups and take their perspective into account when defining our material topics.

With our signature, we confirm the binding nature of these guidelines for our actions and expect all of our employees at Saltigo to act accordingly.

Saltigo GmbH, Leverkusen, August 2025



Michael Schäfer, CEO



Dr. Martin Stürmann, Head of HSEQ