

As a leading specialist in precision cold-rolled strip, the BILSTEIN GROUP offers its customers tailor-made solutions for their specific applications. A wide range of grades, state-of-the-art and reproducible production processes as well as qualified and motivated employees form the basis for this. Our products are subject to strict quality controls in order to meet the highest demands of our customers at home and abroad. Customer satisfaction is the goal that characterizes our business activities.

The corporate policy combines quality, environmental, occupational health and safety and energy policies. It applies to the German locations of the BILSTEIN GROUP. We are committed to our responsibility.

Quality, occupational safety, health and environmental protection as well as the careful use of resources are integral parts of the BILSTEIN GROUP's corporate objectives and principles of all our actions. We are convinced that they are essential for the success of our company. For us, this means

- Quality, occupational safety, health and environmental protection and energy conservation are management tasks for us. In implementing our goals, managers take their responsibility seriously and act as role models.
- Compliance with legal, regulatory and other binding obligations as well as the current and future expectations of our customers are a matter of course for us.
- The corresponding targets are derived from the quality, environmental, occupational health and safety and energy policy principles, and employees are informed of these at regular intervals.
- We undertake to prevent avoidable environmental pollution, e.g. disturbed operating conditions, by means of suitable safety equipment and organizational measures.
- We take the necessary measures to prevent unnecessary consumption of resources and to continuously improve our energy-related performance. We record the environmental impact and energy consumption of our activities, assess them and reduce them in a continuous improvement process.

The German companies in the BILSTEIN GROUP will initially operate their production, logistics and administrative processes in a CO<sub>2</sub>-neutral manner by 2035 - provided that sufficient availability of CO<sub>2</sub>-free (renewable) energy sources (electricity or hydrogen as a substitute for fuel gas) is guaranteed by then.

The BILSTEIN GROUP is committed to switching a significant proportion of its primary material procurement to steel grades that are either produced CO<sub>2</sub>-free or with significantly lower CO<sub>2</sub> emissions than today by 2035, depending on the availability of primary materials and customer expectations.

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**Company policy**

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- We are also committed to the continuous improvement of our management systems with the ongoing involvement and responsibility of our employees.
- The information, personnel and technical resources required to achieve the strategic and operational objectives are provided.
- We expect our suppliers and service providers to meet the same standards that apply in our company. They are included in the management systems of the BILSTEIN GROUP.
- The management supports the organization in acquiring the products and services required for energy-efficient processes.
- At annual intervals, the management evaluates the management systems in terms of their suitability and effectiveness, including the associated processes, compliance with company policy and the achievement of the targets set.

Hagen-Hohenlimburg, May 08, 2024