

Global Environmental and Energy Policy

07.07.2025

As a medium-sized family-owned company, Scheidt & Bachmann has a long tradition of sustainable business practices. This results in a wide-ranging responsibility on our part towards our customers, our employees, and society as a whole. Fair and responsible treatment of our partners, employees and the environment is therefore part of our identity and our company values.

We are aware of the impact our actions have on the environment and energy resources, and we actively manage this impact. Our Environmental and Energy Policy is intended to serve as a guide for all those involved and to demand and encourage responsible, sustainable behaviour.

The Environmental and Energy Policy applies to the entire Scheidt & Bachmann group of companies, regardless of whether formal environmental or energy management systems have been established for a site or for a Scheidt & Bachmann company.

In line with our responsibility for sustainable action, we are committed to reducing our environmental impact and energy consumption in the long term and to improving our energy efficiency and environmental performance in a continuous improvement process:

- We improve our energy efficiency and use renewable energies wherever possible.
- We measure and reduce our greenhouse gas emissions, thereby promoting decarbonisation.
- We strive to make our products and services recyclable through the sustainable use of resources, waste avoidance and measures for reuse and recycling. We handle chemicals and hazardous substances responsibly.
- Beyond these key aspects, we also keep an eye on air and soil quality, water consumption, water quality and noise emissions.

In addition, we operate an environmental and energy management system for selected parts of the Scheidt & Bachmann group of companies in accordance with the standards DIN EN ISO 14001:2015 and DIN EN ISO 50001:2018. All necessary information and resources are provided for this purpose.

We have set ourselves the following quantitative targets:

- By the 2027 financial year at the latest, we will source at least 80% of our electrical energy from renewable sources for all locations where we procure electricity ourselves.
- By 2027 at the latest, we will assess the compatibility of our products with circular economy principles, and we will set targets for improvement.
- By the 2029 financial year, at the latest, we will record the relevant scope 3 greenhouse gas emissions of 75% of the group of companies (measured by number of employees).
- By the 2029 financial year at the latest, we will reduce the waste rate (kg of waste per kg of product) in our own production by 5 percentage points compared to the base year 2024.

The executive management and managers are responsible for integrating the contents of this policy into management decisions and for providing the necessary resources.

All departments of the Scheidt & Bachmann group of companies whose activities have a significant influence on the achievement of our goals are responsible for achieving them. For the targets mentioned, these are the employees who purchase electricity, plan, install and operate the technical building equipment for our properties, manage emissions data, design and manufacture our products, design our processes and are responsible for waste management.

The employees in the central environmental and energy management, and sustainability management departments support those responsible in the specialist departments and coordinate the achievement of targets within the group of companies.

For the selected parts of the Scheidt & Bachmann group of companies in which an environmental and energy management system is operated in accordance with the DIN EN ISO 14001 and DIN EN ISO 50001 standards, environmental and energy management officers and a team have been appointed and tasked with maintaining the management system in the relevant parts of the group of companies and having it certified. The officers and team ensure that all binding obligations to the management system are implemented correctly and in an auditable manner and that the processes within this system are continuously improved.

In line with our company values – in particular the value of "trust & personal responsibility" – all employees are called upon to contribute to sustainable, environmentally friendly and energy-conscious behaviour within the scope of their work.

The environmental and energy management team reviews this policy as necessary – at the latest when the first targets are due to be achieved – and proposes an updated policy to the executive management of the Scheidt & Bachmann group of companies. This policy and its updates are published and communicated in electronic form via the company-wide communication channels. Printed versions of this policy are not subject to any organised change service. The electronic version published in the company-wide channels is valid.

Mönchengladbach, 07.07.2025

Scheidt & Bachmann GmbH Management Board