



Global Sustainability Policy

07.07.2025

As a medium-sized family-owned company, Scheidt & Bachmann contributes to the development of sustainable and safe mobility with innovative, reliable, and durable products. Our products and services are designed not only to ensure growth and sustainable value creation, but also to have a positive impact on the environment and society in the long term.

We think in generations. This gives us a far-reaching responsibility towards our customers, our employees and society as a whole to actively shape the transition to a social, sustainable and value-adding economic system. We see sustainability as a guiding principle that influences all our business activities and processes in order to meet the needs of the present generation without compromising the opportunities of future generations.

This sustainability policy applies to the entire Scheidt & Bachmann group of companies.

For us as a group of companies, sustainable development means taking responsibility for our actions and aligning our strategy and activities with a respectful approach to the environment and our society. In the interests of the group of companies and in view of our sense of responsibility for social, economic and ecological sustainability (corporate social responsibility – CSR), a central sustainability management system has been established.

We promote sustainable behaviour among all employees through training, information and the individual role model function of our managers. We inform our stakeholders about our sustainability performance by producing an annual sustainability report (based on the requirements of the *Corporate Sustainability Reporting Directive*) and by providing evidence of EcoVadis sustainability ratings.

The 17 international Sustainable Development Goals (SDGs) provide global guidance for a transition to a better world. We want to make a reliable contribution to achieving these goals by 2030. As a group of companies, we are committed to continuously improving our sustainability performance. Quantitative and qualitative commitments on various sustainability-related topics are set out in individual policies.

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

The sustainability management team of Scheidt & Bachmann GmbH coordinates group-wide sustainability activities and ensures that these are always in line with the sustainable development of Scheidt & Bachmann and society. The necessary information is made available throughout the group of companies for this purpose.

In line with our corporate values – in particular the value of "trust & personal responsibility" – all employees are called upon to contribute to sustainable corporate development within the scope of their work.



The sustainability management team reviews this policy as necessary and proposes updates to the executive management of Scheidt & Bachmann. 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