

CTDI Europe's Environmental Policy

Policy on climate change, environmental protection, resource conservation, and the Planet Protect Strategy

Why Should I Follow This Policy?

Sustainability is an integral part of our corporate strategy. Our goal is to provide innovative services that contribute to the sustainable success of our customers and protect the interests of future generations. Our business model is based on the unity of economic, environmental, and social responsibility. Through our **Planet Protect** strategy, we commit to a global approach that goes beyond mere compliance to drive change in our industry. This policy ensures that we minimize our environmental footprint, protect the environment, fulfill our compliance obligations and strengthen the future viability of our company.

Scope

This policy applies to CTDI Europe and all of its legal entities, both domestic and foreign. It covers all persons performing functions on behalf of the company. This includes employees, managers, contractors and business partners.

This environmental policy is appropriate to the nature, scale, and environmental impacts of CTDI Europe's activities, products, and services.

The Planet Protect Strategy

To ensure a unified understanding across the group, we define our environmental commitment through the three pillars of our Planet Protect strategy:

CARBON REDUCTION: Our commitment to achieve net zero or negative emissions. It focuses on reducing energy demand through innovation, using renewable energy, and contributing to the achievement of the goals of the Paris Climate Agreement.

CIRCULAR ECONOMY: Central to our business model, guiding how we create value while reducing environmental impact. By extending equipment lifecycles through repair, refurbishment, testing, and reuse, we support resource efficiency and responsible material management. Our approach prioritizes waste prevention, recovery, and compliant end of life treatment, contributing to reduced landfill disposal and lower environmental emissions.

SUSTAINABLE FUTURE: Guides the transformation of how we work and reflects our corporate social responsibility commitments. It covers sustainable sourcing, responsible chemical management, occupational health and safety, and environmental compliance, supported by management systems, employee awareness, and preparedness for hazardous events. Through transparent reporting and active stakeholder engagement, we promote responsible practices across our operations and value chain.

Objectives

According to OECD Guidelines, we contribute to economic, environmental and social progress. We recognize that our activities are interconnected with the United Nations sustainable goals (SDGs). With this policy we aim to address specific challenges and define clear commitments and targets for our organization.

Those SDGs were identified in our double materiality assessment:

- ❑ Goal 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE
- ❑ Goal 12: RESPONSIBLE CONSUMPTION AND PRODUCTION
- ❑ Goal 13: CLIMATE ACTION
- ❑ Goal 14: LIFE BELOW WATER
- ❑ Goal 15: LIFE ON LAND

Environmental Commitments

We are committed to the continual improvement of our Environmental Management System to enhance environmental performance.

Based on the Planet Protect pillars, we commit to the following operational principles:

❑ Carbon Reduction & Energy Management:

- We promote climate protection through active energy management, reducing energy consumption and costs
- We prioritize the transition to renewable energy sources and electric car fleets
- We set ourselves science-based targets to achieve net zero or negative emissions, and we act accordingly to accomplish these goals

❑ Circular Economy

- We actively support our customers in waste reduction and environmental protection by providing innovative repair and refurbishment options as alternatives to new production.
- We strive for the total avoidance of single-use plastics and pursue a “Zero to Landfill” goal
- We prefer packaging solutions that use the newest technologies to reduce the need for natural resources and source their materials from FSC/PEFC-certified forestries

❑ Sustainable Future

- We commit to fulfilling all applicable environmental laws and other binding requirements. We maintain a robust compliance framework to ensure these obligations are met at all times
- We integrate environmental criteria into procurement, encouraging suppliers to

act in an environmentally conscious manner

- We ensure safe handling of chemicals and hazardous substances to protect the environment and our employees. We actively search for substitutes for those hazardous chemicals with more environmentally friendly products
- We commit to protecting the environment, including biodiversity and ecosystems, and to the prevention of pollution. We act responsibly to preserve natural areas. We ensure that our processes prevent any contamination of water, soil or air. All emissions are monitored and kept to an absolute minimum
- We maintain our sites with the utmost care to prevent noise, dust, or accidental spillages. Every employee is responsible for acting correctly to protect our local environment

Implementation of the Policy

Management of CTDI Europe ensures the effective implementation and ongoing maintenance of this policy. To achieve this, the following measures are established:

- ☐ Risk management: We conduct regular risk assessments to identify and minimize environmental impacts
- ☐ Training: Employees are trained regularly to promote an environmentally conscious way of thinking and acting
- ☐ Continual Improvement: We commit to continually develop our measures further to improve our environmental performance
- ☐ Communication: We communicate this environmental policy to all employees and persons working on our behalf through the company intranet, site postings, and awareness trainings. This policy is also made available to interested external parties upon request

Effectiveness of the Policy

The Corporate Quality & Environmental department regularly monitors environmental performance and risks at group level, summarizing them from site-level assessments. Senior management reviews environmental performance and risks annually.

To drive our continuous improvement and demonstrate the effectiveness of the policy, we use key performance indicators such as:

- ☐ Annual CO2 emission data and reduction progress
- ☐ Waste recycling rates and " Zero to Landfill " status
- ☐ Results of internal and external ISO 14001 audits

Policy Violations

Where necessary, non-compliance with this policy may be addressed in line with applicable employment law and our internal escalation procedures. Employees and third parties may report concerns confidentially at any time via our Whistleblowing system “Hintbox”, available under <https://ctdi.hintbox.eu/>.

Validity and Review Mechanism

This policy is valid as of 17.07.2026 in its first release. It is reviewed and updated every 12 months, by Corporate Quality & Environment and the Management Board.

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