

## **Environmental and Energy Policy Guideline**

The management hereby adopts the following Environmental and Energy Policy Guideline as part of their strategy:

### **Environmental and Energy Policy**

IDEAL AUTOMOTIVE is aware of its responsibility to protect the environment and has defined the following principles as the foundation of the environmental and energy management system at its German sites:

#### **Responsibility for Environmental Protection**

Environmental protection is the responsibility of the management and thus equivalent to other corporate goals. All corporate decisions take into account environmental protection activities. Staff and management are responsible for enforcing environmental protection measures.

#### **Continuous Improvement**

We are committed to the continuous improvement of our environmental footprint and to environmental protection, in particular in terms of energy performance. To this end, we define strategic and operational goals, which – if financially and ecologically reasonable – are supported by further-reaching measures.

#### **Staff Motivation**

We undertake to provide our staff with all information and resources necessary to achieve these goals. Our executives lead by example and motivate all employees to act in an environmentally friendly and responsible manner. Information and training promote environmental awareness and support a proactive approach by our staff.

#### **Environmental Protection in Product Development and Production**

We comply with all statutory and regulatory requirements. Already during product development, we pay attention to environmentally compatible production, packaging and subsequent recyclability. Production processes are designed in such a way that they can be operated in an energy-efficient, resource-saving and low-waste manner.

### **Inclusion of Suppliers and Service Providers**

We demand compliance with environmental standards that are compatible with our environmental policy from our suppliers. We already pay attention to the energy efficiency of products at the purchasing stage. We also oblige service providers operating in our manufacturing facilities to comply with our environmental and energy standards.

### **Information of Third Parties**

We engage in an open dialogue with our customers, suppliers, authorities and the public on our environmental and energy policies and their potential impact on the environment. Preventive and security measures are coordinated with the authorities.

### **Implementation**

Specific, defined goals and action plans help us optimize the company's energy profile. Energy-relevant processes are reviewed and an evaluation of the status quo and employee training carried out at regular intervals. The implementation of a binding revision system and corporate suggestion scheme intends to serve as a driver of improvements. The orientation on key figures facilitates the achievement of our savings targets.

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