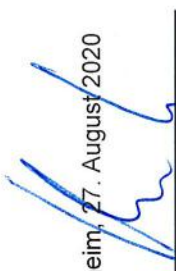


EHS-Policy (Environment, Health and Work Safety)

Our principles:

- **Health care, environmental protection, the careful use of resources and energy as well as occupational, plant and process safety** have a high priority at SEGULA Technologies. In addition to our economic orientation, they are equal components of our entrepreneurial success and the basis of our decisions.
- **Health and occupational safety:** We take occupational safety and preventive health protection very seriously in all our processes. Safety- and health-oriented working conditions are available to all employees and partners in order to avoid risks of work-related injuries and illnesses. In doing so, we regularly involve co-determination bodies and expert advisors as well as representatives of competent authorities.
- **Environment and energy:** We aim to minimise adverse impacts on the environment in all phases of our operations and services. The focus is on the sustainable, efficient and economical use of all relevant resources such as energy, water or materials in order to reduce emissions and optimise processes.

Rüsselsheim, 27. August 2020


 Dr. Martin Lange (Managing Director, SEGULA Technologies GmbH)
 Representative for all managers and employees of the company

Our commitment:

- **Continuously improve business performance:** Our processes and activities are planned, concrete goals are set and the results achieved are evaluated. This enables us to identify potential for improvement and initiate appropriate measures. Together, we create a responsible working environment in which workplace safety, active environmental protection and resource conservation play an essential role for each individual.
- **Fulfil all obligations:** The essential basis of our actions is the fulfilment of legal regulations and other requirements of interested parties such as laws and regulations, standards set by professional associations as well as specific demands of our customers. We provide access to all necessary information and resources in an appropriate manner.
- **Involve employees, customers and partners:** The safety of our employees, customers and partners as well as the responsible use of the environment and resources are not limited to mere compliance with the relevant obligations. We apply our EHS requirements no matter whether or not explicitly required by law or demanded and controlled by the authorities. We guide partners at our sites or working on our behalf, such as contractors, suppliers or customers, to follow the EHS requirements as well.
- **Procure appropriate products and services:** Safety, environmental protection and energy-related aspects must be given special consideration in procurement and in the design of work processes.