

EHSQ-Directive

Directive on occupational safety, health and environmental protection

1. Introduction

As a manufacturer and versatile supplier of textile and technical fiber products, as well as heat shielding, the Culimeta Group has earned a first-class reputation worldwide. Our success is based on tradition, many years of experience, the use of innovative technologies, a clear commitment to occupational health and safety, and environmental protection, as well as a vibrant team culture that promotes collaboration and personal responsibility.

We are convinced that investments in quality, environmental protection, and sustainable business practices are crucial for our competitiveness and future security. We intend to further strengthen and expand this position through qualified growth.

2. Scope

The scope of application of the Directive extends to the entire Culimeta Group (hereinafter: "Culimeta" or "We") including all affiliated companies within the meaning of Section 15 of the German Stock Corporation Act (AktG).

3. Objectives

Culimeta aims to systematically avoid or reduce environmental pollution, especially waste, wastewater, emissions, and noise, as much as possible. The reuse and recycling of materials are actively promoted to sustainably conserve natural resources.

Emissions contributing to local air pollution must be controlled, minimised and, where technically and economically appropriate and feasible, eliminated in accordance with applicable legal requirements.

4. Occupational safety

4.1. Machine safety and work equipment

All machinery, systems, and work equipment must be designed, installed, and operated in such a way that they do not pose a hazard to persons. They comply with the applicable legal and safety requirements, in particular the use of appropriate protective devices, regular maintenance according to manufacturer specifications, and inspection by qualified specialists or service providers.

Work on machines must only be carried out by trained and qualified persons.

4.2. Personal protective equipment

Culimeta provides personal protective equipment (PPE) free of charge and as needed. Depending on the activity, this includes safety shoes, safety goggles, hearing protection, gloves, and respirators.

If the risk assessment requires it, wearing PPE is mandatory. Employees are responsible for using the provided equipment properly and ensuring it is in good working order.

4.3. Fire protection

Culimeta ensures preventive and defensive fire protection at all locations in accordance with applicable legal regulations. Employees are obligated to comply with and actively support basic preventive and defensive fire protection measures. This includes, in particular, keeping all escape and rescue routes clear at all times and ensuring that appropriately marked fire protection equipment is neither blocked nor misused.

4.4. Incident and accident management

Employees are obligated to adhere to applicable occupational safety regulations and measures and to actively contribute to a safe working environment. Accidents, near misses, and safety-related incidents must be reported immediately to their supervisor or management. Employees will support the company in investigating incidents.

4.5. Training measures

Culimeta uses a software-based solution to ensure regular occupational safety training and raise employee awareness. Training must be conducted annually.

5. Health protection

5.1. Risk assessments

Risk assessments must be conducted before commencing activities, in the event of significant changes in the company, to establish inspection intervals for work equipment, and after relevant events such as work-related accidents, near misses, or occupational illnesses. They are also required when preventive occupational health examinations suggest updating or when activities are carried out under special operating conditions.

Employees are obliged to consistently implement the protective measures defined in the risk assessment and to comply with the applicable safety regulations when using work equipment, technical devices and personal protective equipment.

5.2. Health protection at work

Our workplaces are designed to be ergonomic and appropriate to the workplace to sustainably promote the health and well-being of our employees. In areas with

particular exposure to stress, such as noise, we implement technical protective measures and personal protective equipment.

All employees have access to preventive occupational health screenings and health-promoting programs, which are regularly communicated. Employees are required to adhere to ergonomic guidelines and established protective measures in the workplace and to use provided protective equipment properly.

5.3. Emergency preparedness

Culimeta has implemented a structured emergency response strategy to respond quickly and effectively to safety-relevant and environmental events such as machine, energy, or IT failures, as well as accidents and medical emergencies. Employees are required to keep available first aid facilities and emergency equipment accessible and functional at all times and to use them appropriately in an emergency.

Employees must be familiar with and follow established alarm and response plans, and act accordingly in the event of an emergency. Employees are required to report safety-related or environmental incidents immediately to enable a rapid response and damage limitation.

6. Environmental and climate protection

6.1. Climate change and extreme weather events

For Culimeta, environmental and climate protection means consistently combining economic activity with ecological responsibility in order to ensure the protection of the environment and the economical use of resources, always in the interest of future generations.

Culimeta considers the increasing environmental risks posed by extreme weather events and takes measures to minimize climate-related impacts on operations and the environment. This includes, among other things, identifying potential hazards from extreme weather within its own business area and supply chain and adapting protective measures.

6.2. Sustainable product development and resource use

We consider the entire life cycle of our products, from material selection through manufacturing and use to disposal or recycling. We rely on innovative technologies and methods to reduce material and energy consumption and avoid waste and emissions.

Employees are encouraged to adhere to internal guidelines for sustainable resource use, to minimize material and energy consumption as well as waste and emissions as much as possible, and to actively report potential for improvement to increase resource efficiency.

6.3. Responsibility in the supply chain

Culimeta takes appropriate measures to ensure that ecological and social risks are identified and minimized at an early stage, in particular through dialogue with suppliers and service providers and through compliance with the Business Partner Code of Conduct.

6.4. Avoiding environmental pollution

The use of chemicals complies with legal requirements and internal safety standards. Employees ensure the proper storage, use, and disposal of all hazardous substances. To ensure air quality in our work areas, we rely on effective ventilation systems and technical measures to reduce emissions.

Environmental impacts in all operational areas must be systematically avoided or reduced. This includes the careful use of water, energy, and raw materials, the avoidance of waste, and the careful handling of wastewater and production residues.

6.5. Climate protection and emission reduction

Culimeta aims to minimize the impact of our business activities on the climate and the environment. Our focus is on continuously reducing greenhouse gas emissions and improving our energy and resource efficiency – both at our own sites and along the entire supply and value chain. We are aware of climate protection and actively contribute to reducing emissions.

6.6. Regional responsibility and social commitment

As an active member of society, Culimeta assumes responsibility for its employees, their families, the region, and future generations. We strive for a balanced relationship between ecology and economy, the continuous development of our sites, and the implementation of environmentally friendly, resource-saving production processes.

7. Energy efficiency and renewable energies

7.1. Energy efficiency

We continuously optimize our processes, infrastructure, and buildings for energy savings and resource conservation. Our measures include the widespread use of energy-efficient LED lighting, modern control and regulation technology, energy-optimized production processes, heat recovery systems, and continuous maintenance and optimization of technical systems.

7.2. Use of renewable energies

We invest specifically in the expansion and use of climate-friendly energy sources. This includes, in particular, the use of electricity from renewable sources and our own generation facilities.

8. Greenhouse Gas Emissions

Culimeta records and evaluates emissions generated in the course of its business activities with the aim of reducing emissions through appropriate measures and avoiding them in the long term. In doing so, we base our approach on the internationally recognized emission categories of the Greenhouse Gas Protocol.

- Scope 1 – direct emissions from own sources,
- Scope 2 – indirect emissions from purchased energy,
- Scope 3 – indirect emissions along the upstream and downstream value chain.

9. Waste prevention, reduction and recycling

Culimeta pursues responsible waste management and implements appropriate measures to avoid, reduce, or recycle waste wherever possible. When disposing of waste, employees ensure consistent separation (e.g., paper, plastics, metals, hazardous waste), proper storage, and compliance with applicable legal requirements.

Culimeta prioritizes the circular economy, ensuring efficient processing of raw materials and long-term use of materials and products before being disposed of in an environmentally friendly manner at the end of their life cycle. We work exclusively with certified waste disposal companies that meet environmental and safety standards.

10. Handling Water

Culimeta is committed to responsible water use, limiting water consumption to what is necessary for operations and minimizing the environmental impact of water-related activities.

Due to the overall low consumption level and the high level of recycling, specific intensity indicators are currently not being collected. Water use is environmentally friendly; negative impacts on nationally or internationally protected waters or sensitive habitats are excluded based on current knowledge.

11. Animals and Biodiversity

When designing and utilizing its corporate spaces, Culimeta prioritizes resource-efficient land use, the preservation of soil quality, and the maintenance of near-natural areas that potentially provide habitats for animals and plants. Regional species and plant conservation initiatives are supported wherever possible.

As of now, our operational activities have no adverse impacts on protected species or particularly sensitive ecosystems. Developments in biodiversity are continuously monitored and incorporated into our environmental strategy.