

ENVIRONMENTAL POLICY

Committed to fairness, respect, and ethical responsibility across our global operations.

Purpose

At the Angst+Pfister Group, we are committed to an environmentally responsible conduct of business along our value chain.

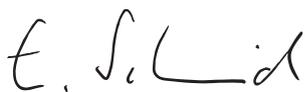
As a participant of the United Nations Global Compact, we recognize that progress involves a balance of environmental protection with economic growth, and we are dedicated to making the Sustainable Development Goals part of our strategic pillars.

Due to the nature of our products and operations, the reduction of our impact on the environment and the preservation of natural resources are of profound relevance. Accordingly, as part of our mission to create innovative solutions for our customers, we continuously work to enhance the efficiency in our global operations, to reduce our resource consumption, engage in collaborations along our value chain, research on alternative solutions with less environmental impact, as well as measure and disclose our performance.

With this policy, we determine a framework for our material elements and link them with our strategy and business model. The framework applies to all organizations in our Group, which in turn define priorities and measures applicable to local conditions and requirements.

We are convinced that together we can encounter global environmental challenges and drive change – for the future of our planet and the well-being of each one of us.

Kind regards



Erich Schmid
CEO
Angst+Pfister Group



Eray Ulugül
Chief Production Officer
Angst+Pfister Group

Scope

This policy applies to Angst+Pfister headquarter operations and subsidiaries, including

- Angst+Pfister sales organizations across Europe, the US, and China
- Angst+Pfister Advanced Technical Solutions
- Angst+Pfister Group Logistic Center
- Angst+Pfister Sensors and Power
- anyseals Group
- APSOparts
- APVN Sealing
- ARAP Sealing International
- FCE Gomma
- High Performance Compounds Kauçuk
- Lübke & Vogt
- MCM Group
- O.L. Seals
- TSF

Guiding principles

1. Compliance

Business activities of the Angst+Pfister Group rely on resources and generate Greenhouse Gas emissions as well as waste. In addition, we use materials that can adversely affect the environment if not handled properly. At all our production sites, we comply with a strict set of environmental regulations and continuously adapt our processes to new regulatory requirements and obligations.

Furthermore, our supply partners are successively assessed based on their environmental performance and compliance with environmental legislation.

2. Operational standards and processes

On a corporate level, environmental impacts, risks and opportunities are regularly reviewed to adequately address the impacts, control the risks and identify emerging priorities.

Our environmental responsibility is managed across organizations: where applicable, sites are ISO 14001:2015 and ISO 50001:2018 certified or shall implement standards in accordance with these standards. Coherently, we adhere to being subject to an outside audit on a regular frequency to ensure the continuing conformance with the requirements of the standard.

3. Climate change action

We take action to continuously tackle our Carbon Footprint and to keep the consumption of natural resources under control. We aim to successively reduce our carbon intensity from our base year 2021. Our approach includes the following elements

- Structured measurement of our annual Greenhouse Gas emission of our global operations according to ISO 14064:2018 standard, including detailed allocation of emitters per site
- Systematic assessment of priorities and hotspots, as well as determination of countermeasures
- Annual planning of necessary activities to reduce our Scope 1 – 3 emissions. The plans are available internally and will be reviewed by management on a regular basis.
- Reduction and prevention of pollution by use of innovative production technologies

New subsidiaries of our Group are onboarded to these elements based on individual capabilities and requirements.

4. Resource usage and circularity

The Angst+Pfister Group believes in a conscious and careful use of resources and adheres to constantly improve processes to implement a circular economy, in particular in regard to the following matters:

- a. Process efficiency
 - Manufacturing processes are developed with a focus on energy and resource efficiency.
 - Regular reviews and improvement activities are undertaken to improve overall efficiency.
- b. Waste
 - Waste management follows the principles to reduce, reuse and recycle waste, whereas the prevention of waste is the preferred option.
 - Where waste cannot be avoided, we focus first on reusing materials, such as packaging materials, secondly, on proper recycling and disposal methods, to allow extraction of resources from waste.
 - Additionally, we drive initiatives to encourage our employees to a responsible use of resources.
- c. Renewable Energy
 - The share of renewable energy resources in our electricity consumption is successively being increased by means of facilitating own renewable energy production (solar energy) and by purchasing I-REC certificates.
- d. Water
 - We acknowledge the significance of water as a limited resource and foster a responsible use during our manufacturing processes by holding regular trainings for employees as well as encouraging innovation in technology.

5. Prevention of pollution

To minimize the pollution of air, water, soil, land or with noise resulting from our operations, we

- comply with all applicable regulations, in particular in regard to the handling of chemicals and hazardous materials
- continuously monitor our pollutants, such as Greenhouse Gas emissions, as well as sources of pollution
- invest into the necessary equipment and technology, such as filters
- train our employees on the handling, storage and disposal of hazardous materials to prevent from any land and soil contamination

6. Biodiversity

We are committed to prevent and reduce our impact on biodiversity and natural ecosystem affected by our operations. This is in particular relevant in regard to

- Continuously work to ensure that local ecosystems near our production sites are affected as little as possible by our operations
- Complying with environmental legislations, including the implementation of any prevention and corrective measures
- Creating transparency towards responsible sourcing practices of natural rubber with the aim to prevent from any illegal deforestation

7. Chemical product declaration

Conformance to regulatory frameworks relevant to our products is ensured by means of requesting and verifying the acknowledgment from our suppliers and by providing information on the chemical composition of the products to our business partners.

A statement including a list of current or future relevant European Union and global regulatory frameworks is available on our website or [Environmental Compliance Framework](#)

*Note that the list of regulations provided does not apply uniformly across all subsidiaries of our Group, as local variations may exist based on jurisdictional requirements.

8. Research & development on environmental design of products

For a large part of our products, we rely on the use of raw materials/ virgin resources affecting the state of our ecosystems. Using state-of-the-art software, our R&D departments continuously optimize the designs of products and tools in order to minimize the weight of raw materials in our products and thus their environmental impact.

9. Stakeholder Management

At our Group, we foster collaborations along our value chain as well as with externals to reduce our environmental impact and to improve the quality and efficiency of our operations and products.

We do so by following the guidelines below

- As part of our procurement strategy, our Code of Conduct for Supply Partners sets forth our expectations to our supply partners, including reducing environmental impacts.
- Whenever feasible, we transparently share environmental information in regard to our operations and products.
- We actively engage with our suppliers and customers on value chain relevant topics.
- To make a real change, we therefore always aim to prioritize collaborations with environmentally responsible operations and to raise awareness among our internal and external stakeholders. Creating transparency towards responsible sourcing practices of natural rubber with the aim to prevent from any illegal deforestation

10. Transparency

Environmental priority areas as determined by our double materiality assessment of impacts, risks and opportunities as well as results of our annual environmental performance, including improvement measures, are disclosed in our Sustainability report, publicly available on our website.

Employees have the possibility to raise any questions or concerns related to our operations, environmental topics or in any other regard directly or anonymously at the [Compliance Helpdesk](#), run by an independent third party.

About Us

The Angst+Pfister Group, headquartered in Switzerland, has been a leading innovation development partner for technical components and engineering solutions for over a hundred years.

Through local sales and technical organizations, the company serves every year more than 20'000 customers in over 50 countries. Angst+Pfister operates research and development centers as well as production facilities worldwide that, together

with a global network of highly selective partners worldwide, allow to serve our customers in the most efficient and innovative way.

Angst+Pfister stands for the highest possible degree of responsibility – good corporate governance, fair competition, the well-being of our employees, and social and environmental responsibility are our guiding principles in all areas of our business.

Get in Touch with Us!

We're here to help you find the best sealing solutions for your needs. Contact us today to learn more about how Angst+Pfister can support your operations.



www.angst-pfister.com

Support all over the World.

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