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1. Purpose

The purpose of this Environmental Policy is to demonstrate our company's commitment to environmental stewardship, to minimize our environmental impact, and to comply with all relevant environmental regulations and standards.

2. Scope

This policy applies to all employees, contractors, visitors, and operations conducted by our company.

3. Policy Statement

Our company recognizes the importance of protecting the environment for future generations. We are committed to conducting our business in an environmentally responsible manner and to continuously improving our environmental performance.

4. Policy Principles

4.1 Compliance with Legislation

- Adhering to all applicable environmental laws, regulations, and standards.
- Staying informed about changes in environmental legislation and adjusting our practices accordingly.

4.2 Resource Efficiency

- Implementing practices to use energy, water, and raw materials efficiently.
- Promoting the use of renewable resources and sustainable materials
- Use alternative sources of energy – solar panels more than 20% (see appendix 2)

4.3 Pollution Prevention

- Identifying and minimizing sources of pollution, including emissions to air, water, and land.
- Implementing waste reduction practices, including recycling and safe disposal of hazardous materials.

4.4 Sustainable Practices

- Encouraging sustainable practices throughout our operations, including in procurement, production, and logistics.
- Promoting environmentally responsible behavior among employees, suppliers, and customers.

4.5 Environmental Management System

- Establishing and maintaining an Environmental Management System (EMS) to systematically manage environmental responsibilities.
- Regularly monitoring and reviewing our environmental performance to ensure continuous improvement.

4.6 Training and Awareness

- Providing environmental training and awareness programs to all employees.
- Encouraging employees to identify and implement opportunities for environmental improvement.

4.7 Community Engagement

- Engaging with the local community on environmental issues.
- Participating in community-based environmental initiatives and supporting environmental education.

4.8 Emergency Preparedness

- Developing and maintaining emergency response plans for environmental incidents.
- Conducting regular drills and training to ensure preparedness for environmental emergencies.

5. GHG emissions policy for AAH PLASTICS s.r.o.

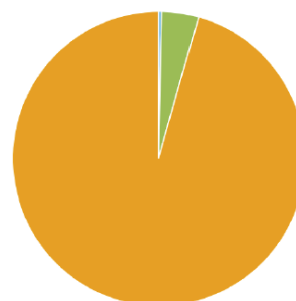
5.1 Policy objectives

To minimize greenhouse gas (GHG) emissions from all company activities in line with the verified emissions report and to continuously reduce the company's carbon footprint.

5.2 Policy Statement

AAH PLASTICS s.r.o. recognizes the importance of reducing GHG emissions to combat climate change. According to the 2023 GHG verification, the company produced a total of 11,187.96 tonnes of CO₂e, with Scope 1 direct emissions accounting for 0.32%, Scope 2 for 4.03%, and Scope 3 for 95.65%. This policy aims to improve these figures through energy efficiency, sustainable sourcing, and waste reduction.

| Scope of GHG emissions | t CO ₂ e | % |
|---|---------------------|-------|
| SCOPE 1 Direct emissions to air | 36,00 | 0,32 |
| SCOPE 2 Indirect emissions from purchased energy | 450,88 | 4,03 |
| SCOPE 3 Other Indirect emissions | 10 701,08 | 95,65 |
| Total t CO₂e | 11 187,96 | |



Emissions are verified according to requirements of ISO 14064-1:2018

Note: The GHG Emissions certificate is in Appendix No. 1 of this document

5.3 Scope

This policy covers all company activities contributing to GHG emissions, including manufacturing processes, transportation, and energy consumption.

5.4 Policy Actions

1. **Reduction of Scope 1 Emissions:** Implement measures to further reduce direct emissions by optimizing manufacturing processes.

2. **Improvement of Scope 2 Emissions:** Transition towards renewable energy sources to lower indirect emissions from purchased energy.
3. **Scope 3 Emissions Focus:** Work closely with suppliers and logistics partners to reduce indirect emissions throughout the supply chain.
4. **Monitoring and Auditing:** Conduct regular audits in line with ISO 14064-1:2018 to monitor emissions and set progressive reduction targets.

5.5 Review and Reporting

Annual review of emissions with the goal to reduce overall CO₂e by at least 5% by 2025.

6. Decarbonisation Policy for AAH PLASTICS s.r.o.

6.1 Policy Objectives

To support the global transition to a low-carbon economy by decarbonizing company operations and achieving net-zero emissions by 2035.

6.2 Policy Statement

With total emissions of 11,187.96 tonnes of CO₂e in 2023, AAH PLASTICS s.r.o. is committed to systematically reducing its carbon footprint. This decarbonisation policy will focus on reducing emissions in line with national and international carbon reduction goals.

6.3 Scope

All operational and logistical processes, from raw material procurement to product delivery, are covered under this policy.

6.4 Policy Action

1. **Reduction Goals:** Set targets to reduce carbon emissions by 30% by 2030.
2. **Energy Transition:** Increase reliance on renewable energy sources to decrease Scope 2 emissions, which account for 4.03% of the total emissions.
3. **Circular Economy:** Promote recycling and reusing materials to minimize waste and reduce the indirect Scope 3 emissions.
4. **Supplier Engagement:** Work closely with suppliers to reduce emissions in the production of raw materials and throughout the logistics chain.

6.5 Review and Reporting

This policy will be reviewed every two years, with decarbonisation progress reported to shareholders and stakeholders.

7. Soil Quality Policy for AAH PLASTICS s.r.o.

7.1 Policy Objectives

To ensure sustainable land use and prevent any degradation of soil quality as a result of company operations.

7.2 Policy Statement

AAH PLASTICS s.r.o. recognizes the need to preserve soil quality, both at its Solčany facility and in any areas affected by its supply chain. The company is committed to preventing soil contamination through careful waste management and pollution prevention practices.

7.3 Scope

This policy applies to all company operations that may have an impact on soil, including waste disposal, construction activities, and chemical usage.

7.4 Policy Actions

1. **Soil Testing:** Conduct regular soil quality assessments at production sites and areas impacted by company activities.
2. **Waste Management:** Implement strict waste disposal practices to prevent soil contamination from hazardous materials.
3. **Sustainable Land Use:** Promote sustainable land management on company properties and in collaboration with suppliers.
4. **Remediation Programs:** Establish remediation programs for any accidental spills or contamination incidents.

7.5 Review and Reporting

Soil quality will be monitored annually, and this policy will be reviewed and updated based on the results of these tests.

8. Noise Emissions Policy for AAH PLASTICS s.r.o.

8.1 Policy Objectives

To minimize noise emissions from all company operations, ensuring the safety and well-being of employees and the surrounding community.

8.2 Policy Statement

AAH PLASTICS s.r.o. acknowledges the potential impact of noise pollution on both workers and local residents. The company is committed to reducing noise emissions from its Solčany facility and other operational locations.

8.3 Scope

This policy covers all areas where noise emissions may occur, including manufacturing processes, transportation, and site maintenance.

8.4 Policy Actions

1. **Noise Monitoring:** Continuously monitor noise levels at production sites to ensure compliance with local regulations.
2. **Noise Mitigation:** Install noise-dampening equipment on high-noise machinery and use soundproofing where necessary.
3. **Employee Safety:** Provide personal protective equipment (PPE) to employees exposed to high noise levels.
4. **Community Engagement:** Engage with the local community to address noise concerns and implement solutions where needed.

8.5 Review and Reporting

Noise levels will be reviewed bi-annually, with adjustments made to ensure compliance with health and safety regulations.

9. Air Quality Policy for AAH PLASTICS s.r.o.

9.1 Purpose

The purpose of this policy is to outline AAH PLASTICS s.r.o.'s commitment to maintaining and improving air quality in and around our facilities, ensuring the health and well-being of our employees, the community, and the environment.

9.2 Scope

This policy applies to all operations, activities, and employees of AAH PLASTICS s.r.o.

9.3 Policy Statement

AAH PLASTICS s.r.o. is dedicated to operating in a manner that protects the environment and public health. We are committed to minimizing our impact on air quality through proactive measures and continuous improvement.

9.4 Objectives

- To comply with all applicable local, national, and international air quality regulations and standards.
- To reduce emissions of pollutants and greenhouse gases from our operations.
- To implement best practices and technologies that enhance air quality.
- To raise awareness among employees about the importance of air quality and their role in maintaining it.

9.5 Key Strategies

- **Compliance and Monitoring:** Regularly monitor and ensure compliance with air quality regulations. Conduct routine assessments and audits of our air emissions.
- **Emission Reduction:** Implement measures to reduce emissions from manufacturing processes, including the use of clean technologies, efficient energy use, and pollution control equipment.

- **Maintenance and Upgrades:** Maintain and upgrade equipment to ensure optimal performance and minimal emissions.
- **Waste Management:** Properly manage waste to prevent air contamination from harmful substances.
- **Transportation:** Promote the use of environmentally friendly transportation options and optimize logistics to reduce emissions.
- **Employee Training and Engagement:** Educate and engage employees on the importance of air quality, encouraging practices that contribute to a cleaner environment.

9.6 Responsibilities

- **Management:** Ensure that the policy is implemented and adhered to across the company. Provide necessary resources for air quality management.
- **Employees:** Follow all air quality guidelines and procedures. Report any incidents or conditions that may negatively impact air quality.
- **Environmental Officer:** Oversee air quality management programs, monitor emissions, and ensure compliance with regulations.

9.7 Reporting and Review

- **Reporting:** Regularly report on air quality performance to management and relevant authorities as required.
- **Review:** This policy will be reviewed annually and updated as necessary to reflect advancements in technology, changes in regulations, and improved practices.

10. Responsible Chemical Management Policy for AAH PLASTICS s.r.o.

10.1 Purpose

The purpose of this Responsible Chemical Management Policy is to ensure the safe handling, storage, use, and disposal of chemicals at AAH PLASTICS s.r.o., thereby protecting the health and safety of our employees, the environment, and the communities in which we operate.

10.2 Scope


This policy applies to all employees, contractors, and visitors at AAH PLASTICS s.r.o. who may come into contact with chemicals in the course of their work.

10.3 Policy Statement

AAH PLASTICS s.r.o. is committed to implementing responsible chemical management practices that comply with applicable regulations and industry standards. We prioritize the health and safety of our employees and the environment by adopting proactive measures for the safe management of chemicals.

10.4 Objectives

- To comply with all relevant local, national, and international laws and regulations concerning chemical safety and management.
- To minimize the risk of chemical exposure to employees, customers, and the environment through proper handling and storage practices.

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|--|--|-----------------------------|--------------|
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| | Environmental and Social Policy | | |

- To ensure proper training and awareness of chemical safety among employees.
- To establish procedures for the safe disposal of chemicals and hazardous waste.

10.5 Key Strategies

- **Chemical Inventory:** Maintain an up-to-date inventory of all chemicals used in our operations, including Material Safety Data Sheets (MSDS) for each chemical.
- **Risk Assessment:** Conduct regular risk assessments to identify and evaluate hazards associated with the use of chemicals, implementing controls as needed to mitigate risks.
- **Training and Awareness:** Provide regular training for all employees on chemical safety, including proper handling, storage, personal protective equipment (PPE), and emergency response procedures.
- **Safe Handling and Storage:** Implement safe handling and storage procedures for chemicals, including labeling, segregating incompatible substances, and maintaining appropriate storage conditions.
- **Emergency Preparedness:** Establish and maintain emergency response procedures for chemical spills, leaks, or other incidents. Conduct regular drills to ensure employee readiness.
- **Waste Management:** Develop and implement a hazardous waste management program to ensure the safe disposal of chemicals and minimize environmental impact.
- **Continuous Improvement:** Regularly review and update chemical management practices to incorporate advancements in safety standards, technology, and best practices.

10.6 Responsibilities

- **Management:** Ensure the implementation of this policy, allocate necessary resources, and foster a culture of safety within the organization.
- **Employees:** Follow all procedures and guidelines related to chemical management, report any unsafe conditions, and participate in training sessions.
- **Chemical Safety Officer:** Oversee the chemical management program, conduct training, maintain the chemical inventory, and ensure compliance with regulations.

10.7 Reporting and Review

- **Reporting:** All incidents or concerns related to chemical safety must be reported immediately to a supervisor or the Chemical Safety Officer.
- **Review:** This policy will be reviewed annually and updated as necessary to reflect changes in regulations, practices, or organizational structure.

11. Animal Welfare

AAH Plastics, which specializes in the production of plastic parts for the automotive industry, also plays an important role in the field of animal welfare. There are several ways in which the company contributes to the protection and improvement of animal conditions:

1. **Production of environmentally friendly products**
 - *Use of recycled materials:* Making plastic parts from recycled materials reduces waste and environmental pollution, which benefits wildlife

2. Reducing the environmental footprint

Reducing emissions and using resources more efficiently in production helps to reduce the negative impacts on the ecosystems in which animals live.

- Introduction of energy-efficient technologies and renewable sources (photovoltaic panels)
- Introducing better practices for recycling and waste reduction

3. Internal policies and education

- Organization of in-house trainings for employees on environmental protection and animal welfare
- Creating a corporate culture that emphasizes environmental and animal responsibility.

By implementing these steps, AAH PLATICS is making a significant contribution to the protection and improvement of animal welfare, making it a responsible and sustainable leader in its industry.

12. Biodiversity, Land Use and Deforestation

AHH PLASTICS, which specializes in the production of sheet metal parts for the automotive industry, plays an important role in protecting biodiversity, using land responsibly and fighting deforestation. The following strategies help AAH PLASTICS to minimize its impact on the environment and contribute to its protection.

12.1 Protecting Biodiversity

- **Sustainable material sourcing:** The use of materials that are sustainably sourced, minimizing the impact on natural ecosystems
 - o *Certified plastics:* plastics certified according to ecological standards that guarantee a minimal impact on biodiversity
 - o *Recycled materials:* increasing the proportion of recycled materials in production, reducing the need to extract raw materials from natural resources.
- **Green areas:** creation and maintenance of green areas around the company

12.2 Responsible Land Use

- **Efficient use of production space:** optimization of the use of production space to minimize the need for further construction and occupation of natural areas.
 - o *Renovation and renovation:* prioritizing the renovation of an existing building over the construction of a new one, which reduces the need for new land take.

12.3 Fighting deforestation

- **Responsible supply chains:** ensuring that the materials used in production do not come from deforested areas.
 - o *Supplier certification:* Working with suppliers who are certified according to environmental standards and do not use practices that lead to deforestation.

The implementation of these strategies enables AAH PLASTICS to contribute to the protection of biodiversity, responsible land use and the fight against deforestation, making it a leader in sustainability and environmental protection in its industry.

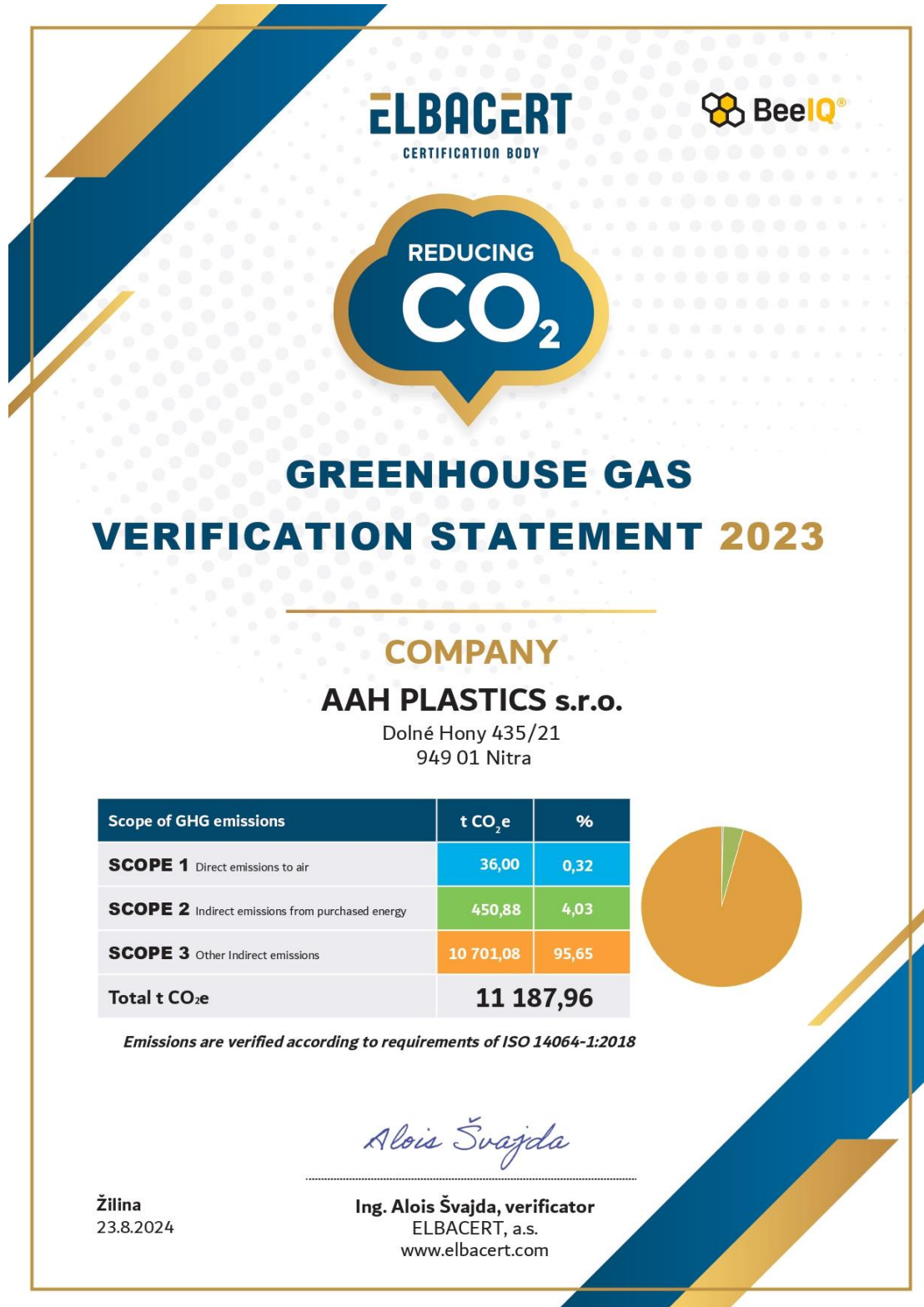
13. Implementation and Review

This policy will be communicated to all employees and made readily available to the public. The Environmental Committee will be responsible for its implementation, monitoring, and review. This policy will be reviewed annually, or more frequently if required, to ensure its effectiveness and relevance.

14. Approval

This Environmental Policy is approved by the senior management team and is effective as of 4th of March 2024.

Appendix No. 1

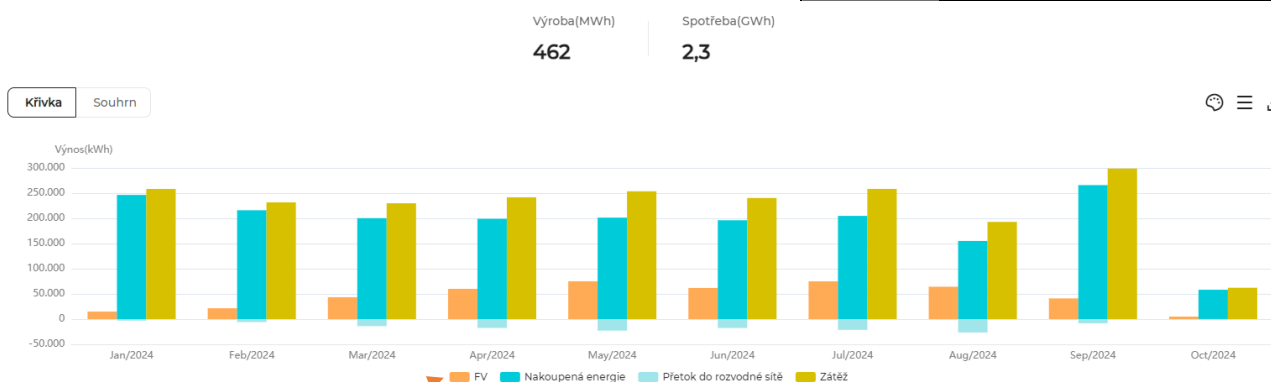


Appendix No. 2

Green energy production

AAH PLASTICS produces green energy using solar connectors, and the production of this energy is recorded in our system. In 2024(january-july) ,we produced 415,999 kWh of green energy, which represents a coverage share of 20.3% of total energy consumption.

| 2024 month | Production FTV kWh | % cover FTV of total consumption |
|---------------------|--------------------|----------------------------------|
| Total / year | 415 999 kWh | 20,3 % |
| january | 14 859 | 5,7 |
| february | 21 580 | 9,0 |
| march | 43 447 | 17,7 |
| april | 60 002 | 23,1 |
| may | 75 092 | 27,1 |
| june | 61 776 | 23,8 |
| july | 74 943 | 26,7 |
| august | 64 300 | 29,2 |



Notes: Green energy production