

## **Environmental Management Policy**

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PLAKOR CZECH s.r.o. has established and operates this Environmental Management Policy to minimize its environmental impact in accordance with applicable EU legislation (including CSRD and ESRS), the ISO 14001 standard, and the Greenhouse Gas Protocol. The policy aims to systematically manage greenhouse gas-related activities, ensure compliance, and fulfill its social and environmental responsibilities.

1. Establish an environmental management system to minimize the environmental impact generated by business activities and continuously carry out activities to improve environmental performance.
2. Ensure transparent disclosure of environmental performance in line with the ESRS reporting standards and the CSRD directive. The company commits to publishing annual sustainability data including climate-related disclosures, energy usage, and emissions, to respond to stakeholder expectations.
3. Provide environmental education and information to all employees and stakeholders and establish a proactive framework for responding to related risks.
4. Strictly comply with laws, regulations and regulations related to the environment and carbon neutrality, and domestic and international standards, and seek the best means to achieve sustainable management.

### **Environmental Management System**

All employees of PLAKOR CZECH s.r.o. will conscientiously operate the environmental management system as follows:

1. PLAKOR CZECH s.r.o will establish environmental management, which includes the highest decision-making body, and will implement an environmental management system to ensure sustainable business operations by managing and supervising the implementation of environmental management throughout the company based on environmental policies and guidelines.
2. Through environmental management, PLAKOR CZECH s.r.o will respect human values, fulfill its social responsibilities, and promote sustainable growth through continuous communication with stakeholders.
3. PLAKOR CZECH s.r.o will operate its environmental management system following international standards and systematically and effectively implement environmental management by obtaining external certifications and completing internal audits.
4. To address climate change, expand resource circulation, and reduce pollutants, PLAKOR CZECH s.r.o. formulate medium- to long-term environmental management plans and operate a performance evaluation system based on environmental management objectives to raise awareness and fully integrate environmental management throughout the company.

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### **Basic principles**

For the systematic and effective implementation of the environmental management policy, PLAKOR CZECH s.r.o will implement and operate the following basic principles for each area:

#### **1. Management of energy consumption and greenhouse gas emissions**

##### **1) Preface :**

As a company that primarily uses electricity, PLAKOR CZECH s.r.o. will implement an energy management system to save electricity, increase the efficiency of energy management based on the analysis of this system, and implement science-based targets to reduce GHG emissions across Scope 1, 2, and where feasible, Scope 3, in accordance with the Science-Based Targets initiative (SBTi). Measures will include energy efficiency projects, use of renewable energy, and low-carbon technologies.

##### **2) Scope :**

This policy applies to all business units, facilities, production sites, and operational activities that consume energy or generate GHG emissions, including direct (Scope 1), indirect (Scope 2), and where feasible, value chain emissions (Scope 3).

##### **3) Key principles :**

- **Energy Efficiency Improvement** : Continuously improve energy performance through investment in energy-efficient technologies, smart automation, and optimization of production processes.
- **GHG Inventory and Monitoring** : Monitor energy use and emissions across all sites with accurate metering and digital tools.
- **Target Setting** : Establish science-based or industry-aligned GHG reduction targets. Regularly review and update them to reflect evolving regulations and technological developments.
- **Employee Engagement** : Promote awareness and behavioral change through energy-saving campaigns and employee training.
- **Supplier & Value Chain Involvement** : Work with suppliers and logistics partners to improve energy performance and disclose Scope 3 emissions data.
- **Reporting & Transparency** : Disclose energy consumption and GHG performance annually through sustainability reports, CDP (Carbon Disclosure Project), or other public channels.

#### **2. Air pollution control**

##### **1) Preface :**

PLAKOR CZECH s.r.o has installed equipment to reduce emissions of air pollutants such as VOC (volatile organic compounds), NOx (nitrogen oxides), SOx (sulfur oxides) and dust, so that emissions are below legal limits for air pollutants.

##### **2) Purpose :**

This policy outlines our commitment to minimizing air pollutant emissions resulting from manufacturing, logistics, energy use, and other business operations. We recognize the environmental and health impacts of air pollution and aim to ensure regulatory compliance and support global efforts to improve air quality.

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### 3) Scope :

Applies to all company facilities where air emissions may result from fuel combustion, chemical use, or industrial processes.

### 4) Key commitments :

- **Emission Source Identification:** Identify all significant sources of air emissions including volatile organic compounds (VOCs), nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>) and greenhouse gases (GHGs).
- **Compliance with Regulations:** Comply with local, national, and international air quality regulations and permits (e.g., EU Industrial Emissions Directive, Clean Air Act, etc.).
- **Monitoring and Reporting:** Monitor emissions through certified sampling and testing. Maintain accurate records of air pollutants and report performance through sustainability or environmental disclosures.
- **Preventive Maintenance:** Implement maintenance schedules for emission control systems, ventilation systems, and filters to ensure continuous performance.
- **Green Energy and Process Optimization:** Transition to cleaner energy sources and optimize operations to minimize combustion-related emissions.
- **Odor and Fugitive Emissions Control:** Prevent and control fugitive air emissions (e.g., leaks, spills) and unpleasant odors through containment and rapid response protocols.

## 3. Water use and water resource management

### 1) Preface :

PLAKOR CZECH s.r.o is doing activities to save water waste and also will create more infrastructure to reduce water consumption and implement internal water saving initiatives for efficient water resource management.

### 2) Purpose :

This policy aims to ensure the responsible, efficient, and sustainable use of water resources across all company operations. Water is a critical natural resource, and its conservation is essential for both environmental protection and long-term business continuity.

### 3) Scope :

Applies to all production sites, R&D facilities, administrative buildings, and any activities involving water usage, including process water, sanitation, and cooling operations.

### 4) Policy objectives :

- **Efficient Use of Water:** Minimize water consumption through process optimization, closed-loop systems, and water-efficient technologies.
- **Monitoring and Measurement:** Track water withdrawals, consumption, and discharge using metering systems. Maintain water balance records and identify reduction opportunities.
- **Pollution Prevention:** Ensure wastewater is treated to meet regulatory and internal standards before discharge. Prevent contamination of natural water bodies through appropriate containment systems.
- **Reuse and Recycling:** Implement water reuse and recycling programs, especially for cooling and cleaning operations.
- **Stormwater Management:** Design and maintain facilities to prevent runoff pollution and manage

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stormwater sustainably.

- **Local Water Impact Management:** Evaluate operations' impact on local water sources, especially in water-stressed regions. Engage with communities and stakeholders to address shared water risks.

### 5) Implementation Measures :

- Conduct periodic water audits and risk assessments.
- Establish KPIs such as water intensity per production unit and percentage of reused water.
- Train employees on water conservation practices and emergency water spill response.
- Partner with certified wastewater treatment and recycling providers.

### 6) Regulatory Compliance :

- Comply with all applicable water-related environmental laws.
- Regularly report water usage and management performance in sustainability reports.

### 7) Continuous Improvement :

- Regularly review and update water strategy based on new technologies, regulations, and business needs.
- Set ambitious yet realistic water reduction targets aligned with global environmental goals (e.g., SDG 6: Clean Water and Sanitation).

## 4. Waste management

### 1) Preface :

PLAKOR CZECH s.r.o will minimize the generation of industrial waste in its facilities and reduce waste disposal by recycling, reusing, recovering, sorting, and processing waste, thereby contributing to the creation of a resource-circulating society.

### 2) Purpose :

This regulation establishes the principles and procedures for the responsible management of waste generated from company operations. Its goal is to minimize environmental impact, ensure regulatory compliance, and support circular economy practices.

### 3) Scope :

This regulation applies to all departments, facilities, employees, contractors, and suppliers involved in the generation, handling, storage, transportation, and disposal of waste at all company sites.

### 4) Classification of waste :

**All waste shall be classified as follows :**

- Hazardous Waste – includes chemicals, solvents, oils, batteries, electronic waste, bond, rag etc.
- Non-Hazardous Industrial Waste – general manufacturing waste not classified as hazardous.
- Recyclable Waste – materials such as paper, plastic, metal, and cardboard suitable for recycling.
- Municipal Waste – general office and cafeteria waste.

### 5) Policy guidelines

- **Waste Minimization:** Prioritize reduction at source through process optimization and material substitution.

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- **Segregation:** Waste must be segregated at the point of generation according to type and hazard category.
- **Labeling and Storage:** All waste containers must be properly labeled and stored in designated, compliant areas.
- **Collection and Transportation:** Ensure waste is collected by authorized personnel and transported using licensed carriers.
- **Treatment and Disposal:** Partner only with certified disposal/recycling vendors. Hazardous waste must be treated in accordance with applicable laws (e.g., Basel Convention, national waste regulations). PLAKOR CZECH shall report annually on total waste generated, waste intensity per unit of output, and percentage of waste recycled, reused, or recovered.
- **Documentation:** Maintain complete and accurate records of waste manifests, licenses, quantities, and destinations.
- **Training:** Provide mandatory training to relevant employees on waste identification, segregation, emergency response, and documentation.

### 6) Compliance and Monitoring :

- Conduct regular internal audits and inspections to ensure adherence.
- Immediate reporting and investigation of any non-compliance, spillage, or illegal dumping incidents.
- KPIs such as waste generation per unit of output and recycling rate will be tracked and reported.

### 7) Continuous Improvement

The company shall review and update its waste management practices and targets annually, incorporating innovation, stakeholder feedback, and evolving environmental standards.

## 5. Chemical Management

### 1) Preface :

PLAKOR CZECH s.r.o will comply with the requirements of the Safety Data Sheet Directives by maintaining and providing Material Safety Data Sheets (MSDS) for hazardous and chemical substances at its facilities, classifying and labeling chemicals following the Globally Harmonized System (GHS), and conducting training programs for employees on handling hazardous substances to ensure that chemicals are handled properly.

### 2) Purpose :

This policy outlines our approach to the safe, responsible, and compliant management of chemicals throughout our operations. Effective chemical management is critical to protecting human health, ensuring environmental sustainability, and maintaining legal compliance in the automotive manufacturing industry.

### 3) Scope :

This policy applies to all business units, facilities, employees, and contractors who handle, store, transport, or dispose of chemicals used in production, maintenance, or research and development.

### 4) Policy Statements :

**We commit to the following principles in managing chemicals :**

- **Compliance:** Adhere to all applicable international, national, and local regulations such as REACH, CLP, GHS, OSHA Hazard Communication Standard, and local chemical safety laws.
- **Inventory Control:** Maintain up-to-date inventories of all chemicals used on-site. Implement tracking

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systems to monitor use and storage quantities.

- **Risk Assessment:** Conduct chemical risk assessments to identify hazards and establish control measures, including PPE requirements, ventilation systems, and spill containment.
- **Substitution:** Where feasible, substitute hazardous substances with safer alternatives in alignment with green chemistry principles.
- **Safe Handling & Storage:** Provide appropriate containers, labeling, and storage systems. Ensure proper segregation of incompatible substances and handle in full compliance with the EU regulations.
- **Training & Awareness:** Deliver regular training for all personnel involved in chemical handling, including emergency response, spill control, and waste disposal.
- **Emergency Preparedness:** Maintain emergency response procedures and equipment (e.g., eyewash stations, spill kits, MSDS access).
- **Waste Management:** Handle and dispose of chemical waste in accordance with environmental regulations and best practices.
- **Supplier Engagement:** Require suppliers to provide accurate Safety Data Sheets (SDS) and confirm compliance with relevant chemical safety standards.

### 6. Biodiversity Protection

#### 1) Preface :

PLAKOR CZECH s.r.o has assessed the presence of endangered and legally protected species in the vicinity of its facilities and will work with stakeholders, such as community representatives and NGOs, for monitoring and ongoing post-management if legally protected species are identified.

#### 2) Purpose :

The purpose of this policy is to affirm our commitment to the protection and conservation of biodiversity as an essential component of our environmental and sustainability strategy. We recognize that industrial activity can have direct and indirect impacts on ecosystems, and we aim to minimize and mitigate such impacts through proactive management and responsibility.

#### 3) Scope :

This principle applies to all our operations, including manufacturing sites, supply chain partners, logistics, and product development activities that may affect local or global ecosystems.

#### 4) Policy commitments :

**We commit to the following :**

- **No Net Loss:** Strive to achieve no net loss of biodiversity by avoiding, minimizing, restoring, and offsetting impacts as appropriate.
- **Compliance with Laws:** Comply with all applicable environmental laws, biodiversity regulations, and international conservation standards (e.g., IUCN, CBD).
- **Ecosystem-Based Management:** Integrate ecosystem and habitat considerations into our operational planning and decision-making.
- **Conservation of Endangered Species:** Avoid activities in or near habitats of critically endangered or protected species.
- **Prevention of Deforestation:** Promote deforestation-free supply chains, especially in the procurement of raw materials.

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### **5) Supplier and partner expectation:**

- Suppliers and partners must adhere to equivalent biodiversity protection standards.
- High-risk projects or locations may require environmental impact assessments (EIAs) and mitigation plans.
- Engagement in conservation partnerships is encouraged.

### **6) Monitoring and reporting :**

- Implement internal biodiversity performance monitoring systems.
- Disclose efforts and progress through environmental reports and sustainability disclosures.
- Support third-party audits or assessments as needed.

### **7) Stakeholder engagement :**

- Collaborate with local communities, government agencies, NGOs, and academic institutions to enhance conservation outcomes.
- Encourage education and awareness programs for employees and stakeholders.

### **8) Continuous Improvement :**

- We will periodically review and update our biodiversity conservation practices in line with evolving environmental standards, stakeholder expectations, and scientific understanding.

PLAKOR CZECH s.r.o will educate its employees and stakeholders on environmental issues to promote a lasting interest in environmental matters and increase environmentally friendly awareness, thus contributing to the creation of a sustainable society.

This policy shall take effect as of January 1, 2025.