

## Policy

thyssenkrupp Hohenlimburg GmbH is aware of its responsibility to operate economically in the implementation of customer requirements,

- to secure jobs,
- for the health and safety of employees,
- for environmental protection
- and for effective climate protection and a green energy transition

The corporate culture at thyssenkrupp Hohenlimburg GmbH is based on our foundation of values, which embraces responsibility, courage, openness, mutual appreciation, and solidarity. Another foundation lies in targeted consideration of the individual life or family situation of our employees by striving to enable them to enjoy an optimal work-life balance.

Occupational safety, fire safety, environmental and climate protection, and the efficient use of natural resources are just as important elements of management as the goal of producing and selling high-quality products cost-efficiently to meet individual customer requirements.

The business model practiced by thyssenkrupp Hohenlimburg GmbH is based on ensuring to supply our customers with high-quality products and securing our competitive advantage on the market. To this end we work to ensure and constantly improve the high quality of all our production processes. In this connection, error prevention and the pursuit of a zero defects strategy are fundamental components of our quality policy. Targeted investment in technical advancements, intensive development work on innovative materials, and the consistent scaling back of external and internal quality costs secure the success of our company.

Management is committed to compliance with all legal requirements. We are also aware that we are a part of society. We address issues raised by stakeholders, develop measures to deal with them, and honor our commitments.

The impacts of our activities on the local environment are monitored and assessed. The health and safety aspects, environmental impacts and energy efficiency of every new activity and process are assessed in advance. Processes and procedures are implemented taking account of the safety and health of employees and on the basis of eco-friendly technologies, subject to their economic viability. This also includes supporting the purchase of energy-efficient products and services.

The aim is to scale back energy consumption in the long term, use energy sparingly and increase energy efficiency in a process of continuous improvement. The information and tools needed to achieve our operational and strategic energy targets are made available. They are constantly reviewed, evaluated, and improved as necessary. We also regularly review whether the necessary financial and structural prerequisites are in place to enable us to achieve the targets we have set ourselves.

Since June 2024, we have been the first German industrial plant to use climate-friendly wind Energy via a direct connection and without using the public grid. Four new wind turbines are connected directly to the plant via a cable route around 3 km long and cover up to 40% of our plant's total electricity demand. This not only protects the environment by reducing CO2 emissions, but also saves on grid fees.

The necessary measures are taken to minimize impacts on employees and the environment. Conserving resources such as raw materials, energy, and water, and protecting the environment are key aspects in this. Procedures are implemented to ensure that the effects of any operational disruptions are kept to a minimum, and that the responsible authorities and the public are informed without delay.

thyssenkrupp Hohenlimburg GmbH welcomes open dialog with the public at all times. We advise our customers appropriately on aspects relating to the handling, use and recyclability of our products. We take precautionary measures to ensure that contractual partners of the company apply the same standards as thyssenkrupp Hohenlimburg GmbH when working on our premises.

thyssenkrupp Hohenlimburg GmbH has put a management system in place to implement and secure these objectives. It is systematically applied, reviewed, enhanced, and modified in line with changing circumstances to ensure continuous improvement in the areas of quality, environment protection, occupational safety, and energy management. Nationally and internationally recognized standards provide the framework for this continuous improvement process.

The experience and knowledge of our employees are vital to this continuous improvement process. thyssenkrupp Hohenlimburg GmbH therefore supports employee initiatives and suggestions for improvements that can help achieve the company's goals.

The company's policy is determined by management and reviewed at regular intervals on the basis of internal and external audits, and adjusted as need be. The company's employees have a right to participate in the formulation of policy and goals via their representative bodies. All company employees and all individuals who work on behalf of thyssenkrupp Hohenlimburg GmbH are made aware of the policy in appropriate form.

Management is committed to providing safe and healthy working conditions. The employees and employee representatives are actively involved and have a say in the organization and decisions relating to occupational safety and health protection. The employee representatives are involved above and beyond the legal requirements, especially in improving the elements that drive the culture in the company. The aim is to enhance the preparedness of all employees for the process by deepening their understanding of their individual responsibility in occupational health and safety issues.

Management is committed to compliance with all legal and other requirements.

The policy is expressed concisely in the following guiding principles.

### **Guiding principles**

thyssenkrupp Hohenlimburg GmbH acts in accordance with the following principles:

- We supply our customers with reliable, high-quality, and eco-friendly products.
- We strive to find energy-efficient solutions for our products and their use.
- Health and safety, environmental and climate protection, energy conservation and fire prevention are essential elements of our corporate governance and make an important contribution to the company's success.
- Our machinery and equipment must not pose any risk to people or the environment; the safety and health of our employees are paramount.
- We minimize the impact of our production processes on the environment and climate as far as possible.

- We provide our employees with ongoing training, raising awareness of health and safety, fire safety, energy conservation and environmental and climate protection issues and ensuring compliance with and realization of the highest possible quality standards to meet customer requirements in the best possible way.
- We handle and use natural resources as sparingly as possible. Every employee is obligated to act in an energy- and environmentally-conscious manner.
- We look to ensure optimal and efficient use of energy in all our plants and departments.
- We comply with laws, rules, and regulatory requirements as minimum standards at all times, and are mindful of the expectations of stakeholders. Where binding obligations exist vis-à-vis these stakeholders, we observe them accordingly.
- We regularly set ourselves improvement targets and evaluate target achievement on an annual basis. We involve our employees in this process.
- We work together with the employers' accident insurance association, public authorities, insurance companies, and technical and scientific institutions to implement health and safety, fire safety, energy conservation and environmental and climate protection requirements and to use natural resources sparingly.
- We respect and support the varied needs and diverse life situations of our employees and support the reconciliation of family and work.
- We use organizational and technical resources to monitor compliance with these guiding principles and consistently enhance our performance in a continuous improvement process.

Hagen, October 1st, 2024

thyssenkrupp Hohenlimburg GmbH Management Board

André Matusczyk  
(CEO/CFO/CTO)

Markus Zobel  
(CHRO)