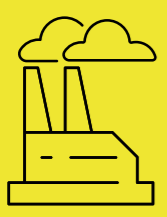


Environmental Policy

ENNOVI™

“This policy outlines ENNOVI’s commitment to environmental performance and improvement and sustainability objectives and targets to ensure environmental sustainability across our business locations.

Evaluation of our global material environmental aspects focuses on energy and greenhouse gas (GHG) emissions, hazardous and non-hazardous waste, water, and pollution.”



Energy and Greenhouse Gas Emissions

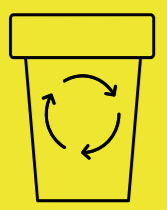
As a multi-technological provider, energy and GHG emissions are mainly consumed and generated at our manufacturing sites and office. ENNOVI strives to continuously reduce its energy consumption and therefore carbon emissions through the following actions:

- + Implement the use of green electricity throughout our global footprint.
- + Install solar panels at 50% of all sites by 2030.
- + Implement energy reduction efforts to target high-energy users at each site.



Targets

- + Reduce total GHG (scope 1 and scope 2) emissions intensity by 5% year over year.
- + Reduce total GHG (scope 1 and scope 2) emissions intensity by 60% by 2030 from 2019 levels.
- + Achieve Net Zero GHG emission for Scope 1 and 2 by 2040.



Materials and Waste

We use a variety of metals, including precious metals, plastics, chemicals, and packaging materials in our daily operations. Waste is generated mainly during the manufacturing process. To ensure sustainable material use and reduction of waste, we have implemented the following actions:

- + Substitute single-use plastics with reusable or degradable materials.
- + Review design of tooling and raw material size to ensure optimal material usage efficiency, reduce process and set-up scrap generation.
- + Encourage suppliers to minimize incoming packaging material waste by reducing or reusing packaging.
- + Source non-hazardous alternatives to hazardous processing chemicals, where possible.



Targets

- + Decrease the amount of non-hazardous waste intensity generated by 30% by 2030 from 2019 levels.
- + Decrease the amount of hazardous waste intensity by 15% by 2030 from 2019 levels.



Pollution

Pollution may result from various stages of the manufacturing process. To ensure that we keep pollution to a minimum, we have implemented the following actions:

- + Air emissions monitoring at all manufacturing sites.
- + Formalize procedures related to chemicals waste and spill management (e.g. treatment and disposal).
- + Conduct a minimum of 8 hours of training per year for all positions which require performance of chemical waste and spill management.



Targets

- + Maintain air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10) below regulatory thresholds.



Water Withdrawal and Discharge

Water is a necessary component in our manufacturing sites. To reduce the amount of water and wastewater discharged from our manufacturing sites, we have implemented the following actions:

- + Increase the number of on-site water recycling systems at our manufacturing sites.
- + Monitoring of monthly withdrawal quantities to identify and investigate any increasing trends.



Targets

- + Reduce water withdrawal intensity at each site by 5% each year.

Incident Reporting

ENNOVI Holdings Pte. Ltd. Management requires that all employees report any environmental incidents following the Corporate ESG reporting procedure. Strict disciplinary measures will be taken if the reporting procedures are not complied with.

Reporting of incidents or concerns can also be done via the Global Sustainability at sustainability@ennovi.com

Reporting and Responsibilities

ENNOVI Holdings Pte. Ltd. Management is responsible for making this policy available to all employees, provides the necessary training for actions set out herein, and integrates environmental impact as a key factor in business decisions.

All employees must adhere to and comply with this Environmental Policy in addition to the locally specific goals and regulations.

Review Mechanism

This Policy and the targets stated are reviewed annually by ENNOVI Holdings Pte. Ltd. Management and adapted as necessary.

Stefan Rustler
Chief Executive Officer, ENNOVI Holdings Pte. Ltd.