

Environmental and energy policy (status 04 | 2025)

As a company steeped in tradition, environmental protection and sustainable management have been core values for Klüh since 1911. In order to continue to operate in alignment with the environment, we base our business activities on a strict environmental and energy policy.

1. This results in the following **environmental and energy targets**:

- a. Protecting the environment and the climate is essential for us. As part of the precautionary principle, we align all business activities with the overarching goal of climate protection. Progress and specific annual targets are measured using key figures and reported in annual reports.
- b. By committing to environmental protection, we also protect the working environment and conditions for our employees. The occupational safety and health of our employees are promoted through environmentally friendly services.
- c. Complying with national, European and international environmental requirements is of the highest relevance for Klüh.
- d. Klüh avoids environmental accidents and reduces all negative environmental influences (especially greenhouse gases) to a necessary minimum.
- e. Conserving resources (e.g. water, waste, energy) and improving our energy consumption is a long-term task that we continuously address.
- f. We transparently communicate with our employees and stakeholders concerning our efforts in the area of environmental protection.

2. The following **guidelines** apply to all managers and employees:

- a. The legal provisions and company regulations to ensure environmental protection are applied responsibly by all employees.
- b. Through attentiveness and conscientiousness, all employees ensure that environmentally relevant events are recognized in good time, reported immediately and dealt with as quickly as possible. Service processes are also monitored and adapted from an environmental perspective. New products and processes are developed in an environmentally friendly way for customers and stakeholders.
- c. All employees must comply with the client's environmental protection requirements. Emergency plans are in place to prevent environmental damage. The necessary information and instructions must be passed on immediately.
- d. All employees adapt their behavior in order to protect the environment in accordance with the precautionary principle and avoid environmental damage through defensive and thoughtful behavior. Employees point out behavioral errors or potential risks to each other. We motivate managers and employees to act in the interests of the environment through open communication.
- e. All employees work on updating and expanding their skills and thus ensure their ability to act in the implementation of their official duties.

By adhering to these principles, we help to prevent environmental damage and other adverse effects on our environment.

Taking these premises into account, we have introduced, maintain and continuously develop an environmental and energy management system in accordance with DIN EN ISO 14001 and DIN EN ISO 50001

We report in accordance with the requirements of the GRI reporting standard, the German Supply Chain Sustainability Act (LkSG), UN Global Compact, UN Sustainable Development Goals (SDG), Carbon Disclosure Project (CDP) and, in future, the European Corporate Social Responsibility Directive (CSRD). In doing so, we draw on the findings of the Greenhouse Gas Protocol (GHG), the Science Based Targets Initiative (SBTi) and the ZNU Standard for Sustainable Business.