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## BRUSH Group Sustainability Policy Statement

BRUSH is committed to integrating environmental sustainability, social responsibility, and effective corporate governance into all aspects of our business. This Policy Statement reflects our commitment to improving how our business decisions and policies address opportunities for sustainability.

We expect this Policy Statement to be upheld by all employees, including the Executive Team.

As we look ahead to the future, we will continue to be transparent and remain focused on expanding our sustainability efforts.

### ENVIRONMENTAL SUSTAINABILITY COMMITMENTS:

- Reducing our impact on climate change, conserving natural resources and operating in compliance with environmental regulations.
- Supporting the 2015 Paris Climate Accord ambition to limit the temperature increase to 1.5 degrees Celsius above pre-industrial levels and are committed to becoming a net zero business by 2050 at the latest.
- Maintaining an effective environmental management system in all our manufacturing sites.
- Reducing the amount of waste we generate and will send zero waste to landfill by 2030.
- Reducing the impact of our products across their life cycle.

### SOCIAL RESPONSIBILITY COMMITMENTS:

- Being a socially responsible employer by fostering an environment of diversity and inclusion.
- Empowering women and minorities across the business.
- Supporting the local communities in which we operate.
- Working with our supply chain to identify and effectively eliminate any form of forced or child labour.
- Providing safe and secure workplaces for all our employees.

### CORPORATE GOVERNANCE COMMITMENTS:

- We believe strong corporate governance is the foundation to delivering on our commitments.
- Building a culture dedicated to ethical business behaviour and responsible corporate activity.
- Delivering effective training for all our employees to ensure that the company's policies and procedures are implemented and adhered to.
- Ensuring all our employees understand their responsibilities through the provision of adequate information, instruction, and training.

**Nicolas Pitrat**  
**CEO, BRUSH Group**  
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Power Engineering Solutions and Products

