

## environmental, social and governance (ESG) policy

At Aalberts, we engineer mission-critical technologies enabling a clean, smart and responsible future. While we are dedicated to deliver on our own commitments, we strive to unleash the full potential of the environmental and societal impact of our technologies, to leverage current global tailwinds and to support our customers in their sustainability journey.

### purpose

The purpose of this environmental, social and governance (ESG) policy ("Policy") is to express Aalberts' commitment to take responsibility on environment, social and governance topics. The policy principles are structured according to the main environment, social and governance topics on our agenda and corresponding policies are specified.

### scope

This Policy applies to Aalberts and its controlled subsidiaries anywhere in the world and covers aspects that are relevant in our operations and value chain.

### reporting

Aalberts annually reports on the progress we make on the policy principles in the sustainability statement in the annual report and on its website ([aalberts.com](https://aalberts.com)). The report is prepared in accordance with the Corporate Sustainability Reporting Directive (CSRD) and underlines the company's commitment to contribute to the United Nations Sustainable Development Goals (SDGs).

### policy statements & principles environmental

#### Sustainable Development Goals

Aalberts is committed to play our role in achieving the SDGs. With our mission critical technologies, we accelerate unique positions with high growth potential and sustainable impact. Our social and environmental impact is reflected in our SDG rate: our revenue contributes to those subgoals of the Sustainable Development Goals that are material to us (SDG 6, SDG7 SDG9 and SDG12). Our target is to maintain an SDG rate above 70%, while executing our growth agenda. For more information, please refer to our [environmental policy](#).

#### net zero carbon

Aalberts is committed to be net zero carbon by 2050, or earlier. Reducing CO<sub>2</sub> emissions through sustainable production impacts climate change effects and lowers operational costs by improving resource efficiency. We act on the following decarbonisation levers to reach our targets: improving energy efficiency, increasing renewable energy use, driving electrification, smart product design, acting on circular solutions and value chain collaboration. For more information on our targets and the actions we take on our decarbonisation levers, please refer to our net zero carbon transition plan.

### circular economy

Aalberts is committed to use natural resources as efficient as possible. We drive our commitment on circular economy throughout our value chain and counter resource depletion, by smart product design and acting on circular solutions. Through smart product design, we seek to use less or low-carbon materials and increase the longevity of materials by designing for durability and recyclability. By acting on circular solutions, we collaborate with business partners to take back products and repair, reuse and refurbish. Also, we commit to proper waste handling to reduce our waste disposed and increase raw material recycling in our operations. For more information on our targets, please refer to our [environmental policy](#).

### water use

Aalberts is committed to reduce water withdrawal and increase water treatment. Although Aalberts' operations do not require significant amounts of water for production or processing, we can play a role in mitigating water stress by optimising our water management. We reduce our water use by reducing water withdrawal, increasing water recycling and increasing water treatment where possible. For more information, please refer to our [environmental policy](#).

### social

#### health and safety

Aalberts strives for an accident free, secure and healthy working environment for all its employees and expects you to do their utmost best to ensure the same. Aalberts strives to enable a culture fostering growth and ensuring safety and well-being for its employees. We prioritise preventing any incidents that could harm our employees, while also committing to the safety of our contractors, assets, and neighbouring communities. We define health & safety not only as physical safety in the workplace, but also as protecting mental health & well-being. For more information, please refer to our [health, safety and well-being policy](#).

#### attraction and retention

At Aalberts, we are committed to ensuring a diversified, future-proof workforce by attracting and retaining a blend of experienced leaders and early career talents. Our attraction and retention programmes foster a resilient workforce, by promoting employee well-being, professional development, and ensuring a winning culture.

#### community engagement & partnerships

Aalberts is committed to establishing and maintaining open communication with all relevant stakeholders. We believe in creating shared value for our stakeholders by engaging with them and supporting progress in society in various manners. We seek to engage in partnerships with a focus on technological progress and sustainable entrepreneurship. At local level we seek to support relevant regional and local philanthropic and community engagement initiatives. For more information on how we engage with our stakeholders, please refer to our [stakeholder engagement policy](#).

### diversity and inclusion

Aalberts is committed to an open, pragmatic culture that focuses on entrepreneurship and personal growth, enabling us to attract, develop and retain a diverse, inclusive and engaged workforce to seize opportunities. We seek to treat all people fairly based on their abilities, achievements, and experience without regard to race, colour, ethnicity or national origin, religion, gender, gender identity, sexual orientation, age, disability, veteran status, education, or any other classification protected by law. We strive for equal opportunities for our employees and to create an inclusive work environment. For more information, please refer to our [diversity, equity and inclusion policy](#).

### governance

#### Code of Conduct

Aalberts is committed to conduct its business with honesty and integrity, to follow the law and to make sure that each employee and business partner is treated respectfully. Aalberts is proud of its excellent reputation as a responsible and reliable partner. Notwithstanding local company specific values, business principles or other local codes already in place, the code of conduct contains the seven main business standards as rules of ethical behaviour all Aalberts employees must follow. These relate to business integrity, fair and timely disclosure of information, dealing with suppliers, responsible work conduct, responsible work environment, corporate responsibility, proper authorisations and approvals and speak up! Please refer to the [Code of Conduct](#) for more information.

#### Supplier Code of Conduct

Aalberts expects its suppliers to follow Aalberts' business standards and principles. The Supplier Code of Conduct specifies what Aalberts expects from its suppliers. Please refer to the [Supplier Code of Conduct](#) for more information.

#### human rights

Aalberts is committed to respecting human rights and to conducting its business with honesty and integrity as expressed in our Code of Conduct. Our principles relate to no child labour, freely chosen employment, working hours, fair wage, health and safety, freedom of association and collective bargaining, diversity & equal opportunity, no discrimination and harassment, human rights in our supply chain and grievance mechanisms. For more information, please refer to our [human rights policy](#).