



## Beckers Sustainability Policy

At Beckers Group, we recognize that our day-to-day business operations have an impact on the environment and society. We have an obligation to all stakeholders to act in a proactive, systematic and goal-oriented manner, with a view to mitigate harmful impact and to enrich the life of those affected.

With our vision to become the most sustainable industrial coatings company, we adopt a holistic approach that is geared to addressing both, short- and long-term goals. Beckers Group is initiating strategies and developing business solutions based on globally recognized sustainability principles, actively embracing a sustainable future.

Social and environmental responsibility, combined with the promotion of a broader agenda for sustainability within our industry, is central to Beckers' professional ethics and organizational management.

The Beckers Sustainability Policy establishes guidelines for making sustainability integral to our policies and principles. To realize the Group's objectives and vision for sustainability, Beckers will:

- place sustainability as a key business decision making criteria to mitigate future risk and maximize future opportunities;
- actively promote sustainability to enhance value for customers and stakeholders;
- act in a socially responsible manner in regards to the management of our employees, the local communities and our value chain;
- engage with internal and external stakeholders and address their concerns;
- develop and implement strategies for every topic where the Group's social or environmental impact is significant;
- ensure the spread of knowledge and awareness among our employees;
- periodically report, review and communicate the Group's performance with regard to sustainability, with complete transparency, and
- comply with or exceed the requirements of all applicable legislation and regulations in countries where we operate.

Beckers' top management drives and supports sustainability at every level and in all areas of operations. In compliance with the requirements of its parent company, Lindéngruppen, Beckers also contributes to their sustainable development. The principles stated in this policy are applicable at every site and to every unit of the Beckers Group.

Dr. Bernd Vogel, CTO

Dr. Boris Gorella, CEO

Christian Vogel, President IC

Christoph Sabas, President CC EA&A

Dr. Karsten Eller, COO

Olivier Laune, CFO

Paul Menezes, President CC A&ME