

INTEGRATED MANAGEMENT SYSTEM POLICY

Quality, Environmental, Health & Safety and Energy

Tokai COBEX Vision is to „**contribute to a sustainable society through advanced materials and solutions**“. In line with this Vision, we are committed to continuously improve performance of environmental protection, safety, energy efficiency and customer satisfaction, while meeting or exceeding stakeholder expectations.

Safety is a core value across the entire Tokai Carbon Group. We provide safe and healthy working conditions by eliminating hazards, reducing risks and preventing work-related injuries and diseases.

This Policy sets the framework for defining, reviewing and achieving our quality, environmental, health & safety and energy objectives. It applies to all activities and decisions, is communicated across the Organisation, and is available to relevant, interested parties. Our Policy is aligned with our **company values** and it is linked with our **Integrated Management System** which ensures Tokai COBEX to:



CARE for, protect and support our employees by promoting trust, fairness and professional development. We work closely with trade unions and ensure effective consultation and participation of employees and their representatives. Workers can raise concerns without fear of reprisal.

We take into account climate-related impacts on working conditions and support the achievement of Net Zero by 2050. We promote environmental, quality, safety and energy awareness through targeted education and training. We comply with applicable customer, statutory and regulatory requirements and are committed to prevent injuries and occupational diseases.



OUTPERFORM customer expectations and satisfaction by cooperating closely with customers, fostering innovation, and delivering solutions that meet customer-specific requirements, including environmental- and CO₂-friendly options. We support solutions that enhance safety, quality and energy efficiency throughout the value chain.



ENERGIZE our employees to continuously improve processes, products and cost efficiency. We invest in modernization and long-term sustainability and strive to be a preferred supplier. We prevent defects and reduce variation and waste across the supply chain. We ensure information security and data protection. We promote teamwork, empowerment and a culture of continual improvement, supported by risk-based management, performance indicators, appropriate resource allocation and effective governance.



EXPLORE and optimize installations and equipment to improve safety, environmental and energy performance as well as quality of our products and health of our employees. We ensure compliance to all applicable – legal and other – requirements in this regard. We reduce noise, pollution – including greenhouse gas emissions – waste and risks to health and safety. We consider impacts on ecosystems and biodiversity. We rationalize the use of raw materials, water and energy and eliminate dangers wherever possible. We support the procurement of energy-efficient products and services and the design of facilities and processes that enhance energy performance.

Tokai COBEX Management assesses risks and opportunities, prioritizes resources, defines performance indicators and ensures the effectiveness of the Integrated Management System.

We are **together** corporately and personally committed to implementing, maintaining and continually improving the principles and objectives of this Integrated Management System Policy.

Hideo Shin
Chief Executive Officer

Till Reek
Chief Technology Officer

Piotr Jaskierski
Chief Commercial Officer

Dennis Böttjer
Chief Financial Officer

Alexander Loscher
Chief Operation Officer