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## Environmental Policy

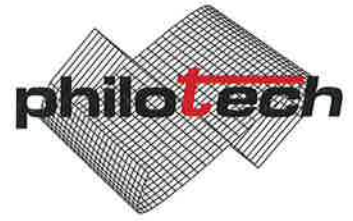
Philotech sees sustainable and economic activity as a central task of responsible company management.

So Philotech is always anxious to keep any negative impact on the environment from its operational activities as small as possible.

Philotech obliges its employees to perform their share in fulfilling this company objective and observe the following guidelines for environmentally responsible and ecologically aware conduct:

- Philotech sets itself the objective of continuously improving its protection of the environment and guarantees the implementation of these guidelines through the development of an environmental management system.
- Energy, raw materials and water are to be used as economically and efficiently as possible.
- Even more consistent care should be taken with the disposal, avoidance and separation of waste.
- When using chemicals, care must be taken to ensure environmental compability. Chemicals must be disposed of in accordance with legal regulations (e.g. disposal of waste toner, electronic components by specialised companies etc.).
- In order to avoid unnecessary CO<sub>2</sub> emissions, preference should be given to modern communication media and technologies.
- Energy saving measures must be used during application of IT infrastructure and all other electrical and electronical equipment.
- Through our projects, we contribute to the introduction of new technologies to conserve natural resources, reduction of greenhouse gas emissions and thus improve our air quality. This concern should be a top priority for all employees.
- Care should be taken to cooperate with contract partners, suppliers and external companies in an environmentally responsible way.
- Philotech encourages the environmental awareness of its employees and ensures that training and further education is offered in all areas that concern our environment.
- Care should be taken to observe and strictly comply with environmental laws and/or official requirements.

The Philotech environmental policy is an equal and consistent part of the entire company policy and strategy. Philotech deploys this formulated environmental policy as a way of contributing to the improvement of its environmental performance in the company.



Taufkirchen, 26.04.2019

Philotech GmbH

Hartwig Dirscherl  
CEO

A handwritten signature in blue ink, appearing to read "H. Dirscherl", written over the printed name and title.

**Change Directory:**

| Version | Date       | Description of the Change | Author   |
|---------|------------|---------------------------|----------|
| 1.0     | 26/01/2017 | Initial version           | S.Pöll   |
| 2.0     | 26/04/2019 | Change Policy             | A. Borde |