



## Global Health and Safety Policy of SGL Carbon

SGL Carbon is a technology-based company and global leader in the development and production of carbon-based solutions. Its high-quality materials and products made of specialty graphite, carbon fibres and composites are used in industries that determine a sustainable future: the chemical sector and industrial applications, automotive, aerospace, semiconductor technology, solar and wind energy, LED as well as in the production of lithium-ion batteries, fuel cells and other energy storage systems.

SGL Carbon's goal is to ensure a safe and healthy workplace. Our aim is to have zero incidents.

Therefore, we operate with the greatest care for the safety, health and the environment for our employees and the communities with which we engage. Our activities are supported by a management system that includes policies, procedures, and training. Furthermore, we have provided all our sites with a safety handbook, which sets standards for health & safety and gives guidelines on how to comply with them. We encourage continuous feedback to ensure that we comply with laws and regulations applicable to both our operations, and our corporate standards and codes.

Our commitment to achieve a zero incident culture is based on our core beliefs:

- **Environment, health and safety is everyone's concern.** Incident-free performance is not possible without everyone's participation and commitment to creating and maintaining a safe and healthy workplace. All employees are involved in initiatives to enhance the safety and health of the environment.
- **Safe behaviors prevail over business priorities.** Our activities are focused on safety first. We believe no job is so important that it cannot be done safely and without adverse environmental impact.
- **We are all responsible for protecting ourselves and our colleagues from unsafe situations.** We care for our colleagues and make them aware of (potential) hazards in the workplace.
- **Everybody should feel free to speak up,** report incidents or suggest improvements. We value such input and encourage every employee to do so.
- **Management leads by example.** Our business leaders must be visibly engaged in the processes and demonstrate the behaviors that support a zero incident culture.
- **Continuous improvement of our EHS performance is essential** and is achieved through training, sharing knowledge, lessons learned and best practices throughout the entire organization. We encourage our employees to find ways to improve the safety and environmental impact of our workplace, our products, and the processes and technologies we use to make them.
- **We hold ourselves accountable** through verification and frequent reporting of our performance. Our management systems ensure our processes and practices comply with regulatory requirements, as well as our own corporate standards and policies.

- **We actively engage our contractors** to contribute to a safe working environment. Our contractors are provided with appropriate information and training in order to comply with our policies and standards.

SGL leadership and employees are committed to achieving a zero incident culture and to continuously improve our safety and environmental performance.

SGL Carbon's Board of Management is ultimately responsible for the implementation of, and amendments to, this policy leading to a zero incident culture. All levels of management and employees are expected to actively contribute to a safe and healthy working environment and are responsible and held accountable for compliance with this policy.