

ENVIRONMENTAL POLICY FY26

"This policy outlines Interplex's commitment to environmental performance and improvement and sustainability objectives and targets to ensure environmental sustainability across our business locations.

Evaluation of our global material environmental aspects focuses on energy and greenhouse gas (GHG) emissions, hazardous and non-hazardous waste, water, and pollution."

ENERGY

As a multi-technological provider, Interplex recognizes that energy is primarily generated and consumed at our manufacturing sites and offices. We are committed to continuously reducing our energy consumption through the following actions:

- + Implement energy-efficient technologies and equipment.
- + Enhance building management systems for better energy control.
- + Implement the use of renewable electricity throughout our global footprint.

TARGETS



Install solar panels at 50% of all sites by 2030.



Achieve 100% renewable electricity usage by 2040.

POLLUTION

Pollution may result from various stages of the manufacturing process. To ensure that we keep pollution to a minimum, we have implemented the following actions:

- + Air emissions monitoring at all manufacturing sites.
- + Formalize procedures related to chemical waste and spill management (e.g., treatment and disposal).
- + Conduct a minimum of 8 hours of training per year for all positions which require chemical waste and spill management.

TARGETS



Maintain air emissions of the following pollutants: (1) NOx (excluding N₂O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10) below regulatory thresholds.

GREENHOUSE GAS EMISSIONS

Interplex is committed to reducing greenhouse gas emissions across its operations by implementing energy-efficient technologies, sustainable practices, and partnerships focused on renewable energy sources.

- + GHG reduction strategy is guided by science-based targets and includes actionable steps, such as conducting energy audits, optimizing processes, and engaging suppliers to drive measurable impact.
- + Scope 3 Emissions: Engage with key suppliers to encourage emission reduction throughout the value chain.

TARGETS



Reduce total GHG (scope 1 and scope 2) emissions intensity by 5% year over year.



Establish a supplier engagement framework targeting Scope 3 emissions.

Reduce total GHG (scope 1 and scope 2) emissions intensity by 60% by 2030 from 2019 levels.

Achieve Net Zero GHG emissions for Scope 1 and 2 by 2040.

WATER WITHDRAWAL AND DISCHARGE

Water is a necessary component in our manufacturing sites. To reduce the amount of water and wastewater discharged from our manufacturing sites, we have implemented the following actions:

- + Increase the number of on-site water recycling systems at our manufacturing sites.
- + Monitoring of monthly withdrawal quantities to identify and investigate any increasing trends.

TARGETS



Reduce water withdrawal intensity at each site by 5% each year.

MATERIALS AND WASTE

We use a variety of metals, including precious metals, plastics, chemicals and packaging materials in our daily operations. Waste is generated primarily during the manufacturing process. To ensure sustainable material use and reduction of waste, we have implemented the following actions:

- + Substitute single-use plastic with reusable or degradable materials.
- + Review tooling designs and raw material sizes to ensure optimal material usage efficiency, reduce processes and set-up scrap generation.
- + Encourage suppliers to minimize incoming packaging material waste by reducing or reusing packaging.
- + Source non-hazardous alternatives to hazardous processing chemicals, where possible.

TARGETS



Decrease the amount of non-hazardous waste intensity generated by 30% by 2030 from 2019 levels.



Decrease the amount of hazardous waste intensity by 15% by 2030 from 2019 levels.

INCIDENT REPORTING

Interplex requires that all employees report any environmental incidents following the Corporate ESG reporting procedure. Strict disciplinary measures will be taken if the reporting procedures are not complied with.

Reporting of incidents or concerns can also be done via the Global Sustainability at sustainability@interplex.com

REPORTING AND RESPONSIBILITIES

Interplex is responsible for making this policy available to all employees, provides the necessary training for actions set out herein, and integrates environmental impact as a key factor in business decisions.

All employees must adhere to and comply with this Environmental Policy in addition to the locally specific goals and regulations.

REVIEW MECHANISM

This Policy and the targets stated are reviewed annually by Interplex and adapted as necessary.

Stefan Rustler
Chief Executive Officer,
Interplex