

Environment, Social & Governance Policy

WAE Technologies aspires to become one of the world's leading providers of innovative electrification and lightweight technologies that will drive the future of global mobility and create a positive impact on the world. Advancing sustainability is at the heart of everything that we do, and our approach to sustainable development is founded on an understanding of our responsibility towards our partners, our staff members, the society and the environment. We are fully committed to the promotion and delivery of our sustainability principles to attain sustainable growth and we focus our approach to sustainability using the Environmental, Social & Governance (ESG) framework.

This policy states our commitment to sustainability, and it applies to all operations of WAE and its subsidiaries.

Principles for Sustainability

We aim to proactively deliver gradual but continuous improvements in our performance every year to reflect our long-term ambition and unconditional commitment to responsible and sustainable development. The following sustainability principles underpin our sustainable development strategy:

- Integrate sustainability considerations into all our business decisions, functions and work processes.
- Comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- Use resources efficiently and effectively.
- Review, annually report, and continually strive to improve our sustainable development.

ESG Framework

To drive our sustainable growth and define our way forward, we are guided by the ESG framework:



Environment

Positively impacting the environment in a responsible and ethical manner

Responsible Products & Services: we are committed to integrating sustainability at every point in the lifecycle (design to end-of-life) of our products and services.

Resource Efficiency: we will continuously improve our business operations to optimise energy efficiency, minimise waste, and increase our use of renewable materials.

Supply Chain: we will ensure supply chain compliance with our core business policies & principles, including compliance with our Anti-Bribery & Corruption and Anti-Slavery & Human Trafficking Policies, to deliver sustainable solutions that maximise value for our customers and stakeholders.



Governance & Operational Integrity

Developing a solid foundation to support sustainable business activity

Governance: our management team prides itself on applying, and is devoted to upholding, the highest standards of governance and ethics throughout our business operations. We will conduct our business with integrity and ethics in line with our core business values (Respect, Integrity, Teamwork, Excellence and Determination) and policies to deliver our sustainability goals. We have strict rules as to the nature of clients that can be engaged (i.e. related to offensive purposes).

Compliance: we will ensure that we apply the highest levels of legal compliance and standards for ourselves, our customers, our suppliers and our stakeholders. We are committed to maintaining the safety of our employees, customers, suppliers and stakeholders at all times.

Quality Management: we will continuously improve the quality of our products and services by applying sustainable, cost-effective solutions to address our customers' needs.



Social Responsibility

Finding, supporting and developing outstanding people in the workplace and in our community

Culture: we are committed to creating a culture where our colleagues are engaged, passionate about excelling, and inspired to help our customers make the world healthier, cleaner and safer.

Talent Development: we are committed to retaining and growing our talent to meet our business needs now and for the future. We will provide continuous development opportunities to all employees, including formal and self-paced training, networking opportunities, and strategic performance management, coaching, and mentoring.

Diversity & Inclusion: we will proactively promote diversity both within our operations and among those with whom we conduct business.

Wellbeing: we will proactively and continuously promote both mental and physical health, while pursuing the creation of a bright and lively workplace free from accidents and illness.

Community Engagement: we will be an active and engaged member of the communities in which we operate, and we will support our employees in contributing to their professions.

Policy and Management Delivery

We will ensure the effective delivery of this policy by:

- Actively engaging our employees, our customers, our supply chain and key stakeholders to help leverage the opportunities provided by our leadership role in sustainability.
- Identifying objectives and targets relevant to our organisation and its sustainability priorities that will drive innovation, best practice and knowledge sharing and positively impact our planet.
- Regularly reviewing and reporting our progress in implementing this policy and the commitments we make on sustainability to take account of evolving policies, standards, best practices and technology within our business.

Our Senior Management team are committed to providing support and direction to all our employees to ensure the effective delivery and maintenance of this policy.