

Environmental Policy



July 24, 2026

Scope of intention

As a company, we strive to conserve natural resources and reduce the environmental impact of waste and emissions to air, water, and land. congatec GmbH is committed to maintaining and continually improving our Environmental Management System (EMS) in accordance with ISO 14001 to achieve sustainable products and manufacturing processes.

congatec GmbH complies with applicable environmental legislation and is committed to reducing energy consumption throughout the lifecycle of its products, conserving natural resources, replacing hazardous chemical substances where feasible and protecting biodiversity. We are committed to achieving industry-leading environmental performance by continually reducing the environmental impact of our activities while aligning business success with environmental responsibility.

Environmental responsibilities:

To support these commitments, we are dedicated to:

- Providing product-specific declarations of compliance for regulations such as RoHS, REACH, POP, TSCA, Prop65, PFAS, and the Montreal Protocol upon request. We are committed to ensuring that our products are safe and environmentally responsible. congatec GmbH aims to develop RoHS-exemption-free products and continuously replace components containing substances of concern, including substances of very high concern (SVHCs), as part of our Chemicals in Products (CiP) management.
- Ensuring that our products do not contain asbestos, latex, or radioactive substances and encouraging contract manufacturers to avoid the use of ozone-depleting substances.
- Collecting Conflict Minerals information from our supply chain at regular intervals and reviewing smelters reported in the current Conflict Minerals Reporting Template (CMRT) in accordance with the Dodd-Frank Act. We require our suppliers to address high-risk smelters within their own supply chains.

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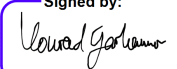
- Fostering a culture of environmental responsibility by encouraging employees to contribute to resource conservation, including water saving, waste separation and waste reduction, both in the workplace and in their daily lives.
- Reducing CO₂ emissions and preventing pollution through measures such as encouraging remote working where feasible, ensuring the use of recyclable packaging materials, and supporting the appropriate recycling of our products. We are also prioritizing energy efficiency by regularly collecting and reviewing our global energy consumption data.
- Implementing and reviewing environmental objectives and targets in accordance with applicable environmental standards while continuously monitoring regulatory developments relevant to our markets.
- Promoting environmental awareness through regular communication on environmental topics among all people working for or on behalf of the organization.

If you have any environmental concerns or suggestions, please do not hesitate to contact environmental-management@congatec.com.

Sincerely,

Signiert von:

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Dr. Dominik Reising
CEO

Signed by:

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Konrad Garhammer
COO & CTO