

ENVIRONMENTAL POLICY

The Plant Leader of **BMTS Technology d.o.o. Novi Sad** and all employees are committed to the continuous improvement of the environmental management system in accordance with the requirements of the ISO 14001:2015 standard, in the **production of turbochargers, components, and assemblies for motor vehicles**.

The vision of the organization: Our vision is to be a company that constantly sets new standards in the field of production and sales of our products, as well as for **BMTS Technology** turbochargers, components, and assemblies for motor vehicles to become a synonym for a quality and reliable product.

The mission of the organization: To produce the most reliable products for motor vehicles for its users/clients while observing environmental requirements.

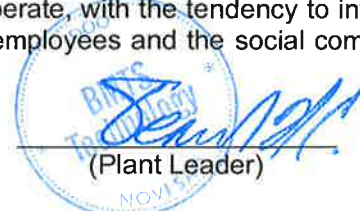
Our Policy is:

- detailed determination of the requirements, needs, and expectations of the users by presenting the relevant normative regulations and available resources of the organization related to fulfillment of the requirements, with the tendency of market expansion.
- to strictly adhere to the applicable legislation, standards, and adopted norms, ensuring the user/client safety and quality according to the highest European standards, allowing the user insight into the work processes with continuous evaluation of the quality in production processes.
- establishment of an appropriate value system that meets the needs and expectations of the interested parties.
- planning of the provision of highly qualified staff and continuous training of employees with regard to environmental protection.
- procurement of modern work equipment as well as quality maintenance of the existing one while the principles of environmental protection.
- procurement of raw materials from verified suppliers who attend to environmental protection.
- development of the environmental management system in accordance with the strategic goals of the organization and world trends.
- development of environmental awareness among employees as well as awareness of the importance of environmental management.
- recognition and prevention of possible negative impacts on the environment from the aspect of production.
- saving natural resources and energy.
- minimizing the use of hazardous substances and generation of hazardous waste.
- management of hazardous and non-hazardous waste in accordance with legal regulations.
- to meet the applicable legal and other requirements regarding environmental protection.
- continuous improvement in environmental protection.

This approach to environmental protection with an orientation to the user/client, employees, and the social community as a whole, with constant improvements - including process quality improvements with direct evaluation by users - creates the basis for more efficient business operations and the foundation of a material basis for the development of the organization and improvement of life quality of all employees and relevant stakeholders. In this sense, the Plant Leader decided to establish and implement an environmental management system in accordance with the requirements of the ISO 14001:2015 standard and their continuous improvement, assuming a leadership role, while expecting a proactive and creative contribution from all employees within the limits of their authorisations, responsibilities and abilities.

By implementing this outlined policy, we fulfill the vision of the organization in improving the quality of business operations as well as the quality of life in the environment in which we operate, with the tendency to introduce new approaches, methodologies, and tools, in the interest of the owners, all employees and the social community as a whole.

Novi Sad, 03.10.2022.

A blue circular stamp is positioned over a handwritten signature in blue ink. The stamp contains the text "BMTS TECHNOLOGY" at the top, "NOVI SAD" at the bottom, and "Plant Leader" in the center. The signature is written over the stamp and extends to the right.