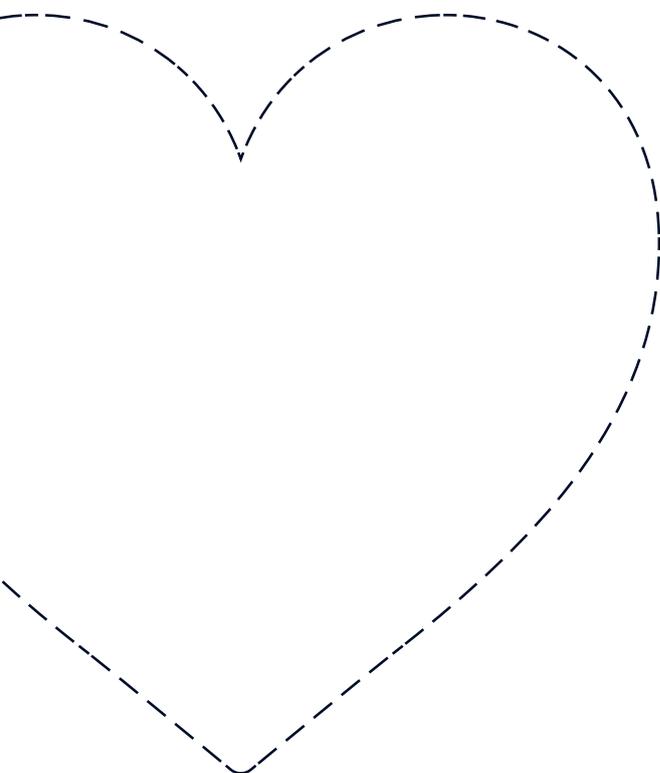


MUSTANG®

**ENVIRONMENTAL
GUIDELINES**

CONTENT

Preamble	3
To a more environmentally friendly consciousness	3
To the improvement of processes and the reduction of consumption	3
To a more sustainable working life	4
To the sustainable realization of events.....	4
To a lower emission mobility	5



Preamble

According to our mission statement and our ethics charter, the sense of responsibility of our employees towards the negative effects of everyday business on the environment should be strengthened and an awareness of the problems of individual behaviors should be initiated.

We take our corporate responsibility seriously and consider ourselves obligated to weigh every decision and its effects on nature and the environment. Our decisions should contribute to the careful use of natural resources and reduce the harmful effects on the environment.

To a more environmentally friendly consciousness

Environmental protection is a matter that affects the entire company. We ensure that our managers set a good example and act as role models. Through open communication with the sustainability coordinators, we want to motivate our employees to contribute new ideas on environmental protection. We also want to reinforce environmentally friendly behavior in each individual and establish it as a matter of course. This open dialogue is also intended to create the necessary transparency and make internal departmental processes more comprehensible to everyone with regard to the aspect of sustainability.

To the improvement of processes and the reduction of consumption

In general, we aim to make our work processes as sustainable and environmentally friendly as possible and to keep improving them regularly. Our main goal is to reduce our CO₂ emissions and optimize resource consumption along the entire supply chain. We also see it as our duty to protect the natural environment and promote the sustainable development of the company. Environmental protection should be seen as a matter of course.

To a more sustainable working life

- I. Waste prevention/ proper waste separation
We stick to local disposal guidelines and strive to use reusable solutions such as glass instead of plastic bottles.
- II. Use of sustainable office materials
We prefer to procure office supplies that are the most environmentally friendly in terms of production, use and disposal, and we take care to use them in a sustainable manner. In addition, we use paper products certified with the "Blue Angel" seal whenever possible.
- III. Energy saving
We switch off power and light as soon as this is no longer necessary.
- IV. Printing
In principle, you should reconsider your own printing behavior in order to save important resources. In general, double-sided printing and black-and-white printing should be preferred. Unnecessary printouts should be avoided.

To the sustainable realization of events

When hosting events, we make sure that they are as sustainable as possible. The focus is on an environmentally friendly and resource-saving selection of foods by always offering an alternative to animal products and avoiding the production of unnecessary plastic.

- I. Pay attention to regional products
- II. Selection of caterers for events according to regionality and sustainability
- III. Always offer vegetarian and vegan options
- IV. Waste prevention at events by avoiding plastic cups, straws or disposable tableware. Reusable bottles, tableware or glass containers should be preferred.
- V. Procure food in smaller quantities to counteract food waste

To a lower emission mobility

We prefer to make our business trips as environmentally friendly as possible and also support our employees in traveling to the headquarters by public transport. In addition, charging stations are available on the premises of the new Mustang headquarters. This will promote e-mobility to a greater extent.

We also ensure that unavoidable travel is compensated.

- I. If possible, switch to public transport
- II. Use the bicycle for short distances
- III. Compensate necessary flights
- IV. Create carpools for daily commute to work and conferences
- V. Video conferencing instead of face-to-face meetings

