



PMC Group N.A., Inc.

Sustainability Policy

October 1, 2025

At **PMC Group**, we are committed to promoting sustainability across our business operations. We recognize our responsibility to minimize environmental impact, safeguard human health, and contribute to a more sustainable and circular economy. This policy will guide our decisions, processes, and actions, ensuring we operate in a manner that is environmentally responsible, economically viable, and socially equitable.

We recognize the importance of contributing positively to society and ensuring the well-being of our employees, communities, and stakeholders. We strive to facilitate a safe and healthy working environment by complying with all relevant health and safety regulations, investing in employee training, and adopting best practices to protect our workforce. We are an equal opportunity employer, offering competitive wages, professional development, and opportunities for career advancement. We conduct our businesses ethically, with integrity and in compliance with applicable regulations. We promote fair business practices and transparency and strive to build trust with customers and suppliers. We engage with local communities, listen to their concerns and contribute to social development through collaboration, education, and philanthropy.

PMC will strive to minimize the environmental impact of our manufacturing processes, products, and services, and work to reduce greenhouse gas and other pollutant emissions in our manufacturing process by implementing energy-efficient technologies and practices where feasible. We will reduce waste production by implementing waste management systems that maximize resource recovery and recycling. We will work to improve water efficiency in our operations and continue to foster safe and responsible wastewater management practices.

We aim to drive sustainable business growth and long-term economic viability for our company, stakeholders, and communities. PMC will continuously improve our operations by investing in research and development to drive innovation, enhance product quality, meet customer needs and reduce our environmental footprint. We will focus on delivering value to customers while maintaining a balance between environmental protection, social responsibility, and economic profitability.

PMC is committed to continuous improvement, and we will regularly review our sustainability goals and practices to remain aligned with evolving environmental, social, and economic requirements.

ON BEHALF OF PMC GROUP

A handwritten signature in blue ink, appearing to read "Debtosh Chakrabarti", is written over a horizontal line.

Debtosh Chakrabarti
President