



Environmental Policy

Icomera's mission is to be the rail industry's trusted partner for the Smart, Connected Journey, making public transport smarter, safer and more attractive. It pursues this through *Ingenuity* - engineering robust onboard connectivity and edge solutions; *Intelligence* - securely connecting vehicles, data and services to the cloud; and *Inspiration* - partnering with customers on design-led projects that combine connectivity, operational insight and passenger-facing digital and infotainment experiences. We are the long-term partner to our customers, offering innovative and reliable solutions to them and their users.

This Environmental Policy defines the principles, responsibilities and targets guiding Icomera's decisions and daily actions. We recognize that our environmental impact spans the entire lifecycle of our products and services, therefore, we actively consider environmental aspects during design, production, delivery, and end-of-life stages, including:

- Selection of sustainable and recyclable materials
- Minimization of energy consumption in product use and operations
- Use of environmentally responsible packaging
- Optimization of logistics and transport methods to reduce emissions

All Icomera staff are encouraged by internal policies and working conditions to limit environmental impact, for example, by considering needs and means of business travels, waste management and energy consumption.

Icomera:

- contributes to the development of an environmentally sustainable society through responsible, innovative solutions and services
- commits to educate and motivate employees at Icomera to act in an environmentally responsible manner
- considers environmental aspects when sourcing indirect product and services, such as choosing or favouring renewable energy and low emission vehicles
- conducts regular review of the significant environmental aspects and impacts associated with all business activities, to ensure continued relevance and to support ongoing environmental performance improvement
- sets objectives through the Environmental Management System, which satisfies the requirements of ISO 14001
- ensures that the effectiveness of the Environmental Management System is maintained and continually improved, by utilising feedback from stakeholders and by setting and monitoring objectives during Management Reviews
- commits to fulfil compliance obligations with all applicable environmental legislation and regulations that affect our products, operations, and business activities.

Each member of Icomera's Global Management Team is accountable for reinforcing the requirements of this policy and are committed to ensuring the defined requirements are achieved.

The Global Management Team entrusts this policy to all employees and expects their support and professionalism in making it truly effective in undertaking duties on behalf of Icomera.

Signed by:

A handwritten signature in black ink that reads "Catherine Chardon".

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Catherine Chardon, CEO, Signed on behalf of Global Management Team

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