



Environmental Policy

Date / Version: May 2026 / 1.3

Process: HSE Compliance

Publisher: Global Head of HSE

P 1 | 3

Environmental Policy

Valid as of November 2020

Hilti Group ("Hilti") strives to reduce its ecological footprint. This policy details the Hilti Code of Conduct sections regarding sustainability, our approach to managing environmental topics and defines relevant basic rules and how to apply them.

The environmental policy reflects a substantial part of Hilti's sustainability strategy while laying the foundation for the Environmental management System (EMS) according to ISO 14001. The targets related to this policy are defined in line with the group-wide strategy and consolidated in the "Sustainability Targets Catalogue", which is approved and periodically reviewed by the Executive Board.

This policy applies to Hilti Corporation and all subsidiaries held by Hilti Corporation directly or indirectly, by way of majority or minority share if Hilti has management control and its team members, including directors, officers and managers, interns and temporary workers.

This policy is reviewed at planned intervals, at least annually, or when triggered by regulatory or strategic changes, to ensure its continued suitability and effectiveness. The policy responsible owner is named in the header and has ensured that this policy was approved by the Executive Board for the Hilti Group according to the mentioned scope and that required implementation measures are taken.

Basic rules

1. We strive to reduce the ecological footprint of our operations and products.
2. We comply with applicable environmental rules and regulations.
3. We achieve our environmental objectives and realize operational improvements.
4. We promote environmental awareness within the company and our supply chain.

Applying the rules

1. We reduce our ecological footprint by:

- a) Decreasing our scope 1,2 and 3 emissions in line with the Science Based Targets initiative (SBTi) and achieve net-zero greenhouse gas emissions across our value chain by 2050.
- b) Continuously reduce: our energy and raw material consumption, waste, water usage, emissions and the share of fossil energies.
- c) Appropriate waste management practices, seeking to reduce, re-use, recycle and to become landfill-free.

2. To comply with rules and regulations we:

- a) Implement database driven processes to monitor our regulatory environment and to support the administration of related roles and responsibilities.
- b) Maintain our ISO 14001 certificates.

3. Regarding our environmental objectives:

- a) we set targets for continuous improvement.
- b) We identify opportunities to minimize the potential environmental impact of Hilti products or services.
- c) We substitute the use of materials and substances that have potentially hazardous effects on the environment, human health and wellbeing.
- d) We record and assess the effects of our activities on the environment and translate them into targets and measures for improvement.
- e) We create transparency and internal reporting to drive product circularity improvements.
- f) We integrate circular principles into design and supply and use lifecycle assessment to ensure resource efficiency and recyclability.
- g) We reduce packaging in consumables and logistics (e.g., recyclable, reusable).

- h) We support customers in optimizing their tool park usage.
- i) We are aiming at high levels of end-of-life tool collection and recycling.
- j) We increase material reuse (e.g., use of spare parts in repair, tool case recycling, battery recycling).
- k) We integrate environmental considerations through passive design and energy efficiency in new and refurbished buildings, seeking wherever possible to achieve good practice standards.
- l) Where appropriate we develop site specific Biodiversity Action Plans.
- m) Where appropriate we include climate change adaptation measures in our planning.

4. Promotion of environmental awareness:

- a) Provide our team members with the necessary competence and training to ensure they are aware of Hilti's Environmental Policy and their own responsibilities.
- b) Bind and incentivize our supply chain to environmental standards.
- c) We encourage the sharing of good environmental practices across our operations.
- d) We report on our progress to internal and external stakeholders.



Environmental Policy Statement

The Hilti Purpose Statement is "Making construction better". To be our customers "Best partner for productivity, safety and sustainability", Hilti Romania is committed to operating in an Environmentally Responsible manner.

I confirm that the legal entity I am responsible for, follows the Hilti Environmental Policy with the following basic principles:

1. We strive to reduce the ecological footprint of our operations and products.
2. We comply with the applicable environmental rules and regulations.
3. We achieve our environmental objectives and realize operational improvements.
4. We promote environmental awareness within the company and our supply chain.

Signature: _____

Print name: NICOLA LUDOVICO

Date: 09.09.2026



