



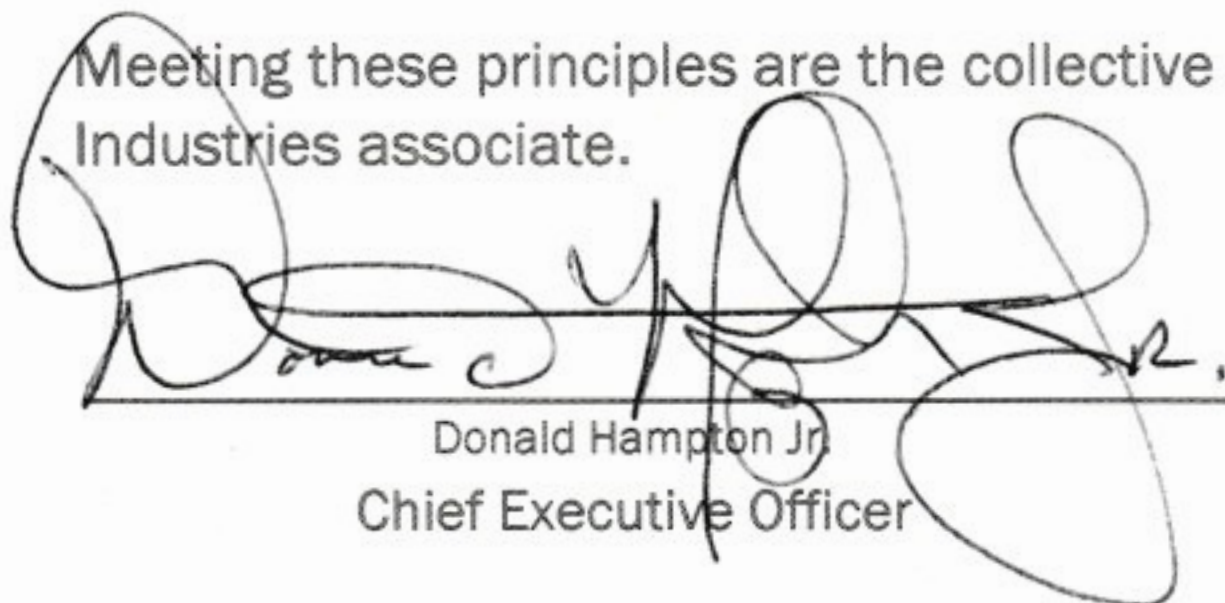
Environmental, Health, and Safety Policy

Pace Industries, an integrated company that provides quality die casting, manufacturing, and engineering solutions worldwide, is committed to our core values of being exemplary, ethical, accountable, equitable, compassionate, and inclusive.

Furthermore, Pace Industries is committed to environmental responsibility, providing safe working conditions, and promoting the well-being of our associates through:

- S** howcasing environmental, health, and safety leadership
- E** stablishing commitment to our EHS management system and compliance with applicable obligations
- T** eaching associates compliance and asking them to conform and follow the EHS management system
- t** he
- P** rotecting the environment by preventing pollution, reducing risks, and environmental impacts
- A** chieving environmental objectives and targets
- C** ontinuous improvement through the achievement of aggressive goals and objectives
- E** ngaging associates in the identification and correction of at-risk behaviors that lead to physical or environmental harm

Meeting these principles are the collective and individual responsibility of every Pace Industries associate.



Donald Hampton Jr.
Chief Executive Officer

3/18/22

Date