

## Sustainability Policy

Sovel, is committed to addressing societal needs by delivering, through its subsidiaries, products and solutions in a reliable, inclusive, and sustainable manner. In doing so, Sovel through this policy, aims to create shared value for all stakeholders while aligning with European Sustainability Reporting Standards (ESRS) and contributing to the UN Sustainable Development Goals (SDGs). The policy has been developed taking into consideration the interests of key stakeholders of Sovel, and applies to all employees, officers, directors, contractors, and agents as well as all entities and subsidiaries controlled by the company. The policy applies to all operations and business activities, regardless of the country in which each company operates, as well as the upstream and downstream value chain of Sovel.

Sovel is dedicated to operating in a way that fosters progress toward the UN Sustainable Development Goals (SDGs), seeking to help preserve the environmental, social, and economic assets essential to society. By embedding sustainability into their operations, strategy, business plans, and operations, Sovel aims to minimize its negative and maximize their positive impacts, actively engaging with all business partners throughout the value chain.

Sovel commits to helping its customers and business partners achieve their sustainability ambitions by providing knowledge, solutions, and support. Through industry collaborations and initiatives, the company contribute to improving sustainability performance across the value chain. Sovel commits to meet society's current and future needs by seeking to provide low-carbon, circular and safe products with production operations that respect its employees, social partners and the environment.

Sovel is committed to complying with all applicable laws and regulations and adopting robust governance practices.

Sovel pledge to:

- Uphold zero tolerance for bribery, fraud, unfair competition, and other inappropriate business behaviours.
- Promote anti-corruption practices and operate with integrity across their operations and value chain.
- Advocate for ethical business practices among all business partners.

Sovel continuously strives to identify opportunities and risks related to climate change, resource management, and environmental protection across their value chain. Sovel engages in sound environmental practices by taking the following actions:

- Reducing carbon emissions and improving energy efficiency in production processes.
- Transitioning to low-carbon and circular economy practices.
- Promoting recycling and the use of secondary raw materials, ensuring sustainable consumption and production.
- Rationalizing water usage.
- Protecting biodiversity.

Sovel commits to take action to combat climate change, as well as preserving natural resources that the company rely on, promote recycling and circular economy to create more sustainable consumption and production, while at the same time seeking to maximize the utilization of secondary raw materials.

Sovel safeguards labour and human rights and promotes safe and appropriate working conditions. The company is committed to:

- Ensuring the mental health and well-being of their personnel.
- Providing equal opportunities for learning and development.
- Fostering a culture of diversity and inclusion, with equal opportunities, zero tolerance for any form of discrimination or harassment.
- Encouraging an inclusive environment that respects individual characteristics, such as gender, age, sexual orientation, nationality, and beliefs.

Sovel commits to treating all people with respect, continue working against discrimination and harassment in all its forms, and to being an inclusive organization which respects individual characteristics such as gender, age, sexual orientation, nationality, religious and political beliefs. Sovel strives to develop its employees to their fullest and to attract new talent in order to create a diverse and inclusive workforce with the right competencies.

Sovel recognizes the evolving nature of sustainability challenges, risks, and opportunities in environmental, social, and governance and sustainability matters. The company commits to regularly reporting on sustainability policies, goals and targets, and progress achieved in sustainability reports, as well as engaging with all stakeholders to understand and address sustainability performance improvements, contributing to a more sustainable world.

#### **Governance and accountability**

Sovel ensures that accountability for acting in a socially responsible and sustainable manner is embedded at all levels of the organization. Responsibility for the implementation of this policy lies with the most senior executive responsible for the company.

This policy reflects the shared commitment to sustainability as a cornerstone of Sovel's long-term value creation.

#### **Distribution and communication**

It falls into the responsibilities of Sovel' management to communicate the content and the spirit of this document to all employees, direct and associated, also to stakeholders. This policy is published and posted on the company's intranet and website.

The policy will be reviewed annually to ensure compliance with legal requirements and any other relevant updates.