



Environment and Climate Policy

Governing Document
Coor Group

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Approval body	Executive Management Team
Document owner	Group Sustainability Manager

Type of document	Document title	Applies from	Version
Policy	Environment and Climate, Policy	2025-05-28	
Owner	Prepared by	Applies to	Page
Group Sustainability Manager	Group Sustainability Manager	All employees	2 (6)

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1 INTRODUCTION

1.1 PURPOSE

The objective of this Policy is to make sure that respect for the environment is a natural part of Coor's culture and service delivery.

Coor is committed to balancing environmental protection and the conservation of natural resources with other business goal. Environmental and climate considerations are part of Coor's daily operations, and our performance builds on the contribution of all our employees. This includes selecting suppliers and business partners that have a strong commitment to the running of sustainable operations and processes. We believe continuous improvement of environmental and climate performance in all parts of our operations is a prerequisite for sound business development.

1.2 SCOPE

Policy:

This Policy applies to all employees, directors and business partners acting on behalf of Coor.

This Policy does not address every situation you may encounter in your daily work. If you have any concerns or questions relating to Environmental and Climate matters, please contact Group Sustainability Manager.

1.3 ROLES, RESPONSIBILITY AND REVIEW

Group Sustainability Manager is the document owner of this Policy and is responsible for the content, for maintaining and updating this Policy, and for ensuring that it is properly published and enforced.

The Policy is annually reviewed and approved by the Board of Directors.

All managers within Coor are individually responsible for reading, understanding and following this Policy, and to communicate its key messages to employees in their teams. Each Coor employee shall be aware of the existence of this Policy and read it on a need to know-basis. All Coor employees are encouraged to raise questions or concerns relating to this Policy with their manager or the Policy owner.

1.4 BREACHES AND DEVIATIONS

Any breaches of this Policy or deviations from its standards must be reported immediately to immediate manager. Upon receiving a report, Coor will conduct an investigation to determine the cause and identify necessary actions to prevent recurrence. All breaches and

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deviations must be documented appropriately. Failure to comply with this Policy, including both violations and failures to report such violations, may result in disciplinary action, up to and including termination of employment, in accordance with Coor's governing documents and applicable legislation.

2 WE COMMIT TO NETZERO BY 2040

- We will reduce carbon emissions across the value chain in line with the goals of the Paris Agreement and our Science-Based carbon emission reduction targets.
- We are committed to achieving net zero carbon emissions by 2040 through our identified Net Zero Transition levers:
 - Decarbonizing Operation: Optimize resources, improve energy efficiency, use renewable energy, and invest in high-quality carbon credits
 - Dietary Shifts: Serve healthy and delicious diets within planetary boundaries, reduce food waste and collaborate to utilize regenerative agriculture practices.
 - Circularity: Facility Management-services based on circular material flows. Engaging suppliers and customers through circular business models.
 - Technology & Business Innovation: Leverage innovative technologies and business models to bridge innovation gap and piloting new solutions.
 - Alliances & Collaborations: Form strategic partnerships within and outside our ecosystem to drive climate action, share best practices, and foster innovation.
 - Green Finance: Sustainability linked loans in addition to financial investments that support net zero transition initiatives and projects.

3 WE COMMIT TO PROTECTION OF NATURE AND SUSTAINABLE USE OF RESOURCES

- We will move from linear material flows to circular flows by reducing consumption, increasing lifespan, using more recycled materials and repairs. This implies a circular mindset in all decision-making across the value chain.
- We will continue to improve the efficiency of water use in our operations.
- We strive to avoid and minimize impacts on the environment and ecosystems from our operations and to preserve biodiversity.
- We conduct environmental management in accordance with the precautionary principle.¹

¹ The precautionary principle means that precautionary measures must be taken already if it can be assumed that an activity or action may cause damage and inconvenience to human health and the environment. It is therefore sufficient that there is a risk of injury or inconvenience.

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- We manage waste generated from our business operations incorporation reduction, re-use, and recycling in accordance with the principles of the waste hierarchy.²

4 TO MEET OUR COMMITMENTS

- We will monitor key objectives, managing our environmental performance and report our progress to stakeholders in a timely and transparent way, at least annually.
- We will communicate the importance of environmental issues to our employees and business partners.
- We will maintain our certification according to ISO 14001 covering all our operations. The ISO 14001 certified Environmental Management system ensures continuous improvements through a systematic approach.

² The priority order is the following: prevention, preparing for reuse, recycling, other recovery (e.g. energy recovery) and disposal in landfills.

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CHANGE LOG

THE LATEST CHANGES IN THE DOCUMENT:

UPDATE	SECTION	DESCRIPTION
[Choose date]	[.....]	[.....]