



ENVIRONMENTAL POLICY

Purpose of the programme

We at Ventim AB are committed to protecting our environment and promoting sustainable development. Our environmental policy aims to integrate environmental considerations into our operations and to manage the environmental risks we face. By setting clear goals and responsibilities for our environmental work, we strive to minimise our impact on the environment and contribute to a sustainable future.

Our ambition is active environmental work where we look at the entire value chain of products. Through established routines and dialogues, Ventim ensures that environmental work is carried out continuously to ensure the quality of the products. Ventim AB continuously follows and monitors current and future legislation, rules, requirements and standards and works for continuous improvements in its environmental work. We want Ventim AB to be perceived as active and credible in its short and long-term environmental work.

Scope of the programme

This environmental policy applies to all employees, business areas and suppliers linked to Ventim AB. We endeavour to work together with our suppliers and customers to contribute to even more productive and efficient environmental work.

Systematic work

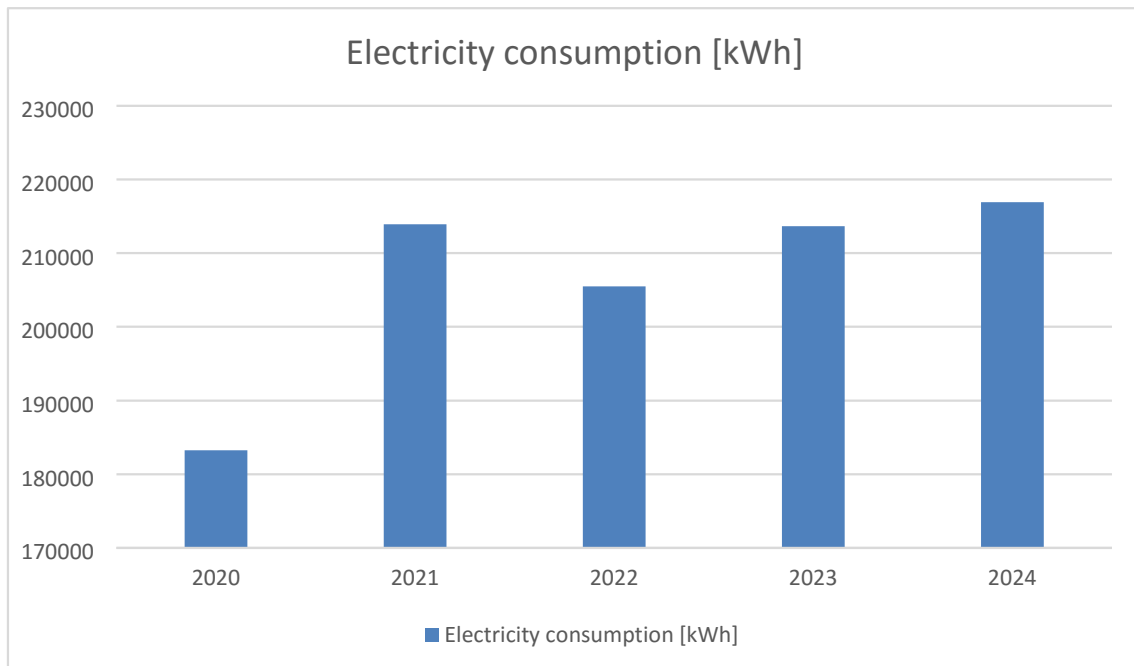
Ventim AB will continue to prevent and reduce the environmental impact of its operations through systematic environmental work with a commitment to continuous improvement. Ventim's environmental work and policy are available to all employees and external stakeholders. It is our joint responsibility to comply with the policy. The environment concerns us all and therefore co-operation and commitment are required to create a sustainable environment. The systematic environmental work at Ventim AB means that:

- Follow and monitor applicable environmental legislation, other relevant rules, EU regulations and requirements.
- The management team is responsible for formulating annual concrete objectives and ensuring progress, compliance and revision as necessary.
- Workers should receive regular training and information on applicable laws and regulations, as well as knowledge of specific activities and actions to improve the environment related to their work tasks.
- Ventim strives to improve profitability and streamline operations from an environmental perspective by analysing our significant environmental impact every three years.
- We follow the 'replacement principle', which means continuously replacing older, less functional technology with newer, more environmentally friendly technology and equipment.
- Environmental work follows the precautionary principle, which means avoiding risky activities and instead finding safer ways of working and methods.
- All employees with external contacts, partners, suppliers and customers to commit to co-operate with them to also increase their environmental awareness and support them in reducing their environmental impact when using our services/products.

Commitments and Actions

Ventim AB environmental considerations involve the following basic commitments and concrete actions:

- Striving to minimise energy consumption, for example by switching off lights and not leaving computers on standby at the end of the working day.



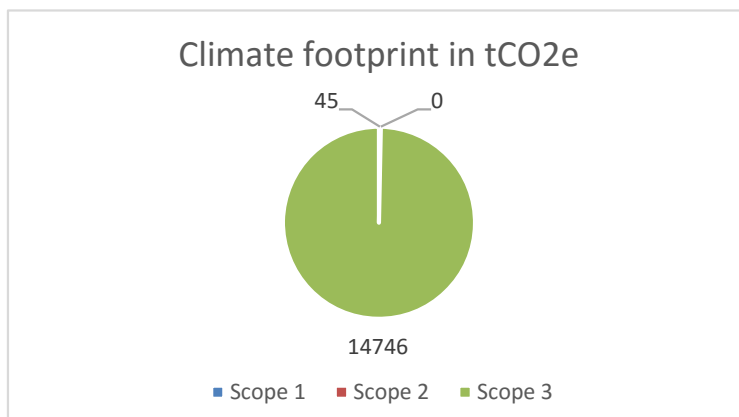
- Workers using low-impact transport, email and videoconferencing instead of their own cars, regular mail and travelling to and from meetings.
- Setting reasonable and relevant environmental requirements for our suppliers and taking environmental considerations into account when making major investments, for example when purchasing new work or office equipment.
- That we take recyclable items from our operations to recycling and environmental centres, e.g. paper and cardboard, batteries, electrical waste, disposable glass, etc.
- That we take into account the recycling of materials and environmentally safe waste management.
- Printing only necessary documents and using double-sided printing where possible.

GHG climate targets in scope 1,2 and 3

To reach net zero carbon footprint in GHG scopes 1 and 2 by 2030, we are working on reducing and mapping our CO₂ emissions. We want to reduce our climate impact in all GHG scopes and measure our carbon footprint.

Scope 1 net 0 to year 2028

Scope 2 0, 100% renewable energy in electricity purchases since 2023.



Objectives for environmental work in the period/fiscal year 2024-2026

Every environmental objective should be SMART, i.e. specific, measurable, achievable, realistic and timed. This means concrete and specific formulations and objectives that can be monitored and evaluated.

Goals for Ventim AB environmental work during the period/operating year 2025:

- Reduce the environmental impact of a customer visit, using data from 2022-2024 to create the right conditions to obtain relevant data to determine the KPI for 2026.
- Update environmental declarations on Ebro products. 100%.
- Update other environmental declarations 40%.
- Reduce greenhouse gas emissions and slow down climate change. Reduce overall fuel consumption by 20% in terms of tCO₂e.
- Substitute the chemicals with the highest impact on the environment and humans or ensure safe handling if the chemicals cannot be replaced. 100% completion by 2025.

Submission date 2025-03-26

Policy adopted 2025-03-28

Management at Ventim AB