



DUNI GROUP (CORP. REG NO. 556536-7488)

Environmental Policy

Adopted July 2022

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Approved by Duni AB Board of Directors at the Board Meeting in
July 2025

1. Introduction

Duni AB and our affiliates (together “the Group”) is one of the leading creators of sustainable and innovative concepts for the set table and take-away. We offer high-quality and environmentally-sound products, packaging and packaging systems. With a purpose-driven organization and passionate colleagues, we strive to be part of our industry’s meaningful contribution to an improved environmental performance, and to enable people to enjoy good food, well-being and togetherness - today and for generations to come.

The world is facing a number of sustainability-related challenges which require all of us to change, including companies. The United Nations recognize this need and is under the banner of “The Decade of Action” calling for “accelerating sustainable solutions to all the world’s biggest challenges — ranging from poverty and gender to climate change, inequality and closing the finance gap.”

At the Group, we accept our responsibility for having an impact on the environment, and we are committed to taking action. We strive to take an active role in our value chain, engaging suppliers, customers and other stakeholders in the common task to ensure a business model that can stay within the planetary boundaries, addressing climate change, biodiversity, deforestation and other environmental challenges. Our commitment to the environment is set out in this policy (the “**Environmental Policy**”).

2. Applicability

This Environmental Policy applies to all employees and directors of the Group, including all Directors of the Board of each company within the group of companies; including temporary employees, contract employees and agency personnel who work at the Group’s premises or under the direction of the Group (all collectively referred to as “**employees**”).

3. Our Approach

We believe that good environmental performance is not only vital for our contribution to maintaining a planet where we and our customers can thrive. It is also central to our competitiveness today, and even more so in the future. We therefore include environmental aspects in decision-making for acquisitions, material choice, product design, supplier selection, logistics, manufacturing, business travel & commuting and product end-of-life handling.

The Group is committed to complying with legal standards wherever we operate, as a minimum requirement. In addition, we are committed to evaluating environmental risks, measuring our impact, and continuously reducing this impact over time, in our own operations and throughout the whole value chain. We are also committed to international standards, such as the UN Global Compact’s Ten Principles and the Paris Agreement to limit the temperature increase to 1.5°C

above pre-industrial levels. We recognize that climate change is real and present and creates a need to adapt our operations continuously.

The guiding principles for our approach are:

- Factual & scientific – we address the real challenges to our planet; and those that people worry about. Facts matter. We care about what's real and scientifically true.
- Competent & relevant – we deliver concrete improvements that matter, and every step counts. We are able to make a difference.
- Humble yet confident – we are convinced that we have a good story to tell, and we do so with passion, but we stay away from the traps of greenwashing & short-termism.

Employees are continuously trained and engaged in environmental matters in order to give us the ability to meaningfully respond to current and future challenges.

We ensure that we prioritize the right topics by an in-depth double materiality analysis, securing input from our key stakeholders to guide us. Furthermore, we do an annual risk assessment in order to make sure we give the right attention also to sustainability-related risks.

3.1 Company acquisitions

New acquisitions are aimed at improving the competitiveness of the Group. Since environmental impact plays an increasingly important role in competitiveness, this is a key aspect in prioritizing opportunities. We evaluate new business opportunities and company acquisitions from their relative environmental impact as part of our key decision criteria since acquired companies will be included in our scope 1-3 performance.

3.2 Responsible material choice & product design

To reach desired environmental results throughout the whole value chain, raw material and design choices in the initial stages are critical. The Group is committed to take a full life-cycle perspective, including material choices, product design and end-of-life solutions.

We work to reduce the overall material used, especially virgin plastics and other fossil-based materials. Consequently, we will, wherever possible:

- Choose materials with low climate impact
- Use recycled materials from responsible renewable and non-fossil sources
- Ensure fiber-based and other materials are not contributing to deforestation or forest degradation and are not illegally harvested, traded or processed

- Prefer forest-based material certified according to the Forest Stewardship Council™ standard
- Consider the impact on biodiversity and marine resources, as well as the rights of local communities and indigenous peoples
- Prefer materials with responsible water management

More information on the Group's commitment to fiber-based materials is available in our Wood Sourcing Directive.

3.3 Suppliers

We will source responsibly; the Business Partner Code of Conduct sets mandatory requirements for all companies supplying the Group with products and services in compliance with laws, as well as standards equivalent to this Environmental Policy and our Human Rights Policy. Suppliers must also adhere to the General Requirements for Suppliers of Finished Goods and Raw Materials and the Wood Sourcing Directive.

We assess and work with our suppliers and supply chains to ensure compliance with this Policy.

3.4 Logistics

Transport and logistics have negative climate impact due to the dependency on fossil fuels. Moving away from fossil-dependent logistics as well as optimizing the supply chain are therefore priorities at the Group. We strive to reduce negative impacts from logistics by choosing train, boat and alternative fuels over diesel fueled truck transport, as well as sourcing materials and products locally as far as possible.

3.5 Manufacturing

Our manufacturing operations will work to minimize environmental impact from energy sources as well as from waste generation, local pollution, and water use. We are committed to efficient resource use, addressing past contamination, and securing responsible chemical management. Continuous monitoring, reporting and evaluation of environmental performance is part of our manufacturing operations. We strive to have all our manufacturing operations ISO 14001 certified.

3.6 Product end-of-life

Products contain materials that could be valuable as raw materials after the intended use and single-use materials risk creating waste that could end up in landfills or, worst case, in nature. This outcome should be minimized as far as possible. The Group supports partnerships that facilitate efficient collection & recycling, and composting. We also develop reuse solutions and systems in order to reduce our dependency on single use as the only operational model.

3.7 Business travel & commuting

The need for in-person meetings and work requires the Group employees to travel and commute. Business travel is regulated in the Travel Policy. The need for business travel is critically evaluated and online meetings are promoted. When travelling, we prioritize public transport and trains.

4. Tracking and communicating

We want to be an active partner and a positive example in the local communities where we operate. We believe in transparent information sharing that promotes sustainable consumption practices. This information sharing includes how we market and communicate the attributes of our portfolio. More information on environmental claims is available in our Environmental Claims Guidelines.

The Group is committed to communicating environmental progress and challenges transparently as part of our quarterly and annual reporting as well as with specific stakeholders where they may be impacted.

We quantify our ambitions in specific KPIs that are followed up continuously so that we can measure the effectiveness of our efforts and take effective and timely improvement measures. Climate reporting follows the Greenhouse Gas Protocol, and our sustainability reporting is done in accordance with the Global Reporting Initiative, GRI and legal requirements such as the Corporate Sustainability Reporting Directive, CSRD.

4.1 Sustainability Initiatives and Targets

We have three core sustainability initiatives that are the backbone of our strategy: *Becoming Circular at Scale*, *Going Net-Zero*, and *Living the Change*.

4.1.1 BECOMING CIRCULAR AT SCALE

To be truly sustainable, a product's full life cycle must be considered in a circular model. Today, society has strong drivers, including the EU's Circular Economy Action Plan (CEAP). Adopted in 2020, it is a cornerstone of the Commission's comprehensive European Green Deal for a sustainable future. Duni Group supports this – being circular at scale by 2030 is one of our main targets.

We aim to ensure that 100% of our packaging products and packaging materials are recyclable by 2030. In addition, we intend to increase our use of renewable and recycled materials in our products.

Additionally, we aim to evaluate different end-of-life solutions for our napkins and table covers.

4.1.2 GOING NET ZERO

We must all try to halt and reverse the damage caused by greenhouse gases and the accelerating climate change. "Climate action failure" has been rated as the

most likely and far-reaching global risk by the World Economic Forum. However, we see climate change not as a risk, but as a fact. The significant risk is our inability to respond to it. Subsequently, at Duni Group, we must keep improving our products and operations.

We have set two near-term targets and a long-term target, approved by the Science-Based Targets initiative.

Near-term targets (2030):

1. Reduce Duni Group's absolute scope 1 and 2 emissions by 57.1% with a 2019 base-year.
2. Reduce Duni Group's absolute scope 3 emissions by 46.2% with a 2019 base-year.

Long-term target (2050):

1. Reduce Duni Group's absolute scope 1, 2 and 3 emissions by 90% with a 2019 base-year

4.1.3 LIVING THE CHANGE

We have set bold goals through our strategy that aim to drive change in our industry. Therefore, it is important that we also live the change.

We strive to be a company that actively participates in society and shares our values and expertise in discussions with various stakeholders. And we must make sure that we increase our sustainability competence.

5. Implementation and review

The Board of Directors of Duni AB has adopted this Policy. The CEO is responsible for the due implementation hereof and for providing assurance on these matters to the Board of Directors of Duni AB. The responsibility to monitor and update this Policy is delegated to the Sustainability function.