



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

Wood Sourcing Directive

Adopted November 2022

Last update January 2026

Approved by Duni Group CEO in January 2026

1. Introduction

At Duni AB (publ) and our affiliates (together the “Duni Group” or “we/us”), we accept our responsibility for having an impact on the environment, and for doing something about it – taking action. Our commitment to the environment is set out in our Environmental Policy.

The CEO of Duni AB (publ) has adopted this Wood Sourcing Directive (this “Directive”). Through this Directive, we specifically encourage the use of responsibly sourced forestry materials, as we aim to be a trusted sustainability leader in our industry and play a part in curbing deforestation and forest degradation driven by consumption of certain commodities. We aim to increase the share of Duni Group products sourced from responsibly managed forests. This Directive describes our principles and intentions and requirements for our supply and supply chain and the tools we use to track progress and ensure compliance with our expectations for wood fiber-based materials.

This Directive applies to all employees of Duni Group who are engaged in the design, sourcing and marketing of wood fiber-based materials and/or products.

2. Our Approach

2.1 Act for Biodiversity

Deforestation and forest degradation result *for example* in the loss of biodiversity, contributes to climate change by releasing stored carbon, disrupts water cycles and precipitation patterns, causes soil erosion and degradation, and leads to the displacement of communities and loss of livelihoods. Addressing these issues is essential for sustainable development, biodiversity conservation, and climate change mitigation.

Duni Group is committed to conducting its business in ways that minimize biodiversity loss. Duni Group has formalized this commitment within the 2030 sustainability strategy with the “Act for Biodiversity” initiative, within which responsibilities, action plans and KPIs will ensure meaningful progress.

2.2 Unacceptable Sources

At Duni Group, we shall engage only in sourcing that adheres to international laws and regulations, that is conducted with respect for human and traditional rights and that promotes and safeguards the environment and biodiversity.

Consequently, we shall not accept wood fiber-based materials or products originating from:

- Forestry that is non-compliant with applicable timber legislation or regulations in countries where Duni Group operates, including but not

limited to the European timber (EUTR) or deforestation and forest degradation regulations (EUDR).

- Illegally harvested forests,
- Forestry that breaches internationally recognized principles, standards and regulations on human rights, including but not limited to any of the core conventions of ILO in respect of forced and/or child labor, freedom of association and collective bargaining, non-discrimination and non-violence and harassment at the workplace,
- Forests harvested in violation of traditional and human rights,
- Sources supporting armed conflicts or conflicts which threaten national or regional stability,
- Forests in protected areas, or from wherever high conservation values are threatened by harvesting,
- Forests under conversion to plantation or other non-forest use,
- Forests where genetically modified trees are planted.

Instead, we shall prioritize, wherever possible:

- Sourcing FSC-certified wood fiber-based products,
- Opportunities for selective harvesting as an alternative to clear cuts,
- Opportunities for (pre- or post-consumer) recycled content.

2.3 Recycled Content

Duni Group shall assess the possibility of increasing the proportion of recycled materials used in our products and packaging. Wherever appropriate, we shall strive to use recycled materials, following all national, regional, and international standards and regulations on Food Contact Materials (FCMs) and recycled materials.

We shall seek to support the efforts of governmental authorities, producer responsibility organizations, and non-governmental organizations to increase collection rates and improve the quality of recycled fibre, for instance by:

- Taking part in projects and partnerships aiming at increasing the use of recycled content,
- Developing solutions that promote cleaner waste fractions,
- Ensuring consumer acceptance and engagement in collection schemes.

2.4 Targets

Duni Group is committed to supporting responsible forestry practices and deforestation-free supply chains. One KPI for this target is the share of sold FSC-certified materials in the portfolio for European business areas, Food Packaging Solutions and Dining Solutions. Our objective is to increase the percentage share to 100%.

Duni Group also has a KPI to perform nature assessments at all production sites. The assessments will be done to outline any relevant areas for engagement given local conditions. Based on the outcome, local action plans will be developed and executed in order to minimize the potential negative impacts.

3. Tracking & Communication

3.1 Initiative Sponsor and Manager

The initiative “Act for Biodiversity” has a sponsor in the Group Management Team who is overall responsible for ensuring progress in line with the 2030 strategy and is reporting results to the Board. An Initiative Leader is responsible for operational management, ensuring that an annual action plan is in place and is executed in collaboration with a cross-functional team of colleagues.

3.2 Expectations on Suppliers

All suppliers and sub-suppliers must comply with the standards and rules established in the *Duni Group Business Partner Code of Conduct* and the *General Requirements for Suppliers of finished goods and raw materials*. The most recent and applicable version of the Business Partner Code of Conduct is available at <https://www.dunigroup.com/corporate-governance/policies-and-code-of-conduct>.

3.3 Ensuring Compliance

Duni Group works with suppliers and other stakeholders to develop effective wood fiber traceability schemes.

To ensure compliance with this Directive, Duni Group engages with stakeholders through the following means:

- Declarations of conformity to EUTR, EUDR or other relevant legal frameworks,
- Documentation from supply chains,
- Inspections/audits when deemed necessary,
- FSC Chain of Custody certification,
- Independent third-party forestry experts,
- Customer engagement on due diligence and compliance.

Should there be reason to believe that any wood-based fibers may come from unacceptable sources, suppliers should without delay present proper documentation on origin of timber. If suppliers fail to provide necessary documentation, Duni Group reserves the right to terminate the business agreement or purchase order, whereby the supplier waives all rights to compensation.

Confirmation of understanding

I hereby confirm that I have read the **Wood Sourcing Directive**. It is clear to me that I and/or my company shall act in accordance with this Directive in my/our daily business with Duni Group.

Date _____

Signature and Full name

Title _____

Company