



Sustainability Policy

At Calderys, we are committed to sustainability in all aspects of our business operations. Our strategic approach focuses on three key areas:

1: Supporting our customers with their energy transition needs

We will support our customers in their energy transition needs by:

- Innovating through product management by assessing the sustainability of our products, processes, and services to develop solutions that promote customer energy efficiency and reduce overall greenhouse gas emissions.
- Developing circular solutions to minimize waste and promote resource conservation.
- Ensuring responsible purchasing of our raw materials, including sustainable sourcing practices.

2: Improving our own environmental footprint

We will act as responsible environmental stewards and work to minimize our environmental impact by:

- Reducing greenhouse gas emissions through energy efficiency improvements, use of renewable energy, and adoption of low-emission technologies.
- Conserving and creating biodiversity values and promoting the use of sustainable materials.
- Implementing a long-term climate change strategy that supports international commitments, such as the Paris Agreement.

3: Being committed our people and communities

We will prioritize the health, safety, and well-being of our employees and communities by:

- Maintaining the highest standards of business governance, including ethical and transparent decision-making processes, complying with all applicable laws & regulations and responsible supply chain management.
- Providing a safe and inclusive workplace that promotes diversity and equal opportunities for all.
- Developing our human capital through training and professional development programs, and by encouraging employee engagement in sustainability initiatives.

We will continuously monitor and measure our sustainability performance and strive for continuous improvement by setting measurable sustainability goals and seeking feedback from our stakeholders.

We will also communicate our sustainability policy to our employees, customers, suppliers, and other stakeholders, and ensure that it is understood and implemented throughout our organization.

Michel Cornelissen, President and Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Michel Cornelissen', written over a light blue horizontal line.