

ENVIRONMENTAL POLICY

TROAX GROUP



OUR COMMITMENT

At Troax Group, we understand the importance of protecting the environment and minimizing the impact of our operations. Our sustainability efforts align with our core values: customer focus, respect, and collaboration. This environmental policy demonstrates our commitment to responsible business practices, with the goal of protecting the environment for future generations.

SCOPE

This policy applies to all employees, operations, and activities within the Troax Group, as well as our suppliers and business partners. It covers all situations where our activities, products, and services may impact the environment.

OUR PRINCIPLES

Troax Group AB and its subsidiaries strive to ensure that employees feel respected, valued, and engaged in all situations.

ENVIRONMENTAL PROTECTION

We work to prevent pollution and minimize our environmental impact through sustainable resource use, climate impact reduction, and biodiversity protection.

COMPLIANCE WITH REQUIREMENTS

We comply with all relevant environmental laws, regulations, and other requirements.

CONTINUOUS IMPROVEMENT

We strive for continual improvement of our environmental management system to enhance our environmental performance.

RESPONSIBILITY

We actively work to reduce our environmental impact through efficient water management and circular product design that enables durability, repair, and recycling.

OPEN COMMUNICATION AND COLLABORATION

We believe that open communication and collaboration are essential for improving our environmental performance. We engage our employees in environmental issues and give them opportunities to contribute to our sustainability goals.

OUR PROMISE

Troax Group and its subsidiaries commit to adhering to our environmental policy and the laws in the countries and locations where we operate. This means:

- We commit to meeting all applicable legal and other environmental requirements, both national and international.
- We integrate environmental considerations into our decision-making processes and business strategies.
- We set and regularly review environmental goals to ensure they are achievable and in line with our environmental commitment.
- We promote sustainable resource use, reduce waste, and improve energy efficiency in all our operations.
- We protect biodiversity and ecosystems where we operate.
- We manage water resources responsibly, reduce consumption and ensure proper treatment of wastewater.
- We handle chemicals safely and prevent emissions to air and water, with procedures for substitution and reporting.
- We promote a culture of environmental awareness and responsibility among all employees.

GOALS

- Reduce Scope 1 and 2 greenhouse gas (GHG) emissions by 23% by 2030, compared to the 2024 baseline.
- Reduce energy consumption by 2% per year at production sites, compared to a 2020 baseline.
- Ensure that recycling activities are carried out in 100% of production sites by 2025.

RESPONSIBILITIES

CORPORATE MANAGEMENT

Responsible for establishing, implementing, and maintaining this environmental policy, ensuring it is communicated and understood throughout the organization.

LOCAL ENVIRONMENTAL OFFICERS

Monitor and report on environmental performance, compliance, and initiatives.

EMPLOYEES

Follow environmental guidelines, participate in training, and contribute to our sustainability goals.

DEVELOPMENT AND PROGRESS

We commit to regularly reviewing and updating our environmental policy to reflect changes in laws, technology, and the strategic direction of Troax Group. We will measure policy compliance through feedback and monitoring and communicate openly about our progress.

ACTION PLAN

To effectively implement this policy, Troax Group and its subsidiaries will:

- Distribute the policy to all employees.
- Include the policy in the introduction program for new employees.
- Conduct risk assessments to adjust our policy and control mechanisms.
- Provide resources and support to ensure everyone can follow the policy.
- Identify improvement opportunities and implement corrective actions as needed.

DIALOGUE AND FEEDBACK

Troax Group encourages open dialogue and values feedback from employees and external stakeholders on how we can improve our environmental efforts. Questions, suggestions, or risk reporting can be directed to the respective manager or local environmental officer.

Martin Nyström, CEO

