

Hittech Group Environmental, Social and Governance (ESG) sustainability policy

Hittech Group ESG sustainability policy

At Hittech Group, we are committed to operating in a manner that is environmentally sustainable, socially responsible and supported by strong corporate governance principles. We recognize that integrating Environmental, Social and Governance (ESG) factors into our business practices is essential for long-term success, risk management and creating value for all our stakeholders. With our ESG sustainability strategy, we aim to respond to the continuously evolving needs of our stakeholders in the best way, and believe that when we act sustainably as a business, this will benefit everyone.

We are looking closely at our impact on the environment and the communities in the locations where our companies are situated. In our ESG sustainability strategy, which is developed in line with the United Nations Sustainable Development Goals and in line with the ESG sustainability strategies of our main stakeholders, we have identified eight key themes where we can reduce the negative impact and amplify the positive. Within these themes, our focus is on the ESG sustainability topics where we can have the biggest impact. For these so-called material topics we define policies, targets and actions, and report progress against them at least annually.



Our commitments and principles

Environment	We are committed to helping reduce the environmental impact of our products and activities across their full life cycle
Energy efficiency	• Our near-term 2025 targets that we aim to achieve are based on the SBTi (Science Based Targets initiative) framework, and are in line with a 1.5°C trajectory. • As part of our Climate strategy, we aim to be: ○ Greenhouse gas neutral in our operations (scope 1 and scope 2) by 2025; ○ Greenhouse gas neutral in business travel and commuting by 2027; ○ Greenhouse gas neutral in our supply chain by 2030. • Our carbon footprint strategy is built on three principles: ○ Reducing energy consumption wherever we can; ○ Using only green renewable energy, unless no other solution is possible or reasonably feasible; ○ Compensating for the residual emissions. • We seek close collaboration with our supply chain partners, including distribution and logistics, to reduce our upstream scope 3 footprint.
Circular economy	• We aspire to have zero waste from operations to landfill or incineration by 2030. • We focus on the following steps to maximize resource efficiency and minimize waste: 1. Improve our understanding and data on resources and waste flows 2. Rethink designs and processes to avoid environmental impact 3. Re-use resources within our own value chain, to minimize waste streams 4. Recycle materials to give resources a new life, if we can no longer re-use resources ourselves • We manage our waste through proper classification, separation and safe disposal. • We are committed to reducing the hazardous waste, which we need to produce and operate our products and systems, by increasing its re-use and by using alternatives wherever possible.
Social	We aim to contribute positively to society – for our employees, the communities around us and everyone involved in our supply chain
Attractive workplace for all	• To pursue our long-term people vision we focus on three key areas: inspiring a unified culture, providing the best possible employee experience, and enabling our leadership to bring out the best in people. • Hittech Group is an Equal Opportunity Employer that values and respects the importance of a diverse and inclusive workforce. • We foster a culture that is inclusive of all, where different identities, backgrounds, talents and passions are valued and everybody can feel safe. • We drive various programs, designed to provide people with more autonomy in steering their development and career aspirations, and enabling our leaders to support the growth of the company. • We do everything in our power to provide injury-free and healthy working conditions for everyone on our premises by eliminating hazards and reducing safety risks to ensure all our operations are safe and secure.
Responsible supply chain	• At Hittech Group, we rely heavily on our supplier network. Our suppliers are a critical extension of our value chain. • We collaborate with our suppliers to have a sustainable and resilient supply chain and integrate supplier engagement in our supplier selection, supply chain risk management, and supplier performance management. • To underpin our commitments, we have adopted the RBA Code of Conduct, which sets out ethical, social and environmental standards. We expect our key suppliers to acknowledge and comply with the RBA Code of Conduct as well.

Valued partner for our communities	• We aim to be a valued and trusted partner in our communities; • We build trust and give back by partnering with businesses and organizations in the regions around our companies; • Our community engagement is built on two pillars: education and local outreach.
Governance	We champion integrated corporate governance to build a relationship of trust, respect and mutual benefit with our stakeholders
Integrated governance	• We champion good integrated corporate governance, of which independence, accountability and transparency are the most significant elements. • We manage ESG sustainability through a robust framework, governed by several levels to drive accountability and execution, which include Board of Management. Our Board of Management approves and signs off our ESG sustainability policy, strategy and objectives. • We ensure that all our business is conducted according to high ethical and professional standards. We actively seek compliance with applicable laws and regulations in the countries and regions where we operate. • We will ensure that appropriate organizational structures and management systems are in place to effectively identify, measure, monitor, and manage sustainability issues and performance. We use high professional standards and consider continuous improvement of our ESG performance and our management systems as a key principle.
Stakeholder engagement	• We identify five stakeholder groups: shareholders, customers, suppliers, employees and society at large, including regulators, legislators and financial institutions. • Continuous stakeholder engagement, in which we embrace open dialogue and knowledge sharing, is important and helps us to identify areas for improvement. • We communicate with all our stakeholder groups on their topics of concern and impact on us.
Transparent reporting	• We aim to be transparent about the economic, environmental and social impact of our activities and our performance goals, metrics and results • We have corporate policies and procedures in place detailing our principles and compliance, guiding us in making the right decisions and living up to our values

This ESG-policy is endorsed by Hittech Group leadership and is integrated in our overall business strategy and decision making processes.

We are committed to periodically reviewing, updating and communicating our ESG-performance, setting ambitious targets and reporting our progress to stakeholders. This to ensure their awareness and understanding of the company's commitment to this ESG-performance.

Signature:

Date: November 29, 2024, The Hague
 Name: Eric Driessen
 Function: CEO Hittech Group

