

## HydraSpecma Environmental Policy

### Purpose

HydraSpecma wants to develop and produce products in compliance with the expectations and requirements of the customers and authorities, while creating a motivating and sound sustainable working environment. We acknowledge the global challenges and environmental disturbances which ravage the earth, and our share in the long-time emergence of the problematics.

At HydraSpecma, we strive to take responsibility for our environmental- and climate impacts throughout our value chain and wish to prevent and control potential risks we endure the environment. We consider energy consumption, use of resources, waste management and emitted CO2e emission to be our most material impacts on the environment across our value chain, where we need to improve our performance.

HydraSpecma is a signatory to the UN Global Compact and supports the ten principles. Our environmental initiatives are based and calculated according to the internationally accepted framework of the Greenhouse Gas Protocol. We comply with the EU Directive CSRD legislation (through our owner Schouw & Co.), as well as applicable local legislation where we operate.

### Scope

The fundamental principle of this Environmental Policy applies to the entire HydraSpecma Group and all its legal entities, covering all employees, managers, corporate operations and business partners/stakeholders.

It is the responsibility of every manager and employee within HydraSpecma to contribute to the environmentally responsible work practices in our day-to-day activities. Environmental awareness across our corporation ensures high employee engagement and HydraSpecma's commitment to an environmentally positive corporation.

### Roles, responsibility, and review

The ESG department ([sustainability@hydraspecma.com](mailto:sustainability@hydraspecma.com)) in HydraSpecma Group is responsible for reviewing and ensuring compliance with this policy.

The sustainable software, Position Green, is used for managing all HydraSpecma's environmental data. Each site has dedicated a local 'data contributor' responsible for uploading and documenting our environmental impact monthly, quarterly, or yearly. The ESG department controls the data each month.

For any environmental concern, please reach out to your nearest manager or through our whistleblower system ([link](#)).

All relevant changes will be updated continuously by the ESG department. The policy will be reviewed annually and signed by our Group CEO and Director of Group Strategy & ESG.

Policy Authorized	Policy Owner	Last review	Next review
Morten Kjær Group CEO	Daniel S. Andreasen Director of Group Strategy & ESG	18/12 - 2025	18/12 - 2026

	
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## HydraSpecma's Environmental Commitments

HydraSpecma will, among others, be working actively for:

- By 2030, reduce Scope 1 and 2 CO2e emissions by 50% relative to base year 2020.
- Reduce Scope 3 CO2e emissions – Pending recalculation according to SBTi.
- Enhance material utilization efficiency and reduce waste by increasing recycling of waste (95% waste recycling by 2030) and materials in our operations.
- Integrate environmental assessments and a circular mindset in all decision-making across the value chain, by promoting more sustainable processes and products.
- Comply with legal ESG requirements and report our progress to stakeholders transparently by publishing two yearly ESG reports (our own and through Schouw & Co) and continuously update our website.
- Continuously improve our performance towards zero impact across the value chain.

HydraSpecma's commitments will be achieved through specific targets, elaborated hereafter.

## Energy Consumption and GHGs

HydraSpecma is committed to reduce our direct and indirect energy consumption (Scope 1 & 2 carbon emissions) with an absolute scope 1 and 2 reduction target on 50% by 2030 against a 2020 base year

We will continuously work to reduce energy consumption through optimization of our operations by replacing logistical and operational energy-consuming processes with renewable energy investments, guarantee of origin-based certificates, promoting energy efficiency and low carbon products/solutions to our customers, leading to mitigation of our non-renewable energy sources.

## Water Management and Quality

HydraSpecma is committed to ensuring responsible water consumption and quality across all our sites, by ensuring zero (0%) pollution of water. To achieve this, we want to achieve a

100 % ISO 14001 certificate coverage of minimum all our production sites in HydraSpecma, which ensure we uphold an Environmental Management System (EMS) for our environmental performance and improvements, and secure that all potential wastewater from our sites is treated in line with legal requirements to protect the ecosystem which we are present.

Through water monitoring, we are aware that our water withdrawal is limited to kitchen-, sanitation-, cleaning activities, and machine coolants, with no contact to pollutant chemical substances (water used for machine coolants is reused directly in the machines).

## Preventing Pollution

HydraSpecma is committed to preventing pollution across the company's operations and procurement practices, by ensuring our Quality, Health, Safety and Environment (QHSE) practices are fully integrated in our end-to-end operational processes and introducing employees and stakeholders of relevance to health and safety procedures, for mitigating risk.

We are committed to achieving a 100% ISO 14001 certificate coverage of minimum all our production sites in HydraSpecma, for securing regulatory compliance, risk management and uphold a coherent Environmental Management System (EMS) across sites. We adhere to the operational processes and management and see them as the basis for learning and continuous improvement.

To minimize the air pollution (NOx) as well as noise from our company cars, we aim to have 90% of our Nordic (DK, SE, FI, NO) car fleet powered by low or no emission fuel types by 2030.

## Materials, Chemicals & Waste Management

HydraSpecma is committed to enhancing material utilization efficiency and reducing operational waste across all our sites. We maintain quarterly waste registration in our sustainable software and Environmental Management System (EMS) to ensure recycling activities are carried out on 100% of our sites with the aim of increasing the share of reusable waste in our waste disposal to 95% towards 2030.

All waste is handled, stored and transported in a safe manner according to European and national regulations. We are committed to achieving a 100% ISO 14001 certificate coverage of minimum all our production sites in HydraSpecma, for securing regulatory compliance and coherent Environmental Management System (EMS) across sites. Where applicable, the waste registration must comply with and be registered according to the REACH framework.

All affected employees (waste handlers and waste reporting responsible) receive relevant training matching their job function for waste handling, storing and transportation, and secure correct waste data registrations. The training must be regularly refreshed and documented as developments occur, and at least once every 3 years.

## Product Use and Product End-of-Life

HydraSpecma is committed to ensuring our sold products and solutions are optimized for material- and energy efficiency, high durability and eligible for recyclability at end-of-life treatment. We have an ambition to increase implemented recycled materials in our products, replace products powered by fossil fuels with electric solutions, and ensure easy dismantlement of our products for higher recyclability at end-of-life treatment.

To ensure actions and implementation, we collaborate with our business partners across the value chain for developing products and solutions that will cause minimum environmental impact when in use and at end-of-life, to the extent that the market situation will allow.

### Biodiversity, Land Conservation and Animal Welfare

HydraSpecma is committed to prevent deterioration of biodiversity, land conservation, and use of animals in corporate processes, due to our presence and operational processes. We strive to assess salient impacts on biodiversity and ecosystems regularly and initiate actions to ensure we have a low impact across our operations and value chain.

We follow European and national regulations and are committed to achieving a 100% ISO 14001 certificate coverage of minimum all our production sites in HydraSpecma, for securing regulatory compliance and coherent Environmental Management System (EMS) across sites.

While soil quality is not considered a material impact for us, we remain committed to avoiding practices that could harm soil and biodiversity.