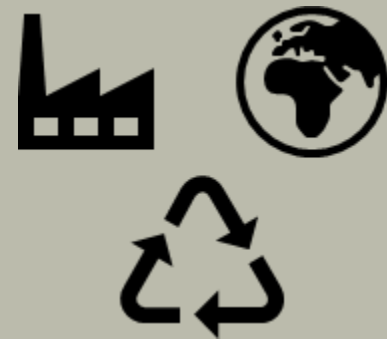


nobia

Environmental- & Climate

POLICY



Introduction

The global challenges facing the world require responsible leadership and systematic work. Nobia strives to be a positive force in society by enabling a more sustainable life in the kitchen and promoting sustainable practices throughout its value chain.

This Environmental- & Climate Group Policy forms an integral part of the Group's commitment to 'Protect the Environment' and provides an overall guidance to how the Group shall contribute to building a sustainable society by addressing environmental topics. For full Nobia sustainability agenda, see associated Policies and Commitments.

Scope

This policy applies to everyone (managers, employees, consultants etc.) at every Nobia subsidiary.

Policy Revision

This policy must be reviewed and approved by the Board of Directors at least every two years. It may be amended at any time with the approval of the Chairman of the Board. In the event of any discrepancies between the English version of this policy and a translated version, the English version will be binding.

Effective date of current version: 2025-09-09

Effective date of original version: 2019-10-20

Version: 1.3

Owner: Nobia Board of Directors

Author(s): Group Director Sustainability

Document Sign Off and Approval

Role	Individual	Purpose	Date
Group Director Sustainability	A. Hamnö Wickman	Preparation	2025-08-29
BoD	Members of BoD	Approval	2025-09-09

Nobia sustainability approach to mitigate climate impact and protect the environment

Continue to develop the climate strategy, to achieve science-based targets aligned with internationally recognized science and best-practice to mitigate global warming and improving the environmental footprints of the products Nobia puts on the market

Promote circularity that improves the total environmental footprint of our kitchen products, by resource efficiency and measures increasing recycling throughout the value-chain, with actions prioritized by potential to lower global warming potential while not significantly harming the other environmental indicators.

Support biodiversity and taking responsibility for the usage of ecosystem services, by only sourcing wood from sustainable sources

Provide information, customer-offerings and kitchen products to promote sustainable consumption and enabling more sustainable life in the kitchen

Give appropriate weight to this environmental- and climate policy when making future planning and investment decisions

Environmental topic related detailed commitments and goals

Climate and energy

- Being aware of possible climate impacts and the effects they may have on operations and business and include climate adaptation into risk assessment.
- Taking climate action for efficiency and decarbonization of our own operation, aligned with the approved science based target trajectory, and aiming for long-term net-zero climate impact
- Promote the use of renewable energy sources and to reduce the fossil dependency. Nobia uses only renewable electricity in its production.

- Optimize the design and production of Nobia products and packaging to improve the carbon footprint over the full life cycle
- Continuously reduce the carbon footprint from transport of goods and people. Internally and in collaboration with others strive to optimize transportation and identify new solutions to reduce the carbon footprint from transportation
- Strive to minimize the carbon footprint related to business travel by promoting travel free meetings, digital meeting solutions as well as initiatives related to electrification and optimization. Encourage suppliers and partners to adopt similar climate principles as Nobia.

Resource use and circular economy

- Embrace the possibilities of the circular economy and constantly adapt ways of working to respond to and stimulate a transition towards a more resource efficient operation.
- Design kitchen products that contribute to a more sustainable life in the kitchen, by striving for longevity and enabling re-use
- Optimize for efficient use of resources by mitigating waste and enable future recycling, aiming to improve the total environmental footprint for kitchen products
- Target increased share of recycled input material
- Promote circularity enabling customer offerings

Biodiversity and ecosystems

- Follow implemented processes and routines to prevent placing products from illegally harvested wood or wood causing deforestation as defined by deforestation regulation, on market.
- Target more than 99 percent of procured wood to come from certified sustainable forestry

Pollution

- Adopt strict implementation of the precautionary principle, targeting no

substances of very high concern to declare for Nobia production

- Optimize product design and production methods to reduce emissions of volatile organic compounds to the air
- Proactively work to mitigate risks for environmental accidents causing pollution of air, soil or water

Information to customers and end-users

- Inspire to sustainable lifestyle, by designing kitchen products standing the test of time and providing information enabling sustainable usage
- Strive to assure a comprehensive offering of eco labelled kitchen products and providing product environmental footprint information to promote sustainable consumption.

Governance

- Always comply with laws, regulations, and contractual requirements. In addition, Nobia aims to continuously improve the environmental credentials of products and processes beyond what standards and laws require. Furthermore, Nobia will take a proactive approach to environmental legislation that affects its business.
- Promote a work environment where environmental consideration is integrated into the daily work.
- Conduct assessments of environmental performance when considering acquisitions or investments and use these assessments as an important criterion for final decisions.
- Welcome open dialogues with stakeholders and promote the sharing of best practice to reduce the environmental footprint of the full value chain.
- Strive to enable and promote improved sustainability performance and code of conduct compliance in its supplier relations. Consequently, Nobia includes environmental requirements in supplier agreements and recurrently assesses suppliers on their sustainability, including environmental, performance.

- Communicate the climate- and environmental policy and the steps taken to promote environmental and climate consideration in the business and operation to its stakeholders. Nobia's environmental reporting is used to help create awareness, provide management, and enable the company's stakeholders to track performance.
- Perform double materiality assessment as defined by CSRD to identify, and ISO aligned management to address environmental and climate related risks and opportunities, setting targets for continuous improvements, secure emergency preparedness, plan and conduct environmental audits and initiate corrective actions if deviations appear and to promote environmental awareness and training for employees.

General key principles

The general key principles set out in this policy are based on legislation and internationally recognized principles and standards, such as the UN Global Compact and the OECD guidelines for multinational enterprises, Corporate Sustainability Reporting Directive (CSRD), and the Greenhouse Gas Protocol as referred to by the Science Based Targets initiative and the European Sustainability Reporting Standards (ESRS). References to environmental and climate footprint is defined by the EN 15804+A2 standard for life cycle assessment of environmental impact for construction products.

Roles and responsibilities

Body/function/individuals	Roles and responsibilities
Board of directors	Responsible for policy approval.
CEO	Responsible for the day-to-day operations of the company which includes the implementation of this policy.
Group Director Sustainability	Policy owner with the overall responsibility for deciding the company's sustainability strategy and monitoring its implementation, approving sustainability-related policies, and reviewing related guidelines, ensuring appropriate and effective communication and reporting on Nobia's sustainability management and results to the Board of Directors. Responsible for reporting any noted violations of the policy.
Group VPs/ Managing Directors/Production Directors/ /Regional and local management	Responsible for leading by example and ensuring that this policy and related standards are implemented and adhered to, and that all relevant employees are made aware of the policy and its requirements. Ensure that risks are properly assessed, controlled, and communicated, and that all relevant personnel receive the required training.
Group Sustainability	Responsible for establishing and maintaining Nobia's sustainability strategy and group wide internal sustainability management processes. The team is also responsible for developing, analysing, and preparing reports relating to sustainability to Group Management, and developing sustainability management capabilities across the organization. The team also develops, analyses, and prepares reports on the group's environmental and climate performance.
Supply Chain Directors	Responsible and accountable for the implementation of this policy across supply chain activities.
Management, employees, and contract workers of all entities in the Nobia Group including contractors and suppliers	Responsible for adhering to and staying up to date with this policy and reporting any observed incidents or policy breaches.

Glossary

Sustainability / Corporate sustainability

Sustainability refers to the strategic work of creating long-term stakeholder value by focusing on and balancing the environmental, social, and economic dimensions of doing business. In short corporate sustainability can be described as the responsibility of enterprises for their impact on people and planet and that this responsibility can be taken by integrating social, environmental and ethical concerns into their business strategy and operations. This is sometimes also referred to as Corporate Responsibility.

Circular economy

The circular economy is a model of production and consumption, which involves sharing, leasing, reusing, repairing, refurbishing and recycling existing materials and products as long as possible. In this way, the life cycle of products is extended. In practice, it implies reducing waste to a minimum. When a product reaches the end of its life, its materials are kept within the economy wherever possible. These can be productively used again and again, thereby creating further value.

Climate consideration

Climate consideration refers to the organization's assessments, ambitions, and initiatives to identify, understand and reduce the operations impact on the climate, such as greenhouse gas emissions, but also the impact that climate change may have on its operation.

Environmental consideration

Environmental consideration refers to the organization's assessments, ambitions, and initiatives to identify, understand and reduce the operations impact on ecological values throughout the value chain.

Stakeholder

Stakeholder refers to a person, group or organization that affect or can be affected by the organization's actions, objectives, and policies. Some examples of stakeholders are investors, owners, employees, legislators, customers, suppliers, unions.

Carbon footprint

Carbon footprint refers to the total greenhouse gas emissions caused by a process, product, etc.

Product Environmental Footprint

Product Environmental Footprint data in this context refers life cycle assessment of a product's environmental impact through its full value chain, by the impact categories required by the European life cycle assessment standard for construction products EN 15804+A2.

Resource efficiency

Resource efficiency refers to the processes of maximizing the usage of resources and minimizing the need for new uptake of natural material and resources. Resource efficiency means using the Earth's limited resources in a sustainable manner while minimizing impacts on the environment. It allows us to create more with less and to deliver greater value with less input.

Deviations

No exemptions from this policy can be granted unless there are exceptional circumstances or if the policy is obviously not applicable. All requests for exemptions must be made in writing to the policy owner. The policy owner must assess and decide on each request individually. Exemptions must be duly logged and documented.

Confidentiality Classification

Public

Associated Policies & Commitments

- Code of Conduct & Supplier Code of Conduct
- People and Culture policy
- Modern Slavery Statement
- Wood policy
- Nobia's external commitments such as the UN Global Compact and Science Based Targets approved by Science Based Targets initiative.

Contact

For more information, please contact Nobia Group Sustainability

nobia

Nobia AB
Visiting address: Blekholmstorget 30 E7
SE-111 64 Stockholm, Sweden

ENGLISH