

## Beckers Sustainability Policy

At Beckers Group, we understand the impact that our day-to-day business operations have on the environment and society and we believe that companies have a responsibility that goes beyond making profit. We are a purpose-driven company and we will transform our industry by developing solutions that give surface a new meaning and create maximum positive impact for our customers, for society and the planet.

To reach this, we adopt a holistic approach that is geared to addressing both, short- and long-term goals. With our 2030 Sustainability Strategy, we develop business solutions based on globally recognized sustainability principles and actively embrace a sustainable future. In our 2030 Sustainability Strategy, we have set measurable goals, KPIs and yearly targets for Beckers as a company and all employees have the responsibility to contribute.

The Beckers Sustainability Policy establishes guidelines for making sustainability integral to our policies and principles. To realize the Group's objectives and vision for sustainability, Beckers:

- makes sustainability a key business decision-making criterion to mitigate future risk and maximize future opportunities;
- actively promotes sustainability to enhance value for customers and stakeholders;
- acts in a socially responsible manner in regard to the management of our employees, the local communities and our value chain;
- engages with internal and external stakeholders and addresses their concerns;
- develops and implements strategies for every topic where the Group's social or environmental impact is significant;
- ensures the spread of knowledge and awareness among our employees;
- periodically reports, reviews and communicates the Group's performance with regard to sustainability, with complete transparency, and
- complies with or exceeds the requirements of all applicable legislation and regulations in countries where we operate.

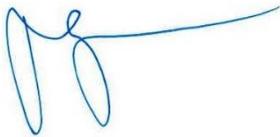
Beckers' top management drives and supports sustainability at every level and in all areas of operations. Beckers has a formal governance body that integrates sustainability in all functions and forms a direct line from the sites to the global management. In compliance with the requirements of its parent company, Lindénggruppen, Beckers also contributes to their sustainable development. The principles stated in this policy are applicable at every site and to every unit of Beckers Group.



Christophe Sabas, CEO



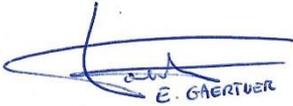
Oliver Laune, CFO



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