

SONION ENVIRONMENTAL POLICY

1 Scope and Objectives

In Sonion, we acknowledge that we have a responsibility for the environmental and climate impacts of our business activities and our value chain. Sonion is committed to addressing climate change by reducing greenhouse gas (GHG) emissions. We recognize the importance of efficiently utilizing energy, water, and other resources and are committed to implementing strategies to minimize our environmental impact. We follow all applicable environmental laws in order to protect people and the environment from any negative impact.

This Policy applies to all individuals associated with Sonion, including, but not limited to, employees, directors, officers, agents, contractors, consultants, suppliers, and business partners worldwide. It extends to all business activities, operations, and relationships within and outside our organization. In Sonion, we will use our relationships with suppliers and business partners to encourage and support environmental initiatives to reduce the impact on the climate, particularly to suppliers and other business partners working with Sonion upstream and downstream in our value chain.

This Policy supplements the Sonion Code of Conduct, supporting our value of being responsible.

2 Our Approach and Commitments

Sonion is committed to protecting the environment and integrating environmental considerations into all our business practices while providing top-quality products in pursuit of our goal of being a sound innovation partner. Along the process, we promote environmentally sound and sustainable practices to prevent pollution, comply with environmental laws and regulations, and minimize the undesirable impacts of our operation on the environment and the communities in which we live and work.

Sonion has been a signatory to the UN Global Compact since 2023. Our environmental initiatives are based on internationally accepted frameworks, and we are committed to meeting our science-based carbon targets approved by the Science Based Targets initiative (SBTi). Furthermore, compliance with applicable local legislation where we operate is fundamental to our business.

Sonion is committed to:

- Reducing scope 1, 2 & 3 GHG emissions across all our operations
- Monitoring and continuously improving water and energy consumption at all production sites to ensure efficient utilization of resources
- Increasing waste recovery in all production areas and support services
- Embedding a sustainability mindset throughout our activities and product design, development, manufacture, distribution, and end-of-life management
- Certifying all our strategic production locations for compliance with ISO 14001.
- Screening our suppliers and having audit procedures to ensure alignment with our sustainability practices

- Complying with all applicable environmental laws and regulations, such as REACH, RoHS and POPs, ensuring high level of protection for human health and the environment from harmful substances and pollutants.

Sonion will set up specific targets on the following focus areas:

- **Climate Change:** Reducing our GHG emissions in alignment with our approved near-term science-based targets validated by SBTi
- **Energy & Water:** Switching to renewable energy sources and continuous drive for energy efficiency, water conservation and recycling programs
- **Circular Economy:** Focus on maximizing resource utilization, reducing waste throughout the value chain, and closing material loops in the design and development of our products
- **Supply Chain:** Expanding our collaboration with key suppliers on ESG, focusing on reducing greenhouse gas (GHG) emissions to support our near-term reduction targets
- **Hazardous Substance:** Assuring compliance with environmental laws and regulations throughout the supply chain by tracking and continuously reducing the use of hazardous substances

Our annual ESG Report will publicly disclose all the information regarding Sonion's climate and environmental targets and progress, and it is available to all interested parties on our website.

3 Responsibilities

Board of Directors:

The Board of Directors oversees that this Policy complies with Sonion's environmental and climate responsibilities and obligations by reviewing regularly provided reports on the environmental performance and climate targets. It also annually approves targets and initiatives as part of the review and approval of the Sonion ESG Report.

Sonion ESG Committee:

In Sonion, the ESG Committee ensures that the environmental climate and strategy is consistent with and supports the Sonion ESG agenda and supports the Management Team. It monitors the implementation of environmental and climate targets and ongoing initiatives.

The Management Team:

The Management Team sets and approves the Policy, monitors performance, and is the most senior level accountable for implementation.

Managers:

Managers at all levels must ensure that the policy is made available to their employees and lead by example. They must set the tone from the top and establish a culture of integrity and respect for the environment throughout the organization.

Responsible function/department(s):

The Environmental Law & Regulations (EL&R) Coordinator assures compliance with EL&R by identifying relevant requirements and initiatives, installing controls internally and throughout the supply chain and proactively addressing any potential risks

Employees:

All Sonion employees must familiarize themselves with this Policy, know how it applies to their role, and support implementation and achieving our targets in their daily activities and decisions.

Third Parties:

Sonion expects all agents, contractors, suppliers, consultants, and business partners to support and respect the environmental standards outlined in this Policy and set climate and environmental targets equivalent to or better than those set by Sonion.

4 Regulations, Frameworks and Resources

- Regulation (EU) 1907/2006 on the Registration, Evaluation and Authorization of Chemicals (REACH)
- Directive 2011/65/EU on the Restriction of the use of certain hazardous substances in electrical and electronic equipment (including latest amendments) (RoHS)
- Regulation (EU) 2019/1021 on Persistent Organic Pollutants (POPs)
- Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 amending Regulation (EU) No 537/2014, Directive 2004/109/EC, Directive 2006/43/EC and Directive 2013/34/EU, as regards corporate sustainability reporting (CSRD)
- Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards (ESRS)
- Regulation (EU) 2024/1781 of the European Parliament and of the Council of 13 June 2024 establishing a framework for the setting of ecodesign requirements for sustainable products, amending Directive (EU) 2020/1828 and Regulation (EU) 2023/1542 and repealing Directive 2009/125/EC (ESPR)
- Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol)
- Science Based Targets initiative (SBTi)
- Environmental Management Systems ISO 14001
- IECQ 080000 - IEC Quality Assessment System for Electronic Components (IECQ System) – Hazardous Substances Process Management (HSPM) System Requirements
- Pathfinder Framework 2.0
- Local laws and regulations

5 Responsible and Information

The Head of Compliance is responsible for this Policy and is the policy owner. If you have any questions with respect to this Policy, contact the Quality Assurance Director or Head of Compliance.

6 Policy Review

This Policy will undergo regular reviews to ensure it meets our commitments and aspirations regarding our climate and environmental impact. Updates will be made as necessary to align with changes in laws, regulations, or industry best practices. The most recent version of this Policy will always apply.