

NEOVA GROUP'S SUSTAINABILITY POLICY

Neova is committed to operating responsibly, ethically and in accordance with the principles of sustainable development in all its business operations. This sustainability policy sets out the key principles and commitments we use to promote economically, socially and environmentally sustainable business.

Sustainability is a key part of Neova's strategy, and we promote sustainability in all our businesses. The material sustainability themes to our operations are defined regularly together with our personnel and other stakeholders.

The sustainability policy is followed in all companies and functions of the Neova Group. The policy and its implementation are guided by our ISO certified management system, values, Code of Conduct and strategic goals. We identify and assess sustainability-related risks and opportunities as part of our risk management processes.

We contribute to the development of our operations through continuous improvement and encourage all our employees, partners and customers to make observations and suggestions for improvement related to sustainability. We promote sustainable operations throughout our value chain.

Our principles

Occupational safety and well-being first!

We are committed to offering a safe and healthy working environment for our employees, partners and visitors. We do this by continuously improving occupational safety and promoting well-being at work. We invest in training and awareness to ensure that every employee feels safe and secure. We are building a corporate culture where everyone feels responsible for their own safety and the safety of others. We identify and reduce risks and hazards with the help of our work instructions and the competence of our personnel. We encourage our personnel to make safety observations. Our goal is zero accidents.

We strive to increase diversity, equality and inclusion in our operations. We support this goal with consistent management practices and people processes across our operating countries. We have zero tolerance for inappropriate behaviour and discrimination.

We also take into account the impact of our operations on local communities and our customers. We promote fair working conditions throughout our value chain.

Environment – we minimise the harmful impacts of our operations

We are committed to protecting the environment, the prevention of pollution, and to fulfilling our applicable legal requirements and other compliance obligations. We are committed to mitigating climate change, promoting biodiversity and minimising impacts on water resources. We accelerate the circular economy by enhancing efficient recycling, utilising recycled raw materials and encouraging circular thinking in the innovation phase of new products. We use natural resources sustainably. We rehabilitate former peat production areas in accordance with local legislation and landowners' preferred after-use plans. We monitor and reduce the environmental impact of our operations, guided by the principles of continuous improvement, the latest scientific evidence, and established, best-practice methodologies. We develop our environmental responsibility through open communication and reporting, as well as by engaging in open dialogue with our stakeholders.

Quality – we rely on continuous improvement

We address the diverse needs of our customers in order to promote customer loyalty and create quality for our customers. We are committed to meeting applicable statutory, regulatory and customer requirements in everything we deliver. Our attractiveness as a partner is based on strong customer understanding. We manage our operations in such a way that we are able to anticipate our customers' needs. Reliability, high quality and safety of our products and services are crucial for business continuity.

The products and services we offer go through a systematic product development process and are safe. We aim for high quality in everything we do, which is why we continuously improve our processes, operations, products and services proactively and sustainably. We set targets, measure our performance and take the necessary corrective and preventive measures as part of our management system. We regularly collect feedback from our customers so that we can develop our operations.

Governance and ethical conduct

We comply with all applicable laws and regulations in each of our operating countries. We promote good governance and ethical conduct throughout our value chain. In addition, we are committed to the following international commitments and principles:

- UN Declaration of Human Rights
- International Labour Organization (ILO) Conventions
- UN Global Compact initiative
- UN Sustainable Development Goals (SDGs)

The Board of Directors of Neova Oy is responsible for approving and supervising the sustainability policy.

The CEO of Neova Oy, together with the management teams, is responsible for the implementation of policy and the integration of sustainability into the business.

The sustainability policy is reviewed regularly and updated as necessary to reflect the changing operating environment and regulation.

Version	Author	Date/Approved by
Initial	Susanna Inkinen, Chief Communications & Sustainability Officer	11.8.2026 BOD NOTE! Neova Group Sustainability Policy replaces the old Corporate Responsibility Policy