

Group Environmental Policy

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Group Environmental Policy

1 Overview and Purpose

At Huhtamaki, we are committed to protecting food, people and the planet. We believe in the essential nature of packaging in maintaining safe, hygienic, affordable and accessible everyday necessities and focus on offering sustainable packaging solutions for consumers around the world. Our innovative products protect on-the-go and on-the-shelf food and beverages along with other goods ensuring hygiene and safety and help prevent food waste.

For us, Sustainability means considering our impact; both positive and negative; throughout the value chain, in terms of the environment, social responsibility and governance.

2 Scope and Application of Policy

The objective of this Policy is to enable a global and group-wide understanding of Huhtamaki's environmental commitments as well as to provide guidance to our Business Segments, operations and functions on how to meet our group commitments.

The Group Environmental Policy is adhered to by Huhtamäki Oyj, all its subsidiaries, associated companies and other affiliates. It applies to all employees, as well as consultants, agency personnel and joint vendors who work at Huhtamaki premises or are under the direction of Huhtamaki. The Code of Conduct for Huhtamaki suppliers outlines the Huhtamaki environmental standards for Huhtamaki's suppliers.

The Policy is related to and aligned with relevant environmental policies in Huhtamaki's Business Segments.

3 Group Environmental Policy Statement

- Huhtamaki will ensure compliance with all applicable local, national and regional environmental legislation as well as other applicable standards.
- Our aim is to go beyond legal compliance as may be deemed necessary by continuously improving our environmental management and performance through our Global Environment Management Standards, and related Risk Management and Control Standards.
- We work with industry bodies, government agencies, business partners and other stakeholder organizations to promote environmental care, increase knowledge and disseminate best practice.
- We undertake appropriate reviews and evaluation of our operations to measure progress and to ensure compliance with this Policy.
- As described in our Enterprise Risk Management (ERM) process, we apply a precautionary approach in our decision-making and integrate environmental principles in our business strategy.
- We have developed a global sustainability dashboard with essential key performance indicators that help us monitor and communicate on our progress against our 2030 sustainability ambitions. These key performance indicators reflect part of our ESG agenda and are revised from time to time, as needed.

4 Training and Reporting of Non-Compliance

We actively communicate in order to ensure that employees, suppliers and partners are aware of the Group Environmental Policy, our Global Environment Management Standards and related Risk Management and Control Standards and motivated to apply them; as well as being aware of their own responsibilities and given the necessary training and support.

At Huhtamaki, everyone has a role in ensuring the protection of our environment. Everyone is encouraged to report any non-compliance to their manager or HR representative. Alternatively, Huhtamaki Speak Up channel can be used. Message through Speak Up channel can be submitted anonymously, if allowed by the local laws and regulations.

Every year, we have *Global weeks of learning*, where in 2 weeks are dedicated towards internal training sessions and awareness programs on a wide range of topics. Two days in these weeks are dedicated towards Sustainability trainings, with various topics on product, social and environmental sustainability covered. Employees across the group can participate in these sessions.

5 Huhtamaki 2030 Sustainability Ambition

Huhtamaki is committed to delivering sustainable and safe packaging solutions responsibly. We create value for our customers, shareholders and employees while aiming to improve on our environmental footprint, across the life cycle of our products

Huhtamaki sustainability ambition currently focuses on the following areas:

6 Climate Change and energy

We are committed to:

- 2030 Greenhouse Gas (GHG) emissions reduction targets aligned with the 1.5°C trajectory for scope 1 and 2 and well below 2 °C trajectory for scope 3 emissions. 2050 GHG emissions reductions targets aligned with the 1.5 °C trajectory for Scope 1, 2 and 3 (net-zero commitment)
- Working towards decoupling production and carbon intensity by smart integration of renewables, energy efficiency and other sustainable solutions to achieve decarbonization.

7 Resource use and Circularity

We are committed to:

- 100% of our products are designed to be ready to recycle, compost or reuse
- Maximizing use of recycled or renewable content in our raw materials, in co-relation to customer demands
- In our operations, maximizing the share of non-hazardous waste recycled as well as minimizing the share of waste sent for landfilling, in consideration of applicable local regulations and infrastructure.
- Tackling the waste challenge by minimizing production waste and designing products for circularity at their end-of-life phase.
- Enabling the circular economy by designing ready to ready to recycle packaging solutions. Actual recycling rates are dependent on the local availability of infrastructure and consumer behavior.

8 Water and effluent

We are committed to:

- The principles of circular water management: reducing water loss by boosting water efficiency, re-using water when technically possible, recycling water, restoring water at the same or better quality as may be necessary.
- Maintaining site-specific water management plans for all Huhtamaki manufacturing sites, and drive reduction in water consumption intensity.
- Monitor water related risks at our sites and incorporate mitigation measures through our Enterprise Risk Management Process at places of identified high risk.

9 Biodiversity and forests

We are committed to:

- Having traceability systems in place to track and monitor the origin of the forest-based materials we use, through with our suppliers
- Zero deforestation and conversion in our virgin fiber supply chain
- Enhancing the sourcing of virgin wood fiber from sustainably managed forests either certified by Forest Stewardship Council® (FSC®), the Programme for the Endorsement of Forest Certification™ (PEFC™), Sustainable Forestry Initiative® (SFI®) or other comparable and reputable certification schemes. Working with our suppliers to ascertain that they are compliant with our Supplier Code of Conduct and with our other requirements on sourcing of virgin fiber
- We apply a cut-off date for our commitment to no deforestation or conversion of natural ecosystems related to our own virgin fiber supply chain as being no later than December 31, 2020. In specific cases where we apply certification standards, we may apply cut-off dates set by the relevant scheme rules. These cut-off dates are used to determine the date after which deforestation or conversion are considered unacceptable under the Policy

10 Chemicals

We are committed to:

- Complying with all applicable global, regional and national chemicals-related legislation including REACH (Regulation (EC) No 1907/2006) and CLP in the EU and the United Nations' Globally Harmonized System (GHS) worldwide.
- Protecting the environment and public health including the restriction and the substitution of potentially hazardous high impact chemicals, globally as mandated by local and applicable regulations.

Version Management

Version	Amendment	Approved
V2.0 (2021)	Sustainability Center of Excellence <ul style="list-style-type: none"> - New Group Environmental Policy developed based on an existing internal policy 	Global Executive Team
v2.1 (2022)	Sustainability Center of Excellence Appendix A amendment <ul style="list-style-type: none"> - Science Based Targets initiative approval added - Sustainability dashboard updated 	Sustainability and Communications
V3.0 (2022)	Group sustainability, Environment Appendix A amendment <ul style="list-style-type: none"> - Biodiversity and deforestation commitments added - Product stewardship approach covering the full product life cycle for designing added - International frameworks related to proactive chemicals management added - Sustainability dashboard updated 	Global Executive Team
V4.0 (2025)	Sustainability Center of Expertise <ul style="list-style-type: none"> - Climate Targets updated in line with 1.5 °C trajectory - Clarification on cut-off date for deforestation added as per EUDR requirements and industry practice - Operational details removed; language modified to remove statements that may be perceived as claims 	Global Executive Team