

Environmental Policy of UMEGA GROUP AB

Umega Group AB (hereinafter referred to as “the Group”), consisting of **Hennordic UAB, Hentech UAB, Umega Agro UAB, SnolTherm UAB, Snolvalda UAB, Walter Th. Hennecke GmbH, Snol Therm GmbH**, considers the environmental issue and aims a priority area, supported by the Group’s top management and the Board.

The purpose of the Environmental Policy is to lay down the guidelines and principles by which the Group’s companies will pursue and implement their objectives in environmental protection and in their journey towards a more environmentally friendly organisation.

We aim to implement this policy throughout our entire business cycle. These principles consider the interests of all our stakeholders – shareholders, customers, business partners, employees, the communities in which we operate, and supervisory authorities. The Environmental Policy is an integral part of the Group’s business strategy. In pursuit of our strategic goals, we strive to reduce the negative impacts of our activities on the environment and increase the positive impacts.

Our **priority up to mid-2025** is to identify where we have the greatest environmental impact in our business cycle, using the latest analytical techniques and methods to make effective decisions.

We **know** that our activities impact the environment in the following ways:

- air pollution from greenhouse gases;
- generation of domestic, industrial wastewater and surface run-off from our activities;
- generation of hazardous and non-hazardous waste from our activities;
- use of hazardous substances and mixtures;
- high consumption of natural resources (metals).

Our **aim is to continually measure and reduce** the negative environmental impacts we make and increase the positive ones, thus we are guided by the following principles:

- monitoring our impact on the environment, i.e. our consumption of natural and energy resources, generation of domestic, industrial wastewater, surface run-off, and waste;
- assessing our organisation’s carbon footprint and setting targets to reduce it;
- minimising our negative impacts on the climate wherever possible;
- adopting the latest technologies that meet the requirements for manufacturing companies in terms of air quality, water, soil, air and physical pollution;
- increasing the circularity of metal waste generated during manufacturing by reusing the waste and sending what we cannot use ourselves to companies with the permits to do so;
- using raw materials containing as much recycled metal as possible to achieve circularity;
- ensuring that hazardous substances are used only for necessary manufacturing processes, with residues safely collected and sent to licensed hazardous waste management companies;

- increasing the use of renewable energy (while reducing the consumption of other forms of energy);
- using high quality and more environmentally friendly materials and products, and adopting processes and technologies that reduce environmental damage and do not increase pollution.

We do this by:

- operating in compliance with all the mandatory requirements of environmental legislation;
- collaborating with other parties interested in environmental improvement, including business partners, official authorities, institutions and the communities in which we operate;
- regularly reviewing our environmental impact, monitoring and checking our efficiency, continuously improving the Environmental Policy and keeping the public informed of our progress;
- taking action to prevent pollution;
- developing our employees' competence and responsible approach towards environmental protection.

In order to make our principles and values known to all our stakeholders, this policy is publicly available on the Group's website at www.umegagroup.com.

Monitoring compliance with the environmental principles within all the Group companies is the responsibility of the **Environmental Manager**.

The heads of the Group are obligated to familiarise their team members with this document so that everyone working at the Group companies is aware of our environmental principles.

Every responsible employee who communicates with our stakeholders outside the company is obliged to familiarise them with this document, so that all the stakeholders are aware of our principles and our purpose in following them.

The Group aims to apply environmental principles throughout its business cycle and monitors the compliance with the provisions set out in this document. You can anonymously and confidentially report any questionable activities in environmental protection by completing the form on our website or by sending an email to skaidrumas@umegagroup.com.

You can confidentially report any unlawful actions in the Group companies that threaten the public interest by sending a report in accordance with the procedure provided for in the Law on the Protection of Whistleblowers of the Republic of Lithuania to: praneseju.apsauga@umegagroup.com.

More information: <http://umega.wam.lt/reporting/>

All reports of possible violations shall be examined in accordance with the procedure for receiving and examining information of the relevant reporting channel through which the information was received. If any actions are found to be in violation of the policy, disciplinary measures shall be taken immediately.

This policy is very important to us and therefore will be regularly reviewed and updated, especially if there are changes in the Group's activities related to the environment and its protection. However, anyone can initiate a change to this document by submitting their proposals and the reasons to the **Environmental Manager**.

Approved in Umea Group AB,
by the Order of 21 February 2025 of
Gediminas Čeika, CEO of Umea Group AB.