

Environmental Policy

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1. Background and purpose

Humble Group ('the Group') is committed to reducing our negative impact on the natural environment and taking action on climate change.

We believe that a sustainable business model includes business growth whilst continuously reducing our environmental footprint and promoting safe and fair value chains that create a positive impact for all communities and stakeholders.

2. Audience

The policy applies to all employees within the Group.

3. Policy statement

Humble Group is founded on the core value of integrity, which includes conducting business with respect for our natural world. This includes promoting environmental consciousness at every step of our value chain and in all of our decision making.

3.1. Legislation

Humble Group requires all of its own entities and its suppliers and subcontractors to comply with all applicable international and national laws and regulations in every country where they operate. Compliance with laws and regulations is a minimum requirement for being part of Humble Group.

3.2. Product Development

Humble Group values innovation and recognises that research and development functions plays a meaningful role in reducing our environmental footprint. Our research and development functions have two main objectives: to create new products and to improve those that are already on the market. For both workstreams, Humble Group shall evaluate environmental performance and include it as part of the product design or product redesign process.

3.3. Sourcing

Humble Group sources both raw materials for its own production and finished goods for its distribution business. Across the entire value chain, Humble Group is engaging with its suppliers and increasing its focus on supplier due diligence, which includes environmental sustainability efforts.

Humble Group also requires all of its suppliers and subcontractors to comply with its **Supplier Code of Conduct**. Humble Group commits to overseeing its **Supplier Code of Conduct** signatory rate and ensuring that those suppliers who do not comply are able to share corrective action plans, otherwise Humble Group shall be prepared to terminate any ongoing business collaborations.

3.4. Manufacturing

Humble Group strives to hold its owned manufacturing sites to the same standards that we expect of our external suppliers or higher, and have dedicated resources internally to oversee the efficiency, quality and environmental performance of our manufacturing sites. We aim to use the most efficient technologies to increase energy and water efficiency, reduce waste generation and reduce, with the goal to eventually eliminate emissions from our manufacturing sites. In doing so, Humble Group also promotes best practice sharing and application to extract learnings and business cases that can be shared across the Group.

3.5. Packaging

Humble Group recognizes that the packaging of our products is a critical part of our environmental footprint, but is also an important way to preserve product quality and thereby reduce food waste. Packaging reduction begins at the product design and development stage. To reduce our usage of packaging materials, Humble Group commits to optimizing the weight, volume and material mix of our packaging. We prioritize the use of materials which are recycled, biobased and/or may be reused or recycled, where possible.

3.6. Distribution & Logistics

Humble Group's commitment to quality includes the safe and timely delivery of our products. We therefore commit to enhancing distribution efficiency, including enhancing the environmental performance of our distribution channels. Humble Group commits to optimizing transport routes and improving planning visibility across our operations whilst prioritizing more environmentally friendly transportation methods such as sea freight shipping instead of air freight, where possible. Humble Group requires all of its transportation and logistics partners to comply with its **Supplier Code of Conduct**, which includes the right to safe workplaces and good labor practices throughout our value chain.

3.7. Product Consumption & End-Of-Life

Humble Group's mission is to bring the best modern products to our customers and consumers to promote healthy people on a healthy planet. Humble Group commits to integrating sustainable practices into our products and packaging where possible, and to helping consumers make informed choices through transparent communication. Humble Group aims to shape the future of the FMCG industry through the marketing, sale and consumption of its products while working with its industry peers to use business as a force for good.

3.8. Business Travel

Humble Group encourages all employees to prioritize environmentally friendly options in all aspects of their daily work, including their choice of transport when travelling for business.

All managers and employees must ensure that all travel takes place with safety in mind and with the least possible environmental impact. Employees are expected to evaluate the possibilities of conducting the meeting remotely, via telephone or video conference

and choose remote attendance where possible. For meetings that require business travel, the travel itinerary must be approved by each employee's line manager. The travel plan must include the purpose of the trip, booked meetings, and cost so that each trip can be assessed on an individual basis.

3.9. Office Policy

Humble Group requires all offices to integrate environmentally friendly and/or waste reducing technologies, where possible. This may include, but is not limited to, smart heating and lighting solutions, water saving initiatives and renewable energy sources. Humble Group also requires all offices to have sufficient waste and recycling streams that meet the waste requirements of the local country it operates in, and to educate their employees on how to sort waste correctly.

Humble Group employees are required to take care of their workplace premises and ensure the responsible use of office supplies and technology in an effort to reduce waste in our own operations.

3.10. A Humble approach going forward

We recognise that promoting good environmental practices throughout our value chain is an ongoing process which requires continuous review and evaluation. We commit to improving our environmental management procedures and increasing the amount of information publicly available through more in-depth reporting on both progress and challenges on an annual basis.

We take a Humble approach by recognising that the best results often come from collaboration, and actively invite industry peers, suppliers, governments, and organisations to join together to address our collective environmental challenges.

4. Roles and responsibilities

The Head of Sustainability of Humble Group AB (publ) is the owner of this policy.

The CEO and Board of Directors of Humble Group AB (publ) are ultimately responsible for compliance with this policy and Humble Group's environmental commitments.

The CEO of each subsidiary is responsible for implementing the Group Policy Portfolio together with any locally developed policies. This includes ensuring their teams are aware of and consistently trained on the expectations outlined in this **Environmental Policy**.

5. Exceptions

There are no exceptions to this policy.

6. Monitoring of compliance

- The CEO of each subsidiary is responsible for implementing the Group Policy Portfolio together with any locally developed policies. Humble Group regularly reviews CEO performance and compliance to policies.

- We endeavor to always offer workplaces where open and honest communication amongst all employees and stakeholders is valued and respected. If any employee suspects an environmental violation, they can submit a report through **Humble Group's Speak Up platform**. The platform is supported by **Humble Group's Speak Up policy**. No retaliation will be taken against any employee for raising concerns under this policy. Humble Group will investigate, address, and respond to the concerns of employees and will proceed to take any necessary corrective action in response to any violation.