



Sustainability Policy

Viohalco, as a holding company, is committed to addressing societal needs by delivering, through its subsidiaries, products and solutions in a reliable, inclusive, and sustainable manner. In doing so, AEIFOROS through this policy, aim to create shared value for all stakeholders while aligning with European Sustainability Reporting Standards (ESRS) and contributing to the UN Sustainable Development Goals (SDGs). The policy has been developed taking into consideration the interests of key stakeholders of AEIFOROS, and applies to all employees, officers, directors, contractors, and agents as well as all entities and subsidiaries controlled by the companies. The policy applies to all operations and business activities, regardless of the country in which each company operates, as well as the upstream and downstream value chain of Viohalco subsidiaries.

AEIFOROS are dedicated to operating in a way that fosters progress toward the UN Sustainable Development Goals (SDGs), seeking to help preserve the environmental, social, and economic assets essential to society. By embedding sustainability into their operations, strategy, business plans, and operations, AEIFOROS aim to minimize their negative and maximize their positive impacts, actively engaging with all business partners throughout the value chain.

AEIFOROS commit to helping their customers and business partners achieve their sustainability ambitions by providing knowledge, solutions, and support. Through industry collaborations and initiatives, the companies contribute to improving sustainability performance across the value chain. AEIFOROS commit to meet society's current and future needs by seeking to provide low-carbon, circular and safe products with production operations that respect their employees, social partners and the environment.

AEIFOROS are committed to complying with all applicable laws and regulations and adopting robust governance practices. AEIFOROS pledge to:

- Uphold zero tolerance for bribery, fraud, unfair competition, and other inappropriate business behaviours.
- Promote anti-corruption practices and operate with integrity across their operations and value chain.
- Advocate for ethical business practices among all business partners.

The companies continuously strive to identify opportunities and risks related to climate change, resource management, and environmental protection across their value chain. AEIFOROS engage in sound environmental practices by taking the following actions:

- Reducing carbon emissions and improving energy efficiency in production processes.
- Transitioning to low-carbon and circular economy practices.
- Promoting recycling and the use of secondary raw materials, ensuring sustainable consumption and production.
- Rationalizing water usage.
- Protecting biodiversity.

AEIFOROS commit to take action to combat climate change, as well as preserving natural resources that the companies rely on, promote recycling and circular economy to create more sustainable consumption and production, while at the same time seeking to maximize the utilization of secondary raw materials.

AEIFOROS safeguard labour and human rights and promote safe and appropriate working conditions. The companies are committed to:

- Ensuring the mental health and well-being of their personnel.
- Providing equal opportunities for learning and development.
- Fostering a culture of diversity and inclusion, with equal opportunities, zero tolerance for any form of discrimination or harassment.
- Encouraging an inclusive environment that respects individual characteristics, such as gender, age, sexual orientation, nationality, and beliefs.

AEIFOROS commit to treating all people with respect, continue working against discrimination and harassment in all its forms, and to being an inclusive organization which respects individual characteristics such as gender, age, sexual orientation, nationality, religious and political beliefs. AEIFOROS strive to develop their employees to their fullest and to attract new talent in order to create a diverse and inclusive workforce with the right competencies.

AEIFOROS recognize the evolving nature of sustainability challenges, risks, and opportunities in environmental, social, and governance and sustainability matters. The companies commit to regularly reporting on sustainability policies, goals and targets, and progress achieved in sustainability reports, as well as engaging with all stakeholders to understand and address sustainability performance improvements, contributing to a more sustainable world.

Governance and Accountability

AEIFOROS ensure that accountability for acting in a socially responsible and sustainable manner is embedded at all levels of the organization. Responsibility for the implementation of this policy lies with the most senior executive responsible for each company.

This policy reflects the shared commitment to sustainability as a cornerstone of AEIFOROS's long-term value creation.

Distribution and Communication

It falls into the responsibilities of AEIFOROS' management to communicate the content and the spirit of this document to all employees, direct and associated, also to stakeholders. This policy is published and posted on the companies' intranet and websites.

The policy will be reviewed annually to ensure compliance with legal requirements and any other relevant updates.