

SIF HOLDING N.V. ENVIRONMENTAL POLICY

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Revision History

Revision no.	Description	Date	Prepared by:	Checked by:	Approved by:
A	New document	27-05-2025	P. Kamphorst	J. Kehrens	F. van Beers B. van Schaïk

This policy has been endorsed by the board of Sif and shall be overseen at board level by Fred van Beers (CEO) and Boudewijn van Schaïk (CFO). Sif will report, in our annual report, on the progress of the implementation of this policy. The policy will be reviewed periodically to ensure that it continues to meet served impacts and revised or additional international guidelines and legislative developments.

Signed by:

Fred van Beers, CEO:

Boudewijn van Schaïk, CFO:

Prepared by:	Checked by:	Approved by:
P. Kamphorst	J. Kehrens	F. van Beers B. van Schaïk
Consultant Milieu	QA Engineer Systems	Executive Board

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Summary

The products and services by Sif help to combat climate change. Sif recognizes that its business activities also may have an impact on the environment and biodiversity. With this policy Sif strives not only to avoid causing or contributing to adverse environmental impacts through its own activities and addresses such impacts when they occur.

Furthermore, Sif will follow international policies and guidelines to prevent negative environmental impacts beyond its own facilities. Sif will encourage its stakeholders to actively join Sif in reaching this policy. Sif is committed to work with its business partners to promote supply chain transparency and establish long-term sustainable relationships.

1. Our Vision

To accelerate the energy transition.

2. Our Environmental Mission Statement

Our products help combat climate change and it also ensures energy independence. Sif recognises that our business activities also may have an impact on the environment and biodiversity. We strive to avoid causing or contributing to adverse environmental impacts through our own activities and address such impacts when they occur. We also seek to prevent or mitigate adverse environmental impacts that are directly linked to our operations, products or services by our business relationships.

3. Our Commitment

We conduct our activities in a manner that takes due account of the need to protect the environment to avoid and address adverse environmental impacts and contributes to the wider goal of sustainable development.

Our potential and to be addressed impacts include:

- Climate change
- Biodiversity loss
- Air, water and soil pollution
- Mismanagement of waste, including hazardous substances and contribution to a circular economy.

The above-mentioned impacts are aligned with international guidelines, in particular:

- The environmental chapter VI of the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- The principles and objectives contained in the Rio Declaration on Environment and Development
- The United Nations 2030 Agenda for Sustainable Development
- UN Framework Convention on Climate Change
- The 2015 Paris Agreement
- UN Convention on Biological Diversity, Kunming-Montreal Global Biodiversity Framework
- International RBC agreement for the Renewable Energy Sector facilitated by the Dutch Social and Economic Council (SER)

4. Our Approach to Implementing our Environmental Policy

When conducting business, we strive to implement this environmental policy by adhering to the six steps of environmental due diligence as described in the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

In particular, we:

1. Establish and maintain an environmental management system appropriate to our operations, products and services over their full life cycle
2. Identify and assess adverse environmental impacts associated with our operations, products or services including through collection and evaluation of adequate and timely information regarding the adverse impacts associated with our operations, products and services and where activities may have significant adverse environmental impacts, prepare an appropriate environmental impact assessment

3. Establish and implement measurable objectives, targets and strategies for addressing adverse environmental impacts associated with our operations, products and services and for improving environmental performance. The targets are consistent with GHG protocol and Science Based Targets initiative standards and with relevant national policies and international commitments, goals, and informed by best practice
4. Regularly verify the effectiveness of strategies and monitoring progress toward Environmental objectives and targets, and periodically reviewing the continued relevance of objectives, targets and strategies
5. Provide adequate education and training to workers in environmental, health and safety matters, including on the management of hazardous and non-hazardous materials and waste as well as the prevention of environmental accidents, as well as more general environmental management areas, such as environmental impact assessment procedures, public relations, and environmental technologies
6. Seek contractual assurances of suppliers and other business partners aimed at shared responsibility for care of the environment
7. Provide support, including capacity building on environmental management, to suppliers and other business relationships, particularly small- and medium-sized enterprises, where appropriate and feasible
8. Contribute to the development of environmentally responsible and economically efficient public policy, for example, by means of partnerships or initiatives that will enhance environmental awareness and protection
9. Provide the public, workers, and other relevant stakeholders with adequate, measurable, verifiable (where applicable) and timely information on environmental impacts associated with our operations, products and services based on best available information, and progress against targets and objectives
10. Maintain contingency plans for preventing, mitigating, and controlling serious environmental and health damage from our operations, including accidents and emergencies, and mechanisms for immediate reporting to the competent authorities
11. Communicate how adverse impacts are addressed; This is an ongoing process, as we recognize that the environmental risks may change over time as our business operations and operating context evolve. We integrate this policy throughout the company and our value chain.

Stakeholder Engagement and Remediation

Sif recognizes that risks relating to the environment require meaningful engagement with internal and external stakeholders. In cases where we cause or may cause an adverse impact on the environment, we shall take the necessary steps to cease or prevent the impact. Where we contribute or may contribute to such an impact, we shall take the necessary steps to cease or prevent our contribution and use our leverage to mitigate any remaining impact to the greatest extent possible. When we cause or contribute to an adverse impact on the environment we will remedy or co-operate in the remediation of the situation through legitimate processes.

Sif's Code of conduct gives employees the option to show their grievance when environment or social safety is at stake (as included in Sif's Whistleblower policy). Sif will notify governing bodies in case of (expected) non-compliance. Vice versa will governing bodies notify Sif in case of received complaints regarding Sif operations.

Transparency and Leverage

While going through the process of doing due diligence, we realize that we can only know about our impacts and show what we do to address those impacts, if we have visibility on our supply chain. We are committed to fostering openness by maintaining clear and accessible communication with all stakeholders, including suppliers, partners and customers.

We will work to map and disclose the origins of key materials and components to ensure that environmental and social risks in the supply chain are identified and addressed. This will result in Life Cycle Assessments (LCA), Environmental Product Declarations (EPD) and Material Passports.

Suppliers will be required to report on their environmental performance, carbon emissions, and resource usage in alignment with globally recognized standards.

We collaborate with suppliers and other organisations to increase our leverage to address and mitigate possible adverse impacts. For this purpose, we have joined the International RBC Agreement for the Renewable Energy Sector, a multi-stakeholder mechanism for implementing individual and collective due diligence, and for jointly developing long-term solutions towards tackling environmental risks in global value chains. Disengagement is a last resort for us, if a supplier or business partner refuses to prevent impacts after a notice and warning process and even in these cases, we commit to responsible disengagement.

5. Scope

Our commitment applies to all rightsholders, which include but are not limited to all our employees, employees of our suppliers and contractors in our supply chains and customers along our value chain.

This commitment also applies to all our entities and subsidiaries, expects all our customers, suppliers and their respective supply chains, and other business partners to uphold the commitments set out in this policy.

Our principles, including compliance with this policy, are included in contracts and our code of conduct. Through this policy and our code of conduct, we are committed to work with our business partners to implement the OECD Guidelines for Multinational Enterprises, to promote supply chain transparency and establish long-term sustainable relationships.

6. Our Salient Environmental Risks

We periodically identify and assess the impact of our operations on people and the planet and prioritize addressing the most salient risks based on likelihood and severity.

The following are the key environmental risks that we have identified:

- Emissions to soil. Uncontrolled (spills) of fluid to soil in case of incidents.
- Emissions to air. Running engines (car, lorry, vessels, etcetera) at site create exhaust gasses. NOx and CO2 are most predominant Greenhouse Gasses.
- Waste created during processing products.

Climate Change

Sif recognizes that it has an important role to play in contributing towards net-zero greenhouse gas emissions and a climate-resilient economy, necessary for achieving internationally agreed goals on climate change mitigation and adaptation. This includes the introduction and implementation of science-based policies, strategies and transition plans on climate change mitigation and adaptation as well as adopting, implementing, monitoring and reporting on short, medium and long-term mitigation targets. These targets should be science-based, include absolutes, where relevant, intensity based GHG reduction targets and consider scope 1, 2, and, to the extent possible based on best available information, scope 3 GHG emissions.

Biodiversity Loss

The conservation of biological diversity and sustainable management and use of natural resources and ecosystems, including, for example, forests, oceans, peatlands and wetlands, is highly important to human health and livelihoods, species survival as well as mitigation of and adaptation to climate change. Companies should contribute to the conservation of biological diversity. Enterprises' efforts to prevent or mitigate adverse impacts on biodiversity should be guided by the biodiversity mitigation hierarchy, which recommends first seeking to avoid damage to biodiversity, reducing or minimising it where avoidance is not possible, and using offsets and restoration as a last resort for adverse impacts that cannot be avoided.

Air, Water and Soil Pollution

Companies should work towards air, water and soil pollution reductions to levels no longer considered harmful to health and natural ecosystems.

Mismanagement of Waste, including Hazardous Substances

In order to optimize use of resources, to contribute to a circular economy, and to minimize waste, and in particular hazardous waste, companies are expected to adopt best available technologies to improve the environmental performance of their products or services. As such products and services have no undue environmental impacts, are safe in their intended use, are durable, repairable and can be reused, recycled, or disposed of safely and are produced in an environmentally sound manner that uses natural resources sustainably, and minimises as far as possible energy and material input as well as generation of pollution, greenhouse gas emissions and waste.

7. Rule of Law & Conflicting Requirements

In all situations and contexts, and in all jurisdictions wherever we operate, Sif will endeavour to comply with applicable laws and respect internationally recognised environmental standards.

In cases when local law and international environmental standards differ, we strive to follow the higher standards while complying with local laws. In case of direct conflict between the two, we will seek ways to honour the principles of internationally recognised environmental standards. We will treat the risk of causing or contributing to adverse environmental impacts a legal compliance issue wherever we operate.