

The Board of Directors of Titania Holding AB (publ) (reg. no. 556887-4274) (the “Company”) resolved on 2022-11-01 to adopt this.

# Sustainability Policy

**Content**

|    |                                  |   |
|----|----------------------------------|---|
| 1. | Background and purpose .....     | 2 |
| 2. | Policy Statement .....           | 2 |
| 3. | Audience .....                   | 3 |
| 4. | Roles and responsibilities ..... | 3 |
| 5. | Exceptions .....                 | 3 |
| 6. | Monitoring of compliance.....    | 3 |
| 7. | References .....                 | 3 |

# 1. Background and purpose

At Titania we believe that we have a responsibility to conduct our operations in a manner that supports a sustainable development, meaning a development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

This policy expresses Titania's position within sustainability and defines how Titania works with sustainability and related responsibilities within the organization.

In Titania we always comply with relevant laws and regulations in the jurisdictions where we operate as well as the content of our Code of Conduct and this policy.

# 2. Policy Statement

Titania's policy is to act at all times as a responsible company promoting socially, environmentally and financially sustainable practices in our own operations and supply chain with focus on areas as outlined below.

## Social

- We strive to be a trusted partner to our customers, business partners, colleagues and the communities where we operate.
- We strive to collaborate and seek partnerships with other actors in order to find the most viable and sustainable solutions in our projects.
- We shall strive to create conditions which improve social inclusions and diversity in the communities where we conduct our projects.
- We strive to have a long-term relationship in our projects and contribute to future development in the communities where we operate.
- We shall promote diversity and inclusion in our own workplace and work against any forms of discriminative behavior.
- We shall always follow national or local occupational safety and health regulations in order to avoid accidents at work.
- We shall promote and support international conventions on human rights and labour rights in relation to our own operations and our supply chain.

## Environmental

- We strive to minimize the environmental footprint from our own operations and supply chain based on the specific prerequisites for each project.
- We shall adhere to the precautionary principle concerning environmental challenges.

## Financial

- We strive to have financial stability and long term profitable growth.
- We shall have zero tolerance against corruption and other unlawful and illegal practices.

### **3. Audience**

The policy applies to all entities within the Group.

### **4. Roles and responsibilities**

The Quality and Environmental Manager is the owner of this policy.

### **5. Exceptions**

There are no exceptions to this policy. Any need of exceptions to this policy must be clearly defined and documented. All exceptions shall be approved by the Board of Directors.

### **6. Monitoring of compliance**

Titania promotes socially, environmentally and financially sustainable in our operations and supply chain and adheres to the specified focus areas within this policy.

The Sustainability policy is approved by the Board of Directors, following a review by the policy owner for content and correctness.