

## Climate and Environmental Policy

### 1 Purpose

This Flügger Climate and Environmental Policy (the “Policy”) sets out our commitment to reducing environmental impact of Flügger group A/S and its subsidiaries (“Flügger”), and integrating sustainability across Flügger’s value chain. The Policy combines Flügger’s core values and Flügger’s ambition to mitigate climate-related risks while maximizing opportunities in the transition to a low-carbon economy. The Policy provides a framework for compliance, accountability, and continuous improvement to support our net-zero target by 2050.

[The Policy was last approved by Flügger group A/S’ board of directors (the “Board of Directors”) on 26 June 2025.] The Board of Directors aims to review, update and approve the Policy (as applicable) on an annual basis. The Policy is communicated to managers in Flügger, and is publicly available at the Flügger website (<https://www.flugger.com/da/om-flugger/koncern/>).

### 2 Validity

The Policy applies to all countries, sites, and employees within Flügger.

### 3 Governance

Employees are expected to incorporate environmental considerations in their daily work, while managers play a key role in ensuring compliance, implementation and innovation. The Sustainability Manager is responsible for guiding and supporting Flügger’s climate and environmental efforts, while the Executive Management and Board of Directors oversee progress and strategic direction.

Flügger’s work with sustainability is anchored with the Board of Directors (assisted by the Sustainability Strategy Steerco) and the Audit Committee (assisted by the ESG-reporting Steerco). The Sustainability Strategy Steerco leads customer focused initiatives on a strategic plan, while the ESG-reporting Steerco ensures ESG-compliance across Flügger. The participants and structure are illustrated below.

ESG-reporting governance		Sustainability strategy governance	
Audit Committee & Board of Directors		Board of Directors	
<b>ESG-reporting steerco</b>  CFO, SVP Supply Chain & Innovation, Head of Corporate Accounting, Group Financial Controller, Sustainability Manager		<b>Sustainability strategy steerco</b>  CEO, SVP Supply Chain & Innovation, SVP People, Communication & Culture, Sustainability Manager, and Project Managers	
<b>Work groups</b>  <b>ESG-reporting group</b> Operationelle ansvarlige, Sustainability Manager, Group Accounting  <b>QHSE Board</b> CEO, SVP Supply Chain & Innovation, QHSE, Operations, R&D, Procurement, Product Support, Commercial, Product Management, People, Communication & Culture  <b>Compliance Obligations Forum</b> SVP Supply Chain & Innovation, Head of Legal & Compliance, Head of Corporate Accounting, Sustainability Manager, Head of QHSE & Sustainability, Senior Regulatory Affairs Manager		<b>Work groups</b>  <b>Strategy Track, Paint</b> R&D & Product Management <b>Strategy Track, Packaging</b> Procurement & Product Management <b>Strategy Track, Value chain</b> QHSE, Operations, Procurement, Sustainability Manager  <b>Customer Sustainability Forum</b> Senio Regulatory Affairs Manager, Sustainability Manager, Product Management, Head of Commercial Excellence, Commercial DK, NO & SE	

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### 4 Commitments

Flügger recognizes the urgent need for climate action and is committed to reducing its environmental impact. As a group, Flügger strives to integrate sustainability across the entire value chain to contribute to a low-carbon economy.

To ensure that responsibility for the climate and environment remains a core consideration in all of Flügger's business activities, Flügger is committed to:

- Reach net-zero emissions across its value chain by 2050, supported by short-term reduction targets,
- Develop products with an enhanced environmental profile and for the benefit of the customers,
- Minimize waste generation, air pollution, and water consumption through efficient resource management and sustainable practices,
- Enhance refurbishment and recycling by optimizing material use, as well as extending product life cycles, and promoting responsible end-of-life solutions,
- Mitigate climate related negative impacts and financial risks identified (as applicable) in Flügger's latest double materiality assessment,
- Utilize and maximize the climate related positive impacts and financial opportunities identified in Flügger's latest double materiality assessment,
- Maintain certifications and broaden scope of sites being ISO9001, ISO14001 and FSC certified, and
- Comply with applicable laws and regulations at all times.

By setting targets and embedding considerations for the environment and the climate into our business strategies and activities, Flügger consistently reduce its environmental impact. We report on our strategic sustainability priorities and environmental impact in our [annual report](https://www.flugger.com/da/investor/arsrapporter-delarsrapporter-csr-rapporter/) (which can be found at: <https://www.flugger.com/da/investor/arsrapporter-delarsrapporter-csr-rapporter/>).