

Sustainability Policy



Objective

At Topsoe, sustainability including corporate social responsibility (CSR) is an important driver to ensure the continuous success of our business, the long-term cooperation with our customers, and the development of the communities in which we operate.

Sustainability reflects our responsibility toward our business' impact on society. We develop sustainable solutions that help address global challenges and optimize our customers' performance, while simultaneously balancing the economic, social and environmental aspects of our value chain.

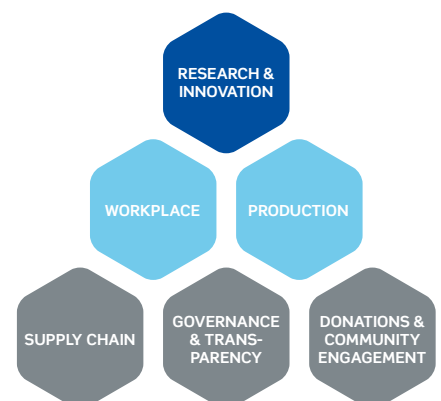
Scope

To continuously advance our sustainability performance, we have identified the elements that are the most material and essential to us as a company. We call these our Sustainability Priorities and through our Sustainability Framework, we monitor, drive progress and report on each of these.

Sustainability Priorities

Topsoe has identified six priorities across the company's value chain:

- Research & Innovation
- Workplace
- Production
- Supply Chain
- Governance & Transparency
- Donations & Community Engagement



Research & Innovation

The world is shaped by ever growing demands for solutions and services – a challenge which is further intensified by the scarcity of natural resources, climate change, and increased environmental regulations.

By developing sustainable solutions, we help address global challenges while improving the business of our customers.

Sustainability is also considered when we launch new research & development projects to continuously improve our ability to create optimal performance for our customers.

Workplace

A sustainable workplace presents great opportunities as well as demanding obligations. It requires little effort to agree on the importance of it, but it does require a continued and persistent focus to ensure it.

We work responsibly and proactively to ensure a safe, healthy, diverse, engaging and attractive workplace. We support and respect human rights and internationally recognized labor rights are fundamental to us. We wish to provide equal opportunities for all employees and prevent harassment and/or discrimination.

Production

Depletion of natural resources, rising temperatures and increasing pollution pose a global challenge. Continuously optimizing our production to make it more sustainable is therefore necessary from a global perspective and important from a business perspective.

To us, a sustainable production means working to reduce our negative impact on the environment,

while simultaneously balancing the economic, social and environmental aspects in our production processes. In doing so, we prioritize reducing emissions and protection of natural resources through environmental resource management and waste management.

Supply Chain

Acting as a truly global business, Topsoe cooperates with suppliers throughout the world, which means that supply chains are growing longer and are becoming more complex. Therefore, our supply chain is an important element of our sustainability efforts.

We therefore have a continuous dialogue with our suppliers and continue to base our relationship with our suppliers on mutual trust, an open dialogue, and a common commitment to act with integrity. We expect all our suppliers to comply with international conventions, applicable laws and the principles in Topsoe's Supplier Code of Conduct. When appropriate, we will apply due diligence procedures to our supply chain.

Governance & Transparency

We are committed to leading our company based on good corporate governance principles, openness and transparency. To build our business based on compliance with applicable laws, act with integrity and apply high ethical standards including non-acceptance of any type of corruptive behavior. External regulations and business-related expectations are monitored and implemented through the Topsoe Code of Conduct and related policies, procedures and processes.

We assess and mitigate potential risks that could affect our business continuity and are dedicated to maintaining a culture based on open and honest communication –

and our global Compliance Hotline provides employees and business partners with a channel for reporting concerns of unethical or unlawful behavior.

Donations & Community Engagement

We believe that we as a company have a responsibility to take on a positive role in society. The contribution to the local community and the act of providing philanthropic donations are part of Dr. Haldor Topsøe's legacy and remain strongly embedded in our culture and values.

We engage in and contribute to the communities in which we operate by establishing long-term relationships, providing donations and participating in local development programs.

We provide support and ensure that our donations contribute to a socially and economically sustainable future for the people and communities involved – primarily focusing is on improving living conditions and enhancing the level of education globally, particularly supporting children.

About Haldor Topsoe

Haldor Topsoe is a world leader in high-performance catalysts and proprietary technologies for the chemical and refining industries. Based on cutting-edge research and development, we help our customers achieve optimal performance in all phases from design to daily operations – in the most responsible way. Topsoe is headquartered in Denmark and serves customers across the globe.