



**TOPSOE**

# **TOPSOE SUSTAINABILITY POLICY**

**DECEMBER 2025**

# SUSTAINABILITY POLICY

At Topsoe, we are dedicated to perfecting chemistry for a better world. Our commitment to sustainability is integral to our ambition of taking a leading role in the global energy transition. Reducing emissions across our operations and entire value chain is central to this commitment.

This policy applies to all Topsoe employees and is supported by subject-specific policies that guide our daily operations and decision-making.

## Our Approach and Ambition

Topsoe's sustainability progress plan is informed by a double materiality assessment, ensuring that we address both the impacts we have on the world and the risks and opportunities sustainability presents to our business. We are committed to continuous improvement across material environmental, social, and governance (ESG) topics and apply a life-cycle perspective where feasible and relevant. Our sustainability efforts are guided by the principles related to environmental sustainability, social responsibility, and governance outlined in this Policy.

## Environmental Sustainability

- We are committed to achieving net-zero greenhouse gas (GHG) emissions across our value chain by 2040. Our short- and long-term targets are validated by the Science Based Targets initiative (SBTi) and our roadmap is described in our Climate Transition Plan.
- Our solutions support the decarbonization of hard-to-abate industries, accelerate the energy transition, and contribute to reducing air pollution globally.
- We act as a trusted sustainability partner, providing credible documentation of the environmental impacts of our solutions from a life-cycle perspective.
- We advance circular economy related to both inflows, waste and outflows – with focus on waste prevention, reuse, and recycling.
- We continuously strive to prevent pollution and enhance resource efficiency in our production processes.

## Social Responsibility

- We are committed to providing a safe and healthy working environment for all

employees and contractors at our sites.

- We foster a diverse and inclusive workplace culture, where all individuals are respected, and differences are valued.
- We are committed to respecting human rights and align our practices with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. These frameworks underpin our approach to responsible business conduct.
- We contribute to positive community impact by supporting external initiatives aligned with our purpose. We donate 0.1% of our annual revenue to international organizations and form strategic partnerships with local communities to support three focus areas: Social, Environmental, and Humanitarian Aid.

## Governance

- Sustainability is anchored at the highest level of our organization – in the Board of Directors and Senior Leadership Team.
- We adhere to the Ten Principles of the United Nations Global Compact.

- We actively monitor and manage both short- and long-term sustainability-related risks and opportunities.
- We communicate clear expectations regarding sustainability to our business partners and foster ongoing dialogue with key stakeholders to promote sustainable development.
- We practice responsible supplier management with a strong focus on ethical conduct, legal compliance, and adherence to the sustainability requirements outlined in our Supplier Code of Conduct.
- We operate with integrity and are committed to complying with all applicable legal and regulatory requirements, maintaining zero tolerance for corruption, bribery, anti-competitive behavior, and fraud.
- We are committed to transparency in our sustainability performance, substantiating our claims with data, documentation, and independent third-party assurance.

## **Responsibility and implementation**

We review this policy every second year and update as needed. The Chief Sustainability and External Affairs Officer is responsible for reviewing the policy. The policy is endorsed and supported by the Chief Executive Officer and the Sustainability Council. We publish the policy on our intranet and website. Our sustainability governance model is available in our Annual Reports and outlines key areas of responsibility, relevant committees, and working groups.

By embedding sustainability into our processes, we strive to be a catalyst for positive change – for our customers, our stakeholders, and the planet.

We publish the policy on our intranet and website.

## **EXAMPLES OF RELATED POLICIES AND STATEMENTS:**

- Audit, ESG & Risk Committee Charter for Topsoe
- Code of Conduct
- Global Diversity & Inclusion Policy
- Global Donations Policy
- Global Environmental Policy
- Global Quality Policy
- Human Rights Policy
- Responsible Minerals Sourcing Policy
- Supplier Code of Conduct
- Tax Policy
- UK Modern Slavery Act