

A photograph of a woman and two children standing in a field of tall grass at sunset. The woman is in the center, wearing a pink sweater, looking towards the right. A young girl is on the left, also in a pink sweater, looking towards the woman. A young boy is on the right, wearing a grey shirt, looking towards the woman. The sun is low on the horizon, creating a warm, golden glow. A blue arrow icon is in the upper right corner.

Climate and Circularity Policy

2025

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Purpose and scope

The Ontex climate and circularity policy is designed to address the environmental impact of our operations, with a particular focus on reducing greenhouse gas emissions and plastic consumption by promoting a circular economy throughout our value chain. The scope includes:

- **Activities:**
All Ontex operations, including product design, sourcing, manufacturing, logistics, and disposal practices.
- **Upstream and downstream value chain:**
This policy covers emissions and resource impacts (e.g. plastic) associated with our suppliers, product transport, and customer usage, as well as end-of-life disposal.
- **Geographic scope:**
Our commitments apply globally.
- **Stakeholder groups:**
This policy is especially relevant to our employees, suppliers, customers, investors, and communities impacted by our operations.

Climate commitments

Our approach to climate action encompasses rigorous emissions reduction and adaptation to climate risks, aiming to positively impact both the environment and our stakeholder ecosystem. Our climate commitments include:

- **Emission reduction targets:**

We are committed to science-based targets to limit global warming to 1.5°C. We aim to achieve substantial reductions in scope 1, 2, and 3 emissions, measured and verified through third-party audits.

- **Energy efficiency and renewable energy:**

We prioritize energy efficiency across our facilities and aim to source 100% renewable electricity globally by 2030 and drive the transition from fossil fuel to renewable sources where feasible.

- **Product sustainability:**

Our product portfolio will increasingly feature low-impact materials and incorporate circular design elements that minimize environmental and climate impacts while maximizing the circular outcomes.

At Ontex, our climate ambitions go hand in hand with our commitment to circularity. By lowering our carbon footprint throughout our supply chain and integrating circular principles into our product design, we will have meaningful progress in both areas. Our goal is to minimize waste by designing products that are recyclable, and made

with sustainable materials, which directly reduces greenhouse gas emissions tied to resource extraction and disposal. Through innovative circular practices, we're not only helping reduce our climate impact but also promoting a resilient, resource-efficient economy and reducing the plastic pollution.



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Circularity commitments

We are dedicated to advancing circular economy principles to minimize plastic waste and maximize resource efficiency, while fostering a lifecycle approach to our products. Key circularity initiatives include:

- **Material sourcing:**
We encourage our suppliers to align with sustainable and circular practices (e.g. materials from renewable, recycled, or responsibly sourced origins and reduce the use of virgin plastic).
- **Product design for circularity:**
We design our products and packaging to enhance performance while minimizing material use. We are also exploring product design to support recyclability or alternative end-of-life management.
- **Waste minimization:**
We work to reduce manufacturing waste and increase recovery and recycling rates at all operational sites.



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Alignment with standards and initiatives

To ensure rigorous compliance and foster best practices, Ontex commits to adhering to several recognized frameworks and standards, including:

- **Science-based targets initiative (SBTi):**
Our emissions targets are aligned with SBTi to ensure they are credible and verifiable.
- **Circular economy action plan:**
We follow the principles of the EU circular economy action plan to guide our product and process redesigns.



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Governance and accountability

Our executive management committee has oversight of the Ontex Climate and Circularity Policy. Our governance approach includes:

- **Sustainability governance:**
Our sustainability department, in collaboration with department leads, is accountable for policy implementation and annual performance tracking.
- **Transparency and reporting:**
We commit to comprehensive disclosures, including climate and circularity performance metrics, in accordance with CSRD and ESRS standards, and our audit and risk committee monitors and oversees our sustainability reporting processes.
- **Stakeholder engagement:**
We actively engage with stakeholders to support climate and circular goals, conducting regular consultations with suppliers, customers, and local communities.



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Risk management

The Ontex Climate and Circularity Policy incorporates climate-related and circular economy risks into our risk management framework to enhance resilience and sustainability. Core focus areas include strengthening climate resilience to ensure business continuity and addressing circularity risks arising from regulatory changes and market demands. For example, we are tackling end-of-life challenges for hygiene products by developing specialized recycling solutions. These initiatives help mitigate financial, operational, and reputational risks, underscoring Ontex's commitment to sustainable growth and regulatory compliance.



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Compliance and continuous improvement

Ontex is committed to complying with relevant environmental laws and standards. We are dedicated to continuous improvement in climate and circularity practices by investing in innovation, improving operational efficiencies, and fostering a culture of sustainability among our employees.



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Policy review and updates

This policy will be reviewed annually, or as needed, to ensure alignment with regulatory developments, scientific findings, and industry best practices. Policy updates will be communicated to stakeholders and reflected in our sustainability disclosures.

Gustavo Calvo Paz

CEO
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