



# Sustainability Policy

## Introduction

Ontex is a leading supplier of high-quality personal hygiene products and services, and the partner of choice for a large number of consumers, retailers, lifestyle brand partners, institutional and private healthcare providers globally, with a strong commitment to corporate responsibility and sustainability.

We adopt the common definition of sustainability as “*development that meets our present needs without jeopardizing the ability of future generations to meet their needs.*”

We believe that sustainability is the compass that guides us and the driving force behind a process of mutual value creation in harmony with our stakeholders, striving for continuous improvement and having a positive impact on the environment<sup>1</sup>, society and the economy along **our value chain**.

Ontex understands the importance of maintaining a balance between the current environmental challenges we all face, and a growing demand for more sustainable products that promote circular and climate-friendly solutions for preventing and reducing pollution.

We also recognize the importance of natural ecosystems such as forests and woodlands in climate change, and we acknowledge the potential impacts our operations might have on them. With this policy we aim, amongst other, to contribute to the global efforts of reducing and preventing deforestation and nature degradation, as well as to protect the environment and biodiversity.

In addition, we strive to create a positive socio-economic impact by providing a healthy, safe, and fair environment for all employees working on behalf of the Ontex Group and by respecting the interests and rights of all local communities in which we operate, and which we directly or indirectly impact.

## Goals

Our shared commitment is to integrate **sustainability** into all aspects of Ontex’s activities. Therefore, we are committed to ensuring the following goals are met:

- 1. To be compliant with mandatory sustainability obligations at all times, going beyond where feasible**
  - Compliance with the legal and regulatory obligations on environmental and social sustainability at the minimum, with the aim of going beyond them and not limiting related sustainability ambitions.
  - Compliance with applicable environmental and social responsibility management systems, chain of custody for bio and recycled materials, and requirements of applicable third-party certifications and trademarks.
  - Incorporate sustainability criteria into supply chain selection and evaluation. Conduct required due diligence, consider sustainability risks and opportunities, mitigate or avoid potential risks, and take advantage of opportunities<sup>2</sup>.

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<sup>1</sup> The term “environment(al)” used hereinafter, also encompasses energy

- Align our goals with the Sustainable Development Goals of the United Nations, UN Global Compact principles, OECD Guidelines, and other sustainability commitments and frameworks, and actively contribute to the achievement of these goals.
- 2. To create a fully integrated sustainability approach, taking into account stakeholder interests and potential impacts, risks and opportunities**
  - Implement an integrated management systems approach aimed at assessing our sustainability performance, identifying, analyzing and managing associated risks, and taking appropriate actions.
  - Approach potential impacts, risks, and opportunities from the materiality perspective, prioritizing the material sustainability topics identified through our double materiality assessment.

This integrated materiality-based approach will include the following key elements:

#### **a. Environmental responsibility**

- Minimize our environmental footprint by developing, evaluating, and promoting **sustainable product and packaging** solutions and related project initiatives. Develop strategies that allow to avoid or minimize waste, promote efficient resource use, and circular economy.
- Promote conscious and responsible use of energy, including the use of renewable energy sources, and support energy-efficient production processes, engineering (machines, equipment, buildings), design activities, and procurement – all this with a goal to reduce **carbon emissions**. Identify, assess, manage and/or remediate material climate change mitigation and adaptation impacts, risks and opportunities.

#### **b. Social responsibility**

- **Respect and promote human rights** throughout the value chain, leveraging synergies and considering the interests of all stakeholders<sup>3</sup>, actively and regularly engaging with them to identify key focus areas that have a significant impact or that could substantively influence their assessment or decisions. Identify, assess, manage and/or remediate any material impacts on value chain workers.
- **Be a responsible employer**: promote diversity, equity, and inclusion. Strive for zero accidents and occupational diseases through prevention and awareness by reporting near misses and monitoring employees themselves, and proper maintenance of equipment and facilities.
- **Enhance consumer and end-user safety** by creating transparency around our raw material composition and strive for complete customer satisfaction.
- **Broaden our societal impact** by addressing societal issues and engaging in community outreach programs.

#### **c. Ethics and transparency**

- Align our business operations with **ethics and compliance** principles and uphold high standards of corporate governance in line with the Belgian Corporate Governance Code (2020 edition) and the Corporate Governance Charter of Ontex Group NV. Be transparent, and create internal and external awareness through communication, promotion, training, and development of the necessary tools and processes.

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<sup>3</sup> Including but not limited to customers, consumers, employees, investors, suppliers, communities, and NGOs

### 3. To focus on continuous improvement

- Continuously improve our performance and management systems by systematically prioritizing preventive, over corrective, actions.
- Establish, monitor, and regularly revise a sustainability strategy with Specific, Measurable, Attainable, Relevant and Timely goals and key performance indicators, and actively communicate our progress internally and externally.

### Scope and accountability

All Ontex Group employees understand this policy, adhere to it, and actively contribute to its successful implementation across all levels of our organization. The scope of this policy applies exclusively to Ontex, as any upstream and downstream requirements are addressed in separate policies. The policy is available both internally and externally to ensure that all stakeholders have easy access to it.

Sufficient resources will be allocated, and an efficient governance system for sustainability has been established, to ensure that the outlined commitments can be fully met. The Executive Management Committee holds primary accountability in ensuring that the commitments outlined by this Policy are met and are fully aligned with the sustainability strategy of Ontex Group. Monitoring implementation of policy commitments will adhere to the governance structure established for the sustainability strategy. The policy will be reviewed whenever there is a change in material topics, but at a minimum, it will be reviewed once in 3 years as established by the GRP-PRO-067 Control of Documents.

**Approved by: Laurent Nielly, CEO**

**Approved on: 12/05/2026**

**Signature:**

