



Myonex Environmental Policy

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Introduction

Myonex is committed to leading by example in the pursuit of environmental sustainability. Our goal is to minimize our environmental footprint while enhancing our operational efficiency and corporate responsibility. This policy outlines our approach to environmental stewardship and sets forth the principles and practices that will guide our operations and decision-making.

Scope

This policy applies to Myonex LLC, its subsidiaries and affiliates in the UK, Germany and France ("**Myonex**"). Myonex establishes business relationships with suppliers, clients, partners, contractors, consultants, and other service providers (collectively referred to as "**Business Partners**"), who are encouraged to adhere to this Environmental Policy.

All Myonex employees must comply with both this Policy and any applicable local regulations. If any Myonex location maintains its own local environmental policy, this Policy shall supplement such local policy; however, in the event of a conflict between the local policy and this policy, the conflicting terms of the local policy should be followed.

1. Commitment to Sustainability

We recognize the urgent need to address environmental challenges and are dedicated to integrating sustainability into all aspects of our business. Our commitment includes:

a. Reducing greenhouse gas (GHG) emissions

In line with the United Nations Sustainable Development Goal 13: **Climate Action**, we are committed to significantly reducing greenhouse gas (GHG) emissions across our operations and value chain. By driving continuous improvement and targeted emissions reduction, we aim to contribute meaningfully to the global transition to a resilient, net-zero future.

GHG Reduction Targets:

- i. **Develop an emissions reduction plan for Scopes 1 and 2 by 2026.**
Establish a structured roadmap to reduce emissions from our scope 1 and 2 emissions, incorporating opportunities for operational efficiency, process improvements, and clean energy sourcing.
- ii. **Develop a GHG emissions monitoring and reporting system by 2026**

aligned with the GHG Protocol or another recognized framework, to support transparency, regulatory compliance, and ongoing environmental performance improvement

iii. Set science-based emissions reduction targets by Q2 2027.

Define emissions reduction targets in alignment with the latest climate science and the Science Based Targets initiative (SBTi), to ensure our efforts contribute meaningfully to limiting global temperature rise.

iv. Achieve carbon neutrality across Scopes 1 and 2 by 2030.

Eliminate or offset remaining Scope 1 and 2 emissions through a combination of reductions, efficiency measures, and credible carbon offsetting where needed, in pursuit of net-zero operational emissions by 2030.

v. Improve the measurement and reporting of our Scope 3 emissions

Conduct a detailed baseline assessment of indirect emissions across our value chain by Q3 2027. Use this data to strengthen our understanding of Scope 3 impacts and identify high-priority areas for engagement and reduction

b. Minimizing waste and promoting recycling and reuse

We are aligned with United Nations Sustainable Development Goal 12: **Responsible Consumption and Production**. We are committed to reducing waste, promoting reuse and recycling, and managing hazardous and non-hazardous materials responsibly across all our operations. Our goal is to minimize the environmental impact of our use of raw materials, chemicals, and waste through improved resource efficiency, safe handling practices, and circular economy principles.

Our ongoing efforts to achieve this objective include implementing recycling and composting programs to divert waste from landfill, reducing the use of single-use plastics and other non-recyclable materials, and fostering a culture of reusability and mindful consumption among employees.

Waste Management Targets:

i. Conduct initial waste management assessments by Q3 2026

Survey all sites to better understand current waste management practices and identify opportunities to reduce waste generation and increase recycling and reuse.

ii. Develop an internal waste monitoring and reporting framework by 2027.

Establish a framework to track key waste management metrics including the total weight of waste generated, recycled, reused and sent to landfill. We include metrics to track both hazardous and non-hazardous waste.

iii. **Set quantitative waste reduction targets by Q2 2027.**

Based on survey data and the monitoring framework, we define measurable waste reduction targets to guide continuous improvement.

c. **Conserving natural resources and energy.**

In support of United Nations Sustainable Development Goal 7: **Affordable and Clean Energy** and Goal 12: **Responsible Consumption and Production**, we are committed to conserving natural resources, including water, and improving energy efficiency across our operations. Our aim is to reduce our environmental footprint by promoting the use of renewable energy, advancing sustainable procurement, and embedding responsible practices into our systems and daily operations. We also recognize the importance of engaging both employees and suppliers in our journey toward long-term resource stewardship.

Our ongoing efforts to support this objective include the adoption of energy-efficient technologies—such as automatic lighting—and water-saving solutions, including water dispensers with “bottles saved” counters installed at key sites.

Conservation and Efficiency Targets:

i. **Assess renewable energy use across all sites by Q3 2026**

Conduct a baseline assessment to understand the current share of renewable energy used across all sites. This data will inform future targets and as part of a broader energy strategy.

ii. **Develop an internal energy consumption monitoring and reporting framework by 2027**

Establish a system to track key energy metrics including total energy consumption and total renewable energy consumption across the operation.

iii. **Set quantitative energy consumption targets by Q4 2027.**

Based on assessment data and the monitoring framework, define measurable targets for reducing energy consumption and improving efficiency across the organization.

iv. **Strengthen sustainable procurement and supplier engagement**

Develop and maintain a sustainable procurement policy by 2026. Assess new suppliers based on environmental and social performance, and work collaboratively with existing suppliers to improve the sustainability of goods

and services. Promote transparency and shared accountability in our supply chain.

d. Continuous Improvement of Sustainability Management

We recognize that strong sustainability performance relies on effective systems, robust data, and empowered people. We are committed to embedding sustainability into our core business processes through the continuous improvement of governance, reporting, and engagement. This includes implementing relevant policies, structured measures, and reporting mechanisms, while equipping employees with the knowledge and tools needed to drive progress across all levels of the organization.

Sustainability Management Targets:

- i. Review and enhance sustainability policies by Q4 2026**
Conduct a comprehensive review of existing company policies in key areas such as procurement, energy use, travel, waste, and resource management. Identify gaps and implement new or revised policies to better reflect our sustainability objectives, address material ESG risks and opportunities, and support compliance with evolving regulatory and stakeholder expectations.
- ii. Implement sustainability compliance and reporting processes by 2027**
Establish a formal sustainability reporting framework that integrates environmental and social performance metrics into regular business reporting cycles. Ensure the framework enables timely, accurate, and transparent disclosures to support internal decision-making, respond to stakeholder inquiries, and inform public sustainability communications.
- iii. Align with ISO 26000 and explore sustainability certifications**
Align our sustainability management system with the ISO 26000 Social Responsibility standards by 2028 and pursue at least one additional external certification or initiative to achieve by 2030.
- iv. Achieve the EcoVadis silver medal by 2031**
Leverage EcoVadis assessments and corrective action plans (CAPs) to continuously strengthen our sustainability performance, with a specific focus on ethics, labor and human rights, environment, and sustainable procurement. Aim to achieve the EcoVadis Silver Medal rating by 2031 as a recognized benchmark of excellence in ESG management.
- v. Develop and launch an environmental sustainability training module, ensuring at least 95% employee completion by the end of Q2 2027.**
Provide employees with relevant training on the key environmental issues relevant to Myonex.

2. Compliance

We are committed to maintaining full compliance with all applicable environmental laws, regulations, and standards in every jurisdiction where we operate. Upholding legal and ethical responsibilities is a foundational aspect of our sustainability approach and a prerequisite for building trust with our stakeholders.

To ensure compliance, we will:

- Use key environmental performance indicators to monitor and review our environmental performance regularly across operations.
- Maintain internal systems that support timely identification of potential non-compliance issues.
- Respond promptly and transparently to any identified issues by taking corrective actions.
- Stay informed about evolving regulatory requirements and integrate them into our policies and practices.

This commitment supports our broader efforts to improve transparency, reduce risk, and drive continuous improvement in environmental stewardship throughout our business operations.

3. Communication

We will communicate our sustainability efforts and achievements transparently by sharing updates and progress with employees, clients, and other stakeholders through various internal and external channels which may include our intranet Myonex Connect and our quarterly global meetings “Quarterly Update” on Teams and our LinkedIn channel and website www.myonex.com.

4. Responsibilities

Myonex is committed to adhering to all relevant environmental legislation in the countries where we operate, as well as to our Environmental, Social, and Governance (ESG) Strategy and other requirements related to significant environmental aspects and impacts.

Key Responsibilities:

- **All employees ...**
 - ... must read, understand, and always comply with this policy.
- **Management ...**
 - ... is responsible for communicating this policy to all employees and external parties working on behalf of Myonex within their area of responsibility.
 - must ensure that all individuals understand and comply with this policy.
- **Sustainability Core Team ...**
 - ... is responsible for overseeing the implementation of this policy and progress towards the targets described in this policy.
 - ... maintains and updates all Sustainability policies as needed in response to changing regulations, company goals and operational impacts.

5. Policy review

This policy will be reviewed at least annually to ensure it remains effective and relevant. Any updates will be communicated to all employees.

Approved by:

Maryanne Walsh

CHRO

10-JUN-25

Steve Sutton

General Counsel

10-JUN-25

Contact Information:

For questions or suggestions regarding this policy, please contact Owen Lewis, olewis@myonex.com.