



ESG Policy Framework

Version Control Table

Version Number	Date	Comment
1.0	24 June 2024	Approved by CEO
2.0	26 June 2025	Approved by CEO
3.0	25 June 2026	Approved by CEO

Purpose and scope

This ESG Policy Framework sets out Evoca Group's overarching commitments and governance principles for conducting business responsibly, ethically, and sustainably.

It provides a unified foundation for integrating environmental stewardship, social responsibility — including responsibility toward customers and end-users — occupational health and safety, information security, and responsible governance into the Group's strategy, decision-making, and operational management.

Through this framework, Evoca strengthens long-term value creation by safeguarding people and the environment, protecting customer trust, ensuring the security of information and data, and upholding high standards of integrity, accountability, and regulatory compliance.

The framework also supports a structured and risk-based approach to managing material impacts, risks, and opportunities across the Group, in line with evolving regulatory requirements and stakeholder expectations. This ESG Policy Framework applies to all directors, executives, employees, and collaborators of Evoca Group, including Evoca S.p.A. and all its direct and indirect subsidiaries worldwide (collectively referred to as "Evoca").

It also extends to third parties acting on behalf of the Group, including suppliers, contractors, and business partners, who are expected to operate in line with Evoca's principles through our responsible and sustainable value chain programmes.

General principles

Evoca's ESG commitments are rooted in our Code of Ethics and implemented through an Integrated Management System aligned with internationally recognised standards, including:

- ISO 9001 (Quality)
- ISO 14001 (Environment)
- ISO 45001 (Occupational Health & Safety)
- ISO 27001 (Information Security)

These standards provide a consistent foundation for managing the Group's material priorities.

Evoca also takes into account internationally recognised responsible business conduct frameworks, including the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the principles of the United Nations Global Compact.

Evoca identifies and prioritises its material sustainability impacts, risks, and opportunities through its double materiality assessment. The outcomes of this process guide strategic priorities, policy development, target-setting, and performance monitoring.

Within each material area, risk-based management and due diligence processes are implemented through the relevant management systems and operational functions, ensuring prevention, mitigation, monitoring, and continuous improvement.

Through this integrated framework, Evoca:

- Delivers safe, compliant, and high-quality products and services, enhancing customer satisfaction and ensuring continuous improvement
- Protects the environment and supports the transition toward a more sustainable and circular economy
- Safeguards the health, safety, and well-being of employees and workers across the value chain, preventing work-related injuries and illnesses and ensuring preparedness for risks and emergencies
- Ensures the confidentiality, integrity, and availability of information and data
- Promotes transparency, accountability, and leadership oversight in all ESG-related matters, in full compliance with applicable legal and regulatory requirements

Policy architecture and related documents

This ESG Policy Framework forms part of Evoca's broader governance and compliance system. It is rooted in the Code of Ethics, which sets out the Group's core principles and expected behaviours, and is complemented by specialist policies, procedures and operating standards that define specific requirements for key ESG and compliance areas.

The ESG Policy Framework acts as the umbrella document for Evoca's environmental, social and governance commitments. It provides the common governance structure, risk-based approach, materiality link, monitoring principles and reporting framework through which ESG priorities are managed across the Group.

Specialist policies and codes, including but not limited to the Anti-Bribery and Anti-Corruption Policy, Anti-Money Laundering and Anti-Tax Evasion Policy, Antitrust and Fair Competition Policy, Sanctions and Export Control Policy, Tax Policy, Whistleblowing Policy, Human Rights Policy, Diversity, Equity and Inclusion Policy, Conflict Minerals Policy, Responsible Marketing and Communication Policy and Code of Conduct for Suppliers, define the detailed commitments, responsibilities and controls applicable to their respective areas.

In case of overlap, this Framework should be read in conjunction with the relevant specialist policy. Where local laws, regulations or contractual requirements set stricter standards, the stricter requirements apply.

Environment

The present environmental policy establishes a framework for Evoca's commitment to sound environmental stewardship. It outlines our dedication to minimising our environmental footprint, conserving resources, and ensuring sustainable practices throughout our value chain, including our production operations and business facilities, the design and delivery of our products and services, distribution and logistics, waste management, and the responsible engagement of our suppliers, service providers, and contractors.

Evoca is committed to:

- Embedding environmental considerations into business decision-making, planning, and investment
- Continuously improving environmental performance through innovation, value engineering, efficiency, responsible resource management and proactive risk management. Energy, waste and water audits are conducted to identify opportunities for improvement
- Setting measurable objectives and targets to reduce environmental impacts and regularly evaluating performance
- Complying with all applicable environmental laws, regulations, international standards and anticipating emerging legislative trends
- Promoting a culture of environmental awareness among employees, partners, and stakeholders
- Contributing to the transition toward a lower-carbon and circular economy

Our principles and objectives include:

- **Energy consumption & GHG:** Implement measures to reduce energy consumption and GHG emissions. A long-term ambition to contribute actively to global climate neutrality targets by progressively transitioning to cleaner energy sources, optimising production systems, distribution and logistics and reducing emissions throughout the value chain.
- **Resource efficiency:** Optimise the use of resources, including energy, water, and raw materials, and reduce waste, air pollution and emissions. Our approach focuses on minimising the environmental impact of raw material use, identifying actions to reduce waste and emissions, and improving process efficiency. Adopt advanced solutions for waste recovery and reuse in line with circular economy principles, promote the increased use of recycled and third party verified raw materials, and ensure the responsible management of atmospheric pollutants to protect local environments. Collaborate with stakeholders to adopt best practices for sustainable materials across the value chain.
- **Hazardous substances:** Ensure the safety of products by minimising the use of hazardous substances and complying with all applicable chemical regulations, including REACH, RoHS, and all relevant laws.
- **Sustainable product lifecycle:** Design and manufacture products with a focus on sustainability, optimising the use of materials to reduce waste and promote recycling, ensuring our products are durable and energy-efficient across their use phase, and recyclable in their end-of-life phase.
- **Biodiversity:** Protect biodiversity by conducting risk assessments and setting targets in priority areas to work towards no net loss.
- **Deforestation:** Comply, where applicable, with Regulation (EU) 2023/1115 on deforestation-free products and support the prevention and mitigation of deforestation-related risks in the supply chain.
- **Environmental awareness:** Promote environmental awareness across all levels of the organisation by engaging employees in sustainability objectives through clear communication, targeted training, and alignment on environmental goals. Ensure that all staff understand the effect of their roles on the company's environmental performance and are equipped to act accordingly.

- **Community and Ecosystem Protection:** Safeguard the health and well-being of local communities by promoting environmental quality, reducing potential effects on surrounding ecosystems and ensuring transparency through open and continuous stakeholder dialogue.
- **Supplier partnerships:** Collaborate with suppliers to enhance the environmental performance of products and processes, recognising that environmental responsibility extends beyond direct operations to encompass the entire network of suppliers, subcontractors, and logistics partners. The supply chain is regarded as a strategic ecosystem, where shared commitment to sustainability, transparency, integrity, and accountability are essential. Partners are expected to uphold the same high environmental and ethical standards defined in our Code of Conduct for Suppliers. These principles are embedded in our procurement practices, including supplier qualification, evaluation, and management processes, as well as in contractual terms and conditions.
- **Transparency and Accountability:** Ensure accuracy and openness in our environmental communications. Progress is measured through defined indicators and disclosed in accordance with recognised frameworks. Stakeholders' expectations are regularly assessed and integrated into our environmental strategy.
- **Legal compliance and standards alignment:** Compliance with all applicable environmental laws and regulations in the countries where we operate. We adopt internationally recognised standards, including ISO 14001, as guidance for continuous improvement.

Social responsibility

Evoca is committed to creating sustainable value for people across its value chain, including employees, customers, partners, and local communities.

We aim to maintain a safe, inclusive, and empowering working environment where individuals can thrive and grow, while also ensuring that our products and services meet high standards of quality, safety, and responsibility toward customers and end-users.

We are a signatory to the United Nations Global Compact and align our practices with the principles of the International Labour Organisation (ILO).

Our social responsibility commitments focus on:

- Respecting and promoting human rights;
- Safeguarding health, safety, and well-being;
- Ensuring product quality and customer responsibility;
- Promoting diversity, inclusion, and fair working conditions;
- Engaging responsibly across our value chain.

Product Quality, Safety and Customer Responsibility

Evoca recognises product quality and product safety as material priorities for the Group and essential drivers of customer trust, operational excellence, and long-term sustainable value creation.

Evoca commits to maintaining and continuously improving a Quality Management System aligned with ISO 9001, ensuring that products and services consistently meet customer expectations, applicable regulatory requirements, and internal standards.

This commitment is supported through a preventive and risk-based approach, effective management of non-conformities and customer feedback, regular performance evaluation and audits, and the development of employee competence and accountability across the organisation.

Through this policy, Evoca reinforces its reputation for reliability, safety, and quality excellence in all markets where it operates. Where products and services involve digital systems, connectivity or data flows, Evoca also considers information security and data protection as part of customer responsibility and product lifecycle management.

Labour and human rights

The present labour and human rights policy establishes the framework for Evoca's commitment to respecting and promoting human rights throughout its operations and value chain, supporting fair employment practices and creating a workplace where all employees feel valued and respected. This policy applies to all Evoca employees, contractors, interns, on-site temporary workers, suppliers and partners. Evoca is committed to upholding internationally recognised human rights and labour practices, including:

- The United Nations International Bill of Human Rights,
- The ten principles of the United Nations Global Compact, and
- The fundamental conventions of the International Labour Organization (ILO), including the ILO's declaration on the fundamental principles and rights at work.

Our principles and objectives include:

- **Compulsory, child and forced labour:** Evoca rejects all forms of forced labour, slavery, and human trafficking, complying with ILO Convention No. 29. We refrain from employing individuals below the legal minimum age in our operating countries, adhering to ILO Convention No. 138. Employees work voluntarily, and all work terms are provided in a language accessible to them. No employee bears recruitment fees or surrenders identity documents as employment conditions.
- **Freedom of association:** Evoca guarantees and respects employees' rights to freedom of association, collective bargaining, and participation in workers' representation bodies without fear of reprisal, complying with local laws and ILO Conventions.
- **Diversity, equity, inclusion, non-discrimination, and non-harassment:** Evoca is committed to promoting an inclusive work culture that values equal participation, thought and opportunity for all individuals and offers a balance between professional and personal priorities. Evoca values all individuals and is committed to providing equal employment opportunities without discrimination based on ethnicity, religion, nationality, gender, physical condition, age, social status, sexual orientation, or any other status protected by applicable law. We treat all employees fairly and with dignity and recognise diverse perspectives as enriching. We ensure equal opportunities and respect local cultures. Evoca applies zero tolerance in relation to harassment or abuse of any form.
- **Working hours:** We recognise the importance of a work-life balance and the right to rest, ensuring well-being through appropriate working conditions, daily and weekly rest periods, and annual paid leave. Employees shall not, on a regularly scheduled basis, be required to work more than 48 hours per week or exceed 60 hours including overtime. We comply with laws and collective agreements, ensuring workweeks are within local legal limits, with voluntary overtime.
- **Remuneration & living wages:** Employees receive fair and equitable compensation and benefits based on their work, the contractual framework, and country of employment. Our wages meet or exceed local legal minimum wages or those established by collective agreements and regulations in force in the countries where Evoca operates and are reviewed against recognised living wage benchmarks to support a sufficient standard of living and compensating overtime at a higher rate. Salaries are paid according to the agreed-upon schedules, ensuring timely payment for all employees. We regularly monitor living wage benchmarks, including those published by recognised sources such as livingwages.org, to support our internal assessments and guide continuous alignment with fair remuneration practices.
- **Maternity protection and parental leave:** Evoca considers safeguarding motherhood paramount, including the right to health and safety for working women. In line with the legislation, maternity leave is guaranteed in order to protect mothers in the periods before the birth and for the first months of the newborn's life.
- **Restructuring and workforce transitions:** Evoca is committed to providing fair and legally compliant severance arrangements, together with appropriate notice, transparent communication, and information and support regarding access to applicable unemployment benefits, in accordance with applicable laws, collective agreements and consultation requirements.
- **Employee development and training:** We invest in continuous learning and development for employees, offering training to build technical and soft skills, along with clear career development pathways to help our people achieve their professional goals and advance within the organisation.

- **Two-way communication on working conditions:** Evoca fosters an open, inclusive work environment where reciprocal exchange of information, ideas, feedback, and concerns are valued and encouraged to foster a better understanding and collaboration. Communication covers working conditions, health and safety, job responsibilities, compensation, benefits, and career development. Key principles include an open and interactive dialogue, mutual respect, transparency, and responsiveness for timely, constructive input and regular feedback between management and employees.
- **Fair recruitment:** Evoca ensures fair recruitment by transparently advertising all vacancies internally and externally with clear job descriptions. We uphold a merit-based selection process, evaluating candidates on skills and experience applying objective criteria. Emphasising diversity, equality, and inclusion, we value varied backgrounds to enhance our workplace. All candidates are treated equally, regardless of belief, race, gender, age, sexual orientation, religion, disability, or any other status protected by applicable law. We prioritise confidentiality, ensuring compliance with privacy regulations to protect candidates' information throughout the recruitment process.
- **Supply chain and human rights due diligence:** All suppliers are expected to comply with our Code of Conduct for Suppliers, which reflects the values and commitments outlined in this policy. We implement risk-based due diligence processes to assess and address labour and human rights risks across our value chain, particularly in high-risk and conflict-affected regions.

Well-being, health and safety

Evoca Group is committed to ensuring a safe, healthy, and respectful work environment that protects the physical, psychological, and emotional well-being of all individuals across its operations. Our approach is preventive, inclusive, and proactive, going beyond legal compliance to foster a culture of care, responsibility, and continuous improvement.

This policy applies to all Evoca employees, contractors, interns, and third parties working at our premises. We consider the well-being of individuals a precious asset to be safeguarded, at work, at home and during leisure time, while promoting a healthy lifestyle.

Our principles and objectives include:

- **Accident and illness prevention:** prevent workplace accidents and occupational illnesses by ensuring comprehensive health and safety training for all workers, providing workspaces, equipment, and processes designed and maintained to safeguard health and safety. This includes ergonomics, ventilation, lighting, noise control, and access to clean and safe facilities.
- **Proactive and effective approach:** We develop and maintain a comprehensive health and safety action plan, ensuring timely resolution of any issues that may arise. Emergency preparedness—covering evacuation procedures, fire safety, and first aid—is regularly tested, and all personnel are expected to be fully familiar with response protocols.
- **Risk prevention and hazard control:** We systematically identify, assess, and mitigate risks related to workplace health and safety. We implement engineering, organisational, and behavioural controls to prevent injuries and occupational illnesses.
- **Safety culture:** Foster a culture of safety and health awareness among all workers by providing health and safety training and engaging everyone in making their workplace healthy and safe.
- **Positive, healthy and safe work environment:** Ensure that everyone benefits from a positive workplace able to govern physical and psychological health by managing and reducing stress, noise, or behaviours that could affect an individual's well-being. We support employees in managing work-related stress, provide access to wellness programmes, and encourage work-life balance.

- **Legal compliance and standards alignment:** We comply with all applicable occupational health and safety laws and regulations in the countries where we operate. We adopt internationally recognised standards, including ISO 45001, as guidance for continuous improvement.
- **Monitoring and incident management:** All incidents, near misses, and unsafe conditions must be reported and documented. Investigations are conducted to determine root causes and define corrective actions. Indicators and audits are used to track and improve performance.
- **Employee participation and engagement:** We foster open communication and active involvement in H&S initiatives through employee feedback, joint committees, safety walks, and reporting systems.
- **Contractors and third parties:** All contractors and third-party service providers must comply with Evoca's safety requirements. Safety expectations are included in contracts and monitored throughout project execution.

Governance

At Evoca, we are committed to the highest standards of corporate governance and ethical conduct. Our ESG governance framework ensures clear accountability, strategic alignment, and effective integration of environmental, social, and governance principles across the Group.

Governance Structure and Responsibilities

Board of Directors

The Board provides strategic oversight and ensures ESG is fully integrated into Evoca's long-term vision. It reviews key ESG matters, validates the ESG Policy Framework and other relevant ESG policies, and monitors progress through regular updates from the CEO and the Sustainability Committee.

Chief Executive Officer (CEO)

The CEO holds overall responsibility for ESG at Evoca, approves ESG strategies and policies, and ensures group-wide implementation. The CEO delegates operational oversight to the Sustainability Committee and engages the Board when strategic decisions are required.

Sustainability Committee

Chaired by the Chief Sustainability Officer, and composed of senior leaders from HR, EHS, Marketing, Customer Experience, Legal, Procurement, R&D and ICT, the Sustainability Committee is responsible for:

- Developing and updating ESG policies, roadmaps, and strategies, including climate related priorities
- Assessing and managing ESG risks and regulatory developments, including climate related priorities
- Overseeing ESG performance indicators and reporting processes
- Coordinating disclosures to ESG rating agencies and stakeholder platforms
- Ensuring alignment with international frameworks (GRI, SASB, TCFD, CSRD)
- Reporting at least twice per year to the Board, and at least quarterly to the CEO

The Committee meets every two weeks, or more often as needed, and plays a central role in embedding ESG across all areas of the business.

Risk Management and Due Diligence

Evoca's double materiality assessment provides the overarching framework for identifying and prioritising the sustainability topics most relevant to the Group and its stakeholders.

Material topics identified through this process define priority areas of action and oversight. Within each material area, Evoca implements risk-based management and due diligence processes appropriate to the nature and scale of the risk.

These activities are embedded across the organisation and include, where relevant:

- Environmental and climate-related risk assessments (ISO 14001);
- Occupational health and safety risk management (ISO 45001);
- Product quality and customer-related risk management (ISO 9001);
- Information security risk management and data protection controls (ISO 27001);
- Risk-based supply chain due diligence and sustainable procurement processes;
- A company-wide human rights due diligence process, including the assessment of actual and potential human rights impacts across business activities and value chain relationships.

This integrated and risk-based approach supports compliance, impact prevention and mitigation, performance monitoring, and continual improvement, under executive leadership oversight and with regular reporting to the Board of Directors.

Business Ethics, Compliance and Integrity

Evoca is committed to conducting business with integrity, fairness, transparency and accountability, in compliance with applicable laws, regulations, internal policies and the principles set out in the Code of Ethics. Business ethics and compliance are essential to protecting Evoca's reputation, maintaining stakeholder trust and supporting responsible long-term value creation. Evoca applies a risk-based approach to ethics and compliance, supported by dedicated policies, internal controls, training, reporting channels and corrective actions where required.

Detailed requirements are defined in Evoca's specialist policies, including the Anti-Bribery and Anti-Corruption Policy, Anti-Money Laundering and Anti-Tax Evasion Policy, Antitrust and Fair Competition Policy, Sanctions and Export Control Policy, Tax Policy and Whistleblowing Policy.

Evoca's principles and objectives include:

- **Bribery, corruption and facilitation payments:** Bribery, corruption, and facilitation payments are strictly prohibited under applicable laws and our anti-bribery and anti-corruption policy. Any act of offering or giving, or promising of offering or giving, something of value to improperly influence a person, whether to gain a business advantage or otherwise, is illegal and intolerable. This includes both direct and indirect payments or advantages to government officials or private individuals. These acts remain prohibited regardless of whether they achieve the intended result. These rules apply universally in all jurisdictions where Evoca operates.
Evoca is committed to preventing bribery, corruption and facilitation payments and applies a zero-tolerance policy to any violations.
- **Conflict of interest:** A conflict of interest arises when there is a private interest that could put at risk the ability to act in the interest of Evoca. Our people must act lawfully, fairly, and honestly towards Evoca, adhering to our code of ethics in all activities and interactions with third parties. Our people avoid conflicts of interest and refrain from exploiting business opportunities for personal gain. In the event of a conflict of interest, our people inform their managers to resolve the matter appropriately and abstain from related decisions.
- **Fraud:** We commit to preventing any actions that intentionally deceive others to gain an unfair or illegal advantage. Fraud in any form is strictly prohibited. All instances of suspected fraud are reported immediately. We expect our people to act with integrity, honesty and in compliance with prevailing laws and our policies, avoiding any behaviour that could be perceived as fraudulent.
- **Money laundering and tax integrity:** We are committed to preventing money laundering activities and have adopted an anti-money laundering and anti-tax evasion policy. Our people comply with applicable laws and regulations, report suspicious activities promptly, and ensure appropriate third-party due diligence across relevant transactions. Regular training is provided to all Evoca staff affected by these requirements.
- **Anticompetitive practices:** We are committed to fair competition and prohibit any anti-competitive practices. Our people comply with antitrust laws and avoid actions such as price-fixing, bid-rigging, or market allocation. Any suspicious activity is reported promptly.

- **Sanctions and export control:** We are committed to complying with all applicable sanctions, export control and trade compliance laws and regulations. Evoca does not engage in transactions with sanctioned parties, restricted entities, prohibited destinations, or in any circumstances that may violate applicable trade restrictions. Our people comply with Evoca's Sanctions and Export Control Policy and, where appropriate, ensure that business partners, transactions, products, technologies and destinations are assessed before entering into or executing business activities. Any suspected breach or concern is reported promptly through the appropriate internal channels.
- **Whistleblowing and reporting channels:** Respecting the law and the Evoca code of ethics is paramount to us. We support and encourage reporting of potential misconduct or violations of laws through our dedicated whistleblowing channel, in line with EU Directive 2019/1937 ("Whistleblowing Directive") and national regulations. Reports can be submitted anonymously, ensuring confidentiality and protection from retaliation. Details on how the whistleblower process works are published in our whistleblowing policy, available to all employees and stakeholders via our internet portal.
- **Responsible marketing and communication:** We are committed to responsible, transparent and evidence-based marketing and communication. All commercial, technical, marketing and sustainability claims must be accurate, clear, non-misleading and supported by reliable and verifiable information. Environmental and sustainability claims must be specific, proportionate and based on appropriate evidence and methodologies, in line with Evoca's Responsible Marketing and Communication Policy.

Information Security and Data Protection

Information Security Management System, supported by dedicated internal policies, procedures and technical and organisational controls, establishes the framework for protecting information assets, business processes, digital systems, and personal data across operations and value chain activities.

Information security is recognised as a strategic business enabler and a key element for maintaining customer trust, operational resilience, regulatory compliance, and long-term sustainable value creation.

Evoca is committed to maintaining and continuously improving an Information Security Management System aligned with ISO 27001 and based on a risk-based approach.

Our principles and objectives include:

- **Governance and Accountability:** clear roles, responsibilities, and accountability for information security are established across the organisation, ensuring security responsibilities are appropriately assigned at all levels. Management maintains oversight of cybersecurity and information security risks, ensuring regular review through appropriate governance mechanisms. Information security is integrated into strategic planning, operational decision-making, and business processes to support resilience and stakeholder trust.
- **Information Security Risk Management:** a risk-based approach is adopted to systematically identify, assess, and manage risk scenarios affecting information assets, systems, and operations. Regular risk assessments evaluate threats and vulnerabilities, while appropriate controls reduce risks to acceptable levels.
- **Protection of Information Assets:** the confidentiality, integrity, and availability of information are safeguarded throughout its lifecycle, with particular attention to intellectual property, customer data, employee information, and commercially sensitive material. Appropriate security controls are applied across creation, storage, transmission, use, retention, and disposal, protecting information against unauthorised access, disclosure, alteration, loss, or destruction.
- **Cybersecurity and Operational Resilience:** Evoca continuously strengthens its cybersecurity capabilities to prevent, detect, respond to and recover from threats and incidents. Incident response, business continuity, and disaster recovery arrangements are maintained to minimise disruption and ensure resilience. These capabilities are regularly reviewed and tested to verify effectiveness and support continuous improvement of the organisation's preparedness.
- **Data Protection and Privacy:** Personal data protection and compliance with applicable privacy and data protection laws are core commitments. Evoca has established a Group data protection governance framework, supported by the Data Protection Committee set up at Evoca S.p.A., which defines Group-wide guidelines and procedures and supports their consistent application across the relevant Group entities. Privacy-by-design and security-by-design principles are embedded in relevant processes, systems and projects. Personal data is processed lawfully, fairly and transparently, with due regard for individuals' rights. Regular training and awareness activities support responsible data management across the organisation.
- **Third-Party Security:** Information security risks associated with suppliers, contractors, and business partners are assessed and monitored. Security requirements are incorporated into contractual arrangements and ongoing supplier management processes. Through collaboration, Evoca promotes security awareness throughout its value chain and encourages appropriate security practices by third parties.

- **Awareness:** a culture of information security is fostered through regular communication, training, and awareness programmes that strengthen employees' understanding of risks and responsibilities. Personnel are expected to comply with applicable information security policies and procedures, contribute actively to information protection and promptly report incidents, weaknesses, or suspicious activities. Continuous awareness initiatives reinforce responsible behaviours across the organisation.
- **Continuous Improvement:** the continual improvement of the Information Security Management System is a standing commitment, with performance monitored through objectives, indicators, audits, and management reviews. Security risks, incidents, emerging threats, and regulatory changes are regularly assessed to keep measures effective and aligned with business needs. Lessons learned and performance outcomes drive ongoing improvements to the overall security posture. Performance is monitored through defined indicators, including those set out in Appendix A, and reported through the relevant governance channels, including the Sustainability Committee.
- **Information Security Objectives**
Information security objectives are established annually through the Information Security Management System and are aligned with:
 - business strategy and organisational priorities;
 - results of information security risk assessments;
 - legal, regulatory and contractual requirements;
 - stakeholder expectations;
 - cybersecurity threat landscape;
 - performance indicators and audit outcomes;
 - continuous improvement requirements under ISO 27001.

Sustainable Procurement and Supply Chain Due Diligence

We believe social responsibility extends to our entire supply chain and business partners. We expect such partners to share our commitment to ethical practices, sustainability, and social responsibility. By collaborating with like-minded organisations, we aim to drive positive change. This section outlines Evoca's sustainable procurement principles and expectations.

Large supply chains can be exposed to risks of worker exploitation, corruption, and environmental damage. How we direct our spending reflects our values and affects the regions we operate in. Evoca uses its influence to promote positive change through sustainable and ethical procurement.

We recognise that sustainable procurement practices are essential for minimising environmental and social effects and for ensuring the highest standards of product quality and integrity. Our commitment to sustainability is firmly integrated into our quality management processes to deliver products and services that meet and exceed customer expectations and at the same time uphold our environmental and social responsibility goals.

We aim to create a sustainable supply chain by working with suppliers who share our ESG commitments, including the continuous review and improvement of our sustainable procurement practices to adapt to evolving environmental, social, and regulatory frameworks.

This includes a regular assessment of our supply chain, the identification of improvement opportunities, and the implementation of corrective actions. Evoca applies a risk-based approach to supplier due diligence, including supplier qualification, ESG assessment, acknowledgement of the Code of Conduct for Suppliers, contractual requirements, monitoring, corrective actions and escalation where necessary. Priority is given to suppliers and categories with higher potential exposure to environmental, human rights, ethical, conflict minerals, trade compliance or information security risks.

We recognise the importance of training and raising awareness among employees and suppliers to foster a culture of sustainability and ethical conduct.

By closely collaborating with our suppliers, we strive to drive positive change by fostering our principles and objectives:

- **Supplier code of conduct:** Suppliers are expected to acknowledge and comply with our Code of Conduct for Suppliers and the principles set out therein: fairness, conflict of interest and fair competition, business information and protection of personal data, anti-money-laundering, safeguarding of human rights and human resources, protection of whistleblowers, safety at work, environmental preservation, compliance with laws, particularly in relation to export control and conflict minerals.
- **Environmental protection:** We qualify suppliers who adopt responsible environmental protection policies.
- **Labour and human rights:** We qualify suppliers that safeguard the health and safety of employees, prevent all forms of modern slavery, child labour and workplace discrimination and commit to pay legal minimum wages or collectively agreed wages, where applicable.
- **Conflict minerals:** Our suppliers are requested to comply with our conflict mineral policy, including that the minerals used in our products are sourced responsibly and are free of conflicts or human rights abuses in potentially conflict-affected and high-risk areas.

General considerations

Reporting obligations and investigations

Our people are required to report suspected breaches of this Framework, Evoca policies, or applicable laws and regulations to the Legal Department at compliance@evocagroup.com or through other appropriate internal channels.

Evoca also provides a dedicated whistleblowing channel, available through the Group's whistleblowing portal, which ensures confidentiality, allows anonymous reporting where permitted, and protects whistleblowers from retaliation or other adverse consequences. Reports falling within the scope of the Whistleblowing Policy are managed in accordance with that policy and applicable local requirements.

Reports are assessed and, where appropriate, investigated confidentially by a designated person appointed by the Legal Department. Investigations may include interviews, access to relevant documents and records, and the involvement of other appropriate internal or external parties, in accordance with applicable laws, data protection requirements and internal procedures.

Upon completion of an investigation, the findings are reported to the Legal Department. Where a violation is confirmed, the relevant functions implement appropriate corrective, remedial, disciplinary, contractual or legal actions. Records relating to reports and investigations are retained for five years, unless a different retention period is required by applicable laws or relevant internal procedures.

Consequences of a violation of the policy

Breaches of this Framework may result in disciplinary action, up to and including dismissal, in accordance with applicable laws, collective agreements and internal rules.

Violations by third parties may result in contractual consequences, including termination of the relevant business relationship, and in claims for damages where appropriate.

Status and revision of the policy

This ESG Policy Framework is rooted in Evoca's Code of Ethics and should be read in conjunction with the specialist policies and codes referenced in this document. It sets out Evoca's global minimum ESG standards. Where local laws, regulations or contractual requirements establish stricter standards, the stricter requirements apply.

Implementation and oversight of the policy

The Sustainability Committee oversees the implementation of this Framework and reviews progress on an annual basis.

Line managers are responsible for integrating the principles set out in this policy into daily operations, with support from functional leads (e.g. EHS, HR, Procurement, R&D).

All Evoca employees are expected to act in accordance with this policy and report any concerns through appropriate internal channels.

Policy Ownership and Review

This ESG Policy Framework is maintained by the Sustainability Committee. It is formally approved by the CEO and validated by the Board of Directors. Once approved, the policy is published on our website and periodically reviewed to ensure it remains aligned with evolving regulatory requirements, stakeholder expectations, emerging sustainability challenges, and the strategic priorities of the business.

Monitoring and reporting

Compliance is monitored at global, regional, and site levels. Findings, performance indicators and other relevant information are used to support management actions and drive continuous improvement. We publicly report our ESG performance through our sustainability reporting suite and dedicated sections of the corporate website.

Note to employees

For enquiries or questions regarding this ESG Policy Framework, please contact the Sustainability Committee or the Legal Department of Evoca at sustainability_committee@evocagroup.com.

Appendix A – ESG Commitments, Targets and Indicators

Product, Climate, Environment

Topic	Reference year	Target value	Target Year	Comments
Scope 1 (abs)	2022	-42%	2030	SBTi approved targets
Scope 2 (abs)	2022	-42%	2030	SBTi approved targets
Scope 3 (abs)	2022	-42%	2030	SBTi approved targets
Environmental violations	na	0 cases	na	Annual target
Operational sites assessed for environmental risks	2025	100%	2027	
Energy	2025	-10%	2028	
Water	2023	-10%	2028	
Air pollution	na	zero non conformities	na	Annual target -Yearly emission analysis
Waste to landfill	2023	<=2%	2030	
PCF (product carbon footprint) on product families	na	100%	2030	
Revenues from more sustainable products ¹	na	>75%	2030	
Product recyclability at end of life	na	>95%	2030	Potential recyclability rate by weight
Recyclable packaging for new machines	na	100%	na	Annual target
Resource use	na	25% recycled materials in our products	2026	
Biodiversity: no net loss- action plan for manufacturing sites	2025	100%	2030	
Customer H&S	na	zero incidents	na	Annual target
Product recalls	na	zero cases	na	Annual target

1. More sustainable products are coffee machines resulting in a class equal or better than A according to the European Vending Association (EVA) Energy Measurement Protocol (EMP), and refrigerated vending machines resulting in a class equal or better than C as published in the European Product Registry for Energy Labelling (EPREL) database.

Well-being, health and safety

Topic	Reference year	Target value	Target Year	Comments
Work related injuries - employee	2022	-50%	2030	
Work related injuries - contractors	2025	-50%	2030	
Employee survey	2022	Conducted		At least every two years
Average training hours on H&S	2023	+20%	2030	

Labour and human rights

Topic	Reference year	Target value	Target Year	Comments
Operational sites assessed for human rights risks	na	100%	na	Annual target
# cases of child and forced labour	na	0 cases	na	Annual target
# cases of discrimination	na	0 cases	na	Annual target
Training on diversity, equity, inclusion coverage	2022	75%	2030	
Remuneration in line with living wage	na	100% employee	na	Annual target
% employee covered by collective bargaining agreement	na	>= 75%	na	Annual target
Average training hours	2023	+25%	2030	
Employee receiving performance and career development reviews		>75%	2030	
# internal career advancement	2023	+15%	2030	
Female representation in management roles	2023	+20%	2030	

Governance

Topic	Reference year	Target value	Target Year	Comments
# confirmed cases of corruption	na	0 cases	na	Annual target
# confirmed cases of conflict of interest	na	0 cases	na	Annual target
# confirmed cases of money laundering or insider trading	na	0 cases	na	Annual target
% employee trained on conflict of interest (non-production)	na	100%	2030	
% employee trained on fraud (non production)	na	100%	2030	
% employee trained on money laundering (non production)	na	100%	2030	
% employee trained on anti-competitive practices (non production)	na	100%	2030	
% employee trained on business ethics	na	100%	2030	
% employee trained on antitrust	na	100%	2030	

Information Security

# confirmed cases of information security breaches	na	0 cases	na	Annual target
% critical suppliers assessed for cyber risk	na	>90%	2030	
# incident response exercises completed	na	2		Annual target
# business continuity exercises completed	na	2		Annual target
Operations assessed for information security risk	na	100%	2030	
% employee trained on information security (non production)	na	100%	2030	

Sustainable procurement

Topic	Reference year	Target value	Target Year	Comments
% targeted suppliers completing ESG assessment	na	100%	na	Annual target
% targeted suppliers acknowledged supplier code of conduct		>90%	2027	
% targeted suppliers assessed for human rights risks		100%	2027	
% targeted suppliers audited for conflict minerals		>80%	2030	
% by spend, suppliers assessed for ESG	2023	>90%	2030	
% of buyers/ procurement personnel completing sustainable procurement training		100%		Annual target