

ESG-POLICY

TENTE aims to enhance the lives and working conditions of individuals by fostering improved mobility. Central to this mission is our commitment to responsible and sustainable practices, which not only benefit our customers and employees but also serve to support our community and the environment. As a family-owned industry leader, we possess the optimal foundation to deliver transparent and compelling Environmental, Social, and Governance (ESG) outcomes.





POLICY FRAMEWORK AND SCOPE

This policy lays out the framework and extent of our sustainability initiatives. It outlines the roles and obligations in achieving ESG objectives, complemented by TENTE's Code of Conduct and other policies. ESG integration is fundamental to our competitiveness, with targets subject to annual review. With established processes and resources, we effectively monitor and manage sustainability performance. This policy applies to all TENTE employees and has received approval from our board of directors and shareholders.

COMPETITIVE FOCUS AREAS

We concentrate our efforts on three key areas where our actions profoundly impact our business operations, our workforce, and our broader community:

Climate and Resource Efficiency:

We are committed to lowering carbon footprint emissions and improve the product life cycle of our products through emissions management and enhanced focus on recycling and circular economy.

Employee Well-being:

We invest in fostering employee well-being, recognizing its correlation with heightened engagement, reduced absenteeism, and enhanced performance.

Business Ethics:

Upholding integrity is integral to our company values, promoting ethical conduct throughout our workforce.



Climate and Resource Efficiency

We prioritize process optimization, material efficiency, and the integration of new technologies to minimize waste and reduce our carbon footprint. Our commitment to resource optimization is unwavering.

We have identified critical sustainability focal points within our industry, specifically targeting:

- Carbon footprint reduction and management
- Recycling and Product Life Cycle
- Waste reduction

Key Objectives and Performance Indicators:

- Sustainable impact
- All TENTE Group production units and sales offices will calculate Greenhouse Gas emissions (scopes 1 and 2) by the end of 2025
- Improve scope 3 carbon footprint and product life cycle by increasing the amount of recycled materials as well as designing for easier recycling after life – 2024 as basis year
- 100% of waste from all production units are collected, sorted, and recycled internally or externally by end of 2025



Employee Well-being

Employee well-being is paramount to our business success and the cultivation of leading enterprises. Our emphasis on improving employee satisfaction fosters enhanced commitment, motivation, and ultimately, superior quality and customer satisfaction.

Key Initiatives:

- Prioritizing effective leadership and cultivating a work environment that prioritizes health, safety and work-life-balance, and continuous employee development
- Ensuring equal and respectful treatment for all employees, regardless of protected characteristics
- Upholding employee rights, equal pay, diversity, inclusion, and the advancement of women in leadership positions

Key Objectives and Performance Indicators:

- Sustainable workplace
- Achieving an average annual employee well-being score of 9 (on a scale from 1 to 10) by end of 2026
- An annual accident frequency of 0 by end of 2025
- Receiving zero reports annually through our whistleblower system
- Increase the number of women in management position – basis year 2023



Business Ethics

At TENTE, we uphold globally recognized human rights and adhere to laws, regulations, and ethical standards. Our ESG policy articulates the expectations we set for our business conduct, extending to our employees, partners, and suppliers.

The following key objectives and Key Performance Indicators (KPIs) have been established:

- Sustainable Business
- Ensuring suppliers commit to adhering to TENTE's Code of Conduct (aiming for 50% compliance by the end of 2025, measured annually)
- Receiving zero reports annually related to business ethics and conduct through our whistleblower system by end of 2025

TENTE proactively addresses sustainability concerns that are most important to our operations, prioritizing efforts where they can have the greatest impact. We identify and prioritize our most critical sustainability objectives through dialogue with relevant stakeholders as well as a materiality analysis. Our interactions with stakeholders are characterized by responsibility and transparency.



CONTROL AND REPORTING

TENTE maintains transparency regarding our long-term sustainability endeavors and progress. Objectives and KPIs are regularly presented to top management. We are dedicated to upholding the principles of the UN Global Compact, the UN Sustainable Development Goals, and the Universal Declaration of Human Rights. Our sustainability progress is publicly reported in the "Communication on Progress Report" to the UN Global Compact. Through the TENTE whistleblowing system, employees and external parties can report suspected legal violations or breaches of policies and guidelines.

SUSTAINABLE DEVELOPMENT GOALS



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