

Environmental Policy

Norican is committed to:

- Protecting the environment by preventing, managing and utilizing resources effectively and limiting the environmental impact of activities at our business units.
- Complying with all applicable environmental legislation and regulations, and communicating openly with our customers, employees, and stakeholders and with the environmental authorities.
- Implementing environmental alertness by looking at a life cycle approach in developing and the execution of our operations, products, and services.
- Continuous improvement of environmental standards by having established an environmental management system compliant with ISO 14001:2015 in all major trading units.
- ISO 14001 Management systems in our business units must be certified by an accredited third party.
- Ensuring that more detailed policies with commitments to reduction of waste, energy consumption, water consumption and air pollution of surroundings are defined in policies for our major trading entities.



Thomas Körmendi, President, and CEO Norican

Date: 25 August 2026

Targets and Key Performance Indicators (KPIs)

Norican establishes measurable objectives, targets, and KPIs for this Policy. Progress is monitored and reviewed at least annually by management. Results are used to drive continuous improvement, and corrective actions are implemented where performance does not meet established targets. Relevant KPIs are defined in the table below and reviewed periodically to ensure continued alignment with business, sustainability, and compliance objectives.

Objective	KPI	Target
Reduce greenhouse gas emissions	Scope 1 & 2 CO ₂ emissions	Year-on-year reduction
Improve energy efficiency	Energy consumption per production hour	Year-on-year reduction
Minimise waste	Waste sent to landfill	Year-on-year reduction
Increase resource recovery	Recycling rate	≥ 90%

The policy shall be regularly reviewed to ensure that it is current and reflects the changes in the nature and demands of our business.

