

## Sustainability policy

### Mission statement

Salute is committed to leading the transition to a net-zero, circular, and socially equitable future, integrating sustainability into every aspect of our operations and value chain.

### Goals

- Achieve science-based greenhouse gas (GHG) reduction targets by 2035.
- Embed circular economy principles in procurement and operations, prioritizing reuse, recycling, and responsible end-of-life management.
- Protect and restore biodiversity in all regions of operation.
- Leverage digital solutions to optimize resource use and minimize environmental impact.
- Advance social equity, diversity, and inclusion at all levels.
- Make thoughtful and responsible choices that have lasting positive impacts on our customers, employees, suppliers, stakeholders, and the communities we serve.

### Strategy

Salute is dedicated to evaluating the full life cycle environmental impacts of our products and services, identifying both adverse effects and opportunities for improvement. Each year, we will establish and review targets for key sustainability metrics.

We require our suppliers to meet established sustainability standards and to regularly report their progress.

Our organization maintains a diverse, healthy, engaged, and skilled workforce, operating with the highest ethical and responsible standards. We actively engage with stakeholders to share and review our initiatives, fostering transparency in all our sustainability efforts.

Collaboration with customers and suppliers is central to our approach, as we strive to continuously enhance the protection of human rights. We also promote an inclusive culture through leadership, support, education, and engagement at every level.

To further increase transparency, we measure and report on the environmental impacts of our operations, including greenhouse gas emissions. Finally, we regularly review our current sustainability initiatives and programs, always seeking innovation and improvement.