

HARBOE'S ENERGY AND ENVIRONMENT POLICY



BY APPOINTMENT TO
THE ROYAL DANISH COURT

Harboe

HARBOE BREWERIES

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Introduction and purpose

As a beer, beverage and malt and fruit-based ingredient company, environmental sustainability is extremely important for the Harboe Group's business. Most of our raw materials and ingredients are sourced directly from nature, and the continued success of our business is directly linked to the health of the environment. We are therefore continuously looking for ways to reduce our impact on the environment and the communities in which we operate.

The Harboe Group understands the important role that we play in understanding, protecting and enhancing the services that ecosystems provide and the underlying biodiversity. We are therefore constantly striving to optimize our use of natural resources and to develop and use environmentally friendly products, materials and technologies in a way that contributes to long-term sustainable development.

Our sustainable procurement program clearly underlines our commitment to sustainable development, by setting targets that tackle the impacts of our activities throughout the value chain, from the sourcing of materials through packaging.

The purpose of the Energy & Environmental Policy is to prevent and control potential risks to the climate and environment and it is supported by our ambitious targets – Road to net zero by 2050.

- 2035: 100% carbon-neutral production (Scope 1, 2)
- 2035: 40% reduction of carbon emissions in the value chain (Scope 3)
- 2050: 100% net-zero value chain

Scope

This policy applies to everyone in the Harboe Group – to the management, employees and contract workers of all production sites. The policy also applies to visitors and to situations where the Group's employees or agents are working at external locations.

Requirements

Commitments

- To always adhere to applicable laws and regulations.
- To continuously improve our energy and environmental standards.
- To communicate and deliver according to our strategy, targets and actions for energy and environmental targets.
- To continuously work on risk reduction with a view to not having any environmental accidents.
- To maintain an energy and environmental management system.
- To raise awareness about environmental sustainability within value chain and own operations.
- To be transparent about our activities
- To ensure the availability of necessary resources, financial, technological, and human to achieve our energy objectives and targets.
- To integrate energy efficiency principles into the design of new processes, facilities, and products, ensuring continuous improvement in energy performance.

As part of our transition plan, we are following a "Reduce-Reuse-Produce-Shift" approach to minimize our climate and environmental impact.

Energy and emissions

The Harboe Group strives to use all energy sources as efficiently as possible, and to reduce all types of emissions, i.e. greenhouse gas emissions and emissions related to noise and odor.

We are committed to achieving our CO₂ emission reduction targets in line with the Paris Agreement, and we are regularly assessing the possibilities for introducing renewable energy and other decarbonization levers in our operations in order to reduce our carbon footprint.

The ESG-team and Energy Management team have introduced the Transition Framework for setting and reviewing targets for carbon emissions but also energy performance measured as energy targets, energy efficiency, energy use and energy consumption data. Status of work are evaluated yearly as part of the ESG annual review and Energy Management System.

The procurement team, along with the technical and sourcing teams, also supports the energy performance by sourcing and purchasing energy efficient products and services.

Water and waste water

The Harboe Group strives to achieve responsible and sustainable use of water in the communities in which we operate. Water is a vital resource, and we continuously work to improve efficiency in our water usage and reduce waste throughout our production processes.

The Harboe Group ensures that wastewater from our activities is treated in compliance with legal requirements. This is done either at an onsite wastewater treatment plant or an off-site municipal/industrial wastewater treatment plant.

Waste and by-products

The Harboe Group works to eliminate or reduce/minimise waste generation in order to avoid pollution of soil, water and air.

The Harboe Group strives to utilise brewery by-products as feed material, renewable energy or soil improver.

Any form of uncontrolled land filling or uncontrolled/improper on-site/off-site waste handling must be avoided.

Packaging

The Harboe Group continuously works with partners to reduce consumption of packaging materials and to promote their reuse and recycling in order to minimize environmental impact, in line with circular economic principles.

Before new packaging types are introduced to the market-place, they must undergo an environmental assessment.

Communication

This policy and the sustainability statement are available for externals on Harboe's website www.harboe.com. and for internal stakeholders in the intranet, IPW. The policy will early be evaluated by ESG-team and Energy Management Team.

Approval

This policy was approved by the ESG-team, Energy Management Team and C-Team in Harboe in March 2025.

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