

PLT-3-1-1 Sustainability policy

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Politikos tvirtintojas: CEO

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1. GENERAL PROVISIONS

Mission – to change the habits of millions of consumers around the world, thereby contributing to water for future generations.

In line with its mission, values, and strategic objectives, the company implements sustainability in three main areas:

- **Environmental** – reducing the negative impact on the environment throughout the entire product life cycle.
- **Social** – by creating a safe, inclusive and responsible working environment.
- **Economic** – promoting long-term growth, innovation, and responsible supply chain management.

2. SUSTAINABILITY GOAL

To clearly define the key sustainability principles that guide Axioma Metering UAB, in creating an organizational culture based on the principles of sustainable development, making responsible decisions, and implementing environmentally and socially friendly practices in all areas of activity.

3. SUSTAINABILITY PRINCIPLES

This policy is based on the principles of the Global Compact developed by the UN in the areas of human rights, labor rights, environmental protection, and anti-corruption. The senior management is committed to adhering to these principles and actively implementing them in its activities:

Environmental protection:

- Implement preventive measures to reduce negative impacts on the environment.
- Promote environmental actions where the company can exert influence.
- Periodically (at least once a year), assess the company’s progress in reducing GHG emissions.

- Use natural resources responsibly, promote efficient energy consumption and waste reduction.

Social sphere:

- Supports, respects, and does not violate internationally recognizes human rights.
- Ensure the right of employees to join trade unions and the opportunity to participate in collective bargaining.
- Does not use forced or compulsory labor and seeks to contribute to its elimination in the supply chain.
- Does not discriminate and promotes equal opportunities in all areas of work.

Governance:

- Creates an anti-corruption environment and combats all forms of corruption, including bribery, graft, and influence peddling.
- Seeks to implement strategic activities that directly contribute to the implementation of SDGs (Sustainable Development Goals), climate change mitigation, and sustainable growth.

4. ESG KPI INDICATORS

To ensure the implementation and monitoring of our sustainability policy, we have established the following performance indicators:

1. CO₂ emissions reduction: reduce CO₂ emissions by 30 % per meter by 2030.
2. Reduce the amount of plastic waste per meter by at least 10 % annually (compared to the previous year).
3. We will reduce energy consumption by at least 5 % by 2030 compared to 2024 m.).
4. We will reduce packaging waste by 5 % by 2030 m. (compared to 2024 m.)
5. We strive for continuous growth in the employee satisfaction index:
 - Every quarter, we calculate the recommendation score of departing employees (departing employees are asked how likely they would be to recommend company to their friends and acquaintances).
 - Every quarter, we conduct an eNPS survey of company employees and analyze the eNPS survey response rate (the goal is to have at least 60 % of the organization's validity response).
 - Once every two years, we conduct an assessment of psychosocial factors and a study of employee engagement. The company's annual goals include continuous growth in employee engagement.
6. We are committed to ensuring a safe working environment and striving for zero accidents at work.
7. We aim to keep the company's employee turnover rate below 22 % and thus contribute to employee well-being, long-term employment, and sustainable human resource management.
8. We will strive to ensure that at least 90 % of employees participate in anti-corruption training every year.

5. ESG RISK MANAGEMENT

The company identifies, assesses, and manages ESG risks ensuring long-term sustainability. This risk management includes calculating and managing CO₂ emissions, identifying and improving weak areas in the supply chain, and monitoring, and improving social and governance risks.

6. STAKEHOLDER ENGAGEMENT

Stakeholder engagement involves partnerships with suppliers, customers, and communities to achieve shared sustainability goals. The company commits to considering their expectations and integrating them into strategic decisions. The goal is to strengthen trust and create long-term value for all by involving them in the sustainability journey from strategy to practical implementation.

7. FINAL PROVISIONS

Where necessary, specific company policies are formulated for different areas of sustainability.

The principles enshrined in the policy provisions and their implementation may be detailed in other internal company documents.

Senior management shall prepare plans for the implementation of the sustainability principles set out in the Policy and integrate the defined sustainability principles into the company's strategy and business plans.

All employees are familiarized with the sustainability policy and its amendments through the document management system (DMS) or other means. All employees are required to comply with the provisions of the Policy and actively participate in its implementation.

The sustainability policy is reviewed at least once a year or after any significant organizational changes.

The sustainability policy is publicly available to all interested parties and published on the company's website.

8. HISTORY

| No. | Date | Description of the version | Reason for approval | Prepared by (name, surname, position)) |
|-----|------------|----------------------------|---|---|
| 1. | 2024-05-07 | Released document | New | Inga Minkevičiūtė, Sustainability and OHS specialist |
| 2. | 2025-12-02 | Updated document | ESG indicators added, sustainability goals expanded, detailed stakeholder engagement, periodic progress assessment | Jurgita Cvetkovienė, Sustainability and Environmental Specialist |