

## Storio group Sustainability Policy

At Storio group, we are committed to "make joy unforgettable" by connecting people to the moments that matter most. Our mission goes beyond the mere creation of products; it's about making a difference, both for our planet, our people and the communities we serve. Positioned as a European leader in personalised photo products, we recognise the significant impact our operations have, not just within our own walls, but extending to our global partnerships and outsourced activities.

Our dedication to sustainability, with our **bigger picture** programme, is at the core of everything we do, and we strive to be a force for good in the world through innovation, ethical practices, and responsibility.

We pursue an ambitious sustainability strategy rooted in the United Nations Sustainable Development Goals (SDGs). Our approach is organised around three pillars: Planet, People, and Society. Specific targets and key performance indicators (KPIs) are set annually to track progress and ensure continuous improvement in each area.

### Planet:

1. We base actions and decisions on sustainable principles to minimise our environmental impact
2. We minimise pollution and waste in manufacturing by following environmental legislation
3. We avoid non-renewable and non-recyclable resources wherever possible
4. We ensure all our wood-based materials are responsibly sourced

### People:

1. We are serious about employee satisfaction and professional and personal growth
2. We provide a safe and healthy work environment
3. We promote diversity, inclusion, and fairness; discrimination is not tolerated

### Society:

1. We aim to improve community well-being through strategic investments in global projects.
2. We support Make-A-Wish International through a central partnership
3. We select supply chain stakeholders who align with our sustainability ambitions

The Leadership Team drives sustainability performance and champions a circular economy across the value chain, setting both group-wide and local objectives each year. The Management Board provides oversight of the sustainability strategy, which is implemented by designated Pillar Delegates, namely the Chief Operations Officer (Planet) and Chief People Officer (People and Society), and coordinated by the Sustainability Manager. We ensure full compliance with legal standards in the UK, EU/EEA, and internationally, as well as adherence to industry best practices. Sustainability performance is reported internally on an annual basis, with quarterly updates shared with key internal stakeholders. External reporting is limited to shareholders and select banking partners.

This policy applies to all employees of the Storio group and all other legal entities that form part of the group at any time, collectively referred to as the Storio group. This policy is communicated to all employees, external providers, and other interested parties as required.

Signed by

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**Alessandro Coppo,**  
CEO STORIO GROUP B.V.