

Group Policy

Climate and Environmental Policy

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1 Introduction

The Climate and Environmental policy is the overarching governing document for PostNord Group's climate and environmental management. This policy is developed based on input and insight from structured stakeholder dialogues as well as a group wide double materiality assessment (DMA).

Based on our DMA the following climate and environmental topics are identified as material for PostNord Group:

- Climate change mitigation
- Climate change adaptation
- Energy management
- Prevention of air pollution and microplastics

1.1 Purpose of the Climate and Environmental Policy

The purpose of the Climate- and Environmental policy is to provide a governing platform that will help us integrate environmental awareness into our strategies, decision-making processes and everyday business whilst embedding the management of material sustainability related impacts, risks and opportunities.

2 Scope of the Policy

This policy is valid throughout the PostNord Group and shall provide guidance for our climate- and environmental management throughout our operations.

Everyone working at PostNord Group, regardless of their terms of employment, is responsible for following this policy and incorporating climate and environmental considerations into their daily work.

The actions described in this policy apply to PostNord business activities and operations on all our Nordic markets, which is where we have the largest share of operating revenue.

3 Roles and Responsibilities

The Policy is adopted and approved by the Group CEO.

The Head of Nordic Strategy & Solutions is the document owner and has the ultimate responsibility for monitoring the implementation of the policy as well as ensuring that the policy is regularly reviewed and revised as needed. The policy is managed by the Head of Group Sustainability & Group Public Affairs.

Each Head of Unit is responsible for implementing the principles stated in this policy in systems, processes and daily business and operations.

4 Principles and requirements

PostNord, as a leading logistics provider in the Nordics, plays an important part in society. We make it possible for businesses, public authorities, and individuals to do business, deliver shipments and communicate.

Environmental and climate consideration is a business prerequisite for a sound and futureproof business development. Therefore, climate and environmental considerations are part of our daily operations. PostNord is committed to:

A scientific approach to climate change

We are committed to the goals of the Paris Agreement of limiting global warming to 1.5°C above pre-industrial levels and we set science-based climate targets to align our efforts with climate science. PostNord has science-based climate targets, approved by the SBTi.

A journey towards Net-zero

Our goal is to reach net-zero by 2040. To embark on this journey, we focus on transitioning both our own vehicle fleet, and that of our transport providers, to fossil and/ or emission free transportation, whilst also working in our value chain, both upstream and downstream.

Climate change adaptation

We identify risks and opportunities imposed by climate change, that might affect PostNords operations to ensure relevant actions for a resilient business.

Reduction in air pollution and microplastics

We are continuously focusing on increasing the proportion of emission-free vehicles, striving to reduce air pollution from road transport.

We continuously educate our drivers in eco-driving to reduce emissions and microplastics from tyre- and road wear.

Less and cleaner energy

We strive to use less and cleaner energy whilst also contributing to the production of renewable energy production, by installing solar panels at our facilities where physically possible and economically viable.

Green Investments

We make green investments to speed up the decarbonization of our business.

Resource efficiency

We see resource efficiency as a key element in the transition towards a low-carbon economy, whilst also contributing to a more circular economy. Hence, we work to optimize routes, reduce waste, and improve resource efficiency in our operations.

Reducing the supply chain impact

We establish environmental requirements for our suppliers and ensure compliance through structured, group-wide processes. When needed, additional product- or industry-specific climate and environmental criteria are defined by the relevant internal contracting party.

Environmental management

We are committed to minimizing our environmental footprint by implementing effective environmental management systems, such as ISO 14001, to continually improve our environmental performance and to comply with applicable legal and other requirements.

Regulatory compliance

We follow applicable environmental legal requirements and comply with legal and other requirements and fulfil our commitments.

Stakeholder management

We recognize the importance of identifying, understanding, and engaging with stakeholders and report transparently on our work and our progress.

4.1 Tracking effectiveness of policies and actions

PostNord has yearly and quarterly processes for follow-up on environmental and climate related reporting, action plans and targets. These are overseen by the Group Leadership Team.

5 Communication and training

The Climate and Environmental policy is publicly available on PostNord's web page, as well as on the intranet. The policy is available in five language versions.

Competence development in climate and environmental knowledge, in line with the content of this policy, are conducted as needed.

6 Updates of the policy

This policy is subject to an annual review and is updated according to PostNord's Governance Document Instruction.

7 Relevant definitions

Air pollution

For PostNord, air pollution mainly occurs in exhaust gases from our transportation and includes emission of Sulfur dioxide (SO₂), Carbon monoxide (CO), Hydrocarbon (HC), Nitrogen oxides (NO_x) and fine particle matter (PM_{2,5}).

Climate change adaptation

Climate change adaptation means the process of adjustment to actual and expected climate change and its impacts (based on the Regulation (EU) 2020/852).

Climate change mitigation

Climate change mitigation means the process of reducing GHG emissions and holding the increase in the global average temperature to well below 2 °C and pursuing efforts to limit it to 1,5 °C above pre-industrial levels, as laid down in the Paris Agreement (based on the Regulation (EU) 2020/852).

Microplastics

Microplastics is a collective term for small plastic fragments. For PostNord, microplastics occur in the transport operation, e.g., wear of the road surface and tires (PM₁₀).

Net Zero

Net-zero emissions are achieved when human-caused GHG emissions are balanced by removing the same quantity of emissions from the atmosphere over a specified period of time (based on Science Based Targets (SBT)).

Science Based Targets (SBT)

Science-based targets are in line with what climate science deems necessary in terms of emission reduction to meet the goals of the Paris Agreement – limiting global warming to 1.5°C above pre-industrial levels.

Units

Group functions working with the sustainability agenda, PN Sweden, PN Denmark, PN Finland, PN Norway, PN Accelerate, PN International.

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9 Contact details

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