



Doc number: Sustainability – POL-1.02
Approved by: Emilie Barriau
Executive Vice President,
Chief Technology Officer
Confirmed by: Executive Group Management
Effective date: 14 January 2026

Hempel's Environmental Policy

Purpose

As one of the world's leading coating suppliers, Hempel protects our world by delivering the most advanced, high performing and trusted solutions. We are committed to reducing impacts on the environment throughout our value chain, including those impacts from our customers, our own operations and our supply chain. We do this by reducing emissions and embodied carbon, mitigating our impacts to nature, using resources efficiently and pursuing a circular economy, preventing pollution to air, water and soils, and ensuring responsible water consumption. We take responsibility for our environmental impacts and aim to prevent and mitigate potential risks to the environment. Where possible we seek to create positive environmental outcomes, recognising the opportunities for greater impact through our actions.

Hempel is committed to complying with all applicable environmental legislation in the regions where we operate, and we see this compliance as fundamental to our operations. We are a signatory to the UN Global Compact and actively support their ten principles. In addition, our environmental footprint, targets and strategy are verified against internationally recognised frameworks, including the Greenhouse Gas Protocol and Science Based Targets initiative.

Scope

This policy applies to all Hempel companies, legal entities, and activities across offices, laboratories, manufacturing sites, warehouses, and distribution centres globally. It covers all employees, managers, contractors, suppliers, and business partners. Each business unit may develop additional environmental manuals tailored to their specific operations. A dedicated site manager is appointed at each location to oversee policy implementation, supported by a central sustainability team. Every employee plays a vital role in shaping a sustainable future through their everyday actions. Supporting a resilient environment is essential to long-term business continuity for our customers, suppliers, and employees. We recognise the interdependence of commercial and environmental matters and actively collaborate with customers and suppliers to drive progress. While this policy is mandatory for all Hempel employees and management, alignment is also encouraged among our suppliers and customers.

Responsibility

Our environmental policy is reviewed every year, to remain fit for purpose and reflective of the evolving environmental and business context. In developing this policy, we consider Hempel's material environmental impacts, various stakeholder perspectives, and potential impacts, such as customer's expectations and environmental legislation changes.

Group Technology is responsible for approving the Environmental Policy. Every Hempel employee contributes towards the implementation of the Policy, and Managers are responsible for facilitating employee contribution and compliance through training, monitoring and support. For parts of the Hempel Group that are impacted by foreign or local laws, regulatory requirements or contractual obligations that conflict with this Policy, the more stringent standard applies.



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Hempel is committed to reducing our material environmental impacts, including:

Climate Change & Energy

We are committed to reducing carbon emissions throughout our operations and value chain. We have set operational emissions targets aligned with the Paris Agreement, to limit global warming to 1.5 degrees. This includes our scope 1 and 2 absolute emissions target of 90% reduction in emissions by 2026, from a 2019 base line. We have also set a near term target to reduce scope 3 emissions per value added by 55% by 2030 from a 2019 base line. We continuously work to reduce our energy consumption from operations and switch to low carbon and renewable energy sources. We are a member of EV100 and are committed to transition our fleet to electric vehicles.

Nature & Biodiversity

Hempel aims to assess and manage our interface with nature and biodiversity, including nature related impacts, dependencies, risks, and opportunities. We seek to understand and mitigate our impacts on ecosystems and biodiversity through our operations and value chain. We aim to maintain and improve biodiversity on and around our sites, consider biodiversity in site development, and establish biodiversity management plans for sites in areas of high risk.

Resource Use and Circular Economy

Hempel supports the transition to a Circular Economy for our operations, customers and suppliers. We do this through efficient use of resources, the capture and reuse of materials at their end of life, and by increasing recycled, recyclable and bio based materials in our operations, products and packaging. We continuously work to consume less materials from our operations, products and packaging, and are working towards zero waste factories by 2030.

Pollution

We are committed to preventing pollution to air, water, and soil from our operations, products and suppliers. We achieve this through sustainable product design, robust environmental management systems, and effective controls such as spill prevention, air pollution control, wastewater treatment, and responsible waste handling. We reduce hazardous substances in our products and operations, monitor pollution management through regular audits and support continuous improvement through employee training.

Water

Although not deemed a material issue for Hempel, we are committed to responsible water management. We monitor water consumption and wastewater at our own sites, integrate responsible water management into supplier assessments, and aim to reduce water used in the manufacture of our products, focusing on locations under water stress.

Environmental Principles

Our environmental policy is shaped by our core values and principles, including exceptional governance, transparency, double materiality, responsible partnerships, and a commitment to continuous improvement.

Governance & Compliance



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We are committed to complying with all applicable environmental laws and regulations, and maintain robust environmental and energy management systems (e.g., ISO 14001 and ISO 50001) across relevant business units to ensure accountability and operational excellence.

Radical Transparency

We nurture trust through transparent reporting of our environmental targets, strategy, risks, opportunities and impacts. Our reporting on environmental performance is audited, and aligned with recognised standards such as the Greenhouse Gas Protocol, Science Based Targets initiative, and the United Nations Global Compact. Our commitment to transparency is demonstrated via public reports, responses to customers, and submissions to Environmental, Social, Governance ratings such as EcoVadis.

Double Materiality

Our holistic approach is based on double materiality and science, considering both our impact on society and the environment and how the environment may affect our business performance. We are committed to delivering on our strategic priorities aligned with each material focus area, including operational and value chain emissions, energy, pollution, biodiversity, resources and circular economy.

Responsible Partnerships

We collaborate with suppliers, customers and industry to reduce environmental impacts across the coatings value chain by promoting responsible products, supporting sustainable solutions, and sharing best practices. Through innovation and guidance, we help customers achieve their sustainability goals. We engage suppliers via audits and improvement initiatives to ensure alignment with our environmental policy and reduce their climate footprint and environmental impact.

Continuous Improvement

We promote continuous improvement in environmental performance, by consistently challenging ourselves and our business partners to raise the bar. We empower employees at all levels, and support suppliers and customers where possible, through capacity building and education on environmental impacts. We encourage innovation throughout HEMPEL to drive meaningful progress and improve environmental performance. We are guided by a culture of trust, accountability and a shared commitment to protect our planet and its people.

Michael Hansen

Michael Hansen, Group President & CEO