

CLIMATE IMPACT	Target	Definition	Current status <i>(updated April 2023)</i>	Implementation efforts <i>(initiated or planned)</i>
	<p>TOMRA commits to achieve net-zero greenhouse gas emissions before 2050 and setting Science Based Targets for near and long term emissions reduction</p>	<p>'Net-zero' means cutting greenhouse gas emissions to as close to zero as possible, with any remaining emissions re-absorbed from the atmosphere through nature or technological solutions.</p> <p>'Science-based' means in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to well-below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C.</p> <p>Targets will be submitted to the Science Based Targets initiative (SBTi) for external validation in line with the SBTi Criteria and Recommendations and Corporate Net Zero Standard. Commitment to SBTi requires TOMRA to establish, verify, and annually report progress on both near and long term, direct (scope 1+2) and indirect (scope 3), emission reduction targets.</p>	<p>TOMRA submitted its SBTi commitment letter in June 2022. After submitting the commitment letter participating companies have 24 months to develop and submit their targets for validation.</p> <p>TOMRA Group has corporate GHG accounting and reporting practices in place for scope 1 and scope 2 emissions and some categories of scope 3 emissions, with 10 yr+ historic data. Further mapping of scope 3 emissions across all relevant categories and establishment of the full baseline for value chain emissions is underway, to be completed in line with the timeline for submission and validation of science based targets (latest June 2024).</p>	<ul style="list-style-type: none"> Conduct Scope 3 emissions mapping and establish baseline, covering the full value chain of TOMRA Group and its divisions Develop climate road map with a clear implementation plan and emission reduction pathways for both Scope 1, 2, and 3 emissions. Submit for SBTi validation before June 2024 Ensure that climate targets are factored into growth strategy and investment plans Establish/update Group and divisional policies for travel, renewable electricity, company vehicles
	<p>By 2030, reduce operational transport emissions by more than 80% (Scope 1)</p>	<p>'Operational transport' covers all vehicles owned or leased by TOMRA including, but not limited to, company cars, service vehicles, and material recovery trucks</p> <p>Target will be measured from a 2019* baseline</p>	<p>In the baseline year, 2019, operational transport emissions amounted to 16,000 tCO2e and represented 45% of TOMRA Group's direct emissions (Scope 1 and 2). Emissions from this category remained fairly stable in 2020 and 2021.</p> <p>In 2022, Scope 1 emissions increased by 10%, while Scope 2 emissions remained largely stable. Operational transport emissions amounted to 17,720 tCO2e, representing about 60% of TOMRA Group's direct emissions (Scope 1 and 2).</p>	<ul style="list-style-type: none"> Plan locally for operational fleet decarbonization Work across divisions to optimize logistics and route planning, seek to reduce # of shipments and transport distances. Further develop and adopt digital solutions for remote assistance and product monitoring
	<p>By 2030, procure 100% renewable electricity (Scope 2)</p>	<p>Renewable electricity' (RE) means electric energy produced from sources that are naturally replenished and do not run out including, but not limited to, solar, hydro, and wind power.</p> <p>Available mechanisms to achieve this target include, but are not limited to, on-site RE generation, long-term Power Purchase Agreements (PPAs), and green tariffs. TOMRA will strive to address most of our Scope 2 emissions through on-site generation or PPAs.</p>	<p>In the baseline year, 2019, scope 2 emissions amounted to 8,000 tCO2e, and represented 23% of TOMRA Group's direct emissions (Scope 1 and 2). In 2021, Scope 2 emissions were down to 5,700 tCO2e, representing about 20% of total.</p> <p>In 2022, Scope 2 emissions calculations were adjusted from location-based emissions factors, to market-based factors. The reported market-based Scope 2 emissions were 9,200 tCO2e, which represents 31% of total. Emissions calculated as location-based remained stable at 5,700 tCO2e.</p> <p>Work is being done to establish the current status and baseline of RE consumption across TOMRA Group.</p>	<ul style="list-style-type: none"> Review and expand existing GHG reporting to map and establish baseline for RE consumption Analyze feasibility for on-site RE generation, and support business units in planning for investments Work regionally, across Divisions and business units to negotiate renewable electricity PPAs

SUSTAINABLE PRODUCT DESIGN	<p>By 2030, use at least 90% sustainable materials and components in all new products (on average by weight)</p>	<p>Sustainable materials and components' is defined as using recycled, certified fossil-free, and/or bio-based materials , and reused, refurbished, or remanufactured machine components.</p>	<p>Work is being done to establish the current status and baseline for this target with respect to different material types and the reused/ refurbished/ remanufactured parts and components in production</p> <p>Life Cycle Assessments of three core products, one from each division (Recycling: Autosort, Food: 5B, and Collection: T9) were conducted in 2022. These assessment provided new insights on the environmental impact of products and components in current use. They also provide a product-level benchmark for environmental impact and analysis of lifecycle hotspots (areas identified with highest environmental impact).</p> <p>Project to develop a fit-to-purpose management approach was conducted to support the integration of holistic sustainability requirements (eco-design and circular principles) in TOMRA's product development.</p>	<ul style="list-style-type: none"> • Establish full baseline of material inflow and outflow • Conduct Life Cycle Assessment (LCA) of new products in the future • Conduct feasibility studies of recycled materials in different component, and test pilot parts • Join/establish research partnership on sustainable materials with external partners. • Develop analytical capabilities based on insights from LCAs in form of knowledge, processes and supporting software systems that integrate with current product development to evaluate environmental impact of different product design options. •
	<p>By 2030, at least 50% of our products are circular at their end of life</p>	<p>'Circular at end of life' means that machine parts are taken back for refurbishment, remanufacture, reuse or recycling, either directly by TOMRA or via third parties</p>	<p>Work is being done to establish the current status and baseline for this target.</p>	<ul style="list-style-type: none"> • Conduct feasibility study of resale, reuse, refurbishment of current machines and components across divisions and markets, and pilot certified resale models in suitable markets • Establish baseline of current end-of-life (EOL) practices, and develop a hierarchy of EOL management options depending on local infrastructure and market situation • Establish refurbishment and remanufacturing facilities and/or partnership in key markets

EMPLOYEE VALUE PROPOSITION

<p>Strive for zero work-related injuries and illness in providing a safe place for people and the environment</p>	<p>Our TOMRA Safe vision: At TOMRA we are passionate to lead the resource revolution, and we are committed to providing a safe place for our people, our customers, and the environment in which we operate. We recognize the importance of creating an environment that supports our people's well-being and ensures they have a safe working environment every day. We take action to promote a work environment that embraces cultural diversity, equity, and inclusiveness.</p> <p>Our target for occupational health and safety is to strive for zero work-related injuries and illness in providing a safe place for people and the environment through a TOMRA Safe mindset and safety culture. This is a non-timebound aspiration for TOMRA Group.</p>	<p>In line with our strategic sustainability target, in 2022 we extended the mission of "Safe Place, Safe People" to include also "Safe Processes" – integrating safety into everything we do. This mission will be realized through identifying hazards (safe place), health and safety trainings (safe people), and safety leadership and interactions (safe processes).</p> <p>TOMRA has obtained new ISO certifications as of 2022, effectively merging coverage of production sites for both the Recycling and the Food division under one common HSE management system.</p> <p>Implemented in 2022 the first Group-wide annual plan for Health and Safety action as a step towards harmonization of processes across all divisions.</p> <p>In 2022 TOMRA had 79 medical treatment incidents (MTI) and a total of 147 lost time incidents (LTI), up from 33 and 101 respectively in 2021. This increase is significantly influenced by improved reporting on incidents, elevated awareness of the importance of reporting throughout the organization, and by organizational growth, as apparent through the decline in frequency rate for total reported incidents (TRI) from 12.44 to 11.46.</p> <p>In 2022, we regrettably had four severe incidents. All employees have received treatment and are in recovery or have fully recovered. Corrective action has been taken following these incidents.</p>	<ul style="list-style-type: none"> • The main target for 2023 is to have zero serious injuries or fatalities. As a means to reduce the risk of serious injuries, the goal for 2023 is to achieve at least a 5% reduction of Injury Frequency Rates (baseline LTIFR = 5,30). • At least 25% of all employees have identified and reported a hazard within their work environment (measured over 12 months). • All employees have completed TOMRA Safe e-learning by due date. • People & Organisation Leaders/sites will perform one safety interaction (safety walk) per month, per site with more than 10 employees working.
<p>To sustain growth, TOMRA will attract diverse talents, with a goal of 50% women and men joining annually.</p>	<p>TOMRA is an equal opportunity employer, committed to treating all future and existing employees fairly and with respect, and to maximize the advantages of a diverse workforce, with equal opportunities for all.</p> <p>50% women and men joining annually is a non-timebound aspiration for TOMRA Group</p>	<p>We actively monitor female participation in the workforce. In 2022, women made up 23% of the workforce at TOMRA, reflecting a 1% increase from 2021. The representation of women in our new hires in 2022 remained stable at 27%.</p>	<ul style="list-style-type: none"> • We continue the focus of listening to our employees in order to improve our work with Diversity, Equity and Inclusion (DEI). We have done this through employee engagement surveys, employee check-ins, development conversations, talent reviews, and exit interviews. These data and insights have informed our new DEI strategy of 2022 and beyond. • We launched Employee Resource Groups (ERGs) for LGBTQ+, Women, and Roots across TOMRA, each sponsored by a member of TOMRA's Executive Leadership Team. These are voluntary, employee-led groups open for participation from anyone who feels called in the organisation. • TOMRA Food rolled out DEI trainings to all 1,500 colleagues in the division in 2022, covering pathways from talent acquisition and allyship, to off-boarding, including trainings tailored specifically to managers. At the head office in Norway, TOMRA Collection facilitated mandatory DEI workshops for all employees.

<p>By 2030, grow female representation in senior management to >30%</p>	<p>'Senior Management' is defined as the TOMRA Group Leadership Team (GLT), which includes all members of the Executive Leadership Team and core functional heads. As per April 2023, the GLT consists of 38 leaders in total.</p>	<p>In 2022, we saw a positive evolution of female representation among all managers at TOMRA (anyone with a direct report), going up to 25%, reflecting a 1% increase from 2021. The percentage of women in the TOMRA Group Leadership team remained stable at 29% and 33% in the Executive Leadership Team</p>	<p>Our strategy to further boost diversity, equity and inclusion at TOMRA has three main focus areas:</p> <ul style="list-style-type: none"> • Hire: We aim to have balanced candidates slates, with candidates from mixed genders, in all recruitment. • Engage: Roll out Employee Resource Groups globally, aimed to drive inclusion • Develop: Roll out diversity, equity and inclusion awareness campaigns and training programs across the organization
<p>By 2030, Improve employee satisfaction and engagement with top quartile Net Promoter Score (NPS)</p>	<p>Net Promoter Score (NPS) for employees is a method to measure employee loyalty. It measures how willing employees are to recommend their workplace to their family or friends.</p>	<p>We regularly monitor employee engagement to understand what is important to our employees, and how we can progress. Since 2021, we have used the Global Engagement Survey, <i>Be Heard</i>, based on the Gallup employee engagement model.</p> <p>In 2022, 90% of employees across the Group were surveyed for employee engagement. While there were some geographical differences, we improved our engagement score from 3.84 last year to 3.94 in 2022. This is lower than our target score, but we acknowledge it is a step in the right direction. Continuing to invest in our people and their individual career paths will be at the core of our people agenda for the next years.</p> <p>NPS is tracked as part of the global engagement survey.</p>	<ul style="list-style-type: none"> • The overall feedback in the "Be heard" survey was that we need to work on engagement and on supporting development of our people. Throughout our organization, divisions and regions have taken targeted action to improve based on insights from the survey, through measures including trainings, regular engagement reviews, and improved communication. • In Food, it has been mandated that every employee must have personal work objectives set by end of Q1 each year to improve individual planning in the division. Workshop for leaders (with direct reports) has been held to initiate action planning sessions with their teams.
<p>By 2030, at least double the avoided emissions enabled by TOMRA products in use</p>	<p>Through both our Collection and Sorting solutions, TOMRA products enable the avoidance of greenhouse gas emissions. When more materials like plastics or metals are recycled it significantly reduces their embedded carbon intensity, both at production stage (less virgin/raw material input) and in waste management (diverted from landfill or incineration).</p> <p>The calculation of this metric is based on assumptions of material throughput (i.e. collected and/ or sorted for recycling) by weight, multiplied with material specific emission factors.</p> <p>Like for the climate impact targets, this will be measured against a 2019 baseline.</p>	<p>In 2022, the avoided carbon emissions enabled from TOMRA products in use by customers was just over 21.1 million tonnes of CO2 equivalents, representing an 8,7% increase from 2021 (up from 17 million tonnes in baseline year 2019). The total avoided emissions compare to about 35% of Norway's greenhouse gas emissions in 2021.</p>	<p>Actions required to meet this target relate closely to the overall business growth and strategy implementation efforts of TOMRA Group.</p> <p>Furthermore, as part of corporate efforts in TOMRA to further increase ESG data quality and robustness, we plan to review our approach to avoided emissions calculation methodology and underlying assumptions, and update in accordance with GHG GHG Protocol Scope 4 Framework and other industry best practice emerging on this topic.</p>

RESOURCE PRODUCTIVITY	<p>By 2030, enable the global rate of plastic packaging collected for recycling to reach 40%, and 30% closed loop recycling</p>	<p>We strive for a world where, by 2030, 40% of post-consumer plastic packaging will be collected for recycling, and 30% will be recycled in a closed loop.</p> <p>TOMRA will not reach this target on our own. This will require partnerships and collaboration across the recycling value chain</p> <p>'Closed loop recycling' means is a process through which a manufactured good is recycled back into the same or similar product without significant degradation or waste</p>	<p>Analysis on the global flows of plastics conducted by the Ellen MacArthur Foundation and presented in the report 'A New Plastic Economy: Rethinking the Future of Plastic' (2016) found that only 14% of plastic packaging was collected for recycling, and only 2% was recycled in a closed loop.</p> <p>TOMRA contributes to enabling these targets both through our collection and sorting solutions. TOMRA solutions capture per year:</p> <ul style="list-style-type: none"> • 0.6 million tons p.a. of PET bottles in DRS systems • 6.3 million tons p.a. of plastic captured either from source separated collection or from mixed waste sorting. • 0,5m tons p.a. of PET is available for bottle to bottle recycling process. • 6m tons p.a of plastic is sorted with our solutions in the mechanical recycling process to improve the quality of recyclates 	<p>Actions required to meet this target relate closely to the overall business growth and strategy impementation efforts of TOMRA Recycling.</p>
	<p>By 2030, enable a post-harvest food loss reduction of 50%</p>	<p>This target is closely linked to the UN's Sustainable Development Goal (SDG)12.3 which calls for cutting in half per capita global food waste at the retail and consumer level, and reducing food losses along production and supply chains (including post-harvest losses) by 2030.</p> <p>TOMRA will not reach this target on our own. This will require partnerships and collaboration across the food value chain.</p> <p>Food Loss refers to food that gets spilled, spoilt or otherwise lost, or incurs reduction of quality and value during its process in the food supply chain before it reaches its final product stage. Food loss typically takes place at production, post-harvest, processing, and distribution stages in the food supply chain.</p>	<p>The baseline year for this target (and the SDG 12.3) is 2015. TOMRA is working with partnes to assess and measure the current status. One of our key parters in this work is the organization 'Champions 12.3' - a coalition of executives from governments, businesses, international organizations, research institutions, farmer groups, and civil society dedicated to inspiring ambition, mobilizing action, and accelerating progress toward achieving Sustainable Development Goal Target 12.3 by 2030. The Champions 12.3 2021 progress report concludes that "with just nine years to go, the world overall is woefully behind where it needs to be if it is to achieve SDG 12.3 by 2030".</p>	<p>Actions required to meet this target relate closely to the overall business growth and strategy impementation efforts of TOMRA Food.</p>
	<p>Collect 500 billion used beverage containers annually for Clean Loop Recycling</p>	<p>Beverage containers recycled through reverse vending machines (RVM) are collected and sorted without contamination from other types of waste. This ensures that they can be recycled into new bottles and cans again and again. This is a process we call Clean Loop Recycling.</p>	<p>In 2022, TOMRA machines collected more than 45 billion containers for recycling through 82,000 RVM installations globally.</p>	<p>Actions required to meet this target relate closely to the overall business growth and strategy impementation efforts of TOMRA Collection.</p>
SUPPLY CHAIN SUSTAINABILITY	<p>TARGETS IN PROCESS OF BEING DEFINED</p>			

*2019 is chosen as the baseline year for Scope 1 and 2 climate targets, because more recent data (2020 and 2021) is significantly influenced by the COVID-19 pandemic and as such not fully representative.

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