Environmental Policy

2026-10-27

Scandic SCANDIC HOTELS GROUP

Environmental Policy

INTRODUCTION

This policy was adopted by Scandic's Board of Directors with the purpose of ensuring that Scandic's operations are conducted in a manner that inspires confidence and complies with the legislation and best practices for listed companies. The Environmental Policy is an underlying policy to Scandic's Code of Conduct. The Environmental Policy is supported by the Supply Chain Code of Conduct and the Guidelines to Sustainable Procurement. The Environmental Policy shall be revised annually or more often if needed. The policy is made available on Scandic's external website to Scandic's stakeholders.

SCOPE, COMPLIANCE AND RESPONSIBILITIES

The Chief Strategy & Sustainability Officer is the owner of this policy. Each EC member has the operational responsibility for implementing the policy within their area of responsibility.

The Environmental Policy applies to all hotels, Scandic's management and all employees (including franchise hotels). All supervisors and managers are responsible for ensuring that both the contents and the spirit permeating this Environmental Policy are communicated, understood and complied with in the working groups. Scandic shall ensure that its employees have the information, skills and tools required for compliance with this Environmental Policy in the daily operations. Action plans and targets connected to material environmental matters are monitored to ensure compliance with this Environmental Policy.

Employees shall contact their immediate manager or the Chief Strategy & Sustainability Officer if any issues arise regarding the interpretation or implementation of this policy.

GUIDING PRINCIPLES

The policy has been developed by Scandic to manage environment-related matters. Through a double materiality assessment, Scandic has assessed impacts, risks and opportunities across its value chain and identified four areas of focus within environmental matters.

SCANDIC'S MATERIAL ENVIRONMENTAL SUSTAINABILITY MATTERS

1. Climate change; including energy consumption and emissions across the company's value chain
2. Water consumption and marine resources; including the use of water across Scandic's operations

3. Resource use and circularity; including material inflows and outflows, waste and energy across the value chain
4. Biodiversity and ecosystems; including operation's impact on nature

Scandic works continuously to reduce the company's negative impact on the environment and our ambition is for all hotels operating under the Scandic brand to be certified by the Nordic Swan Ecolabel.

Scandic supports the transition to a low-carbon society and has a holistic view of the environment in which environmental and human welfare are understood in relation to each other. Measures for sustainable development include reducing greenhouse gases at the same time as countering other types of environmental degradation.

Scandic is a signatory of the UN Global Compact and follows its policies including the three related to the environment:

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

ADDRESSING OUR MATERIAL ENVIRONMENTAL SUSTAINABILITY MATTERS

1. Climate change

Greenhouse gases

Scandic works continuously to reduce greenhouse gas emissions over time by, for example, systematically measuring emissions across our value chain and establishing emission reduction goals and plans.

Energy

Scandic is committed to reducing its energy consumption and transition to renewable energy sources. Scandic's hotels are monitored regularly to identify where and how the greatest energy savings can be achieved. New agreements with property owners should clarify the responsibilities of energy-saving measures. Heating and cooling hotels is energy-intensive, why both comfort and environmental impact are taken into consideration for the optimal indoor temperatures. Equipment under Scandic's control at hotels has a high energy standard and light sources are replaced with low-energy lighting.

2. Water

Water consumption

Scandic is committed to reducing its water consumption. This is achieved through careful monitoring of water use, identifying areas of water stress, implementing water-efficient appliances and technologies, and being guided by the strict water efficiency standards of the Nordic Swan Ecolabel.

Chemicals

Scandic is committed to minimizing impact on water and marine resources via the use of chemicals and hazardous substances across all operations. We prioritize use of eco-labeled products. Through wastewater, chemicals and pollutants can reach our land and water systems. Scandic works to reduce the amount of chemicals and waste that reaches wastewater, for example, through automatic dosing of cleaning products.

3. Resource use and circularity

Scandic aims to contribute to a circular economy and the long-term goal is to minimize the amount of waste we generate by operating responsible procurement, managing environmentally efficient inflows, and efficiently managing waste.

Responsible procurement

Scandic sources a variety of products and services. Before an agreement is signed between Scandic and a supplier, the supplier undergoes screening to ensure that it meets the requirements of Scandic's Supply Chain Code of Conduct. Our suppliers and partners are required to sign Scandic's Supply Chain Code of Conduct. Employees who have responsibility for procurement are trained in responsible procurement methods and guided by Scandic’s Guidelines for Sustainable Procurement.

Resource inflows

Scandic sources materials for our hotels as well as food products and work to ensure that the materials are as environmentally sustainable as possible. When evaluating products, we consider the product life cycle and prioritize low carbon products. Scandic is transitioning away from using virgin resources, and products for our hotels shall preferably be made from renewable raw materials and/or recycled materials. The use of resources and energy in their production shall be minimized and the lifetime of the product shall be considered.

Waste

Operating hotels generate a substantial amount of waste. Scandic continuously measures the amount of waste generated in our operations and analyses how it can be minimized. We work to limit the use of packaging materials and unnecessary materials, for example, single-use

disposables. We also strive to recycle and reuse products and materials to the greatest extent possible. The waste arising from Scandic's operations is sent to recycling or modern waste management facilities to minimize environmental impact.

4. Biodiversity and ecosystems

Scandic always assesses whether hotels are located in, or in the proximity of, bio sensitive and protected areas. It is essential to be aware of our impact and where possible actively support conservation efforts. Products purchased by Scandic shall not contain materials from endangered species or use materials where the production has a direct impact on endangered species. Guidelines for this are set out in the Guidelines for Sustainable Procurement.