

Our group certification framework

One global standard and a three-tiered operation model: Global, Local operations and local standards and regulations.



Audited and certified

We are certified and audited aligning with SBTi for net-zero by 2050.



- Reducing emission
- Recyclability e.g. lightweight
- Sustainable sourcing e.g. elimination of toxic chemicals and optimization of material to achieve lightweight measurements
- Sustainable production e.g. high-standard labor conditions and workplace safety
- Ethical and sustainable production
- Just transition for all impacted communities
- Transparency and accountability
- Anti-bribery and anti-corruption enforcement
- Responsible operations across all our value chain

Our certification are audited and refreshed annually.

Our Sustainability Targets

Our CSRD inspired framework is validated by SBTi to be achieved within our immediate (2026), 2030 and 2050 goals. Focus: Decarbonization, social diversity, just transition and governance, aligning with SBTi requirements, supported by measurable levers and actions. Our transition plan roadmap, continuous tracking, annual reporting and audit, and adaptation of the plan will ensure achievement of our targets.



Our targets are validated by SBTi.

	2026	2030	2050
Environmental	• Pathway for compliance Compliance strategy integration e.g. CSRD inspired reporting, PPWR (Q3) and EUDR (Q4) compliance services.	• 50% reduction in *Scope 1 and 2 emissions • 30% reduction in *Scope 3.	• 90% reduction in Scope 1, 2 and Scope 3 cat. 1,4, 11 and 12. • 100% circular packaging portfolio.
Social	• Global certification alignment at all factories worldwide underway, including e.g. SMETA certification and EcoVadis.	• 40-60 % gender parity Equal opportunity with a gender parity 40/60 % in senior management. • Pay gap below 2.5 %	• 0% unadjusted gender parity. Continuous gender parity (40-60%), full pay equity, fair wages and impact-first culture.
Governance	• Ensuring just transition Anti-corruption training and global whistleblower system live by Q4, 2026.	• 90% anticorruption training completion on global scale. 100% high-impact suppliers third-party audited.	• Transparency and auditing achieving total value chain transparency with verifiable, end-to-end accounting of all GHG emissions in all of product life cycle. Continued sustainable procurement

*50% reduction across Scope 1, and 2 emissions (2030). Target depend on company structure and regulatory framework

Our renewable energy transitions

Led by our Heliōs program: rooftop solar panel installations across our production sites, complemented by long-term renewable procurement. Phased roll-out 2026–2030.



Heliōs

- Group-wide renewable energy transition program installing PV panels on in-house production sites rooftop, battery electricity storage and lessening grid reliance.
- Pilot phase active until 2027; global roll-out 2027–2030.
- Supports Scope 2 reduction, energy resilience and reduced grid dependence.

PPAs/RECs

- Long-term renewable procurement; targeting full global operationalization by 2030.
- Provides price stability and supports new renewable capacity on the grid.
- Priority markets: Romania, Spain, Vietnam and China.
- Mexico covered 100% by RECs/PPAs.