

Bica Sustainability Policy

At Bica, we are deeply committed to promoting sustainability among our customers through our products and maintaining responsible business practices. We recognize the importance of considering environmental, social, and governance (ESG) factors in our decision-making. Our goal is to run a business that is not only economically successful but also positively contributes to society and protects our planet, respecting future generations. We view sustainability as a strength that not only creates value for our customers and society but also gives us a competitive edge in a world that increasingly demands eco-friendly solutions.

Our Environmental Goals

1. Reduction of CO2 Emissions

We are actively working to reduce our carbon footprint by implementing energy-efficient solutions and creating a long-term business model driven by the SBTi principles.

2. Waste Management and Recycling

We are committed to minimizing waste through systematic waste sorting and recycling, and we choose materials that are easier to recycle, reducing our overall waste burden.

3. Sustainable Sourcing and Environmentally Certified Products

We prioritize sustainable, eco-friendly products and materials, that are or can be environmental certified, aiming for our products to be certified under the EU Ecolabel. We collaborate with suppliers who share our values of sustainability and responsible production.

4. ESG Integration in Our Business Strategy

We integrate ESG into our decision-making to ensure we create value for our shareholders while taking responsibility for our community and the environment. This includes:

- **Environmental:** We continue to minimize our environmental impact by implementing the best available sustainability practices.
- **Social Responsibility:** We strive to create an inclusive and safe working environment, both internally and with our suppliers, promoting employee well-being and supporting local communities.
- **Governance:** We ensure that our leadership and decision-making processes are characterized by transparency, accountability, and ethical business conduct.

Sustainability as a Competitive Advantage

We see sustainability as a central driver of our business model and as a competitive advantage that differentiates us from our competitors. Our focus on eco-friendly products that are environmentally certified gives our customers the opportunity to choose solutions aligned with their own sustainability goals. Through a strategic approach focused on offering certified and sustainable products and services, we meet the growing market demand for responsible and eco-friendly choices, strengthening our position as a trusted and future-proof market player.

Action Plan

To achieve these goals, we are committed to:

- To prepare EPDs for our entire range of waste solutions for indoor and outdoor use. We aim to complete this by the end of Q1 2027.
- Conducting regular ESG audits and measurements to assess our progress and identify areas for improvement.
- We have committed to the SBTi with a focus on reducing our Scope 1 and Scope 2 CO₂e footprint by 50% by 2031. We have developed a climate plan that has been validated by the SBTi. In addition, we are also focusing on Scope 3 in collaboration with our suppliers.
- Offering environmentally certified products according to the EU Ecolabel and actively working to expand our range of sustainable solutions to support the sustainability journeys of our customers and partners.

Evaluation and Improvement

We will regularly assess our ESG strategy and policies to ensure that they comply with both legal requirements and the best international standards. We strive for continuous improvement to achieve the highest levels of environmental, social, and governance responsibility.

Conclusion

At Bica, we believe that our success is closely linked to our ability to create a positive impact on the environment, society, and our stakeholders. We are committed to doing business in a responsible manner and contributing to a sustainable future through a strong ESG approach. Through our focus on environmentally certified products and sustainability strategy, we see a clear competitive advantage that positions us as a leading player in a world that increasingly demands eco-friendly solutions.