

## ENVIPCO HOLDING N.V.

### Outline Policy for Effective Dialogue with Relevant Stakeholders

#### 1. INTRODUCTION

- 1.1 This is the outline policy for effective dialogue with relevant stakeholders about the sustainability aspects of the Company's strategy (the **Policy**) that Envipco Holding N.V. (the **Company**) has adopted in accordance with Best Practice Rule 1.1.5 of the Dutch Corporate Governance Code.
- 1.2 This Policy has been approved by the CEO and shared with the board of directors of the Company (the **Board**) on 10 May 2024.

#### 2. PURPOSE OF STAKEHOLDER DIALOGUE

- 2.1 The Company recognizes and acknowledges the importance of having a meaningful dialogue with its stakeholders about the sustainability aspects of the Company's strategy. The interests of the Company's relevant stakeholders are considered when the Company updates its strategy for sustainable long-term value creation.
- 2.2 Meaningful stakeholder dialogue is characterized by two-way communication and depends on the good faith of participants on the sides of both the Company and the stakeholders.
- 2.3 The Company facilitates a stakeholder dialogue unless, in the opinion of the Board, this is not in the interests of the Company and its affiliated enterprise.

#### 3. IDENTIFICATION OF STAKEHOLDERS FOR DIALOGUE

- 3.1 The Company's key stakeholders are those individuals, groups of individuals or organisations that impact, and/or could be impacted by, the Company's activities, and/or have potential relevant knowledge about certain sustainability aspects and who are as such acknowledged by the Company.
- 3.2 The group of stakeholders the Company engages with is not static and can be adjusted depending on the topics of the dialogue and the developments thereof over time. Not every stakeholder can be regarded as equally relevant to every sustainability aspect of the strategy, or otherwise and therefore the Company shall decide on a case-by-case basis whether such a dialogue is appropriate.
- 3.3 To assess whether or not a contact/dialogue with stakeholders is appropriate and in the interest of the company, the Company may request to be informed in advance in writing of the objective, the subjects to be discussed and the views of the stakeholder concerning these subjects.

#### **4. METHODS OF ENGAGEMENT**

- 4.1 The Company's dialogue with stakeholders takes many forms and includes various channels and means of communications reliant on each specific stakeholder group. If the Company decides to enter into contact/dialogue with stakeholders, the Company shall determine the method(s) of engaging that are best suited to the purpose of the engagement.
- 4.2 The Company will primarily be represented by the Chief Executive Officer, assisted by the Chief Strategy and IR Officer. The Company may involve other employees or advisors of the company in contacts with external stakeholders, taking into account their expertise, background and seniority. Also, in certain circumstances the Chairman of the Board may lead the discussion with stakeholders.