

CSR Policy



1. Preamble

As the leading retailer and brand owner within health and beauty, Matas A/S has as an objective to conduct a long-term sustainable business in order to ensure a responsible business model for its shareholders, customers, employees and the society. Corporate Social Responsibility ("CSR") is an important element of Matas' strategic considerations.

This Policy applies to Matas A/S as well as its subsidiaries ("Matas Group").

Matas is a signatory to the UN Global Compact (UNGC) initiative.

This Policy will govern and set out the core principles for Matas' work on CSR guided by our commitment to the ten principles of the UN Global Compact on environment, human rights, labour rights and anti-corruption. This Policy is supported by subject and user-specific policies, which guide our employees, operations and the conduct of our external partners. An independent whistleblowing system is available for reporting of offences without fear of reprisal.

Matas and all its subsidiaries are obliged to comply with applicable EU and national legal CSR requirements.

Matas closely monitors the development of the legal framework on CSR matters, including enhanced reporting, transparency, and due diligence requirements.

This Policy has been prepared with reference to recommendation 1.4.1 in the Danish Corporate Governance Recommendations and is made available on our website.

2. Our commitments

Matas' CSR strategy builds on Matas' purpose 'Health and Beauty for Life' and our widespread contact with Danish consumers.

Based on our general commitments and our materiality assessment, which we will reconsider and update annually, Matas has defined three main priorities (Sustainability, Health and Inclusion) which constitute the core of our CSR strategy.

Sustainability: Matas is committed to reducing our direct and indirect greenhouse gas emissions from sources owned or controlled by Matas (scopes 1 and 2). Regarding indirect emissions from the manufacture of Matas' house brands, external suppliers and the transport of goods (part of scope 3) we track and monitor reductions through our annual greenhouse gas accounting, as described in Matas' Supplier Code of Conduct.

Further, Matas is committed to reducing plastic consumption and to contribute to a more sustainable transformation of the retail industry.

Health: Matas is also committed to promoting the general health of the Danish population by offering an extended range of health products and competent advice by trained beauty and health therapists and pharmacologists. Matas is also committed to contributing to public health both internally and externally by offering an extended range of mental and physical health activities and partnerships. In addition, Matas wants to champion the highest standards for

product safety and responsible use of ingredients and chemicals ahead of legislation. Standard specifics are described in Matas' Supplier Code of Conduct.

Inclusion: Matas has defined an ambition to be the best place to be in retail. As a workplace and a responsible business, Matas must reflect and accommodate the differences it encounters in its relations throughout the value chain. To achieve this, Matas works to strengthen the Company's diversity, equity and inclusion in order to reflect and welcome a representative cross section of interests, demographics, cultures and backgrounds.

Matas supports and respects internationally declared human rights, including the rights of its employees to establish labour unions, the freedom of association, the right to collective bargaining and equal opportunities for women and men. The risks of child labour being used, employees being discriminated against or employees' right to establish labour unions being restricted by suppliers or their sub-suppliers constitute key risks in relation to human rights. Compliance with human rights issues is described in Matas Supplier Code of Conduct.

Matas is exposed to the risk of non-compliance with anti-corruption legislation by employees, suppliers and other partners and to the potential indirect financial and legal effects of such non-compliance. Matas' policy is to comply with all applicable anti-corruption legislation and to actively work against corruption in all its forms.

3. Reporting

Matas sets specific targets for its CSR strategy and initiatives, and it has management systems and processes in place to continuously track, evaluate and improve performance.

Matas annually reports on its performance and progress on ESG and Corporate Responsibility Targets, including in our annual Communication on Progress report under the UN Global Compact framework.

In addition to this, Matas publishes an annual Environmental, Social and Governance ("ESG") report. The ESG report is available at our website and includes a description of Matas' double materiality assessment, thorough description of Matas' CSR strategy and implementation, and ESG KPIs linked to Matas' material issues and risk assessment.

4. Governance structure

Matas' Board of Directors approves Matas' strategic CSR ambitions and is regularly informed on performance and initiatives related to CSR.

To comply with legislative requirements and to implement and drive the strategy, Matas has established an internal CSR board to oversee the progress with operational ESG goals linked to the strategy and legal requirements. The CSR board is headed by the Director of HR, CSR and Communication and reports to Matas' CEO.

The CSR board consists of managers from across the organization's central business units with direct responsibility for and mandate to execute CSR linked initiatives. Each of the ESG categories, which the CSR board members are responsible for, represents an identified material risk that defines Matas' double materiality assessment. The CSR board secures a governance structure that ensures that Matas' CSR related risks are governed and managed within each business unit where the risk may have an impact.

The CSR team supports the business units, manages the CSR board progress and reports on the CSR board every quarter to the Matas management team and twice a year to the Board of Directors. Once a year, the CSR team will be evaluated and assessed by the Matas management team.

Approved by the Board of Directors of Matas A/S on 30 May 2023.

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