

1. Changes

Minor update completed in H2/2025.

2. Purpose and scope

The purpose of this Policy is to give clear guidance to Neste's sustainability commitments and governance. We aim, through this Policy, to ensure sustainability is embedded in Neste's everyday business and to contribute to sustainable development. This includes ensuring socially, environmentally and economically sustainable business conduct in all our activities throughout the value chain, while creating value to our stakeholders.

This Policy is applicable to all Neste employees, and to anyone working for the business of any Company within Neste Group or acting on behalf of such Company.

This Policy is effective from 27-08-2018 (as amended as of 10-12-2025).

3. Responsibilities

The responsible people for updating, reviewing and approving this Policy are shown in the table below:

| Responsibility | Responsible person |
|---------------------|---|
| Document owner | Vice President, Sustainability & Public Affairs |
| Document Author | Manager, Corporate Sustainability |
| Document Reviewer | Executive Vice President, People & Culture representing the Neste Leadership Team |
| Document Approver | CEO representing Neste Board of Directors |
| Execution of Policy | All business units and common functions at Neste |

4. Sustainability at Neste

Sustainability is at the core of our strategy enabling our growth and purpose: Creating a healthier planet for our children. Excellent sustainability performance provides the foundation for long-term business growth, success, and is enabling continuous value creation. Our renewable and circular solutions are our contribution to keeping societies running more sustainably and helping to reduce the dependency on virgin fossil raw materials. Neste's climate and other sustainability commitments reflect its ambition to support the objectives of the Paris Agreement, contributing to global efforts to limit global warming. We also recognize the importance of just transition as envisaged by the Paris Agreement.

While working to tackle the global climate challenge and ecosystem decline, we acknowledge our social, environmental and economic role locally and globally. We have an impact on people and the environment within our own operations, but also throughout our value chain.

As a response to fulfill our company purpose, we at Neste are committed to:

- We are committed to high ethical standards adhering to our Code of Conduct wherever we operate, and conduct our business in compliance with applicable laws and regulations, or exceed them. We also expect our suppliers and business partners to follow equivalent ethical business standards as stated in Neste Code of Conduct, further described in our Supplier Code of Conduct.
- Safety is at the core of everything we do. We aim to ensure that all our actions are safe for us and our stakeholders, including our contractors and customers, as well as local societies and the environment. This makes a positive impact on the communities in which we work.
- We act responsibly in society and respect human rights wherever we operate while recognizing the importance of diversity, equity and inclusion. Neste's Human Rights Principle sets the path and standards for a human rights-based approach in all of our business decisions.
- We are committed to continuous, active and open dialogue with our stakeholders and regularly seek external views on our operations. We take an active role in multi-stakeholder initiatives to help develop more sustainable solutions.
- We are committed to monitoring, measuring, and continuously improving our sustainability performance in a systematic and consistent way and report on our progress.
- We use natural resources responsibly and actively work towards a more sustainable resource and energy-efficient value chain by providing solutions taking advantage of waste and residue raw materials and contributing to a circular economy.

Our work is guided by the Neste sustainability vision in which we have set ourselves long-term ambition and targets for climate, biodiversity, human rights, as well as our supply chain and raw materials – issues that are all interlinked.

- **Climate.** We enable our customers to reduce their carbon footprint, while reducing our own. This includes helping our customers to reduce their greenhouse gas (GHG) emissions by offering renewable and circular products to replace fossil products. We are also committed to reducing our own carbon footprint across our value chain (scope 1-3).
- **Biodiversity.** We aim to drive a positive impact on biodiversity and achieve a nature positive value chain. This includes promoting sustainable land and water use, and minimizing pollution.
- **Human rights.** We strive to create a more equitable and inclusive value chain, in which everyone works with dignity. This includes advancing living wages and responsible recruitment, tackling inequality and increasing access to education for children.
- **Supply chain and raw materials.** We drive a safe and healthy workplace, fair labor practices and increased commitment to sustainability across the supply chain. This includes having social, environmental and ethical criteria for our suppliers, and driving the diversification of sustainable raw materials.

5. External frameworks

In addition, Neste will:

- Implement and act in accordance with UN Guiding Principles on Business and Human Rights (UNGPs) and OECD Guidelines for Multinational Enterprise
- Respect International Bill of Human Rights and ILO Declaration on Fundamental Principles and Rights at Work
- Implement the ten principles of the UN Global Compact on human rights, labor, environment and anti-corruption to which we are a signatory
- Promote the applicable goals in the UN Sustainable Development Goals (SDG)
- Apply the Task Force on Climate-related Financial Disclosure (TCFD) reporting principles to disclose climate-related financial risks in reporting
- Prove commitment to the Responsible Care Program and the Responsible Care Global Charter

6. Governance

The Sustainability Policy is approved by Neste Board of Directors and is implemented through a number of publicly communicated policies and principles, supported by internal policies, principles and standards.

The Board has the ultimate responsibility for sustainability matters and risk oversight of major significance to the Neste Group, and is in charge, among other things, of the following:

- approval of the long-term ambition and targets for the Neste Group's sustainability vision;
- adoption of Neste's statutory sustainability reports; and
- reviewing the sustainability performance.

The Audit Committee of the Board monitors and supervises the reporting process of the statutory sustainability report. The company's Leadership Team makes necessary proposals to the Board on the above matters and decides on the sustainability priorities.

Neste's sustainability work is managed by the Sustainability unit and other units within their respective areas of responsibility and is implemented across the entire Neste Group. To prioritize our sustainability efforts, we carry out an annual double materiality assessment to identify our material impacts, risks and opportunities within our own operations and across our value chain. The outcome of the double materiality assessment is reviewed by the Board.

Sustainability-related risks are identified and managed in quarterly risk reviews as part of annual Enterprise Risk Management (ERM) process at Neste in line with the Corporate Risk Management Policy and supporting principles and standards.

7. Related Documents

[Neste Code of Conduct](#)

[Neste Sustainability Principle](#)

[Neste Human Rights Principle](#)

[Neste People Policy](#)

[Neste Responsible Sourcing Principle](#)

[Neste Supplier Code of Conduct](#)

[Neste Disclosure Policy](#)

Neste Supplier Sustainability Approval Principle

Neste Safety Leadership Principle

Corporate Risk Management Policy