1. Changes

Minor update completed in H2/2026.

2. Purpose and scope

The purpose of this Policy is to define Neste's sustainability commitments and responsibilities within its daily business. This includes ensuring socially, environmentally, and economically responsible business conduct across all activities throughout the value chain, while creating long-term value for 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 29-10-2026).

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
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

We acknowledge our social, environmental, and economic role both locally and globally. We recognize that our activities have an impact on people and the environment within our own operations and throughout our value chain, and we are committed to managing these impacts responsibly by acting in accordance with this Policy. In line with this, our climate commitments reflect our ambition to support the objectives of the Paris Agreement, contributing to global efforts to limit global warming, while recognizing the importance of a just transition as envisaged by the Paris Agreement.

Our work is guided by the following commitments:

- 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.
- We are committed to respecting human rights and international labor standards, adhering to our Neste Human Rights Principle wherever we operate.

- 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 aim to use natural resources efficiently and work actively to enhance resource and energy efficiency throughout our value chain by offering solutions based on waste and residue raw materials, contributing to a circular economy.

Our work is guided by the Neste sustainability framework, which establishes our commitments for climate, nature and human rights, grounded in a foundation of sustainability due diligence across our entire value chain.

- **Sustainability Due Diligence**. We conduct risk-based human rights and environmental due diligence across our operations and value chain in accordance with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.
- **Climate.** Our renewable and circular products can help reduce greenhouse gas emissions in the transport and industrial sectors.[1] We are also committed to reducing our own carbon footprint across our value chain (scope 1-3).
- **Nature**. We increase understanding and address our nature-related dependencies, impacts, risks and opportunities in our operations and value chain. This includes maintaining environmental compliance in our operations, managing and mitigating nature impacts across direct operations and advancing targeted action in prioritized supply chains.
- **Human rights.** We strive to advance respect for human rights across our operations and value chains, enabling people to work with dignity. This includes paying a living wage, promoting decent working conditions and responsible recruitment practices, and advancing diversity, equity and inclusion.

5. External frameworks

Neste will:

- Implement and act in accordance with UN Guiding Principles on Business and Human Rights (UNGPs) and OECD Guidelines for Multinational Enterprises
- Respect the 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 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 framework;
- adoption of Neste's statutory sustainability reports; and
- reviewing the sustainability performance.

[1] Life cycle GHG emissions are quantified against fossil references using either biofuel regulatory framework calculations (e.g., EU RED) or critically reviewed life cycle assessments meeting ISO 14040/14044 standards, applied according to product category.

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 Supplier Code of Conduct

Neste Disclosure Policy

Neste Supplier Sustainability Approval Principle

Neste Safety Leadership Principle

Corporate Risk Management Policy