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neat.

Name	Neat Environmental Policy
Type	Preventive
Domain	ESG Governance
Document Contributors	Erwin Hasselbrinck
Document Owner	Sustainability Manager, Senior
Main Approver	Chief Executive Officer
Additional Approvers	General Counsel Chief Product & Engineering Officer Chief Financial Officer
Electronic File	This document is stored and maintained electronically. If any doubt exists as to the current version, reference should be made to the document owner for verification. Proposed changes/updates must be sent to the document owner.
Audience	This policy applies to all employees of Neatframe Limited ("Neat"), its subsidiaries, and joint ventures in which Neat has a controlling interest. It also extends to our manufacturing partners and suppliers through the Neat Supplier Code of Conduct.
Review	This document should be reviewed annually to take into consideration relevant updates or changes to requirements
Classification	Public
Approved	October 2026

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Neat Environmental Policy

Version 1.0 October 2026
Review: Annually

1. Scope and Audience

This policy applies to all employees of Neatframe Limited ("Neat"), its subsidiaries, and joint ventures in which Neat has a controlling interest. It also extends to our manufacturing partners and suppliers through the Neat Supplier Code of Conduct.

2. Governance and Oversight

The Neat Board of Directors is responsible for ensuring adherence to this policy. Neat's Leadership Team oversees its implementation, with day-to-day responsibility held by the Senior Sustainability Manager and Neat's Sustainability Forum. This policy supports Neat's obligations under applicable environmental regulations.

3. Our Commitment to Environmental Responsibility

Neat supports and works toward alignment with recognized environmental and sustainability frameworks, including:

- The GHG Protocol.
- The Responsible Business Alliance (RBA) Code of Conduct.
- OECD Guidelines for Multinational Enterprises.
- UN Global Compact Principles.

We comply with applicable environmental laws and regulations wherever we operate, including RoHS, REACH, and WEEE, and work to exceed these requirements where feasible.

4. Core Principles

Neat is committed to:

- Reducing environmental impact across our operations, supply chain, and product lifecycle.
- Designing products built for durability, repairability, and recyclability, with less material and fewer points of failure.

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- Minimizing hazardous substances and restricting materials of concern in our products.
- Reducing greenhouse gas emissions, with a focus on our products and internal operations.
- Managing waste responsibly and supporting end-of-life recovery and recycling.
- Sourcing materials responsibly, including conflict-free minerals.
- Regularly engaging suppliers, industry organizations, customers, and employees to address shared environmental impact.
- Holding our manufacturing partners and business partners to the same standard of compliance.
- Conducting an ESG materiality assessment every two years to identify and focus on key ESG priority areas.
- Regularly monitoring our environmental impact, setting reduction targets, tracking our progress, and reporting the results annually.
- Setting clear, transparent environmental goals to ensure continuous improvement and keep us accountable.
- Prioritizing sea freight for product logistics over air freight.

5. Climate, Energy, and Resource Use

Neat's headline climate target is to reduce our greenhouse gas (GHG) emissions intensity, measured in tonnes of CO2 equivalent (tCO2e) per unit of revenue, by 2030 against a 2025 baseline.

To support this, we are:

- Building a GHG accounting framework covering Scope 1, Scope 2 (office energy use), and Scope 3 (product lifecycle, logistics, cloud services, business travel, and estimates for goods and services).
- Developing a life cycle assessment (LCA) methodology to measure and report product-level carbon intensity across our core product portfolio.
- Requiring our manufacturing partners to track and report energy use and environmental impact.
- Working to reduce water consumption intensity across our operations and expecting the same conservation-minded approach from our manufacturing partners.

6. Circular Product Design and Materials

- We apply circular design principles to reduce the carbon impact of our products and lower device energy consumption.
- We use life cycle assessments (LCAs) to evaluate product-level environmental impact.

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- We design for repairability, longevity, and recyclability wherever technically and commercially feasible.
- We aim for all new Neat hardware product generations to achieve at least one internationally recognized third-party ESG certification.
- 100% of our products comply with RoHS and REACH. Our manufacturing suppliers avoid halogen materials and substances of very high concern (SVHCs).

We follow OECD guidance on conflict minerals. Our mineral suppliers commit to sourcing tin, tantalum, tungsten, and gold from conflict-free sources.

7. Packaging and Waste

We aim to reduce the environmental impact from our packaging and design by:

- Using only FSC-certified kraft paper, water-based inks, paper pulp, paper tape, and other responsible materials.
- Designing for single-source, easily separable materials to support recyclability
- Working towards a plastic-free packaging across our product range.
- Meeting WEEE recovery and recycling standards, and we work with logistics and manufacturing partners to recycle and responsibly dispose of end-of-life products.

8. Suppliers and Manufacturing Partners

Neat expects suppliers and manufacturing partners to uphold the same environmental standards by:

- Signing and complying with the Neat Supplier Code of Conduct, which is grounded in the RBA Code of Conduct and covers environmental permits, pollution prevention, hazardous substances, solid waste, air emissions, materials restrictions, water management, and energy and GHG reporting.

- Ensuring that manufacturing partners maintain ISO 14001 certification for environmental management systems and ISO 50001 certification for energy management systems.

- We screen suppliers for environmental and human rights risks using recognized indices and supplier-specific ESG data.

9. Monitoring and Reporting

We aim to achieve the highest level of an internationally recognized ESG rating. By reporting on

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environmental performance annually through our Neat Sustainability Report and responding to ESG rating requests and customer ESG tenders.

10. Addressing Non-Compliance

If a breach of this policy is identified, we will:

- Notify the relevant supplier or partner to take corrective action.
- Collaborate with the supplier to find solutions and address the breach.
- End the business relationship if corrective actions are not implemented.

11. Policy Review

We review this policy and our environmental goals and targets at least annually as our carbon accounting methodology and management system continue to mature.

This Environmental Policy was approved October 2026 by:

Signed by:
Javed Khan
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Javed Khan
Chief Executive Officer
Neatframe