HEXPOL®

Sustainability Policy

Content

About

The HEXPOL Sustainability Policy outlines requirements connected to HEXPOL's commitment to sustainable business practices and procedures within our business. In contrast to the Code of Conduct which addresses ethical behavior, values, and principles, the Sustainability Policy provides specific rules and procedures for businesses operating under the HEXPOL Group.

It is reviewed annually to ensure that it remains relevant and reflective of HEXPOL's obligations, expectations, and future development. When necessary, it is updated.

The current version of the HEXPOL Sustainability Policy has been adopted by the Board of Directors of HEXPOL AB in November 2025.

External Principles and Frameworks

Serving as a base for the HEXPOL sustainability agenda and any related strategic documents, such as this Sustainability Policy, HEXPOL recognizes and respects:

- The fundamental principles of Human Rights, as defined by the "Universal Declaration of Human Rights" (UN),
- United Nations' Guiding Principles on Business and Human Rights,
- The Children's Rights and Business Principles by UNICEF, the UN Global Compact and Save the Children,
- The eight core conventions defined in the Fundamental Principles of Rights at Work (ILO Declaration),
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct,
- The planetary boundaries defined by Stockholm Resilience Centre,
- The Paris Agreement and its goal to limit the rise in global surface temperature to well below 2°C above pre-industrial levels, aiming for 1.5°C,
- The Kunming-Montreal Global Biodiversity Framework (GBF), and
- Other relevant conventions, protocols and guidelines.

Responsibility and Applicability

Alongside the corporate governance regulations, the Code of Conduct Materializing Our Values and Group Policies, the HEXPOL Sustainability Policy applies to all HEXPOL employees, temporary staff, board members, contractors and consultants – regardless of where they are in the world.

The CEO assumes ultimate responsibility for the imple-mentation and application of the HEXPOL Sustainability Policy.

The responsibility to promote sound business ethics and compliance with our policies is delegated to all managers at all managerial levels within the HEXPOL Group.

HEXPOL employees are not expected to know all the details in the HEXPOL Sustainability Policy, but are responsible for understanding requirements that are directly applicable to their position and employment.

Listed criteria are to be interpreted as:

- **Shall:** The criterion is a requirement
- **Should:** The criterion is highly recommended

Unless stated, all criteria are valid for all parts of the HEXPOL business and can be scoped in terms of:

- **All sites:** All facilities in the HEXPOL Group, i.e. factories, warehouses and offices
- **All factories:** All factories, but not applicable to warehouses or offices.
- **All factories & warehouses:** All factories and warehouses, but not applicable to offices.

The following terms should be interpreted in the following ways:

- **Where feasible:** Where technically viable or have a relevant impact on any positive or negative impact on any sustainability-related impact. For example, phasing out a fossil fuel for a back-up generator is not feasible, if only used as an emergency backup with few or no activations during a year. However, if used weekly or several times per month, it could be feasible since its impact could be relatively high.

Follow Up of Performance Versus Sustainability Policy

Each site is followed up twice per year against its performance versus the Sustainability Policy.

For any deviation to a shall requirement, it is mandatory to include a plan to correct this/these in each business Strategic Plan.

Overarching Sustainability Principles

Governance

- A Sustainability Council for the totality of the HEXPOL business shall be in place with the purpose to safeguard, clarify & develop the strategic sustainability development agenda and sustainability-related legal compliance of HEXPOL Group; secure alignment across HEXPOL; handle matters that needs to be addressed with Board of Directors or any of its committees.
- Sustainability shall be an integrated part of the HEXPOL Strategic Planning and Budget Processes. This includes setting Product Area-specific targets based on Group-level Strategic Targets, which in turn lead to site-specific targets and actions.
- Sustainability-related requirements and principles set out in this policy shall be integrated into our internal processes, policies, and guidelines, including our Code of Conduct Materializing Our Values and Supplier Sustainability Guideline.
- The President of each Business Area or Product Area are together with the Managing Director of each site responsible for the execution of the sustainability agenda in the respective parts of the business.
- The Managing Director of each site is responsible to ensure compliance to any sustainability-related legislation or regulation that is applicable to the site.
- All Business Areas or Product Areas shall have a full-time dedicated Sustainability Director.
- All sites shall have an appointed sustainability responsible as a part- or full-time assignment, who acts as main point of contact and coordinates sustainability-related activities at a site (but not necessarily the one executing it).
- All factories and warehouses shall have an appointed Environment, Health & Safety (EHS) responsible as a part- or full-time assignment.

Management Systems

- All factories shall have a certified environmental management system (ISO 14001). Acquired companies shall introduce ISO 14001 within two years from the acquisition date.
- All factories should have a certified energy management system (ISO 50001).
- All factories and warehouses should have a certified health & safety management system (ISO 45001).

Due Diligence and Risk Management

- We shall carry out proportionate sustainability due diligence using a risk-based approach for our own operations, our up- & downstream supply chain, our business relationships, and during acquisitions and divestitures of businesses and properties to:
  - Identify and assess adverse impacts
  - Cease, prevent or mitigate any adverse impacts
  - Provide remedy, where appropriate
- All sites shall assess relevant sustainability-related risks, incl. climate-related, and develop a plan for how to mitigate these.

Whistleblowing

- We shall have a whistleblower process for employees and relevant stakeholders connected to the HEXPOL business and its value chain to report any misconduct or sustainability-related issues and concerns caused by HEXPOL's operations, activities, or policies. See the HEXPOL Whistleblower Policy for more information.

Emergency Preparedness

- All sites shall have developed and implemented an Emergency Response Plan on how to manage incidents that threaten the environment, human health, or property, as described in Appendix A: Emergency Response Plan.

Reporting and Follow Up

- All sites shall report sustainability-related data in line with requirements from Group Sustainability. A plan shall be agreed with acquired companies on what data shall be provided and by when.
- We shall report internally and externally about our sustain-ability work and performance and do so in a transparent and truthful way in line with recognized reporting standards and guidelines. Where legally required or relevant, externally reported information shall be assured by a third party.

Mergers and Acquisitions

- When a company is acquired, a plan shall be created for when they shall be compliant to any "shall" stated in the Sustainability Policy. The respective Product Area is responsible for the development of this plan.

Environmental & Climate Impact

HEXPOL recognizes that environmental responsibility is a precondition for the survival and prosperity of human beings. The overall aim is that impacts on the environment, that are related to our activities, products and services, should be minimized, and support a precautionary approach to environmental challenges.

Energy and Climate Change

- We shall reduce the absolute greenhouse gas emissions from the HEXPOL value chain (scopes 1, 2 & 3 as defined in GHG Protocol) in line with the Paris Agreement to limit the increase in the global average temperature to well below 2°C above pre-industrial levels, aiming to limit the temperature increase to 1.5°C.
- We shall not use any carbon offsets to compensate for any reductions needed of greenhouse gas emissions from the HEXPOL value chain. Financing of climate change mitigation and adaptation is, however, allowed in addition to needed reductions of greenhouse gas emissions from the HEXPOL value chain, and must be disclosed separately and transparently.
- All sites shall continually improve their energy efficiency, measured at least in terms of energy consumption per weight of sold products.
- All factories shall implement an energy monitoring and targeting system, with relevant sub-metering to at least capture the energy consumption of production lines and relevant support systems, such as compressed air, ventilation, lighting, etc.
- All factories and warehouses should conduct an energy efficiency audit to identify energy efficiency improvements at least every five years by a credible third party, with an implementation plan for how to realize the identified potential.
- All sites should consume 100% renewable electricity through credible Energy Attribute Certificates and on-site energy generation, in line with HEXPOL sub-policy on renewable electricity consumption, see Appendix B.
- All sites should generate renewable electricity on-site, where feasible.
- All sites shall make efforts to phase out any use of fossil fuels, where feasible.
- All sites should safeguard that any used bio-based renewable fuel does not negatively impact human rights, nor contribute to deforestation, negative land degradation or any other negative land use or land use change.
- All factories and warehouses should use electric forklifts and other on-site vehicles.
- All sites should enable and encourage the adoption of electric vehicles (EVs) for company and leased cars, employee commuting and for inbound and outbound transport.

Materials

- All factories shall continually increase the content of recycled or renewable materials or other alternative feedstocks in our products, where feasible.
- All factories and warehouses should favor recycled materials from post-consumer waste over post-industrial waste, where feasible.
- All sites should safeguard that any used bio-based renew-able materials do not negatively impact human rights, nor contribute to deforestation, negative land degradation or any other negative land use or land use change.

Chemical Use

- All factories and warehouses shall have a system in place to register Safety Data Sheets (SDS) for materials and chemicals used at the site. The system must be able to identify substances of concern and of very high concern as defined by the European Chemicals Agency (ECHA) based on CAS (Chemical Abstracts Service) number.
- All factories and warehouses shall identify and register all chemicals used in products or used on-site in the above system. A Safety Data Sheet (SDS) shall be created and communicated to and understood by relevant stakeholders.
- All factories and warehouses shall identify and control the use of substances of concern and very high concern. As a minimum, this list shall be based on the common HEXPOL chemical restriction list and local requirements. Where feasible, substances of concern and very high concern shall primarily be avoided, secondarily be substituted or phased out, and thirdly limited in their use.

Waste

- All sites shall follow a waste hierarchy principle, where waste is primarily avoided, secondarily prepared for re-use, thirdly recycled or other recovery, and finally sent for disposal, incl. incineration, landfill and storage.
- All factories shall minimize waste generated from production by continually improving the yield and reducing any generated scrap. Where possible, scrap should be re-used or recycled internally.
- All sites shall strive towards sending as much waste as possible to reuse, recycle and other waste diversion recovery operations.
- All sites shall strive to avoid sending any waste to landfill, incineration (with and without energy recovery) or any other waste disposal. >>

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Pollution to Air, Soil and Water

- All factories and warehouses shall assess and identify generated emissions and pollution to air, with priority to potentially hazardous and hazardous substances and air pollutants.
- All factories and warehouses should monitor generated emissions and pollution to air.
- All factories and warehouses shall assess and identify generated emissions and pollution to soil, with priority to potentially hazardous and hazardous substances.
- All factories and warehouses should monitor generated emissions and pollution to soil.
- All factories and warehouses shall assess and identify generated emissions and pollution to water, with priority to potentially hazardous and hazardous substances.
- All factories and warehouses should monitor generated emissions and pollution to water.
- All factories and warehouses should primarily avoid any emissions and pollution to air, soil and water and secondarily reduce it, preferably using Best Available Technology (BAT).
- All factories and warehouses should restore ecosystems where pollution has occurred from regular activities and incidents.
- All factories and warehouses should limit their contribution to microplastic pollution by taking necessary measures to limit any plastic pollution on the ground and in discharged water.

Biodiversity and Ecosystems

- All sites should ensure that our business activities do not contribute to, or benefit from, deforestation, forest degradation or any other negative land use or land use change. Particular care shall be exercised for purchased materials with high risk, including natural rubber, palm oil and its derivates, wood, paper, and other materials with renewable content.

Water

- All factories shall continually improve their water efficiency and increase the amount of water that is re-used or recycled.

Social Impact

HEXPOL respects and supports internationally proclaimed human rights, and to make sure that our activities are not complicit in human rights abuses, including in relations with our suppliers and customers.

Overall

- All sites shall have a zero tolerance of any forms of forced or compulsory labor, child labor, harassment and discrimination.
- All sites should continuously improve their understanding of human rights impacts through training and building awareness of our employees, in our supply chain, and with our business partners.

Equity, Diversity and Inclusion

- All sites should have a plan in place to increase the mix of genders, ages and ethnicities in their workforce and to increase the share of representation on managerial levels – aiming to reflect the surrounding of where each site operates.
- All sites should work towards mitigating unconscious bias connected to workplace-related matters.

Labor Practices

- All sites shall respect the rights to freedom of association and collective bargaining. In countries where the right to freedom of association and/or collective bargaining is regulated, restricted or prohibited by law, alternative forms of independent and free employee representation shall not be hindered.
- All sites shall make employees aware of the basic terms and conditions of their employment.
- All sites shall communicate an employment agreement with each employee before they start work, which specifies terms of employment in a way understood by the employee.
- All sites shall maintain payroll and attendance records relating to the documented payment of wages and working hours for each employee.
- All sites shall provide employees with a total remuneration package that meets or exceeds the legal minimum standards and is in line with industry standards in the markets in which HEXPOL operates.
- All sites shall ensure that men and women in the same workplace shall be given equal pay for equal work.
- All sites shall provide employees with access to skills development, training, apprenticeships and opportunities for career advancement.
- All sites shall base working hours, vacation and family-related leave on local national legislation, industry standards and collective agreements.
- All sites shall provide employees with the right to at least one day off in seven, whatever country they work in.
- All sites shall respect and ensure that children under the compulsory school age of 15 years (or higher in certain countries) are not allowed to work for HEXPOL. Potentially hazardous work is not allowed for those under 18 years of age.

Community Involvement

- All sites should engage in the local community in which it operates.
- All sites should endeavor to recruit and develop local employees and managers.

Supply Chain

- All sites should ensure responsible sourcing of raw materials – recognizing the enhanced risk of adverse human rights impacts that may be associated with sourcing of specific raw materials or from high-risk areas.

Occupational Health & Safety (OHS)

Overall

- All sites shall have a vision zero goal that no accidents should occur at our workplaces.
- All factories and warehouses shall have a Health & Safety Committee with representation from management, workers' representatives and workers.
- All sites shall report any accident and near-accident, together with root-cause analysis and corrective action.
- All sites should report any accident to the respective management team of their Product Area. The emphasis shall be on learning and documented continual improvement to avoid that it does not happen again, instead of blaming.
- All factories and warehouses shall share good examples and lessons learned to other HEXPOL sites – at least within the same Product Area.
- All sites shall provide necessary personal protective equipment to all employees and visitors.
- All sites shall continually take steps to reduce the need for personal protective equipment by reducing the risks at source.

Chemical Handling

- All factories and warehouses shall secure a safe management of chemicals and strive to substitute harmful chemicals with less harmful ones – or implement other risk-reducing actions.
- All factories and warehouses shall maintain a list of all chemicals used in products or used on-site and provide Safety Data Sheets (SDS) in the language(s) of where the site is located.
- All factories and warehouses shall do a relevant risk assessment for handled chemicals.
- All sites shall provide adequate personal protective equipment to any who handle or are exposed to any harmful chemicals or substances of concern or very high concern.

Machinery and Equipment

- All sites shall secure that all machinery and other equipment are safe to use and equipped with the necessary safety devices in order to prevent injuries. According to legal, or other requirements, inspections shall be carried out by authorized organizations.
- All sites shall provide employees with necessary and adequate safety training before operating machines, equipment or carrying out potentially hazardous operations. Descriptions and records of the training are available.

Emergency Equipment

- All sites shall have first aid equipment adequately stocked and easily accessible to employees in all buildings.
- All sites shall have easily accessible defibrillators in all buildings and ensure that all employees are informed, and relevant employees adequately trained.
- All sites shall have necessary and relevant fire prevention equipment installed and easily accessible to employees in all buildings.

Working Conditions

- We shall provide good working conditions and, where relevant, monitor physical, chemical and other parameters at the workplaces.
- All factories shall implement adequate dust extraction and other ventilation combined with regular cleaning routines of equipment, floors and walls to minimize the amount of and exposure to chemicals, dust and other particles in the indoor air.
- All sites shall assess the ergonomic conditions of the workplaces and plans for how to reduce the risk of long-term injuries shall be available.
- All sites shall not accept any work under the influence of alcohol, illegal drugs or any substance that prevents the employee from performing the job safely and effectively.
- All sites shall promote a good psychosocial work environment and believe in the importance of social activities to create and maintain good relations

Version history

Version	Date	Significant changes	Updates managed by
1.0	2025-11-25	The dedicated sustainability policy was created through a clearer split of the previous joint document for the Code of Conduct and connected policies for environment, human rights and health & safety.	Andreas Rangel Ahrens, Group Sustainability Director

Appendix A: Emergency Response Plan

All sites shall have developed and implemented an Emergency Response Plan.

The emergency response plan shall include how to manage incidents that threaten the environment, human health or property. The plan shall be communicated to and understood by all employees, contract workers, visitors and other relevant people. What is communicated should be tailored based on relevance, where relevant emergency procedures are a minimum.

The plan shall at minimum include the following:

Identification and Assessment

- Hazard identification: Identify potential emergency situations, such as fires, natural disasters (earthquakes, floods), hazardous material spills, medical emergencies, or security threats.
- Risk assessment: Evaluate the likelihood and potential impact of each identified potential emergency situation, in order to prioritize any response effort.

Emergency Procedures

- Evacuation Plans: Provide clear instructions on how to evacuate the premises, including designated escape routes, assembly points, and procedures for assisting individuals with special needs.
- Shelter-in-Place Procedures: If evacuation is not feasible, instructions on where to shelter, how to secure the area, and how to communicate during a shelter-in-place situation.
- Emergency Shutdown Procedures: Specific actions to take for shutting down equipment or systems to prevent further hazards or damage.
- First Aid and Medical Assistance: Procedures for providing immediate medical help, including who is authorized to administer first aid and how to contact emergency medical services.
- Communication Protocols: Detailed instructions on how to notify emergency services, communicate with staff, and disseminate information to the public during an emergency.

Roles and Responsibilities

- Emergency Equipment: List the location and use of emergency equipment, such as fire extinguishers, first aid kits, and emergency communication devices.
- Contact Information: A comprehensive list of emergency contacts, including internal personnel, external emergency services, and key stakeholders.
- Training and Drills: Specify the frequency and types of training and drills required to ensure that all personnel are familiar with the ERP and can effectively respond to emergencies.

Recovery

- Damage Assessment: Procedures for assessing the extent of damage after an incident, including the impact on personnel and property.
- Post-Incident Procedures: Instructions for returning to normal operations, including clean-up, restoration of services, and reporting requirements.

Appendix B: Sub-policy on Renewable Electricity Consumption

Purpose of Sub-Policy on Renewable Electricity Consumption

The purpose of this sub-policy is to offer clear requirements and guidance on how to source and account for renewable electricity consumption that:

- Aligns with international standards and best practices,
- Drives decarbonization of the electricity sector, and
- Ensures credible and transparent reporting.

To claim any electricity consumption as “renewable”, it must follow the criteria defined in section ”Minimum criteria for renewable electricity consumption”. Additional aspirational criteria are defined in section “Leadership criteria for renewable electricity consumption”.

This sub-policy does not cover reporting of renewable fuels or purchased heating, e.g. district heating, steam or cooling.

Phase in of Requirements

As the requirements outlined in this sub-policy are new as of end of calendar year 2025, a phase-in period is provided to allow all HEXPOL sites to adhere to the requirements:

- Existing sites: Two years from the approval of this sub-policy
- Acquired companies: Two years from the date of acquisition by HEXPOL

Achieving 100% Renewable Electricity Consumption

There are three main ways to achieve 100% renewable electricity consumption. To outline the hierarchy between the three, please see figure 1. The aim of the suggested hierarchy is to prioritize approaches that have the most direct impact on the development of the renewable electricity market. Supporting *additionality* through incentivizing new installations is an important aspect.

Any electricity from any of these three alternatives must meet the minimum criteria specified in section “Minimum criteria…” in order to account the electricity as renewable. >>

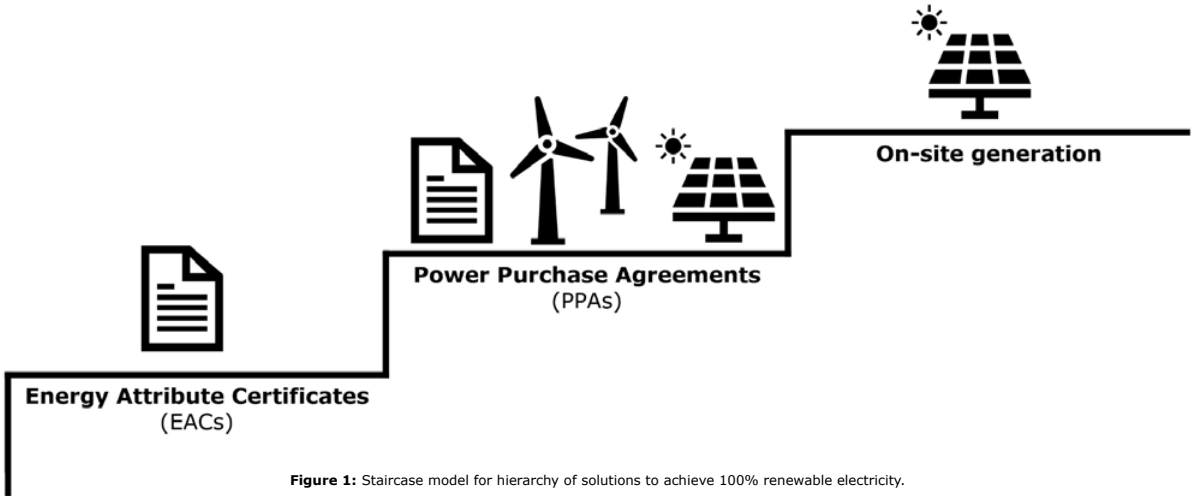

Figure 1: Staircase model for hierarchy of solutions to achieve 100% renewable electricity.

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- *Tier 1: On-site generation of renewable electricity*

  Any electricity that is generated on-site through photo-voltaic (PV) panels, wind turbines, combined heat and power (CHP) plant, or other option. This ensures that electricity is generated close to where the consumption takes place.

  The installation can either be owned by HEXPOL or relying on a third party that builds the installation on a site's premise and where HEXPOL can utilize its generated electricity and connected Energy Attribute Certificates (EACs).

  Normally, this can cover about 10% of a factory's electricity consumption.

- *Tier 2: Power Purchase Agreements (PPAs)*

  A long-term contract (usually 10-15 years) where a buyer provides an income guarantee for a developer of a large-scale PV installation or wind farm by committing to a fixed electricity price for the duration of the contract – enabling the developer to secure necessary loans to finance the installation.

  As a result, the buyer either receives:

  – Both electricity and Energy Certificate Attributes (EACs), called a physical PPA (pPPA), or
  – Electricity Certificate Attributes (EACs) and the monetary difference between what the developer sells its electricity to the market and the agreed fixed electricity price, called virtual PPA (vPPA).

  Since this setup enables new installations of renewable electricity, it has a higher credibility than buying Energy Attribute Certificates (EACs).

  Normally, a company signs a PPA up to 50-80% of its electricity demand, but in the case of vPPA there is no direct cap, since it is a financial construction – opening up to additional hedging, but also higher risk.

- *Tier 3: Purchasing Energy Attribute Certificates (EACs)*

  The purchase of certificates connected to recognized certificate schemes that allow electricity to be claimed as renewable. The Energy Attribute Certificates (EACs) can either be:

  – **Bundled**: Meaning electricity and EACs are purchased together from the same electricity provider, or
  – **Unbundled**: Meaning that the EACs are purchased from another company than the electricity provider.

  The purchase of EACs may not directly enable or finance new renewable electricity capacity and has therefore a less direct impact on the grid, even if it indirectly incentivizes the development of new capacity through sending an important market signal.

  The purchase of EACs used either as a stand-alone approach to achieve 100% renewable electricity, or to backfill any electricity consumption remaining after implementing on-site generation and/or a PPA.

Minimum Criteria for Accounting Renewable Electricity Consumption

The minimum criteria are requirements which must be met to account any electricity consumption within HEXPOL as renewable and do so in a credible and consistent way. These criteria are valid for both internal and external reporting.

The criteria are based on the Scope 2 Guidance by GHG Protocol and the Technical Criteria by RE100 – which is currently deemed to be the most credible.

1 **Follow a market-based approach:** Accounting renewable electricity consumption must follow a market-based approach. This means that a location-based approach using the average grid mix of renewable energy shall not be used to account consumption of renewable electricity.

  In short, this means that a grid average mix or residual mix of renewable energy cannot be used to account how much renewable electricity is consumed. The only exceptions are:

  a. For external disclosure where both a location-based and a marked-based approach are required to be reported separately for transparency reasons.
  b. Any LCA emission factor from a credible LCA database, where grid averages are necessary to be used.
  c. Any calculation of processing of HEXPOL products sold, or further downstream the supply chain.
  d. Any market analysis of renewable electricity per country or electricity pricing area.

2 **Matching consumption with certificates:** Any electricity consumption that is accounted as renewable must be matched with the corresponding amount of recognized Energy Attribute Certificates within the geographic area where consumption is taking place. Only consumed electricity with recognized Energy Attribute Certificates can be accounted as renewable.

  An exception to this criterion is renewable electricity generated on-site and consumed directly, without being resold to the electricity grid. This electricity generation must be connected to the building "behind" the meter with separate metering and not accounted for within the energy attribute certificates market. This means that the (renewable) electricity consumption from on-site generation is the difference between amount generated and amount sold to the grid.

See section "Energy Attribute Certificates – Full list of issuers in HEXPOL countries" for full list of schemes that are recognized by HEXPOL and the respective countries these schemes cover. Countries without any recognized energy attribute certificate system will be handled case-by-case by Group Sustainability. >>

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3 **No double-counting:** Any Energy Attribute Certificate may not be double-counted or double-claimed by any party. It is required that energy providers either retire or otherwise prove that Energy Attribute Certificates (EACs) sold or transferred to HEXPOL are not sold or transferred to other consumers.

This is also valid for any Power Purchase Agreement (PPA) which does not include energy attribute certificates. Similarly, if on-site electricity generation leads to generated Energy Attribute Certificates, these must be kept by the HEXPOL site in order to account the generated electricity as renewable. Surplus energy attribute certificates that exceed any claim of renewable on-site consumption can be sold to the grid operator or other consumers.

4 **Generation and consumption within the same or neighboring interconnected grid:** The Energy Attribute Certificates must be generated within the same interconnected area (also known as synchronous grid) or neighboring interconnected area if their electricity grids are physically connected, see section “Interconnected Grids”.

5 **Same year vintage year as the year of consumption:** The vintage year (“year of generation”) of any used Energy Attribute Certificate must be the same as the reporting year of the electricity consumption it is aimed to account as renewable. This means that the certificates are generated within the same year as the respective amount of electricity is consumed. Therefore, the time-period allowed by HEXPOL can be shorter than what the respective certification scheme normally allows.

6 **Solar and wind power preferred:** Any generated or purchased renewable electricity should primarily come from solar or wind power (on- or off-shore). Hydropower is only accepted if it is safeguarded from significant harm from an environmental or human rights perspective. These cases are handled by Group Sustainability on a case-by-case basis.

7 **No electricity from co-firing plants:** The renewable electricity may only be sourced from 100% renewable generation installations. This means that co-firing plants, e.g. where coal is combusted together with biomass, are not allowed.

Leadership Criteria for Accounting Renewable Electricity Consumption

The leadership criteria reflect upcoming requirements by credible organizations, such as RE100 and GHG Protocol, which contributes to development in the electricity market that further reduce negative impact on environment and human rights in the generation of renewable electricity.

It is important to note these criteria are not mandatory and it is voluntary by each HEXPOL site if to apply these criteria.

1 **Generation and consumption within the same pricing area or country:** The renewable electricity should be generated primarily within the same electricity pricing area of a country, and secondarily within the same country as it is consumed (i.e. cross-pricing area).

2 **Age cap of 15 years of installations for EACs:** Only purchase EACs that are generated by installations that are maximum 15 years old. The time difference is defined from 1st January between when the installation was installed and when the renewable electricity is consumed. All exceptions to this rule as stated by RE100 Technical Criteria v.5.0 (March 2025) are accepted. The reason is that the purchase of EACs should stimulate the investment of more renewable electricity generating capacity in each electricity grid.

3 **24/7 matching of generation and consumption:** The generated electricity should match the consumption every day and every hour (so called 24/7 matching). This is achieved by actively balancing the renewable electricity generation with consumption loads over time, including using storage and demand side response. It is recognized that this is a developing agenda in most countries today.

Energy Attribute Certificates – Full list of issuers in HEXPOL countries

Country	Scheme	Issuer/Scheme
Belgium - Brussels	GO – Guarantees of Origin by European Energy Certificate System (EECS)	Brugel
Belgium - Federal	GO – Guarantees of Origin by European Energy Certificate System (EECS)	CREG
Belgium - Flanders	GO – Guarantees of Origin by European Energy Certificate System (EECS)	VREG
Belgium - Wallonia	GO – Guarantees of Origin by European Energy Certificate System (EECS)	SPW Energie
China	Green Electricity Certificates (GECs)	National Energy Administration (NEA) and the Renewable Information Management Center (RIMC)
Czech Republic	GO – Guarantees of Origin by European Energy Certificate System (EECS)	OTE, a.s.
Germany	GO – Guarantees of Origin by European Energy Certificate System (EECS)	UBA
Italy	GO – Guarantees of Origin by European Energy Certificate System (EECS)	GSE
Luxembourg	GO – Guarantees of Origin by European Energy Certificate System (EECS)	IRL
Mexico	I-REC – International Renewable Energy Certificate	NORMEX
Poland	Poland National Guarantees of Origin	URE
Spain	GO – Guarantees of Origin by European Energy Certificate System (EECS)	CNMC
Sri Lanka	I-REC – International Renewable Energy Certificate	Green Certificate Company (GCC)
Sweden	GO – Guarantees of Origin by European Energy Certificate System (EECS)	Energimyndigheten
Türkiye	I-REC – International Renewable Energy Certificate	Foton
United Kingdom	REGO – Renewable Energy Guarantees Origin	Office of Gas and Electricity Markets (Ofgem)
United States	REC – Renewable Energy Certificate	EPA

Interconnected Grids

Region	Interconnected Grid (also known as Synchronous Area)	Included countries (where applicable)	Physical connections to other Interconnected Grids
Asia	China Northern Power Grid	China (Southern)	China Southern Power Grid
Asia	China Southern Power Grid	Albania, Austria, Belgium, Bosnia & Herzegovina, Bulgaria, Czech Republic, Croatia, Denmark (West part), Estonia, France, Germany, Greece, Hungary, Italy, Kosovo, Latvia, Lithuania, Luxembourg, Moldova, Montenegro, The Netherlands, Poland, Portugal, North Macedonia, Romania, Serbia	China Northern Power Grid
Europe	Continental Europe Synchronous Area (CESA)	Slovakia, Slovenia, Spain, Switzerland, Türkiye, Ukraine	British Grid, Nordic Grid, Morocco, Algeria, Tunisia
Europe	Nordic Grid	Denmark, Finland, Norway, Sweden	CESA
Europe	British Grid	England, Scotland, Wales	CESA
Europe	Irish Grid	Ireland, Northern Ireland	SPW Energie
North America	Alaska Interconnection	United States (Alaska)	Western Interconnection
North America	Eastern Connection	United States (Eastern part, except most of Texas), Canada (except Quebec and Newfoundland and Labrador)	Quebec Interconnection, Texas Interconnection, Western Interconnection
North America	Quebec Interconnection	Canada (Quebec)	Eastern Connection
North America	Texas Interconnection	United States (most of Texas)	Eastern Connection, Western Interconnection
North America	Western Interconnection	United States (Western part), Canada (Western part), Mexico (Northern Baja California)	Alaska Interconnection, Eastern Connection, Texas Interconnection

Log of Revisions

Version	Date	Main changes	Updates coordinated by
1.0	2025-11-25	Sub-policy was created	Andreas Rangel Ahrens

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