

ESG Policy

In order to provide long-term value for our stakeholders and contribute to a sustainable future, SRS Nutrition Express is dedicated to incorporating Environmental, Social, and Governance (ESG) principles into its business processes. This policy describes our strategy for ESG throughout all of our activities.

Environmental Stewardship:

- We are committed to selecting and supplying environmentally friendly and sustainable ingredients for our sports nutrition products in order to reduce our ecological footprint.
- Innovate sustainable proteins while working to develop plant-based proteins with even lower environmental impacts.
- We will continually monitor and reduce carbon emissions and resource consumption in our manufacturing processes to promote energy efficiency and environmental sustainability.
- Keep plastic out of it. We are developing more intelligent, plastic-free packaging. We'll pay for the piece-by-piece eradication of plastic from the environment in the interim.
- Invest in plant-based materials with zero waste. Amazing ecological packaging materials can be produced from plants. We'll consider using these plant-based alternatives for as many products as we can.
- We're working on formulating the next generation of meat and dairy alternatives and plant-based protein products. This means making plant-based foods not only with great taste, texture and nutrition, but also finding future ingredients in our products, that respect the planet.
- Put an end to landfill garbage. We will seek to contribute to the solution from our distribution centers across our supply chain by employing recycled or circular raw materials. We promote circular economy principles and encourage waste recycling and reuse.

Social Responsibility:

- We care about the welfare and career development of our employees, provide training and development opportunities and create a positive work environment.
- We are committed to creating an inclusive and equitable culture where talent and individuality is nurtured, where people feel respected and valued for who they are and appreciated for the diverse perspectives they bring to SRS.
- We actively participate in community programs, support the

development of local communities and are committed to social responsibility.

- We know that our business grows when our people are enabled to develop their capabilities and skills. Our Talent and Leadership team leads the way in learning and development activity.
- Advancing female hiring, development and succession are critical to improving gender balance. We will achieve greater gender balance and female representation globally through actions and programs from our well established Diversity, Equity and Inclusion (DEI) Strategy.
- We emphasize respect for human rights and ensure that labor rights in our supply chain are protected.
- Smart Working is an outcome-driven work model that makes it possible to work in more flexible ways in order to improve productivity, generate superior business results, and enhance employee wellness. Flexible hours and mixed working, where employees can often work remotely, are key tenets of the approach.
- Sustainable Practices: Embrace paperless office initiatives to reduce the environmental impact of our operations. Implement digital communication tools, electronic document management, and online collaboration platforms to minimize paper usage and waste.

Governance Excellence:

- We adhere to transparent and honest corporate governance to ensure the independence and effectiveness of our board of directors.
- We promote anti-corruption policies and uphold business ethics to ensure clean business operations.
- Transparency and Reporting: Provide regular and comprehensive financial and sustainability reporting to stakeholders, showcasing our commitment to transparency.
- Ethical Conduct: Implement a code of conduct and ethics policy for all employees to ensure adherence to high ethical standards and prevent any conflicts of interest.