



ESG POLICY

Trajan Group Holdings Limited

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1 INTRODUCTION

Trajan was founded with a purpose to enrich personal health through scientific tools and solutions. Trajan recognises that the long-term prosperity of the economy and the wellbeing of people depend on a healthy environment, social cohesion, and good governance. This is reflected in our core values and belief that environmental, social and governance (ESG) issues, and sustainability considerations, are important to delivering our purpose. Trajan recognises that its responsibilities are long-term. With that view, this Policy documents what we mean by 'ESG' and 'sustainability considerations,' and how they are to be considered in our daily operations, in the best interests of our customers and society into the future.

2 PRINCIPLES AND APPROACH

Trajan's approach is guided by a set of principles to ensure we deliver on our commitments:

- 1) We seek to integrate ESG issues and sustainable practices within our global operations, processes, and systems.
- 2) We aim to support our customers, collaborators, and partners in meeting their ESG objectives by being a sustainably responsible partner.
- 3) We recognise that even the smallest of improvements can be beneficial and will focus on the areas of our business based on impact.
- 4) We are committed to transparency and will report on our progress towards achieving our longer-term ESG challenges.
- 5) We seek to empower Trajan staff to lead by example and pursue sustainability initiatives both at their local Trajan sites and the communities in which they live.
- 6) We won't shy away from the more challenging ESG observations but rather embrace them as opportunities to become a better global corporate citizen and in doing so also improve our business.

3 CLIMATE CHANGE

Trajan is committed to doing our part in reducing our impact on the environment and mitigating the impacts of climate change guided by the following considerations:

- Climate change is a financial risk within our risk management framework.
- The promotion and implementation of energy efficiency practices across all our sites.
- The responsible management of water resources and waste.
- The monitoring of our GHG and carbon emissions and steps to reduce them.

4 WORKPLACE CONDITIONS

Trajan provides a healthy and inclusive work environment, respecting labor rights in each of its locations around the world, promoting diversity and inclusion, and fostering employee well-being. Trajan promotes and supports a Values driven culture from the top down based on Respect, Integrity, Empowerment, Discipline and Diversity.

5 SUPPLY CHAIN

Trajan is committed to responsible and sustainable sourcing and supports efforts to identify and eliminate modern slavery through our global procurement and supply chain operations.

6 GOVERNANCE

Trajan's Board are skilled and committed to their duty of care and diligence to establish and implement a robust ESG policy framework.

7 PROSPERITY

Trajan's established research and development collaborations lead to innovative sustainable products and work practices that support our vision and purpose.

8 REPORTING

As part of this policy, Trajan is committed to regularly communicating our ESG metrics and activities through the Annual Report and by making information available on the Trajan website.