

Avolta Environmental Management Guidelines

The Avolta Group Environmental Management Guidelines

1. Purpose and Scope

Avolta is committed to conduct business in an environmentally conscious manner. Avolta regularly assesses the environmental reach of its commercial activity and works towards minimizing the impact. Due to the special nature of the travel, travel retail and travel F&B industry in which Avolta operates (see section Partnerships below), Avolta closely collaborates with third parties, in particular with concession partners and brand suppliers, towards reducing the environmental impact of its business.

At this regards, Avolta collaborates with its partners to become a more sustainable business by promoting effective resource using across our operations and our supply chain. Our focus is also set on minimizing the generation of unnecessary waste, adopting new technologies that contribute to the reduction of environmental impacts in general and in particular when designing our stores and restaurants, as well as supporting our customers in their objective of doing more sustainable choices.

Avolta recognizes the importance of international initiatives to promote action around environmental sustainability. Avolta is a signatory member of the UN Global Compact, adopting the commitment of taking a precautionary approach to its operations; supports the UN Nations to drive awareness about the Sustainability Development Goals (SDGs) and participates in a number of industry initiatives, such as the Airport Council International (ACI) Europe Climate Task Force and ACI's Environmental Strategy Committee (ENVSTRAT).

These guidelines apply to all companies of the Group and set the basic expectations when it comes to environmental management of operations. This set of guidelines may coexist with local guidelines where these exist. Where local guidelines or environmental regulations exceed those included in the Avolta Group Environmental Management Guidelines, the most demanding ones prevail.

2. Compliance and Management

Avolta complies with, and where possible exceeds, the legal and other requirements to which we subscribe in relation to environmental aspects of the business.

Avolta has implemented an environmental management system that applies precautionary and continuous improvement principles and places the environment at the center of decision-making through:

- Assessing the environmental risks of its activities, facilities, products and services on a regular basis, improving and updating the mechanisms designed to prevent, mitigate or eradicate them;
- Ongoing identification, assessment and mitigation of the environmental impacts of the Group's activities, facilities, products and services;
- Management of risks and impacts by establishing objectives, programs and plans that promote the continuous improvement;
- Environmental training of the company's professionals.

The adoption of these Environmental Management Guidelines is monitored by the Sustainability Department, who is headed by the Chief Financial Officer, who reports to the Avolta CEO. The Environmental impact of Avolta's operations is regularly disclosed with the publication of the company's Sustainability Report, available at www.avoltaworld.com.

3. Commitments

Environmental sustainability at Avolta is structured under the following areas:

- Climate Change & Energy Efficiency
- Resource Consumption and waste
- Shop & Restaurant Development
- Partnerships

3.1 Climate Change & Energy Efficiency

Avolta measures greenhouse gas emissions caused by its business activities including emissions generated by third parties that are part of our value chain – thus covering Scope 1, Scope 2 and Scope 3 emissions.

¹ The GHG Protocol Corporate Standard (www.ghgprotocol.org) classifies a company's Greenhouse Gas emissions (GHG emissions) into three 'scopes'. Scope 1 emissions are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy. Scope 3 emissions are all in-direct emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.

We acknowledge the goal set forth for the global reduction of greenhouse gases as put forth by the United Nations Framework Convention on Climate Change (Paris Agreement). At this regard, Avolta has established ambitious near-term targets to significantly reduce its greenhouse gas (GHG) emissions across its operations and value chain, relative to a 2024 base year:

- Avolta is committed to a 59% reduction in combined Scope 1 and Scope 2 emissions by 2034. This target will primarily be achieved through strategic renewable electricity procurement, leveraging high-quality market-based instruments such as Guarantees of Origin (GOs) and Renewable Energy Certificates (RECs). This approach is crucial given Avolta's diverse portfolio, where direct infrastructure control and energy procurement are often limited. The reduction roadmap move towards full renewable electricity coverage in priority regions – to achieve a 34% reduction in Scope 2 emissions by 2030 – and then expanding procurement to additional regions to achieve the 59% emission reduction in Scope 1 and 2.

– For Scope 3 emissions, Avolta has set a target to reduce emissions by 42% by 2034, aligned with a well-below 2°C mid-term pathway under the SBTi framework. This target covers 67% of total Scope 3 emissions, in accordance with the GHG Protocol guidance for setting near-term Scope 3 reduction goals. A core operational metric guiding this strategy is the level of alignment of Avolta’s suppliers with the Science Based Targets initiative. As of 31 December 2024, suppliers representing approximately 70% of Avolta’s emissions linked to purchased goods have committed to SBTi-aligned pathways. By embedding SBTi expectations directly into procurement processes, contractual discussions, and supplier performance evaluations, Avolta is systematically steering its value chain toward science-based climate action. Avolta’s engagement approach is fully consistent with the GHG Protocol and with SBTi guidance, which recognizes supplier engagement targets as a credible and effective lever for reducing value-chain emissions. The targets and supporting strategies were approved by the Board of Directors/Nomination and Sustainability Committee in 2025 and are being executed by the Global Sustainability Department. Furthermore, they have been formalized through a commitment letter to the Science Based Targets initiative (SBTi), aligning Avolta with the Paris Agreement’s 1.5°C goal.

Avolta enhances energy saving measures by improving the efficiency of our operations, as well as introducing innovative technologies and reviewing the design of our stores, restaurants and offices worldwide. At the same time and where possible, Avolta promotes the use of materials produced with lower greenhouse gas emissions as well as reusable and recyclable materials in general.

When it comes to our supply chain partners, Avolta collaborates to measure the greenhouse gas emissions of our suppliers and distributors, and makes efforts to reduce those emissions in cooperation with them.

3.2 Resource Consumption & Waste

Avolta promotes the efficient consumption of resources and promotes, when possible, reusable and recycling initiatives.

Such commitment is effectively address through the Avolta’s Waste and Circular Economy Guidelines and Sustainable Packaging Guidelines, released in 2025.

The Waste & Circular Economy Guidelines provide practical guidance to all Avolta stakeholders – including customers, suppliers, landlords, and partners – who participate in the company’s operations and value chain, helping them minimize waste and implement circular solutions that reduce environmental impact.

Avolta’s Waste and Circular Economy Vision is guided by three core principles:

- Eliminate Waste and Pollution: Design products, menus, and assortments that significantly reduce food waste through innovative solutions.
- Circulate Products and Materials: Implement circular business models, including reusable or returnable packaging, redistribution of surplus edible food to those in need, and use of non-edible food by-products as raw materials for new products.
- Regenerate Natural Systems: Collaborate with brands and landlords committed to biodiversity protection.

The guidelines also define the roles and responsibilities of relevant functions and outline key levers for implementation at each step of the value chain, ensuring Avolta meets its waste reduction and circular economy objectives

The Sustainable Packaging Guidelines provide clear guidance on single use packaging material choices that align with evolving market demands and new regulations.

The guidelines support the commitment to eliminating problematic and unnecessary plastics and ensuring all single use packaging is reusable, recyclable, or compostable. The guidelines provide clear guidance on single-use packaging material choices – for both Retail (e.g., shopping bags) and F&B – by recommending sustainable options based on performance, cost, intended application, and sustainability metrics. Additionally, a comprehensive

“do’s and don’ts” section mandates specific actions and avoidances across the packaging lifecycle, requiring relevant function owners to adhere to these rules.

3.3 Shop and Restaurant Development

Avolta’s centralized Shop and Restaurant Design team is in charge of planning and conducting new development and refurbishment processes from design to construction. The team makes sure all the processes comply – and when possible exceed – with all local quality and environmental protection regulations. The respective central guidelines are shared across the Group, need to be observed by the respective local shop development teams and contractors, and their implementation is controlled on a global scale.

During the development and refurbishment phase, Avolta follows the principles established by leading green-building certification programs, such as the Leadership in Energy and Environmental Design (LEED). At this regard, Avolta:

- Sustainably designs and plans new store and restaurant developments and refurbishments considering all aspects, from visioning to renovation preparation. That includes:
 - comprehensive metering of existing energy consumption,
 - introduction of solutions to improve traffic flow,
 - introduction of smarter construction materials (easier to clean, anti-bacterial, etc.).
- Undertakes a collaborative sustainable approach for the design process by engaging with all stakeholders involved in the process (designers, contractors, concession partners, material suppliers, etc.).
- Prevents construction pollutions by protecting the site during the construction to avoid pollutants to adjacent sites.
- Reduces the use of natural resources by re-using materials and equipment when possible and by giving modular and recyclable design to furniture and other mobile elements of the stores.
- Encourages recycling for all users – employees, customers and other stakeholders; reduces energy consumption of stores and restaurants, and increases equipment’s’ lifespan.
- Conducts selective sourcing of materials (natural materials from sustainably managed sources and / or materials that are reusable and recyclable).
- Selects resource-efficient equipment and fixtures (energy efficient, water efficient, etc.).
- Prioritizes local sourcing of materials.

3.4 Partnerships

Avolta operates shops and restaurants in highly regulated, third party-owned premises, such as airports, train stations, cruise ships, seaports, motorways and downtown locations, and does not operate own production sites.

For this reason, and in order to reduce the environmental footprint of its operations, Avolta partners with its main stakeholders – mainly concession partners but also supply chain partners, product suppliers and industry associations.

Avolta also takes part in international initiatives geared to generate awareness about Climate Change and the promotion of environmental policy frameworks and initiatives.

4. Control and Review

The Sustainability Department periodically reviews the content of these guidelines and proposes its modification or update in line with changes in the business model, new regulations and relevant stakeholder concerns with the aim of improving the environmental management system going forward.

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