

A man with short brown hair and a goatee, wearing a light-colored quilted vest over a dark long-sleeved shirt, stands in a vineyard. The background shows rows of grapevines and a cloudy sky.

Munters accelerates the sustainability agenda

Grete Solvang Stoltz, GVP Sustainability, HR & Communication

Capital Markets Day 2024

Our Purpose...

For customer
success and a
healthier planet

To live our purpose we...

- Offer resource-efficient climate solutions and reduce CO₂ emissions in the entire value chain
- Promote a diverse and inclusive culture and maintain high standard in health and safety
- Ensure high ethics and respect for human rights in all aspects of our business



Well-positioned to capitalize on strong megatrends & be part off the solution for a more sustainable world



Climate change &
resource scarcity



Urbanization and an
aging & growing
population



Accelerating
digitization & use of
AI



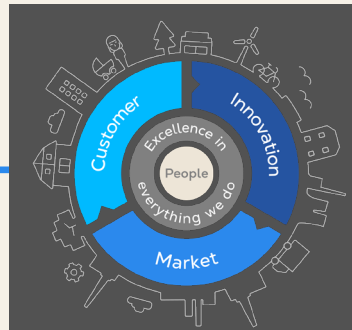
Globalization
challenges & market
dynamics



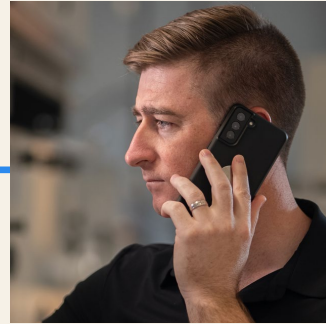
2019-2020 Initiating



Launch purpose:
For customer success and a healthier planet



Integrated sustainability into business strategy.
Sustainability Core Team established



Set Service ambition –
Share of service 30% of net sales



Start reporting to CDP* and adopted the UN Sustainable Development Goals



Health and safety a priority. The zero accidents vision is formalized.

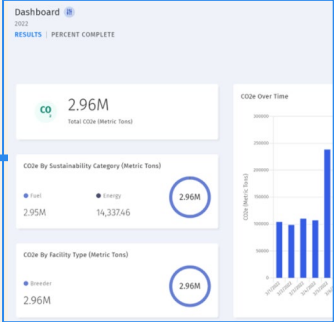
* Carbon Disclosure Project



2021-2022 Formalizing



New target:
Net-zero emissions
in Scope 1 and 2 by
2030



Launch of Amino
supply chain
management
software
(FoodTech)



Launch of mandatory
sustainability training
for leaders



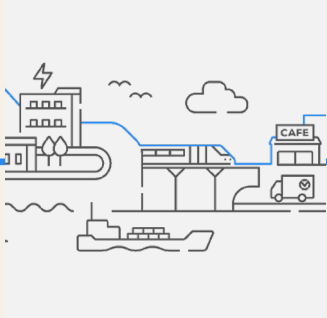
Scope 3 emission
mapping initiated



Launch of I ACT and
Workday projects for
unified HR reporting
and training



2023 Accelerating



Global Eco design and LCAs become part of the product sustainability strategy



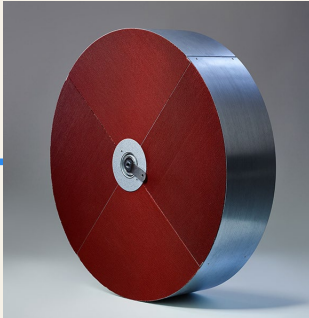
Percentage of renewable electricity in production facilities totals 80%



Consecutive trend of lower accident rate (TRIR)

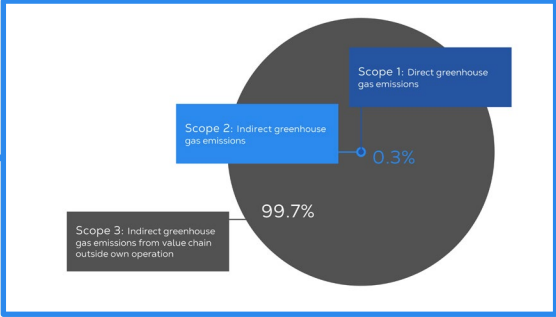


Extended training in unconscious bias is launched

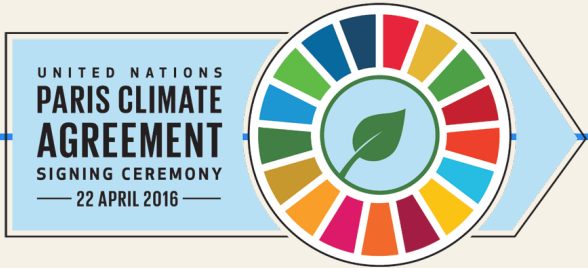


Accelerate efforts to map Scope 3 emissions

2024 – Munters takes next step in future-proofing the company in line with the ambitions of the Paris Agreement



Conclude Scope 3 mapping



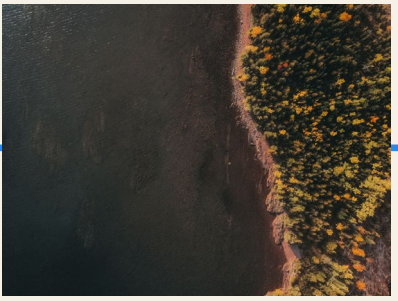
Develop CO2 reduction road maps in line with 1.5°C Paris agreement



Establish CSRD compliance



Included in the OMX Sweden Small Cap 30 ESG Responsible Index



Commit to the SBTi



ESG performance
management
- part of business strategy
and operations



Sustainability targets sharpened to accelerate 2030 agenda: One strategic target each for E, S, and G

E



Reduce CO₂e
Scope 1 & 2: net zero
Scope 3: aligned with
the Paris Agreement 1.5°C

S



Gender equity
30% women in workforce
and women leaders

G



Code of Conduct
Continuous improvements
in compliance with
Munters Codes of Conduct*

*Targeting 100% compliance for the Employee Code of Conduct, 100% for the Supplier Code of Conduct (Direct material) and a continuous increase in compliance of the Customer Code Conduct.





Our people and culture:
The foundation of our business



Our Agenda: People, Culture and Structure is key to success

Welcome to

2030

People

- Capabilities to meet constant changes
- Employer of choice with highly engaged people
- Strong global talent pipeline
- Excellent leadership with strong people skills

Culture

- Collaboration and sharing
- Growth mindset
- Innovation driven
- Flexible and adoptable
- Safe, healthy, diverse & inclusive

Structure

- Decentralized with common foundations at the right level
- Scalability
- Excellent integrator
- Adapt and renew organization to business needs
- Strong performance management
- Ways of working



Key activities to elevate People, Leaders, and Culture

- I ACT leadership program & workshops
- Manager@Munters, onboarding for new managers
- Action learning program for strategic projects
- Change management program
- Integration training for successful M&As
- Workshops for gender diversity



Key takeaways



Future-proofed with sustainability integrated into the business

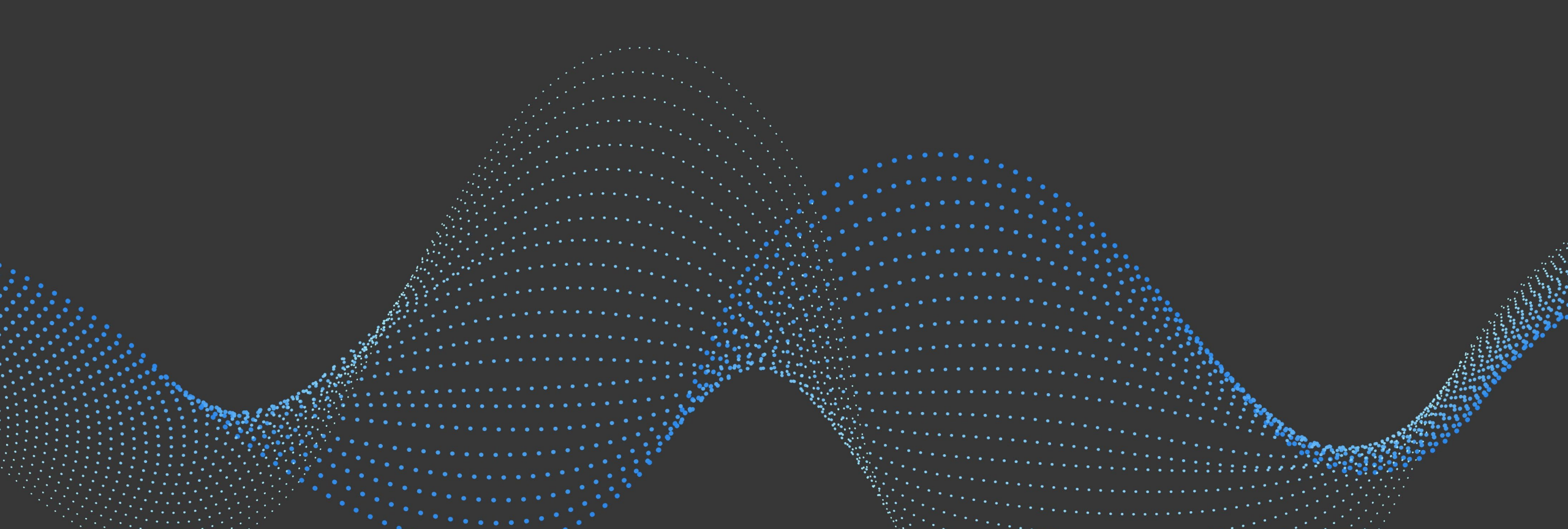


CO₂ reductions align with the Paris Agreement 1.5°C



Our people and culture pave the way for success





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