

Thule Inc. Environmental Policy

Thule Inc.

(Corp. Reg. No. 133053238)

Issued by Travis Dreher

Approved by Kajsa von Geijer

on October 17, 2023

1. Introduction and Purpose

The environmental policy is based upon the Thule Group corporate environmental focus areas and targets. This environmental policy forms the basis for the environmental management system by outlining the environmental requirements relevant to the context of the Thule Inc. development and production sites in Forest Park, IL, and Seymour, CT United States of America.

2. Applicability of the Policy and Management Approach

Thule Inc. has a responsibility to contribute to the Thule Group corporate environmental targets through continual improvements, protection of the environment, prevention of pollution, and minimization of negative environmental impacts.

Thule Inc. works with the following environmental management approaches:

2.1 Product

Products shall be manufactured in accordance with applicable laws and regulations, and with the least possible impact on the environment.

Products shall be designed for easy assembly, enabling the customer to use the product only when needed, and therefore minimizing fuel consumption related to use of the product.

Products shall be subjected to an environmental design review in the concept phase, to evaluate environmental aspects and to minimize negative environmental impacts during its life cycle.

Products shall be designed and manufactured for durability and long lifespan.

2.2 Energy

Energy from renewable sources shall be used.

If technically possible and economically justifiable, continual machine-level energy measurement shall be used to identify unnecessary consumption and improve efficiency of processes.

2.3 Logistics

Transport suppliers may be selected with preference for those who are ISO 14001 certified.

Material suppliers shall be selected with care and with preference for those located in the surrounding Americas region in order to minimize transport distances.

2.4 Greenhouse gas emissions

GHG emissions from our raw materials, facilities, processes and transport are an important topic and all available techniques and methods should be considered to contribute to Thule Group's goal to reduce GHG emissions.

2.5 Waste and recycling

Waste is both an environmental and an economic burden and shall be minimized.

All waste shall be identified, collected and disposed accordingly to ensure the highest possible recycling rate.

2.6 Water

Clean water is an important natural resource and its consumption should be minimized and be monitored to identify unnecessary consumption and improve efficiency of processes.

3. Production Site Information

Site address: 42 Silvermine Road & 16 Progress Avenue, Seymour, CT 06483 and 7609 Industrial Drive, Forest Park, Illinois 60130, United States of America

Site manager: Travis Dreher and Marcos Lopez