

1 Environment Protection Policy

FyoniBio (FYN) recognizes that it has a responsibility to the environment beyond the legal and regulatory requirements. FYN is committed to reducing the impact on the environment and to continuously improving environmental protection as an integral part of its business strategy and operating practices.

FYN endeavors to:

- Comply with and exceed all relevant legal requirements.
- Continuously improve and reduce the environmental impact.
- Integrate environmental factors into business decisions.
- Increase awareness and training of employees.

1.1 Paper

FYN will

- Minimize paper usage in the office.
- reduce packaging as much as possible.
- Buy recycled and recyclable paper products.
- Reuse and recycle any paper if possible.

1.2 Energy and Water

- FYN will strive to keep energy consumption as low as possible.
- Luminaires and electrical appliances are switched off when they are not in use or need to remain in stand-by mode to be operational again without delay.
- The heating is adjusted taking into account the energy consumption.
- Energy consumption and efficiency of new products are taken into account when purchasing. For new purchases, this is included as a requirement in the specifications.

1.3 Office and laboratory supplies

FYN will

- Assess whether the need can be met in another way.
- Evaluate the environmental impact of all new products FYN wants to purchase.
- Wherever possible, prefer greener and more efficient products.
- Reuse and recycle everything as much as possible. However, care must be taken to ensure that, in particular, laboratory materials are not used outside of the (re)use

possibilities set by the guarantee, and that requirements regarding purity etc. continue to be met.

1.4 Transport

FYN will

- Reduce the need to travel and restricting to necessary travel only.
- Promote the use of travel alternatives such as e-mail or video / teleconferencing.
- Make additional efforts to meet the needs of those using public transport or bicycles.
- Prefer and maintain "Green" vehicles to ensure efficiency.

1.5 Maintenance and cleaning

- The cleaning agents used are as environmentally friendly as possible. However, the requirements for effectiveness and hygiene with regard to the cleaning agents used in the laboratories must be considered.
- Materials used in the renovation of offices and laboratories are as environmentally friendly as possible. This requirement is taken into account when the contract is awarded.

1.6 Waste handling

FYN will

- Comply with all legal and regulatory requirements related to the generation and disposal of waste.
- Minimize waste production as much as possible.
- Use only authorized and appropriate waste disposal organizations.
- The waste manager regularly instructs employees in the handling of waste and supervises waste disposal.

1.7 Responsibilities

All employees have the responsibility to ensure in their area that the objectives of this environmental policy are achieved.