

Our commitment to CSR

STX GROUP AT THE FOREFRONT OF GLOBAL CHANGE

We are at the forefront of global change, reducing pollution and the depletion of natural resources. With over 25 years of experience in pricing the cost of emissions and pollution, we have built trust and liquidity in carbon and green energy markets, as well as in new ones for related products.

STX GROUP ROLE AND IMPACT

STX supports action-driven companies.

As a guiding principle, STX Group backs the Paris Agreements and the transition to a low carbon economy. As a trading company for environmental commodities, we propel sustainable markets, including green energy, carbon dioxide and biofuels.

STX Group's services and products underpin the functioning of Renewable Energy Markets worldwide. We direct funds to thousands of projects that support sustainable development by restoring natural environments and biodiversity and ultimately put a price on pollution. Through our climate action arm, Strive by STX, we support global companies in their decarbonization efforts across operations and supply chains.

As a service-based company, we anticipate a modest environmental impact from our operations, on the communities we operate in and on broader society. We recognize that most (human) activities release GHGs into the atmosphere, which is why we regularly conduct Materiality Assessments. We also have calculated our Carbon Footprint for FY 2022, helping us pinpoint emission hotspots. Recent results then indicate the key ESG areas we, at STX, will prioritize in the coming years.

STX GROUP ENVIRONMENTAL POLICY

STX Group is committed to reducing its carbon footprint derived from our operations and supply chain. Specifically, we aim to reduce our global energy consumption, including from data centers, minimizing business travel and employees commuting and sourcing from environmental and socially conscious suppliers. As traders of physical Biofuels, we are exploring options to minimize the impact of upstream and downstream transportation of our products.

To meet our environmental goals, STX Group has established an ESG Committee, responsible for planning, implementing, monitoring and evaluating the policies and actions needed to manage our environmental impact. The ESG Committee, chaired by the STX CSR Lead, consists of the leaders of different functions, including operations, human resources and office management, and members of the Executive Committee to ensure an effective implementation.

We will continue calculating our Carbon Footprint annually, following the GHG Protocol, to track progress on our environmental goals. In addition to this, we will continue to expand our environmental commitments. Unavoidable emission will be compensated with high quality carbon offsets, following the Oxford principle and best practices set by the Science Based Target initiative.

STX GROUP SOCIAL POLICY

At the heart of STX, we hold our main stakeholders, our valued team members and customers, in the highest regard. We are driven by not only attracting top talent, but also nurturing and retaining them, to further our mission and guide our customers in their decarbonization aspirations. Recognizing the pivotal role our social policies play in enhancing the goals of our stakeholders, we've identified key opportunities to make a positive impact.

Our pursuit of continuous improvement extends to our workplace and the well-being of our people. Our new, sustainable HQ in Amsterdam is BREAAAM and WELL-certified, which stands as a testament to our commitment to fostering health and well-being in a place where we spend so much of our time. In addition, we have policies in place to promote physical and mental well-being, encourage healthy eating and provide flexible work arrangements, as well as provide support in financial well-being.

Diversity and inclusion are important to us. We want to create a working environment in which our people feel safe, respected, and free from discrimination. Everyone is welcome at STX, regardless of age, race, ethnicity or nationality. To foster an open culture, STX has a dedicated Diversity and Inclusion committee. This committee guides the related activities and persistently refines and rolls-out new practices, policies and efforts. This way, we continuously develop and improve our global diversity, respect, non-discrimination, and anti-harassment policies, along with a clear whistle-blower mechanism and internal and external confidants.

We believe that the journey of an employee at STX should be one of continuous growth and development. To facilitate this, we offer training and development guidance and opportunities. Next to that, STX takes career progression seriously. We have a well-defined process for identifying those ready to take the next step, ensuring that they receive the support they need.

In essence, we commit to our people and customers, and it is through this commitment that we aim to not only change the future but also make it brighter for everyone involved. Together, we are on a journey of inspiration, growth and excellence.

STX GROUP GOVERNANCE APPROACH

Although STX is not a listed company and therefore not required to comply with any corporate governance code, we acknowledge the importance of good governance. Therefore, we commit to maintaining the highest corporate governance and ethical conduct standards and guiding individual actions to eliminate corruption, extortion and bribery in all markets where we operate or transact. STX maintains a "zero-tolerance" policy when it comes to bribery and corruption.

We uphold the highest standards for risk assessment and management across the business, products and services and trades, for all legal jurisdictions and locations where STX is present.

As STX is not a (financial) institution in accordance with the Dutch Anti-Money Laundering law (Wet ter voorkoming van witwassen en financieren van terrorisme (Wwft)), STX is not subject to the Anti-Money Laundering Directive (EU 2018/843). However, STX voluntarily implements a Know Your Customer (KYC) framework, supporting the Board of Directors' policy to avert money laundering, terrorist financing or breaching sanctions.