

# SUSTAINABILITY REPORT 2023



# ABOUT US

## ACTIVITIES AND MARKETS SERVED

Gurit is a leading manufacturer and supplier of advanced composite materials (kitted core materials, prepregs, formulated products), manufacturing solutions (tooling automation) as well as composite structural engineering services. Gurit is uniquely positioned to serve global growth markets with advanced composite solutions for the wind energy, marine, transportation, and many other industries. We conduct business with passion for a sustainable future. In the renewable energy market, we are a partner for global wind energy customers, with a focus on the wind turbine blade. We have an in-depth understanding of the value chain and strive to help increase wind energy competitiveness and promote its sustainable growth. In the marine and industrial markets, we drive lightweighting, enabling our customers to achieve their goals, and contributing to a sustainable economy through our knowledge and expertise in high performance materials and engineering.



In August 2023, Gurit acquired the remaining 40% share of Fiberline Composites A/S, a technology-leading manufacturer of pultruded carbon and glass fiber products used in wind blade production. With the addition of Fiberline, Gurit has successfully enhanced and strengthened its product offering for the wind energy market.

Gurit was founded in Switzerland in 1835 and to date the headquarters of Gurit Holding AG is in Switzerland where the company is listed as GURN on the SIX Swiss stock exchange.

More information about our activity:

→ [www.gurit.com](http://www.gurit.com)

→ [www.gurit.com/imagevideo](http://www.gurit.com/imagevideo)



**100%**

**WESTERN WIND OEM  
SERVED, 90% of wind  
turbine blade makers**



**LIGHTWEIGHTING  
EXCELLENCE**

High-performance materials and engineering for advanced composite applications in the marine and many other industries



**TECHNICAL  
EXPERTISE**

Foundation  
in Switzerland

**1835**

**>30 YEARS**

**ADVANCED COMPOSITES**

- 
- GRI 2-1 Organizational details
  - GRI 2-6 Activities, value chain and other business relationships
  - GRI 2-23 Policy commitments

## GURIT AT A GLANCE



**2 343**  
EMPLOYEES



**460** Million  
CHF NET SALES (2023)

**3**



GLOBAL R&D  
APPLICATION CENTERS

- 
- GRI 2-1 Organizational details
  - GRI 2-6 Activities, value chain and other business relationships
  - GRI 2-7 Employees



5

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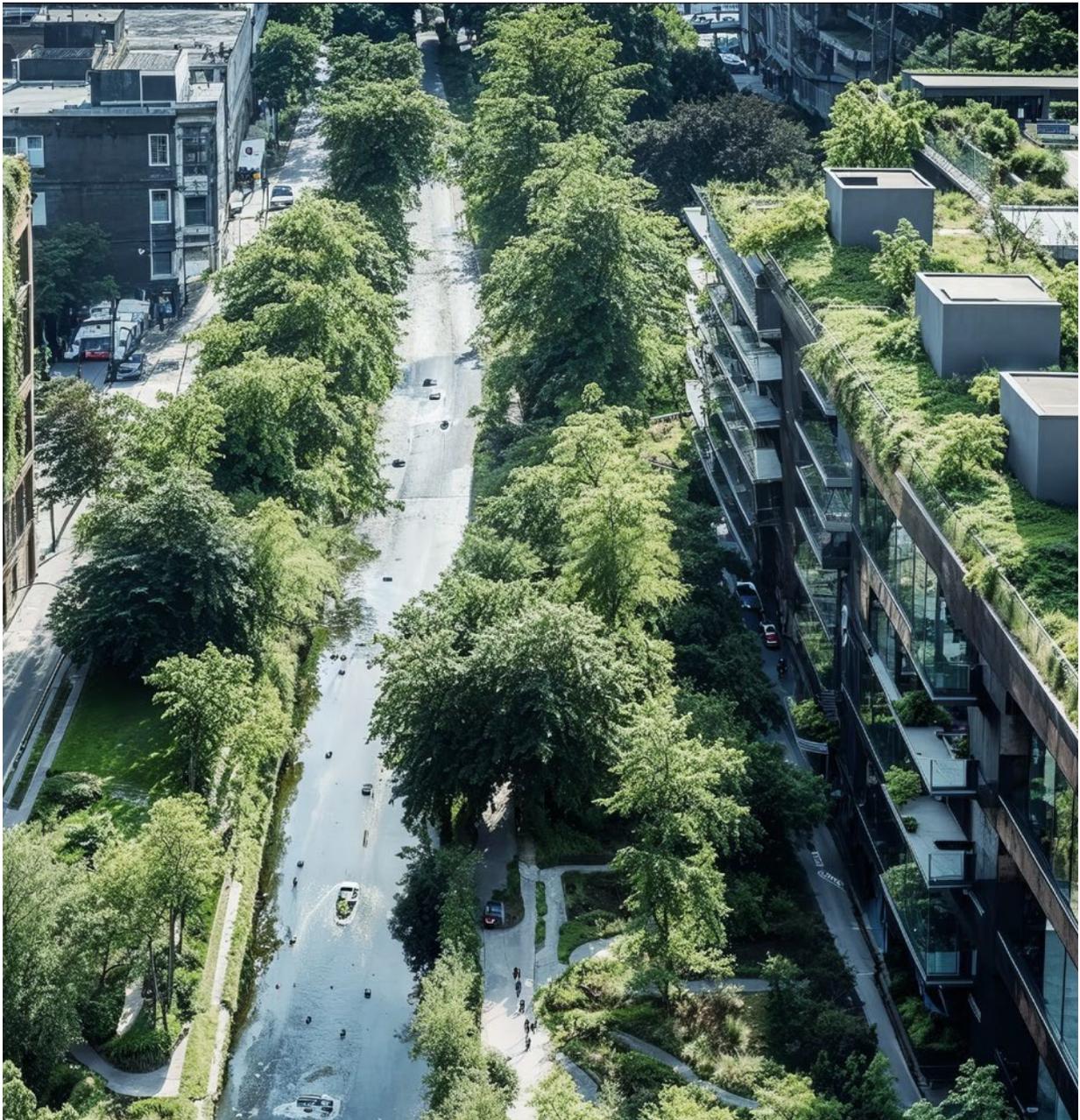
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This Sustainability Report is an integral part of the Gurit Annual Report 2023  
which can be downloaded at → [www.gurit.com/financial-reports-and-presentations](https://www.gurit.com/financial-reports-and-presentations)



## **SPONGE CITIES**

Sponge cities, which use nature rather than concrete to slow down heavy rain, are helping countries around the world tackle urban flooding. The "sponge city" concept proposes that nature can act as a giant sponge to absorb flood water and channel it under the ground. As the planet warms, intense rainfall and flash flooding is predicted to significantly increase. The spongier a city is, the more resilient it will be in the face of those threats. Read more: → [www.bbc.com/future/article/20220823-how-auckland-worlds-most-spongy-city-tackles-floods](https://www.bbc.com/future/article/20220823-how-auckland-worlds-most-spongy-city-tackles-floods)

# ACHIEVING YEAR-ON-YEAR PROGRESS



FOREWORD BY  
**MITJA SCHULZ**  
CEO

We are proud to report significant progress across all areas of sustainability this year, validated by the year-on-year improvement in our external sustainability ratings. This progress wouldn't be possible without the Gurit teams working diligently around the world on either site initiatives or on cross-border, cross-functional projects.

This Report is full of examples of how our people are making tangible change which has led to us achieving, among other things, our safety target of LTAR <3.0, 33% reduction of waste sent to landfill since 2020, 22% reduction in scope 1 greenhouse gas emissions since 2020, and 82% of our sites were involved in at least one local community project over the last 12 months.

This year we wanted to recognize the efforts and commitment of our teams, so we launched the Gurit Sustainability Awards, with Resource Utilization and Local Community categories. Our staff voted for their favorite projects, and we celebrated the winners at the start of 2024. We hope this inspires further action across our teams so we can continue the work to achieve our longer-term goals, which are outlined in the first chapter of our Report.

Our teams do not work in isolation. Working collaboratively within our industry – with customers, suppliers, industry associations and research bodies – is becoming increasingly important as efforts to address circularity and end-of-life start to take center stage. We accept this is a long-term goal and continue to engage with research projects and look for new opportunities to bring our practical technical expertise and materials knowledge to the table.

As seen in this Report, our workstreams have this year strengthened our management systems, tools, and policies, ensuring that we build efficiency and greater accuracy into our data collection, that we are all working in a common way towards common goals, with transparency and two-way communication playing a central role. To support this, we launched the Report-a-Concern platform which gives all stakeholders a channel to anonymously report suspected misconduct or wrongdoing without fear of reprisal.

Gurit reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. In this Sustainability Report 2023, we describe what we're doing to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations.

This year our sustainability effort was recognized by several rating organizations: we received a Gold Award from EcoVadis, placing us in the top 5% of companies rated by them; and MSCI awarded us an A rating, putting Gurit within the top tier of the specialty chemicals sector.

These recognitions highlight the sustainability activities of all our employees and trading partners, and I would like to thank them all for their continued dedication to ensure that Gurit makes a positive impact on our planet and people.

Yours sincerely,



Mitja Schulz, CEO

Zurich, February 2024

**WE SUPPORT**



## VISION, MISSION, VALUES

Our vision

# WITH PASSION FOR A SUSTAINABLE FUTURE

**Our mission is in wind energy and lightweighting.**

We are a system partner for wind energy customers globally, with focus on the wind turbine blade. With our unique offerings and in-depth understanding of the value chain we help to increase wind energy competitiveness and promote its sustainable growth. For lightweighting applications we use our knowledge and expertise to provide high-performance materials and engineering.

- GRI 2-1 Organizational details
- GRI 2-6 Activities, value chain and other business relationships
- GRI 2-23 Policy commitments



**SAFETY  
FIRST**

**SUSTAINABILITY**

**CUSTOMER  
FOCUS**

**INNOVATION**

**SUCCESSFUL  
TOGETHER**

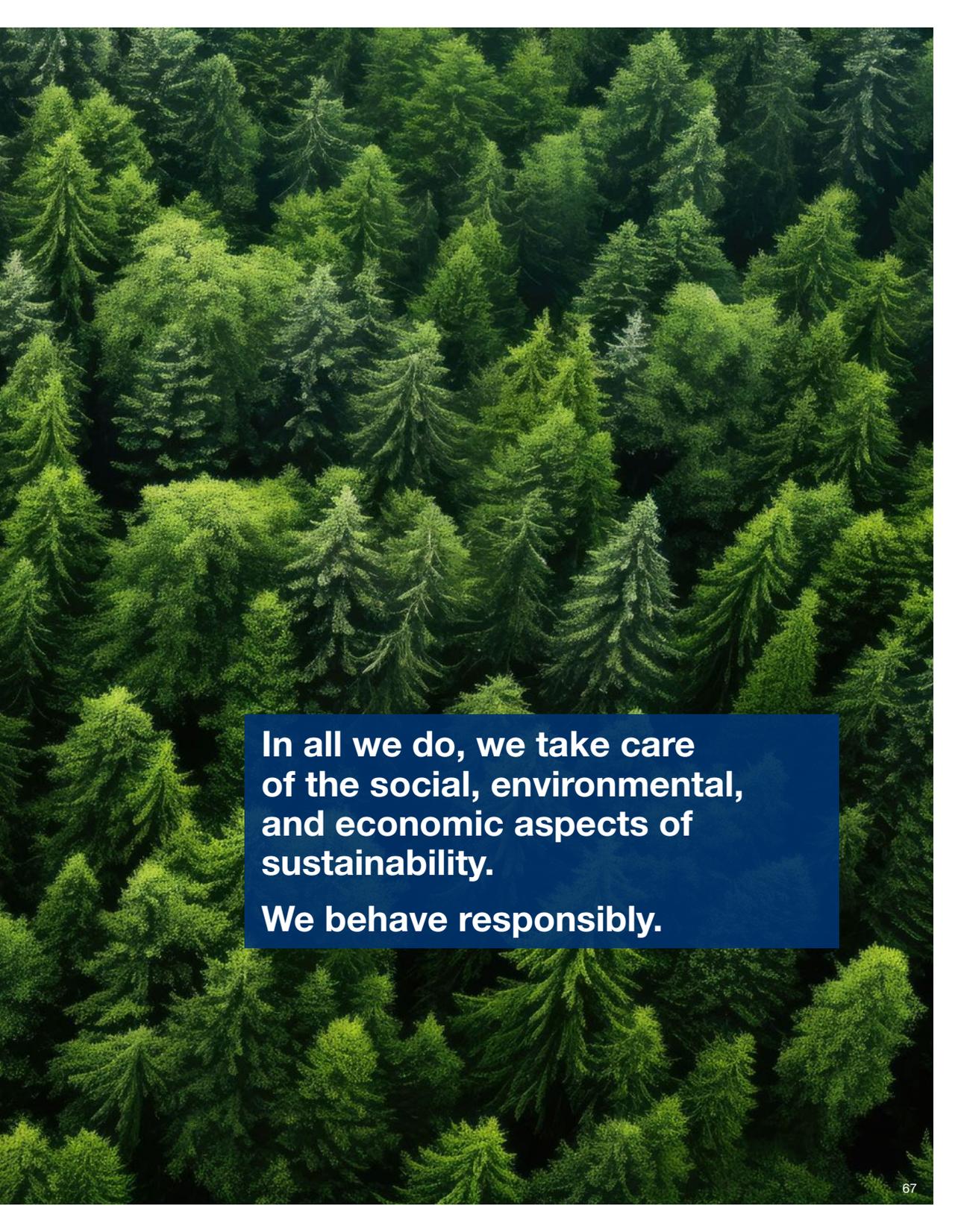
**COST  
LEADERSHIP**

## **OUR VALUES**

More information: → [www.gurit.com/vision-and-mission](http://www.gurit.com/vision-and-mission)

# #GuritCares

## Our Sustainability Strategy & Targets

An aerial photograph of a dense forest of tall evergreen trees, likely spruce or fir, with a rich green canopy. The trees are packed closely together, creating a textured, layered appearance. The lighting is bright, highlighting the vibrant green of the foliage.

**In all we do, we take care  
of the social, environmental,  
and economic aspects of  
sustainability.  
We behave responsibly.**

# THE SUSTAINABILITY STRATEGY OF GURIT

In line with Gurit's vision "with passion for a sustainable future" the company has organized its sustainability ambitions and actions into five pillars: safety first, environment, social responsibility, good governance and economic performance.

## Sustainable Gurit: five pillars



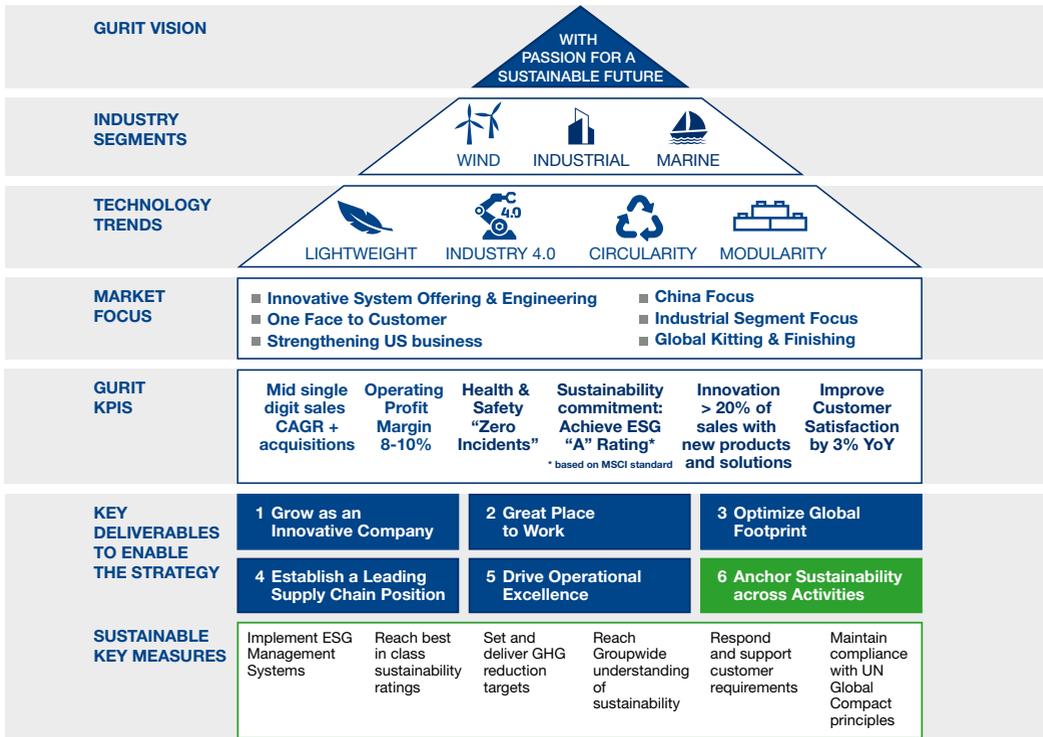
We consider our sustainability strategy as a prioritized set of actions within our business purpose, vision and mission. We have set up a framework that allows us to have meaningful engagements with internal and external stakeholders and concentrate our resources and investments in the most effective way, addressing the topics identified as material with the main goal of ensuring a long-term sustainable business.

We are committed to achieving sustainability targets within our own operations as well as supporting our customers to meet their targets: for example, in terms of reductions of greenhouse gas emissions, waste and electricity consumption.

Consequently, sustainability is an integral part of Gurit's long-term strategy.

➤ GRI 2-22 Statement on sustainable development strategy

➤ GRI 2-24 Embedding policy commitments



Sustainability is fully embedded in Gurit's long term business strategy

## HOW WE IMPLEMENT AND MANAGE OUR STRATEGY

We have set up cross-functional workstreams, who work across the business units and support sites and the line organization with the implementation of sustainability initiatives and actions. The workstreams are coordinated by a corporate sustainability team that also takes care of reporting. With the help of this sustainability organization, Gurit engages many staff members across the business in meaningful action and receives timely feedback on relevance and materiality.

The Sustainability Policy and several related specific policies and guidelines define our approach to the management of sustainability-related topics. The following are among the related policies and guidelines (**bold denotes new in 2023**):

- Code of Conduct (updated 2023)
- Environmental Policy
- Water Management Guidelines
- Social Policy Statement
- Supplier Code of Conduct (updated 2023)
- Chemical Safety Policy
- Anti-Corruption and Bribery Guidelines
- Modern Slavery Statement (updated 2023)
- Sustainability Strategy and Policy
- **Anti-trust and Fair competition Guidelines**
- **Waste Management Guidelines**
- **Hazardous Chemical Management Policy**
- **Gurit Report-a-Concern Policy**
- **Conflict Minerals Policy**



STRATEGY, MGMT SYSTEMS, POLICIES, DUE DILIGENCE

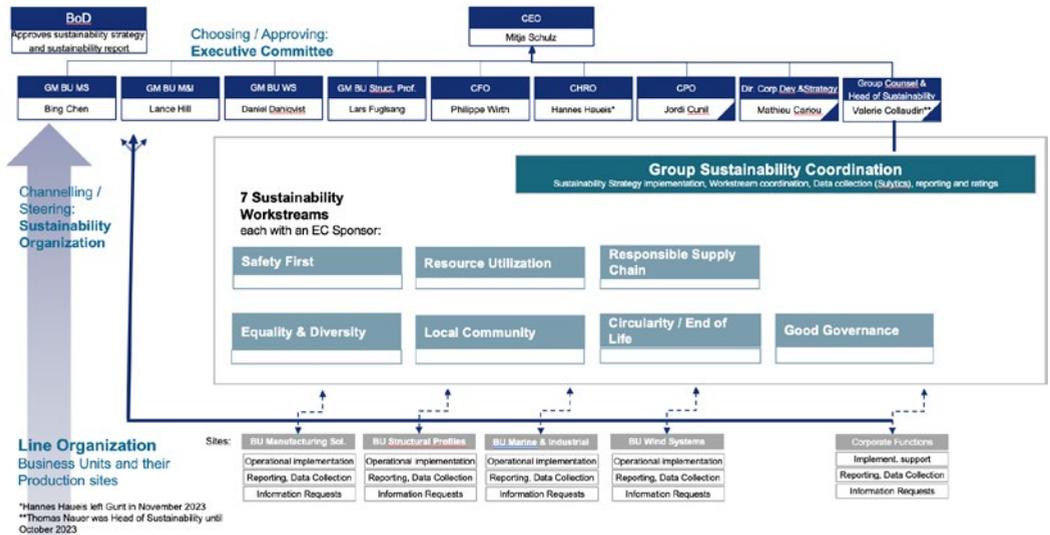
## GOVERNANCE AND ORGANIZATIONAL RESPONSIBILITIES FOR SUSTAINABILITY

Gurit has a process which includes annually defining and reviewing targets, clearly assigned roles and responsibilities and details of how to implement this within the organization.

The Board of Directors is responsible for reviewing the sustainability strategy and performance on an annual basis. The Board also approves the annual Sustainability Report. The Executive Committee (EC) executes our sustainability strategy primarily through the line organization with the support of a sustainability coordination team. Dedicated workstreams implement actions and recommend targets within their respective focus areas that were found material. The EC Sponsor of a workstream coaches the respective workstream lead and is ultimately responsible for the workstream performance against the mission and KPIs, the workstream actions, and for ensuring alignment with our strategy and standards.

Dedicated staff members across the company support the local implementation of specific topics such as health & safety, environment, and data protection.

## SUSTAINABILITY ORGANIZATION



## MANAGEMENT SYSTEMS

Our various management systems are described in the respective chapters of this Report. As well as ISO certifications, we have data collection and monitoring tools (e.g. Sulytics), a chemical safety platform (GoldFFX) and a supply chain risk identification and monitoring system (Sedex). As part of our management approach, we continuously review these systems, as well as provide communication and training for our staff.

## HOW WE COLLECT DATA, SET TARGETS AND MONITOR OUR PERFORMANCE

As part of Gurit's commitment to sustainability, we collect data, monitor our own performance, trends, as well as stakeholder expectations. This happens via a number of tools, questionnaires, databases and management systems, such as our Sulytics sustainability data collection tool, our Safety First monitoring and tracking system and further systems described in the different chapters of this Report.

The Executive Committee holds sustainability review meetings every two months with the Head of Sustainability and meets with the sustainability workstream leaders and the sustainability coordination team every six months, when performance against targets are assessed. The most recent EC review meeting took place on 12 December 2023, whereas the last workstreams review was on 6 September 2023.

Targets are confirmed and adjusted yearly by the EC, based upon recommendations of the workstreams and sustainability coordination team. Progress is reported each year in our Sustainability Report.

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➤ GRI 2-9	Governance structure and composition
➤ GRI 2-12	Role of the highest governance body in overseeing the management of impacts
➤ GRI 2-13	Delegation of responsibility for managing impacts
➤ GRI 2-14	Role of the highest governance in sustainability reporting
➤ GRI 2-18	Evaluation of the performance of the highest governance body
➤ GRI 2-23	Policy commitments
➤ GRI 2-24	Embedding policy commitments
➤ GRI 2-25	Processes to remediate negative impacts

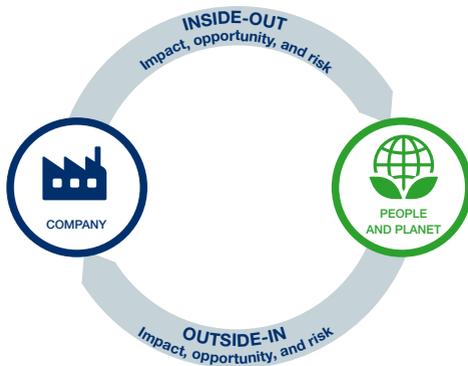
# IDENTIFYING AND MANAGING RISKS AND OPPORTUNITIES



RISK MANAGEMENT

Sustainability-related ESG risk identification pilot workshops were held with a team representing various company functions in Q4 2022. This preliminary work was completed with the materiality analysis process, where the risks were further identified, assessed, and prioritized. **The main sustainability-related risks were then fully embedded in the company’s risk assessment process in 2023, which included a double materiality analysis.**

Also, in each chapter of this Report, we have outlined how we identify and manage risks within each of our workstream areas.



## DOUBLE MATERIALITY

**In 2023, Gurit conducted a double materiality analysis,** a process that evaluates a) the impacts of the company’s operations on the environment, the economy and society (inside-out) and b) external climate-related, economic and social risks and opportunities that affect the company (outside-in).

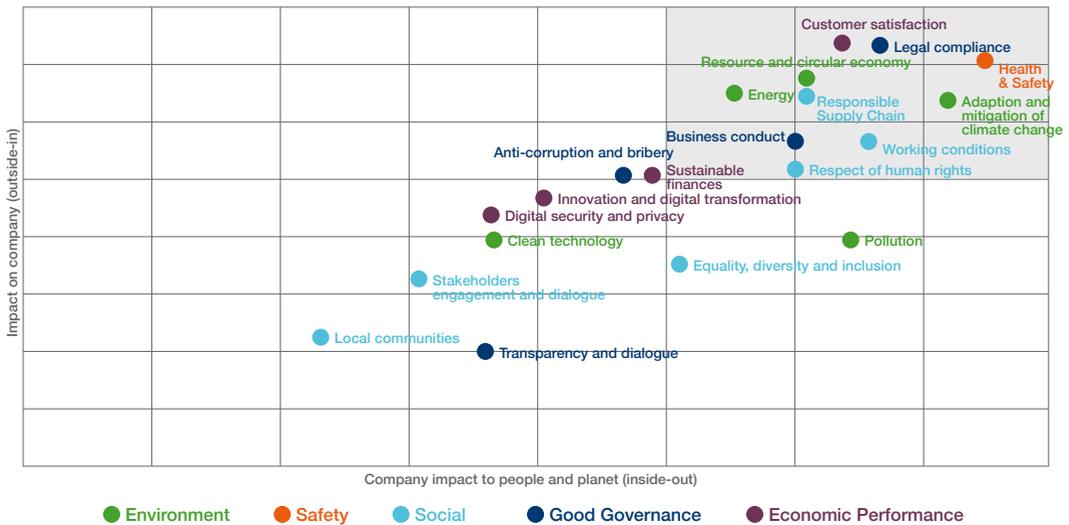
By considering both external and internal materiality, the double materiality approach aims to provide a more comprehensive understanding of a company’s sustainability impacts and helps to align corporate strategies with the expectations and needs of external stakeholders as well as the broader sustainability context.

Gurit identified ESG-related risks based on global standards, regulations, desk research and benchmarking. We then engaged with internal and external stakeholders, through workshops and surveys, to assess the significance of the impacts.

As a result of this analysis and consultation process, we identified the material topics below within the five sustainability areas of Environment (including climate), Safety, Social, Good Governance, and Economic. This process has also determined the main topics covered by this Report.

The higher weighted risks have been included in the company’s risk map. Further details of the 2023 double materiality analysis can be found in the Appendix at the back of the Report.

### DOUBLE MATERIALITY MATRIX



- GRI 2-14 Role of the highest governance body in sustainability reporting
- GRI 2-18 Evaluation of the performance of the highest governance body
- GRI 2-25 Processes to remediate negative impacts
- GRI 2-29 Approach to stakeholder engagement
- GRI 201-2 Financial implications and other risks and opportunities due to climate change
- GRI 3-1 Process to determine material topics
- GRI 3-2 List of material topics

## THE GLOBAL SUSTAINABILITY CONTEXT

At Gurit, we align our sustainability ambitions with two major global frameworks: the United Nations Global Compact (UNGC) and its ten principles, and the Global Reporting Initiative (GRI). Several international entities, global conventions and governments have established targets in response to climate change and other sustainability challenges. Gurit is subject to the Swiss non-financial reporting obligations of art.964a et seqq. of the Swiss Code of Obligations (CO). In line with the Swiss Ordinance on Climate Disclosures entering into force on 1 January 2024, we have aligned our sustainability management and reporting with the Taskforce for Climate-related Financial Disclosures (TCFD), which is deemed suitable for fulfilling the reporting obligations of companies under art.964a et seqq. CO.

➤ GRI 2-23 Policy commitments

## SUSTAINABILITY RATINGS IN 2023



EcoVadis, one of the world's largest sustainability rating agencies, awarded Gurit with a Gold medal, placing us in the top 5% of all EcoVadis-rated companies. Their assessment evaluates 21 sustainability criteria across four core themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

**MSCI**  
ESG RATINGS



CCC B BB BBB **A** AA AAA

Gurit has earned an A rating from MSCI, who rate companies according to exposure to industry-specific ESG risks and the ability to manage those risks relative to peers. This rating puts Gurit within the top tier of all rated companies in the specialty chemicals sector.

Inrate gave Gurit a rating of 74/100 in their Z Rating Study 2023 on Corporate Governance. Inrate is an independent Swiss sustainability rating agency whose focus is on the impact of companies on the environment and society.

This year, for the first time, Gurit submitted information to CDP, a not-for-profit global disclosure system for investors, companies, cities and regions to manage their environmental impacts. The results will help us to continuously improve our climate change governance and environmental stewardship.

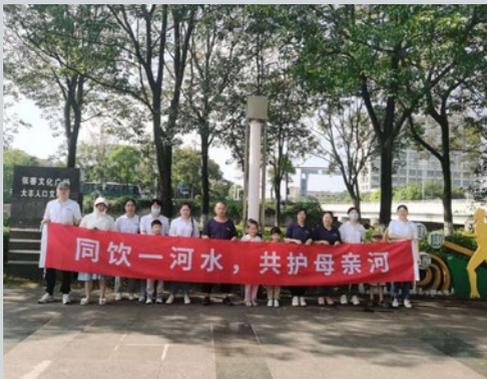
## SUSTAINABILITY ENGAGEMENT ACROSS GURIT SITES: LAUNCH OF GURIT SUSTAINABILITY AWARDS

In 2023, we launched our inaugural Sustainability Awards, for Resource Utilization and Local Community initiatives, in line with our workstream targets. The principal aim of the Awards is to engage our employees with our sustainability work, celebrate achievements and offer recognition for the efforts of our staff and sites, and encourage further participation across all business areas and levels. All initiatives submitted to the workstream leads over the last three years were included. They were shortlisted by the workstream leads and the sustainability coordinator, and all employees were able to vote for their favorites over a three-week period at the end of 2023. A marketing campaign promoted the Awards to employees on internal channels.



### GURIT SUSTAINABILITY AWARDS

#### CONGRATULATIONS TO OUR TWO WINNING SITES FOR 2023!

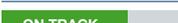


**Gurit Dafeng (China)** was presented with Gurit's Sustainability Award 2023 for Local Community, for their campaign to increase awareness of water conservation. Employees took part in activities and workshops that broadened their knowledge of the importance of water conservation, and learned how they can take action.



**Gurit Carmignano (Italy)** was presented with Gurit's Sustainability Award 2023 for Resource Utilization, for the installation of a new steam generator which runs at 93% efficiency, reducing methane consumption by about 105 000 m<sup>3</sup> and energy consumption by nearly 140 000 kWh per year.

# GURIT'S SUSTAINABILITY AMBITIONS FOR THE LONG RUN

GURIT PILLARS & SDGS	WORKSTREAM	AMBITIONS FOR 2030	PROGRESS
<b>CORPORATE FRAMEWORK</b>	<b>SUSTAINABILITY COORDINATION</b> We implement Sustainability as an integral part of Gurit and develop it across the company according to reporting obligations and leading standards.	Annual review of Sustainability targets and bi-monthly follow up with workstreams.	
		Sustainability organization and governance in place involving Executive Committee, Board of Directors and Workstreams in the Sustainability strategy and approval process.	
		Sustainability integrated as part of the annual risk mapping and risk management.	
		Comply with non-financial reporting obligations and leading standard (GRI, GHG protocol, Swiss RBI, TCFD).	
		We strive to achieve the highest scores in the ESG ratings (ECOVADIS, CDP, MSCI).	
		We aim to foster Sustainability culture of awareness and employee engagement based on trainings, recognitions of sustainability efforts (sustainability awards) as well as sharing internal sustainability communications.	
	<b>SAFETY FIRST</b>	<b>SAFETY</b> We prioritise health and safety, recognize and correct potential hazards, and follow best practice protocols and procedures.	Set health and safety management tools and certifications across the sites to maintain a healthy and safe work environment.
		Further reduce the number of accidents and incidents and maintain a Lost-Time-Accident-Rate (LTAR) of no higher than 3.00 at Group level and Total-Recordable-Incident-Rate (TRIR) of no higher than 7.00 at Group level.	  2.75 LTAR (Lost Time Accident Rate) 6.00 TRIR (Total Recordable Incident Rate)
		Zero SVHC (Substances of Very High Concern) in price listed products by 2030 and maintain below 10% the number of finished products on our price lists classified as Carcinogenic, Mutagenic or Reprotoxic (CMR) according to EU classification CLP by 2030.	  11% of all price-listed products classified as CMR 0% of all price-listed products containing SVHC
		Reduce chemical products in use at production sites with ILO hazard rating of 4 or 4+ to <15% and reduce the number of chemical products in use at production sites containing SVHCs to <5%.	  100% of Gurit production sites with Chemical Safety System implemented

**GURIT PILLARS & SDGS**

**WORKSTREAM**

**AMBITIONS FOR 2030**

**PROGRESS**

**ENVIRONMENT**



**CLIMATE & RESOURCE UTILIZATION**

We want to become a net-zero company by 2050 and reduce our scope 1 emissions by 42%, scope 2 by 95% and scope 3 by 25% for the period 2020-2030.

We carry out site-specific reduction initiatives to decrease our environmental impact (aligned with climate change ambitions).

Reduce absolute scope 1 GHG emissions by 42% by 2030 vs. 2020.



22% reduction of scope 1 GHG emissions since 2020

Reduce absolute scope 2 GHG emissions by 95% (by 2030 vs. 2020) and a switch to 100% renewable electricity.



A reduction of 25% of our indirect GHG partial scope 3 emissions – with the clear ambition to reach a 42% reduction needed to achieve the +1.5°C target with the support of suppliers and customers.



7% reduction of partial scope 3 GHG emissions since 2020

Implementation of initiatives focused on process emissions reduction in all our sites.



Reduce our impact in terms of energy consumption: switch to 100% renewable electricity by 2030, monitor our energy consumption and perform energy audits and action plans every 4 years in all our production sites.



28% renewable electricity consumption in 2023  
78% of production sites energy audited last 4 years

Reduce waste generation to landfill by 80% by 2030 vs 2020.



33% reduction of landfill waste generation since 2020

Reduce water withdrawal by 25% by 2030 vs 2020.



19% reduction of water withdrawal since 2020

Foster a Climate Change and Resource Utilization culture across the sites based on best practices sharing, carbon emissions programs implementation, environmental and climate assessments, and monitor data/projects annually.



87% of the sites have environmental risk assessment implemented

We assess biodiversity impact in our production sites.



**CIRCULARITY**

We promote circularity in all product ranges. We identify and promote sustainable end of life and circularity solutions through product development.

We foster circularity as an integral part of innovation, setting circularity plans, and implementing sustainability by design processes for all our products, as well as and product strategy, focused on its waste impact reduction and searching for bio alternatives.



Engage in initiatives / projects where Gurit can be contributor and partner to solve circularity challenges.



GURIT PILLARS & SDGS	WORKSTREAM	AMBITIONS FOR 2030	PROGRESS
<p><b>SOCIAL RESPONSIBILITY</b></p>     	<p><b>EQUALITY &amp; DIVERSITY</b></p> <p>We aim for an equal, diverse and inclusive workforce.</p>	<p>Leadership commitment and support to gender equality.</p> <p>Foster human rights awareness and knowledge within Gurit workforce.</p> <p>Requirement for non-discrimination, as well as a diverse workforce with equal opportunity in professional development and promotion processes.</p> <p>Ensure well-being of all Gurit employees (e.g. work/life balance, living wage, mental health, etc.).</p>	<p>ON TRACK </p> <p>ON TRACK </p> <p>ON TRACK </p> <p>ON TRACK </p>
	<p><b>RESPONSIBLE SUPPLY CHAIN</b></p> <p>Responsible procurement and engagement practices in terms of social, environmental, governance and economic aspects.</p>	<p>Implementation of Supply Chain monitoring &amp; ESG risk management system based on due diligence process and according to our sustainability criteria.</p> <p>A reduction of 25% of our indirect GHG partial scope 3 emissions – with the clear ambition to reach a 42% reduction needed to achieve the +1.5°C target with the support of suppliers and customers.</p> <p>Foster sustainability engagement and transparency with suppliers (e.g. corrective actions, supplier social and environmental clauses, communications, trainings, awards).</p> <p>Procurement team certification &amp; awareness.</p>	<p>ON TRACK </p> <p>ON TRACK </p> <p>7% reduction of partial scope 3 GHG emissions since 2020</p> <p>ON TRACK </p> <p>ON TRACK </p>
	<p><b>LOCAL COMMUNITY</b></p> <p>We strive to be a good corporate citizen.</p>	<p>Foster Local Communities' initiatives in all Gurit Sites.</p> <p>Foster the engagement with the sites to follow the process to raise proposal and implement actions.</p> <p>Report the social impact of local community initiatives.</p>	<p>ON TRACK </p> <p>82% of sites with LC initiative implemented</p> <p>ON TRACK </p> <p>ON TRACK </p>

**GURIT PILLARS & SDGS**

**GOOD GOVERNANCE**



**WORKSTREAM**

**GOVERNANCE**

We foster a sustainability culture across Gurit based on transparency, respect, compliance and ethical management.

**AMBITIONS FOR 2030**

Ensure all Gurit employees and contractors are familiar with the company's good governance and ethics policies and guidelines.

**PROGRESS**

**ON TRACK**

68% of workforce received business ethics, anti-corruption & bribery issues training LMS

100% of sites communicate business ethics, anti-corruption & bribery using Gurit TV

**ON TRACK**

Good governance risk management system in place covering all the company operations (risk identification and integration in the Gurit risk mapping, internal audit, and corrective actions implementation).

Reporting System and Anti-Retaliation.

**ON TRACK**

# SAFETY FIRST



# SAFETY FIRST OVERVIEW 2023

## MANTAIN A HEALTHY AND SAFE WORK ENVIRONMENT AND FURTHER REDUCE SUBSTANCES OF VERY HIGH CONCERN (SVHC)

- ✓ Implementation at all sites of our comprehensive chemical safety management system.
- ✓ 63% of our production sites are ISO 45001 certified.
- ✓ All sites are internally audited in health and safety every 3 years.
- ✓ Strengthened our internal communication at Group and site levels.
- ✓ Achieved target Group LTAR of < 3.0 and TRIR < 7.0.

### Challenges and Opportunities

- Regulations continue to develop and become more stringent for the most harmful chemicals; in particular, the EU REACH and SVHC regulations are continuously updated, with additional substances being added to the SVHC list annually.
- Enhanced hazard classification data reveal previously unrealized hazard profiles for technically established chemicals.

**We prioritize health and safety, recognize and correct potential hazards, and follow best practice protocols and procedures.**

**We speak up and stop work if safety is compromised.**



Contributing to the United Nations SDGs

**FOR HEALTH & SAFETY RELATED DATA AND INDICATORS  
PLEASE REFER TO THE CORRESPONDING METRICS SECTION IN THE APPENDIX PP. 186**

## KEEPING SAFETY FRONT OF MIND

The prevention of accidents and incidents within our operations, employee and customer health and safety, and in particular chemical safety, have been identified as priorities and material topics for Gurit. To achieve our goals, commitment and focus at all levels of the organization are required. Every year we set annual targets and reinforce our safety commitment to our employees, external workers and service providers, customers and partners.

### GOVERNANCE AND ORGANIZATIONAL RESPONSIBILITIES

The Safety First core team coordinates the implementation of the Safety First initiative across the organization. The core team comprises representatives from each Business Unit, as well as Marketing Communications and Human Resources, and is sponsored by a member of the Executive Committee. Compliance with legislation, anticipation of upcoming legislation and the implementation of best practice standards is supported by a dedicated Chemical Regulatory Compliance Manager. Each Business Unit manager is accountable for the safety performance within their area of responsibility; and each site manager is responsible for implementing the safety initiative and related standards, as well as establishing a safety culture within the local site.



Safety First Organization

Performance indicators are reviewed either weekly or monthly at management meetings at all levels, including the Executive Committee, and at least yearly at Board level. Safety indicators such as Lost Time Accident Rates are part of management performance reviews and are an element influencing the variable performance compensation of site managers.

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- GRI 2-13 Delegation of responsibility for managing impacts
  - GRI 2-23 Policy commitments
  - GRI 2-24 Embedding policy commitments
  - GRI 3-3 Management of material topics
  - GRI 403-4 Worker participation, consultation, and communication on occupational health and safety

## SAFETY MANAGEMENT SYSTEM AND PROCESSES

The implementation and maintenance of a Safety First culture has been driven by the core team and is supported by dedicated Health & Safety Officers at site level, extensive training programs, an online monthly tracking system and monthly reviews of defined KPIs on accidents and incidents (LTAR, TRIR) at Business Unit and Executive Committee management meetings (Safety First metrics can be found in the Appendix of this Report).



Gurit has developed a comprehensive occupational Health and Safety Management System. All Gurit employees, contractors and onsite external workers are covered by our health and safety systems and processes.

The Gurit Health and Safety Management System comprises global standards and procedures which are adapted for local and national health and safety legislation requirements where necessary. We have also established a global Chemical Safety Management System, using the GoldFFX platform.

The primary Group-wide standards and systems applied for health and safety are:

- The Safety Pyramid
- Incident Investigation & Reporting
- Safety First Platform
- Safety Walk
- Chemical Safety Management System
- ISO certifications

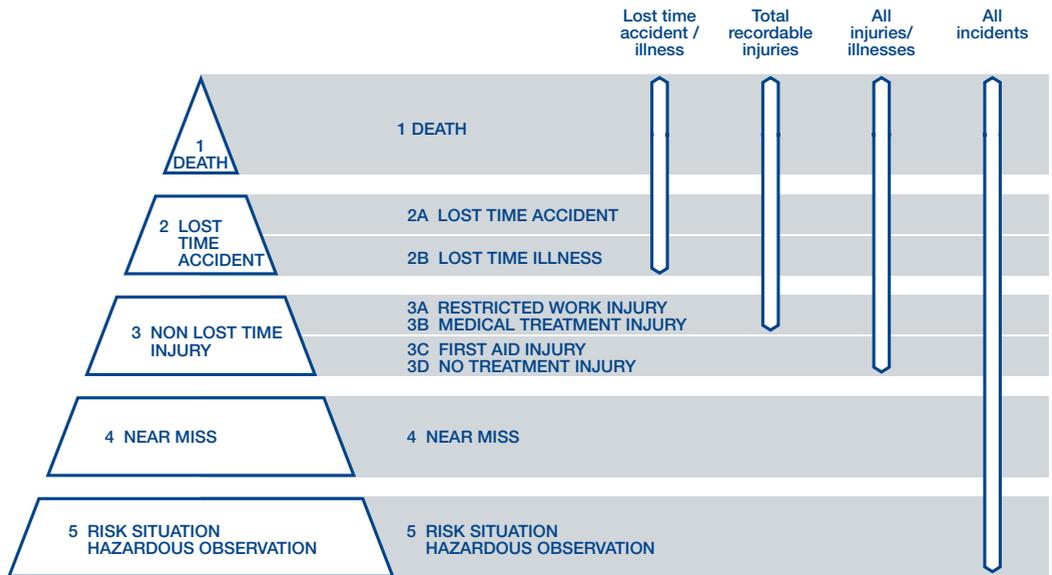
These are described over the page.

- 
- GRI 2-9 Governance structure and composition
  - GRI 2-23 Policy commitments
  - GRI 3-3 Management of material topics
  - GRI 403-1 Occupational health and safety management system
  - GRI 403-2 Hazard identification, risk assessment, and incident investigation
  - GRI 403-4 Worker participation, consultation and communication on occupational health and safety
  - GRI 403-8 Workers covered by an occupational health and safety management system

## THE SAFETY PYRAMID

Gurit uses the Safety Pyramid as a strategy to reduce accidents within the workplace. The base of the pyramid is the observation of risks and hazards. Proactively looking for potential dangers throughout our operations, conducting systematic reviews of the workplace, and analyzing lost-time injury data are the first steps towards reducing serious injuries.

By ingraining the evaluation of hazardous situations into the habits of all employees, the Safety Pyramid becomes a self-supporting tool that is likely to contribute to the reduction of near-misses and minor injuries, and then proportionally reduce severe injuries and deaths.



Gurit Safety Pyramid

## INCIDENT INVESTIGATION & REPORTING

The Incident Investigation & Reporting Standard provides guidance for a methodical and in-depth approach to health and safety incident investigations. This Standard includes an 8-step process which focuses on practical implementation and on building an awareness culture in all parts of the operations. Site managers, Human Resources managers and Health & Safety managers are trained on this annually. In 2023, the incident investigation rate increased by 6 points over 2022. More details can be found in the Safety First Metrics in the Appendix.

## HEALTH & SAFETY PLATFORM: TRAINING AND DATA COLLECTION

Gurit tracks and records health & safety data from all its sites through the global Safety First platform. All sites report monthly on Safety First KPIs and incidents and the workforce is directly involved in reporting the data.

Furthermore, the platform provides training resources for all sites and users. This is complemented by mandatory and voluntary courses on the corporate Learning Management System (LMS) platform, to which all Gurit employees with a company e-mail address have access.

## SAFETY WALK STANDARD



The Safety Walk Standard was introduced in 2020 at all production sites to improve habitual Safety First behavior. A training program is available for all employees and observations are collated in the Safety First Platform and monitored monthly. The standard focuses on competent observation, learning from observations, and establishing a culture of putting Safety First.

- 
- GRI 403-1 Occupational health and safety management system
  - GRI 403-2 Hazard identification, risk assessment, and incident investigation
  - GRI 403-4 Worker participation, consultation, and communication on occupational health and safety
  - GRI 403-5 Worker training on occupational health and safety
  - GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
  - GRI 3-3 Management of material topics

## CHEMICAL SAFETY MANAGEMENT SYSTEM

At Gurit, safety always comes first, and this includes the safe use of chemicals at our sites and in our products. **In 2023 we completed implementation at all sites of our comprehensive chemical safety management system.** In parallel, we continue to actively monitor the chemical safety and regulatory landscape for new data generation and emergent regulations affecting chemicals.

Chemicals throughout Gurit facilities must be continually evaluated and managed to ensure our employee and customer safety. Our system allows us to understand the chemicals used at Gurit, identify areas where the most harmful chemicals are used and target their elimination. We use the platform GoldFFX, available on desktop or as a mobile app, which encompasses over 80,000 supplier and Gurit safety datasheets, chemical risk assessments and accessibility to data in the event of emergency situations. Over 100 users have been trained to use the system, and initial risk assessments for each site are currently in progress.



“The GoldFFX system has allowed us to assess all chemical products, from raw materials to cleaning products, used on the Newport site and ensure we have effective control measures in place to use them safely and without risk to our team members. This system is easy to use, and the assessments require minimal input to generate detailed, easy to read reports that can be understood by all employees without requiring extra training.”

**Lee Jacobs**, Health and Safety Coordinator Newport

- 
- GRI 403-1 Occupational health and safety management system
  - GRI 403-2 Hazard identification, risk assessment, and incident investigation
  - GRI 403-8 Workers covered by an occupational health and safety management system
  - GRI 3-3 Management of material topics

## ISO-CERTIFIED MANAGEMENT SYSTEMS AT SITE LEVEL

Over the past three years we have been working towards the following certifications:

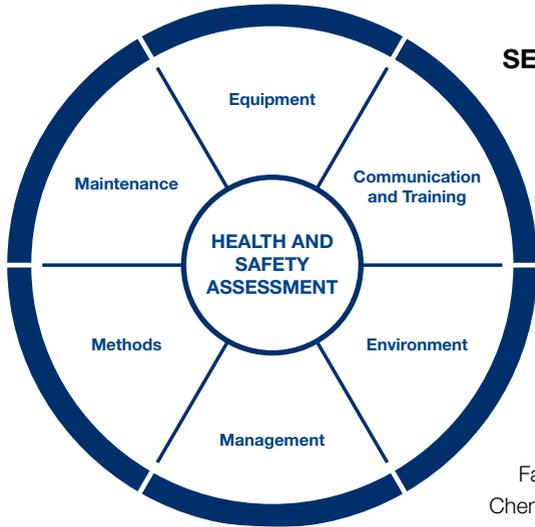
- **ISO 9001** quality management system
- **ISO 14001** environmental management system
- **ISO 45001** to improve occupational health and safety standards

**We set a target last year to have 100% of our production sites certified with all three ISO management systems by the end of 2024, and as of December 2023 we are at 63%.** For further details please see the metrics section in the Appendix.

- 
- GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
  - GRI 403-1 Occupational health and safety management system
  - GRI 403-8 Workers covered by an occupational health and safety management system

## SAFETY FIRST – MANAGING RISKS

Gurit has set up a system that supports site managers in identifying risks and evaluating all areas that influence a site’s safety performance, establishing priority areas to be addressed, and supports the follow up of the resulting actions.



### SELF-ASSESSMENT

A standardized self-assessment questionnaire is completed by each site, then reviewed biannually at a site and Business Unit level. The local site management conducts the self-assessment, jointly with site operations, maintenance, and safety teams.

### SAFETY AUDITS

Since 2021 we have carried out internal health and safety audits, with every site to be internally audited every 3 years. The following twelve sites have already undertaken safety audits: Volpiano, Falces, Newport, Carmignano, Matamoros, Magog, Montreal, Izmir, Chennai, Zurich, Girona, Ringkøbing.

### RISK REPORTING

**In 2023, Gurit implemented several improvements to our internal Safety First platform.** These updates ensure that the tool aligns with our organizational structure and ISO standards, provide a clearer reporting format, and enable site representatives to more easily record product-related health and safety incidents reported by our customers.

We focus on involving all employees and production sites in the Safety First initiative and every year this employee involvement increases, as demonstrated by the increased number of risk situations reported by shopfloor workers, as well as management demonstrating a strong culture of safety first, without fear of reprisal.

- GRI 2-25 Process to remediate negative chapters
- GRI 403-1 Occupational health and safety management system
- GRI 403-2 Hazard identification, risk assessment, and incident investigation
- GRI 403-4 Worker participation consultation and communication on occupational health and safety
- GRI 403-5 Worker training on occupational health and safety
- GRI 403-8 Workers covered by an occupational health and safety management system
- GRI 403-9 Work-related injuries

## MANAGING THE RISKS OF CHEMICALS IN USE AT OUR SITES

Gurit has continued its program of proactively monitoring the safety and regulatory landscape of chemicals in its products and at its sites through implementation of the Hazardous Chemicals Management Policy.

We use the platform GoldFFX to help us assess chemical risks according to the International Labor Organization (ILO) model, looking at the latest hazard profile and exposure risk, as well as the impact on these if we were to make changes. This is used for chemicals used in the manufacture of our products as well as those used around our sites. A full risk assessment is generated, encompassing all safety concerns and controls required. All risk assessments must obtain approval from line managers to ensure controls are appropriate and adequate. Chemical products classified as High Hazard must receive a two-stage approval to ensure that they are handled correctly and that alternatives are considered.



**RISK RATING OF CHEMICAL PRODUCTS USED**

13% of all chemical products used at Gurit sites received a risk rating of 4 or 4+, i.e. they are classified as highly or critically hazardous to health

Chemical products were also assessed for the presence of substances on lists of undesirable chemicals. 25% or 262 of all chemical products in use at Gurit sites contain SIN-listed chemicals, and 7% or 73 products contain EU SVHC's.

We have set targets for 2024 to reduce the risk profile of chemicals in use at our sites, focusing on reducing those products containing SVHCs and/or with a risk rating >4.

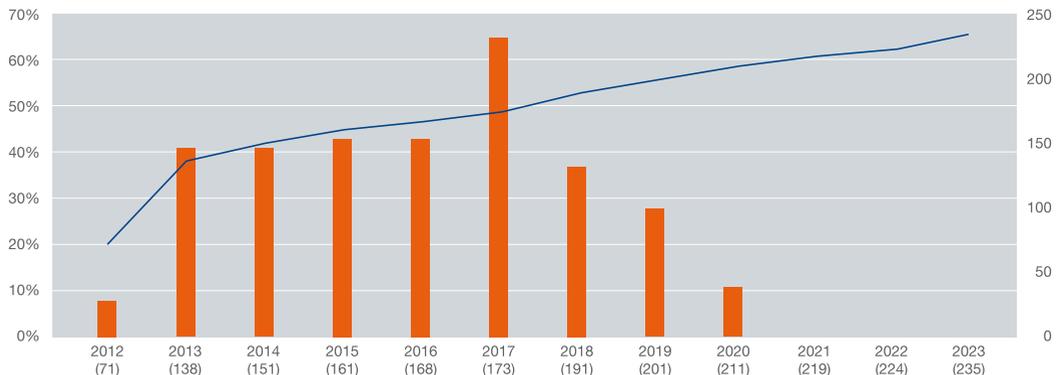
## CHEMICALS IN GURIT-MANUFACTURED PRODUCTS

Following the assessment, and to help target products for reformulation, each finished product Gurit manufactures receives an internally generated High Priority Chemical (HPC) score. The scoring system aims to identify those products not only with SVHCs present but also with high hazards. Products are categorized into 4 classes based on severity of hazards:

- Red** Re-formulate as soon as feasible.
- Orange** Undesirable, target for reformulation.
- Blue** Use with caution, potential for hazard reclassification expected.
- Green** Low hazard rating.

The system takes into consideration not only regulatory restrictive hazard classifications, but also those chemicals that may have unacceptable human and environmental impacts, such as Persistent Bio accumulative Toxicants (PBTs) and Endocrine Disruptors. Since 2017 Gurit has worked to remove high hazard products from its range. **In 2023, we reduced the number of red category products in our standard and essential range from 10% (2022) to 6%. In addition, in 2023 we targeted orange category products and reduced these from 32% (2021) to 18%.**

Since the advent of the European Union's REACH regulation (Registration, Evaluation, Authorization and Restriction of Chemicals) in 2008, the European Chemicals Agency has designated an increasing number of Substances of Very High Concern (SVHC). In 2023, 235 substances were designated SVHCs. Recent developments under the European Commission's Chemical Strategy for Sustainability have resulted in the widening of criteria for SVHCs to include endocrine disruptors and chemicals that persist in the environment. Considering the increased SVHC scope, Gurit has broadened its goal to now include all price listed products in the SVHC reduction targets. **In 2023, despite an increasing number of SVHCs on the REACH list, none of Gurit price listed products contain >0.1% SVHCs.**



Gurit price listed products containing more than 0.1% SVHCs (orange bars) vs ECHA designated SVHCs (blue line); number of chemicals designated SVHCs by ECHA in brackets

Further developments in frameworks such as Product Design for Safety and Sustainability (see the Circularity chapter for more information) place importance on removing not only those chemicals regarded as SVHC's but also any chemical with a CMR classification (Carcinogenic, Mutagenic or Reprotoxic). Gurit has been working for some time on removing such chemicals from its product ranges and as a result currently maintains less than 10% standard and essential products with a CMR class 1 or 2 classification.

- 
- GRI 2-25 Process to remediate negative impacts
  - GRI 2-27 Compliance with laws and regulations
  - GRI 3-3 Management of materials topics
  - GRI 403-2 Hazard identification, risk assessment, and incident investigation
  - GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
  - GRI 403-9 Work related injuries

## SAFETY TRAINING

Gurit has a Health & Safety Training Roadmap for both employees and contractors, as well as a Safety First awareness training program for employees directly linked to a manufacturing function. Training sessions are provided in local languages, rolled out using a train-the-trainer approach.

## MITIGATING PHYSICAL AND MENTAL HEALTH RELATED RISKS

Gurit wants its employees to feel safe and well, not only physically but also mentally, and we continue to expand our support of staff. We share best practice examples from our sites, host local workshops, bring in external professional services when required, and regularly provide practical tips for employees to implement.



Gurit employees at our site in Ecuador received information about diabetes, how to prevent it and were offered glucose testing



Our colleagues in Mexico took part in a breast cancer awareness day at their site, with workshops and check-ups

## EMPLOYEE ENGAGEMENT TO BETTER MANAGE SAFETY RISKS

As part of ongoing support to the Safety First initiative, Gurit has strengthened its internal communication at Group and site levels.

- Monthly Safety Newsletter, translated into local languages, electronic and print
- Safety meetings and briefings at a site level at shift change
- Intranet news updates
- Gurit TV internal signage system, to reach staff and shopfloor worldwide
- Safety First Portal on the Intranet
- Learning Management System
- Group and local Townhall Meetings
- Training initiatives
- Site visits and audits
- OneGurit magazine
- Employee Engagement Initiative and focus groups



“At Gurit, we believe it is important to celebrate key milestones with staff. Everyone has a part to play in meeting our safety targets, and when we do, we like to mark the occasion, often with the whole team taking a break to share coffee and cake. We’re all in this together.”

**Begoña Fernández**, Safety First Sustainability workstream lead

- 
- GRI 403-2 Hazard identification, risk assessment and incident investigation
  - GRI 403-4 Worker participation, consultation, and communication on occupational health and safety
  - GRI 403-5 Worker training on occupational health and safety

## BEING PROACTIVE WITH CUSTOMER HEALTH & SAFETY

Although Gurit endeavors to remove the most harmful chemicals from its products, due to the nature of the chemicals used, some hazards are unavoidable. To ensure effective communication around the safe use of such products, we have several systems in place:

### 1. SAFETY DATA SHEETS

Customers receive product Safety Data Sheets (“SDS”) electronically through an automated delivery system linked to the ERP ordering process. They therefore have time to plan for safe and effective handling and storage before the product arrives on site. Updated documents are distributed by the same automated system and each customer receives a unique login to the online system where they can retrieve the latest copies of their Gurit product SDSs.

### 2. WEBSITE

The Gurit website has a section devoted to handling our products in a safe manner. Here customers can view general guidelines on handling formulated, prepreg and core products as well as a direct link to request SDS by email. Information on relevant legislation and Gurit’s current Hazardous Chemicals Management Policy are also accessible: → [www.gurit.com/product-stewardship](http://www.gurit.com/product-stewardship)

### 3. CHEMICAL SAFETY INCIDENT REPORTING

All data and information about chemical safety incidents reported by our customers are collated and monitored on our Safety First platform. In this way, we can monitor the common issues facing our customers and we can work towards managing these in new product developments. Chemical exposure incident information is collated from the following sources:

- Calls to the Gurit’s third party chemical emergency response line (NCEC).
  - Direct contact from customers experiencing difficulties (i.e. email to tech support, customer support or the regulatory email address).
  - Direct contact from official bodies such as medical professionals or poison centres to the SDS contact.
- Confidentiality of individuals is maintained as the data is gathered to monitor general trends in exposure incidents rather than specific details.

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➤ GRI 3-3 Management of material topics  
➤ GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships  
➤ GRI 417-1 Requirements for product and service information and labeling

# ENVIRONMENT





**We take care of the environment by minimizing power consumption, waste, emissions and use of resources.**

**We set ambitious reduction targets to achieve climate neutrality.**

**We behave responsibly.**

<b>6</b> CLEAN WATER AND SANITATION 	<b>7</b> AFFORDABLE AND CLEAN ENERGY 	<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE 	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 	<b>13</b> CLIMATE ACTION 	<b>17</b> PARTNERSHIPS FOR THE GOALS 
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Contributing to the United Nations SDGs

## TAKING CARE OF OUR ENVIRONMENT

The efficient use of resources and minimizing the impact on our natural environment in terms of emissions to air, water and land, remains a key priority for Gurit. We cater to the renewable energy industry – among others – and see it as our responsibility to be a leading example, actively minimizing our footprint. We have made further progress in widening the scope of our actions and improving the quality of data collected. However, the complexity of our business, supply chain and acquisitions and divestments poses additional challenges.

Material topics identified as most significant include adaptation and mitigation of climate change, pollution, resource use and circular economy, energy and waste.

We discuss these concerns in three sections within this chapter:

1. Reduction of greenhouse gas emissions
2. Resource utilization
3. Circularity

## GOVERNANCE AND ORGANIZATIONAL RESPONSIBILITIES FOR ENVIRONMENTAL CONCERNS

Environmental concerns are addressed in several workstreams of Gurit's sustainability organization (see Strategy & Targets chapter). The Resource Utilization workstream coordinates and supports initiatives such as energy saving and emissions, water management, waste and packaging reduction at our production sites. The Circularity workstream addresses product development aspects, including the use of bio-based ingredients, the use of recycled materials and the recyclability of our products. And, the Responsible Supply Chain workstream manages environmental aspects within our supply chain.

Compliance with legislation, anticipation of upcoming legislation and the implementation of best practice standards is supported by a dedicated Chemical Compliance Manager & Sustainable Products Lead, as well as the Group General Counsel & Head of Sustainability. The workstreams are coordinated by the sustainability team and the sustainability performance of Gurit is reviewed every two months at the Executive Committee level, with annual KPIs in place. The Board of Directors annually reviews performance and provides direction for targets.

Climate-related issues, targets, and monitoring are aligned with Sustainability governance described in the #GuritCares chapter.

- 
- GRI 2-13 Delegation of responsibility for managing impacts
  - GRI 2-24 Embedding policy commitments
  - GRI 2-27 Compliance with laws and regulations
  - GRI 3-3 Management of material topics



MATERIALITY



GOVERNANCE

# ENVIRONMENTAL MANAGEMENT SYSTEMS & STRATEGY

Gurit's environmental management systems rely on policies, certifications, training and learning, and tools to collect, manage and analyse data. Our strategies and actions are outlined in this Report, as well as in the Gurit Sustainability Policy.

## ENVIRONMENTAL POLICY

Our Environmental Policy is the foundation for the avoidance, minimization or mitigation of possible impact on the environment, by efficiently utilizing resources, deploying clean technology, mitigating our impact on climate change and preventing any form of pollution. Compliance is achieved by deploying annual qualitative and quantitative targets, facilitated by the Resource Utilization and Circularity sustainability workstreams, as well as our focus on innovation and fostering clean technologies, all with a spirit of continuous improvement.

The Environmental Policy sits alongside the Gurit Water Management Guidelines, Hazardous Chemicals Management Policy, and Waste Management Guidelines, and forms part of our Group Sustainability Policy. It complements our commitments to the United Nations Global Compact (UNGC) and its environmental principles.

The related documents can be downloaded here:

→ [www.gurit.com/policies](http://www.gurit.com/policies)

## CHEMICAL MANAGEMENT

**In 2023, Gurit completed the implementation of a comprehensive global chemical safety management system** which helps us assess chemical risks, considering the latest hazard profile and exposure risk, as well as the impact on these if we were to make changes. **For this purpose, a new software platform (GoldFFX) has been introduced and rolled out at all production sites.**

We have also continued our programme of monitoring the safety and regulatory landscape of chemicals in our products through implementation of the Hazardous Chemicals Management Policy, which includes the management of chemicals that may have unacceptable human and environmental impacts.

More information can be found in the Safety First chapter.



STRATEGY,  
MGMT SYSTEMS,  
POLICIES,  
DUE DILIGENCE

## TOOL FOR DATA COLLECTION AND ANALYSIS

For the past three years, Gurit has been using the Sulytics platform for the collection of data across all sites. This provides an accessible way for our teams to input their local data, enables us to analyse performance and increases the consistency and accuracy of the data across the Group. While in 2023 only a few sites collected monthly data, we will roll out this monthly frequency to all Gurit sites for stationary and mobile combustion, electricity and heating, waste quantity, type and disposal, water withdrawal and discharge, and product quantities sold. This will help us to further understand the results of the sustainability initiatives implemented at the sites, detect any new challenges and have access to detailed data regarding the sustainability goals' progress.

## ISO 14001 CERTIFICATION

ISO 14001 sets out the criteria for an environmental management system, provides a framework for effective environmental management and assures that environmental impact is being measured and improved. **At the end of 2023 68% of our production sites were ISO 14001 certified: Albacete, Carmignano, Chennai (Wind), Dafeng, Quevedo, Falces, Izmir, Magog, Newport, Taicang, Tianjin, Volpiano, Zhuozhou.** ISO-certification is already being planned for the remaining 3 production sites: Chennai (Structural Profiles), Tamaulipas (Kitting), Tamaulipas (PET production).

- 
- GRI 2-23 Policy commitments
  - GRI 2-24 Embedding policy commitments
  - GRI 201-2 Financial implications and other risks and opportunities due to climate change
  - GRI 3-3 Management of material topics

## CLEANTECH

Gurit, as a long-term technical leader in the composites industry, and a major supplier to the wind energy sector, is using its technical knowhow and expertise to make improvements across the business which aim to reduce the company's – and our customers' – impact on the environment.

We use innovation to reduce emissions, make better use of our resources and use our technologies and processes responsibly to contribute to recycling and circularity.

Our CleanTech approach involves Gurit's technology and product development teams across all Business Units. These teams work alongside the cross-functional Resource Utilization, Circularity and Responsible Supply Chain sustainability workstreams.

The opportunities to reduce our environmental impact using clean technology are vast – which means it can also be a challenge to prioritize. We have used our memberships of industry associations as well as discussions with select customers to establish where our technical developments can have the biggest impact in terms of ours and our customers' sustainability.



Further evidence of our use of CleanTech to reduce our impact on the environment can be seen in Resource Utilization and Circularity chapters of this Report, where you see this icon.



## MANAGING ENVIRONMENTAL RISK

Three of our sustainability workstreams contribute significantly to the management and mitigation of environmental risk: Resource Utilization, Circularity, and Safety First (for all aspects related to chemical safety). In addition, environmental risk is assessed as part of our supply chain risk management process.

Further information can be found in the following chapters: Greenhouse Gas Reduction, Resource Utilization, Circularity, Safety First and Responsible Supply Chain.

The finance team introduced, for operational capex requirements, a possible extension of sustainable investment payback period. They also drafted and introduced a carbon pricing model for internal evaluations.

For environmental data and KPI metrics please see the Appendix.

## ENVIRONMENTAL IMPACT ASSESSMENT

**In 2023 most production sites conducted Environmental Impact Assessments** (risks, impacts, opportunities) to identify and assess the environmental aspects of the activities related to all Gurit manufacturing process. The identification of environmental aspects is carried out with consideration to its origin, operating conditions, and character. Once aspects have been identified, associated environmental impacts are assessed and rated to determine their level of significance.

We have continued with our annual site water risk assessments, focused on high-impact water sites.

Regular ISO 14001 audits continue to form a significant part of our environmental risk management strategy at Gurit.

## DOUBLE MATERIALITY ANALYSIS

**In 2023 Gurit conducted a double materiality analysis** to identify Gurit's impact on the environment, as well as the risk and opportunities environmental factors present to our company, such as climate change. A further step has been taken to prioritize all these impacts and factors. For the higher priority topics, we have carried out a financial risk analysis. The results of the materiality analysis inform our targets and actions planned for 2024. Further details of the 2023 double materiality analysis can be found in the Appendix at the back of the Report.

- 
- GRI 201-2 Financial implications and other risks and opportunities due to climate change
  - GRI 2-25 Process to remediate negative impacts
  - GRI 3-1 Process to determine material topics
  - GRI 3-3 Management of material topics

# GREENHOUSE GAS REDUCTION

# GREENHOUSE GAS REDUCTION OVERVIEW 2023

## REDUCTION OF DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS

- ✓ Scope 1 GHG emissions reduced for a third consecutive year with a reduction of 22% from 2020 (base year).
- ✓ 7% reduction in our partial scope 3 GHG emissions compared with 2020 (base year).
- ✓ Greenhouse gas reduction-related bonus scheme developed, with implementation in 2024.
- ✓ Concrete Scope 2 actions set to reduce our GHG emissions related to electricity.

### Challenges and Opportunities

- We are working to grow the reliability and accuracy of the data, both internally and in collaboration with external parties.
- New initiatives such as the Sustainability Awards are effective in increasing the engagement of our staff across our sites and we will continue to focus on similar activities.
- Plans are in progress that will allow us to meet our 2030 scope 2 target through conversion of sites to renewable energy, rather than compensating or offsetting.

Setting GHG reduction targets in a growing industry requires flexibility and adaptation to evolving circumstances. Gurit is still working to determine the best disclosing format that will lead to better standardization and comparability.

**We are committed to reducing emissions and increasing efficiency.**

**We have set ambitious reduction targets to achieve climate neutrality.**



Contributing to the United Nations SDGs

## GURIT'S GREENHOUSE GAS FOOTPRINT

We report our emissions for the Greenhouse Gas (GHG) Protocol **scope 1** (direct emissions), **scope 2** (purchased electricity), and a part of **scope 3** (indirect up- and downstream emissions). **In 2023, we implemented some improvements in the GHG data collection process.** However, the availability of reliable and comparable data is still a challenge for the teams and external parties involved. Our assessment of data quality is discussed in the methodology section of this chapter.

### ABSOLUTE EMISSIONS

IN TCO <sub>2e</sub>	2023	DATA QUALITY	DEVIATION FROM 2020 BASE YEAR	2022 AFTER COMPENSATION		2021 AFTER COMPENSATION & EAC		
				2022	2021	2021	2020	
<b>SCOPE 1: DIRECT EMISSIONS</b>	<b>9 534</b>		<b>- 22%</b>	<b>0</b>	<b>10 021</b>	<b>0</b>	<b>10 337</b>	<b>12 249</b>
Stationary combustion	7 173	●	- 26%		7 980		8 457	9 748
Mobile combustion	630	●	- 44%		679		808	1 122
Process emissions	1 428	●	+ 131%		1 151		814	618
Fugitive emissions	303	●	- 60%		210		258	762
<b>SCOPE 2: ELECTRICITY</b>	<b>28 655</b>		<b>+ 22%</b>	<b>0</b>	<b>28 788</b>	<b>0</b>	<b>26 688</b>	<b>23 550</b>
Electricity	28 460	●	+ 24%		28 226		26 165	22 920
District heating	195	●	- 69%		562		523	630
<b>SUBTOTAL SCOPE 1+2</b>	<b>38 198</b>		<b>+ 7%</b>	<b>0</b>	<b>38 809</b>	<b>0</b>	<b>37 025</b>	<b>35 799</b>
<b>SCOPE 3 (PARTIAL): INDIRECT EMISSIONS</b>	<b>63 081</b>		<b>- 7%</b>	<b>50 884</b>	<b>67 526</b>	<b>0</b>	<b>76 024</b>	<b>68 166</b>
Business travel	1 721	●	+ 19%		1 678		1 652	1 450
Employees commuting	3 553	●	- 22%		3 809		3 799	4 557
Transportation: raw materials <sup>4</sup>	10 823	●			13 602		15 937	-
Transportation: produced and traded products (upstream)	7 161	●	- 51%		9 312		11 337	14 544
Transportation: produced and traded products (downstream)	24 735	●	+ 18%		19 056		19 795	21 051
Waste generated in operations	1 828	●	- 56%		2 131		2 221	4 132
Fuel- and energy-related activities	6 680	●	- 18%		8 721		6 747	8 111
Capital goods	6 581	●	- 54%		9 217		14 536	14 321

Note 1: Each year corresponds to the sustainability reporting period 1.11. to 31.10.

Note 2: For detailed explanation of our greenhouse gas reporting, restatements required, factors applied, base year chosen and corrections made, please refer to "Technical statement on Greenhouse gas accounting" part of this chapter, and to "Scope of Sustainability data and reporting practice" in the Appendix.

Note 3: Based on the methods and tools we have to collect the data, as well as on the difficulties encountered, we have estimated the quality of the data collected in 2023: green (considered reliable) to red (data may be unreliable).

Note 4: For raw materials transportation, comparison done with 2021 as no data available for 2020 base year.

## EMISSIONS INTENSITY

In 2023 our scope 1 and 2 intensity was 75 tons of CO2e per million USD sales.

### CARBON INTENSITY (SCOPE 1, 2)

EMISSIONS IN TONS OF CO2e	2023	2022	2021	2020
per million USD sales	75	74	74	58
per million CHF sales	83	78	79	62
per employee	14.35	13.9	12.63	10.27
per square meter of plant surface	0.06	0.05	0.06	0.06

Greenhouse gas emissions are calculated for the period of November to October while financial reporting and sales figure cover the period of January to December. Carbon intensity (tCO2e / employee) was restated because 2 employees from Gurit Tooling (Hong Kong) were included by mistake (site defined out of scope as not relevant for footprint assessment). 2022 carbon intensity was recalculated after 2022 footprint restatement.

- GRI 305-1 Direct (Scope 1) GHG emissions
- GRI 305-2 Energy indirect (Scope 2) GHG emissions
- GRI 305-3 Other indirect (Scope 3) GHG emissions
- GRI 305-4 GHG emissions intensity
- GRI 305-5 Reduction of GHG emissions
- GRI 3-3 Management of material topics

**In 2023, we have focused our climate change strategy on implementing GHG reduction initiatives across the company which would have a direct result on the annual footprint without any compensation or EAC purchasing.**

**For the third consecutive year, Gurit reduced scope 1 emissions, resulting in 22% reduction in 2023 compared with the base year of 2020.** These reductions are mainly related to stationary combustion, mobile combustion, and fugitive emissions.

**In 2023, our scope 2 emissions were comparable with the prior year.** The ramp-up of our production in Mexico and our Chennai campus in India, which hosts a PET extrusion and kitting process production as well as production and kitting of structural profiles, contributed to this stagnation. We are still working on various measures on the reduction of our scope 2 emissions, fostering green energy purchasing and direct generation of renewable energy at our sites so that we can achieve our targets.

**Most of our emissions fall into the scope 3 category, which have also reduced compared with the previous year and the base year.** Waste initiatives implemented at our sites have played a big part in reducing our scope 3 emissions, while additional initiatives have also reduced the emissions of capital goods categories.

- GRI 305-5 Reduction of GHG emissions

# GURIT GREENHOUSE GAS REDUCTION TARGETS

## BECOMING NET ZERO IS A CORPORATE RESPONSIBILITY

Gurit is committed to reducing its greenhouse gas footprint and as a major supplier to the wind turbine industry, we want to become a net-zero company by 2050.

Taking 2020 as the base year, Gurit should achieve a 42% reduction in scope 1 and 2 emissions to be aligned with the IPCC Paris agreement to limit global warming to +1.5 °C.

For the period 2020-2030 Gurit pledges to reduce its greenhouse gas emissions as follows:

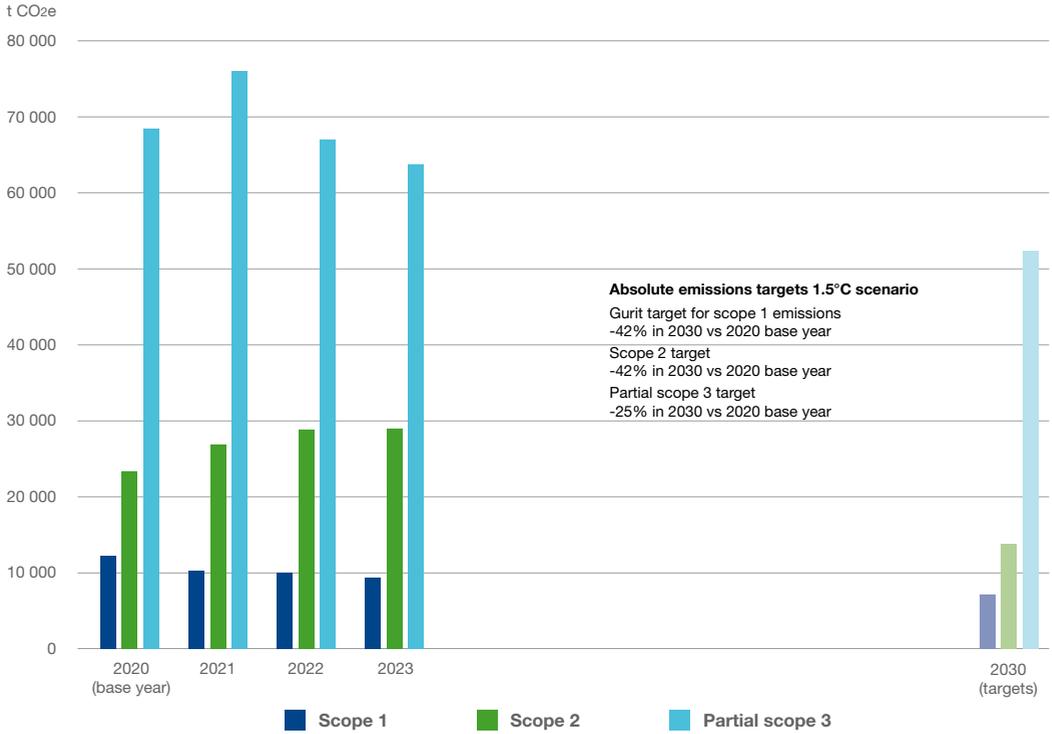
- **Scope 1 emissions:** 42% reduction compared to base year by 2030, in line with the +1.5°C scenario.
- **Scope 2 emissions:** 42% reduction compared to base year by 2030, in line with the +1.5°C scenario, with the ambition to go further and reach a 95% reduction and 100% switch to renewable electricity if commercially viable.
- **Scope 3 emissions:** 25% reduction compared to base year by 2030, with the ambition to reach a 42% reduction needed to stay within the +1.5°C target with the support of suppliers and customers as well as the regulatory framework.

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➤ GRI 305-5 Reduction of GHG emissions



## GREENHOUSE GAS REDUCTION – PROGRESS AGAINST TARGETS

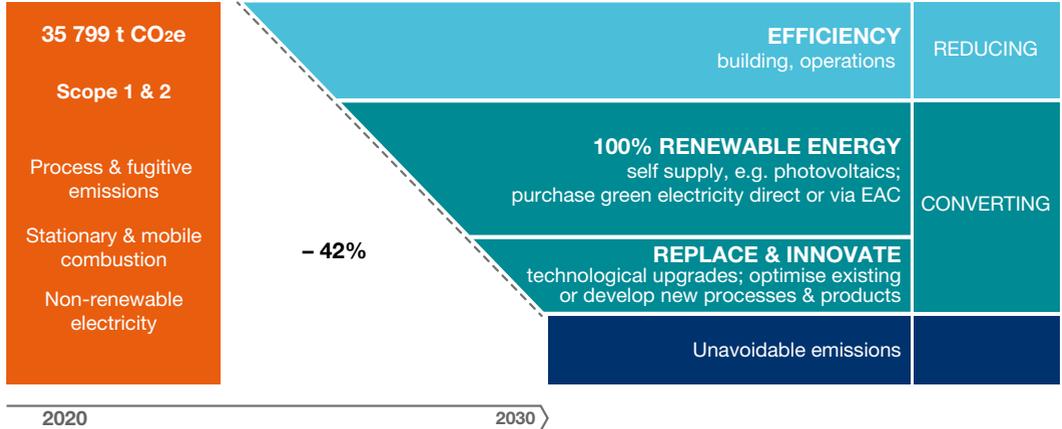


➤ GRI 3-3 Management of material topics



# GURIT GREENHOUSE GAS REDUCTION STRATEGY

## OUR STRATEGY



## KEY AREAS OF ACTION FOR EMISSION REDUCTION

In 2023, Gurit has not continued with the purchase of compensation certificates or EAC certificates, instead we fostered the implementation of reduction measures for scope 1 and 2 emissions. The Resource Utilization workstream supports our production sites in the reduction of their own emissions. An overview of these initiatives is below and detailed in the Resource Utilization chapter.

DIRECT OWN EMISSIONS (SCOPE 1)	EMISSIONS FROM OWN ENERGY CONSUMPTION (SCOPE 2)	EMISSIONS FROM UPSTREAM SUPPLY CHAIN (SCOPE 3)	EMISSIONS FROM PRODUCT USE (SCOPE 3)
 <ul style="list-style-type: none"> <li>- Reducing the emissions of our own locations</li> <li>- Reduction of all emission categories according to Greenhouse Gas Protocol</li> </ul>	 <ul style="list-style-type: none"> <li>- Energy efficiency measures</li> <li>- Own power generation (solar power rooftop)</li> <li>- Purchase of green electricity</li> </ul>	 <ul style="list-style-type: none"> <li>- Reduction of emissions in purchased products and services</li> <li>- Reduce transportation related emissions: regional procurement, routes optimization.</li> <li>- Reduce / optimize packaging</li> </ul>	 <ul style="list-style-type: none"> <li>- Circularity workstream: innovation, research into fossil-free, fully recyclable end-products (zero waste turbine components)</li> <li>- Engagement in industry-wide initiatives (wind, marine)</li> </ul>

#GuritCares we are committed to Greenhouse Gas emission reductions towards climate neutrality

## FURTHER ACTIONS TAKEN TO MITIGATE GHG EMISSIONS

Our efforts to reduce greenhouse gas emissions can be summarized as follows and are discussed in various chapters of this Report:

- A sustainability organization with targets and dedicated sustainability workstreams, e.g. Resource Utilization and Circularity, integrated at all levels and across all functions of the business.
- Sustainability principles and progress reviews are fully integrated into management meetings with monthly and twice-yearly reviews.
- Collection and analysis of emissions-related data with a qualified tool and supported by an external expert.
- Increased frequency of data collection from our sites for more accurate and real-time monitoring.
- Engagement with customers and industry partners: our procurement and product development teams work with our supply chain and industry partners to continue to reduce greenhouse gas emissions and to proactively address circularity and end of life challenges.
- Concrete actions include energy audits, energy tracking and monitoring of the highest scope 2 emitters and fostering specific reductions initiatives related to process emissions.

### ADDITIONAL DRIVERS TO ACHIEVE OUR GHG REDUCTION TARGETS IN 2030:

#### ■ **Extension of sustainable investment payback period**

Since 2022, our operations are granted longer pay-back periods when considering and calculating investments that support the achievement of our sustainability targets.

#### ■ **Carbon pricing model**

Our Resource Utilization sustainability workstream has set up a model to consider greenhouse gas and notably CO<sub>2</sub> emissions for future investments and acquisition projects. The purpose of this model is to serve as an internal evaluation tool to review investments also from their greenhouse gas impact perspective. This internal model values a ton of CO<sub>2</sub>e with CHF 100.-

In 2024 we will set specific measures to implement the carbon pricing model in the CAPEX approval process.

#### ■ **Greenhouse gas reduction related bonus**

**In 2023, Gurit made the decision to introduce KPIs into its incentive systems related to greenhouse gas emissions scope 1 and 2. This will be applied for the first time for the year 2024.**

This incentive has been set as a measure to motivate the implementation of GHG reduction initiatives across the company.

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➤ GRI 2-25 Process to remediate negative impact  
➤ GRI 3-3 Management of material topics  
➤ GRI 305-5 Reduction of GHG emissions

## TECHNICAL STATEMENT ON GREENHOUSE GAS ACCOUNTING

### GREENHOUSE GAS PROTOCOL

The GHG accounting and reporting procedure for Gurit Holding AG is based on the 'The Greenhouse Gas Protocol: GHG Protocol: A Corporate Accounting and Reporting Standard – Revised Edition' (GHG Protocol) and the complementary 'Corporate Value Chain (Scope 3) Accounting and Reporting Standard' – the most widely used international accounting tools for government and business leaders to understand, quantify and manage GHG emissions. The standards were developed in partnership between the World Resources Institute and the World Business Council for Sustainable Development. The accounting was based on the principles of the 'GHG Protocol': Relevance, Completeness, Consistency, Transparency and Accuracy.

### GHG ACCOUNTING

The accounting and footprint calculations were done with the support of an external consultant, the Swiss-based Sulytics company. The data inventory was based on data provided by Gurit. Data was collected by each site and entered directly into the Sulytics Tool, for which they received training. Data from the global procurement and human resources departments was centrally uploaded to the tool. The data itself underwent internal plausibility checks and advisory from a qualified external expert, however it has not been audited or verified by a third party. If no primary data was available, secondary data was considered, such as industry or national averages, expenditure, extrapolations based on information from other sites, or data from the GHG accounting of the previous year. Where inventory data was lacking, extrapolations and estimations were made by either Sulytics or Gurit experts such as the Head of Product Development, Product Managers, Site Managers or the Head of Operations of the production site concerned. This was undertaken according to their best knowledge, but such estimates cannot completely compensate for the absence of true data. Therefore, future variances in year-on-year data may or may not reflect an improvement of data quality, rather than a change in performance.

### EMISSION FACTORS

The emission factors for the different categories are based on renowned databases such as: Ecoinvent, the world's leading lifecycle inventory (LCI) database; the Department for Business, Energy & Industrial Strategy (BEIS) UK; the United States Environmental Protection Agency; and the International Energy Agency. Overall, the data inventory, emission factors and assumptions are in line with the GHG Protocol. The choice of assumptions and emission factors follow a conservative approach. Unless otherwise specified, all emission values in the greenhouse gas report are given in metric tons of carbon dioxide equivalent (tCO<sub>2</sub>e). We have therefore not only included CO<sub>2</sub>, but also the other greenhouse gases mentioned in the Kyoto Protocol, e.g., methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O). Global Warming Potential (GWP) is a measure of the climate impact of a GHG compared to carbon dioxide over a time period, and is necessary in order to apply one unit to all the different GHG. GHG emissions have different GWP values depending on their efficiency to absorb longwave radiation and the atmospheric lifetime of the gas. The GWP values used in GHG accounting considers the six GHGs covered by the United Nations Framework Convention on Climate Change (UNFCCC) and Kyoto Protocol. These are the GWP used by BEIS and are based on the 'Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (AR4)'.

→ [ghgprotocol.org/corporate-standard](https://ghgprotocol.org/corporate-standard)

“For the third consecutive year, Sulytics has supported Gurit with a dedicated software to calculate the Greenhouse Gas emissions for scopes 1, 2 and 3, collecting relevant data from all sites. We have also supported Gurit with the correct calculation of the carbon footprint. Acknowledging that the quality and availability of data is a continuous process and will still evolve over the years, in particular for scope 3, I am confident that the data presented today is a fair representation of the carbon footprint that supports Gurit on its emission reduction ambitions.”

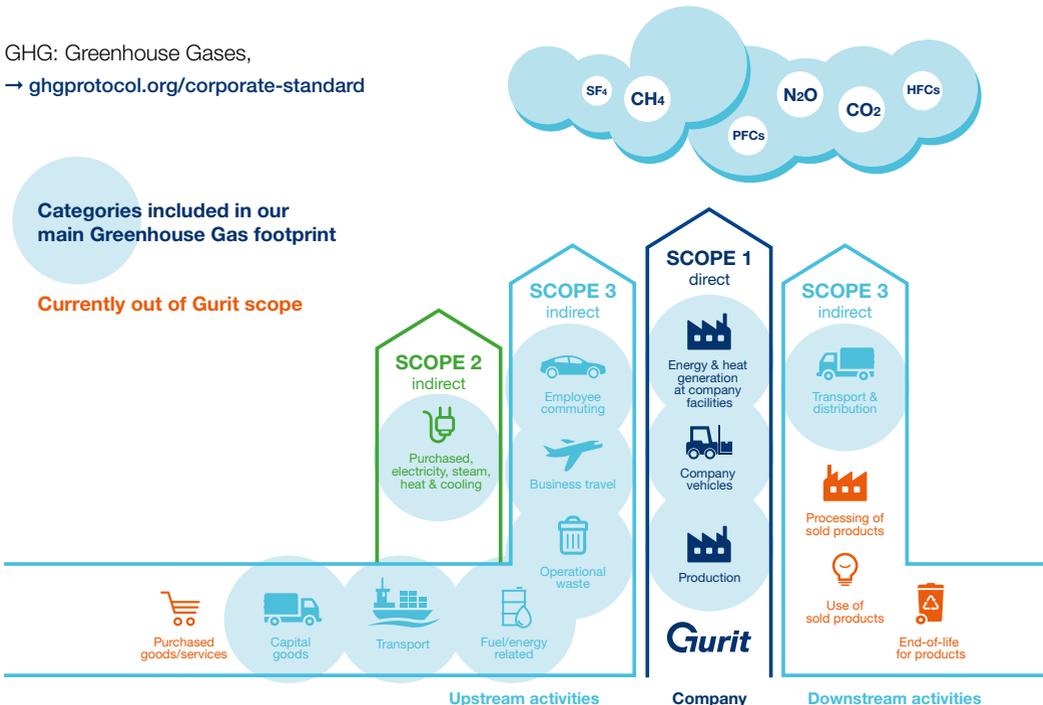


**Adrian Siegrist**, Carbon footprinting expert, MSc Environmental Sciences & Atmospheric Physics, ETH Zurich, Founder and Managing Partner at Sulytics GmbH

## METHODOLOGY: THE GHG PROTOCOL

GHG: Greenhouse Gases,

→ [ghgprotocol.org/corporate-standard](http://ghgprotocol.org/corporate-standard)



Our greenhouse gas footprint data is available on our website in a machine-readable format:

→ [www.gurit.com/ghg](http://www.gurit.com/ghg)

- GRI 2-5 External assurance
- GRI 305-1 Direct (Scope 1) GHG emissions
- GRI 305-2 Energy indirect (Scope 2) GHG emissions
- GRI 305-3 Other indirect (Scope 3) GHG emissions

# RESOURCE UTILIZATION



# RESOURCE UTILIZATION OVERVIEW 2023

## EFFECTIVE RESOURCE UTILIZATION, MINIMIZE WASTE AND INCREASE RECYCLING

- ✓ Water risk assessments carried out for sites in high stress regions.
- ✓ Energy audits were carried out at the majority of production facilities and learnings replicated at other sites.
- ✓ Environmental impact assessments were completed by the majority of production sites.
- ✓ Gurit joined the Operation Clean Sweep® program.
- ✓ Sustainability Award launched to raise awareness of initiatives around Gurit sites.
- ✓ Most energy, waste and water initiatives implemented at a site level were underpinned by technology improvements, reinforcing our commitment to a CleanTech approach.

### Challenges and Opportunities

- We acknowledge there are gaps in our sites' quantitative data and are working to address this.
- Monitoring the resource utilization initiatives and their progress due to the lack of specific data. Periodic reporting will be set in 2024 to address this challenge.
- It is both a challenge and an opportunity to foster a strong culture and increase employee engagement around climate change and resource utilization.

**We operate efficiently by minimizing power consumption, waste, emissions and use of resources.**



Contributing to the United Nations SDGs

**FOR RESOURCE UTILIZATION METRICS RELATED TO THIS CHAPTER  
(ENERGY, WASTE, WATER AND MORE)  
PLEASE REFER TO THE CORRESPONDING METRICS SECTION IN THE APPENDIX**

## PURPOSEFUL USE OF RESOURCES

Efficient raw material use and the management of other resources, alongside strong and effective waste, energy and water management, are material to our footprint and the achievement of our sustainability targets. As such, 2023 has seen further focus and action in these areas.

## GOVERNANCE AND ORGANIZATIONAL RESPONSIBILITIES

The Resource Utilization sustainability workstream brings together representatives from all business units and sites, guided by a workstream lead, sponsored by a member of the Executive Committee, and working closely with the sustainability core team. They meet monthly to monitor progress towards their targets and share best practice ideas; and provide updates to the Executive Committee at their monthly sustainability review. The Executive Committee also reviews targets and progress annually.

## MANAGEMENT SYSTEMS FOR EFFICIENT RESOURCE UTILIZATION

Each Gurit site is responsible for playing its part in effective and efficient resource utilization, and the workstream has set up the following tools, policies and management systems to support Group and site efforts.

1. **Environmental Policy**  
An environmental policy setting Group-wide standards and commitments has been rolled out to all sites.
2. **Water Risk Management Guidelines**  
All sites have implemented the Water Management Guidelines.
3. **Hazardous Chemicals Management Policy**  
As outlined in the Safety First chapter, Gurit has a Hazardous Chemicals Management Policy and related standards implemented at all relevant sites.
4. **Waste Management Guidelines**  
**Guidelines published in 2023 with the aim of avoiding, minimizing or mitigating the possible impact that waste generation has on the environment.**
5. **Data collection platform**  
The Sulytics data collection platform is used by all sites to track resource utilization, environmental and other sustainability data on a monthly, quarterly or annual basis.
6. **Chemicals Management Database**  
**During 2023, Gurit completed the roll-out of the GoldFFX chemicals management database to all sites.**
7. **Best practice library**  
**In 2023, we started collating examples of best practice at our sites in a central online portal and sharing them at our monthly meetings.**



MATERIALITY



GOVERNANCE

STRATEGY,  
MGMT SYSTEMS,  
POLICIES,  
DUE DILIGENCE

## 8. Training and communication

To train employees in new tools, trends and standards, the content of our internal Learning Management System is complemented by webinar training and monthly internal communication channels.

- 
- GRI 2-23 Policy commitments
  - GRI 3-3 Management of material topics
  - GRI 306-1 Waste generation and significant waste-related impacts
  - GRI 306-2 Management of significant waste-related impacts
  - GRI 306-3 Waste generated

# IDENTIFYING IMPACTS AND MANAGING ENVIRONMENTAL RISKS

Regular audits form a significant part of our sustainability strategy at Gurit. These are self-audits, internal audits, and external audits by specialists or certification bodies.

**In 2023, we carried out detailed water risk assessments for those sites in high stress regions** (according to the water stress level estimated by the World Resources Institute Aqueduct 4.0 / Water Risk Atlas).

In 2022, we designed **an environmental impact assessment, which most of the production sites completed by the end of 2023**. The assessment allows us to evaluate the environmental impact of our actions both in our production processes and across our sites. For 2024 we have set a target to use the information gathered to identify risks and define mitigation actions.

## ISO CERTIFICATION

The certification of our sites with ISO 14001 has further progressed. The newly set-up or acquired sites have been added to the roll-out plan 2023-2024. Please see the Environmental Management chapter for details.

### CLEANTECH AT GURIT

We use innovation to reduce emissions, make better use of our resources, and use our technologies and processes responsibly to contribute to recycling and circularity. See more information in the Environmental Management chapter.

**You will see this icon where a CleanTech approach has been used.**



- 
- GRI 2-13 Delegation of responsibility for managing impacts
  - GRI 2-25 Process to remediate negative impacts
  - GRI 3-3 Management of material topics



## ENERGY SAVING INITIATIVES WITHIN GURIT

Work continues at our sites to reduce our energy consumption both in our production processes and across all our sites' locations. All these actions have contributed to 10% reduction of energy consumption within the organization between 2020 and 2023.



Replacing old lights with LED lights at several sites



Installation of E-car chargers for staff to use during the working day



Upgrading heat exchange units to reduce energy consumption

**In 2023, our scope 2 emissions were comparable with the base year.** We are pleased to have been able to maintain this rate while ramping up two sizable production sites.

We have identified opportunities in 2024 to get on track with the conversion of our sites to renewable energy, addressing our scope 2 emissions. We plan to do this through new electricity supply contracts at several sites whose current contracts end this year; working with our biggest emitting sites on a detailed plan of action to reduce their emissions; and requiring all sites to implement at least one electricity reduction initiative this year.

**The energy audits that we carried out at all main production facilities in 2023 will be used to inform the energy reduction plans.** The learnings from the audits will be used to generate plans for the sites that were not audited. Our target is to carry out energy audits every four years.

See the Resource Utilization Metrics in the Appendix for more details on our year on year progress.

- 
- GRI 302-1 Energy consumption within the organization
  - GRI 302-4 Reduction of energy consumption
  - GRI 305-5 Reduction of GHG emissions
  - GRI 3-3 Management of material topics



## SUCCESSFUL REDUCTION OF WASTE GENERATED

When it comes to waste, at Gurit we not only focus on the materials we dispose of but aim to reduce the environmental impact throughout our whole production process. This includes the efficient use of resources, re-designing packaging to reduce transportation requirements, and the recovery of materials so we can recycle, re-use or re-introduce them to the production cycle (see also the Circularity chapter).



**From November 2022 to October 2023, the total weight of waste generated and reported by Gurit sites was 12 660 metric tons, which is a 7% decrease from last year. 50% of this waste has been recycled during the reporting year.**

### POLLUTION PREVENTION PROGRAMME: OPERATION CLEAN SWEEP®



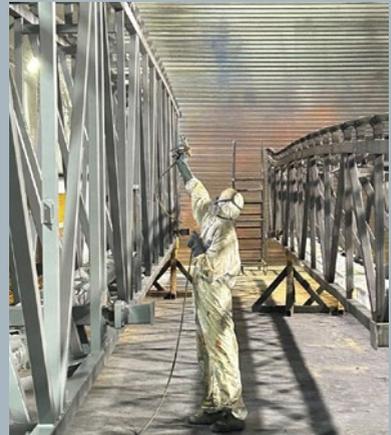
**In 2023, Gurit joined the Operation Clean Sweep® program**, designed to prevent resin pellet loss to the environment. Gurit has started to implement its housekeeping and containment practices in line with this international program.

Read more: → [www.opcleansweep.org](http://www.opcleansweep.org)

- GRI 305-5 Reduction of GHG emissions
- GRI 306-1 Waste generation and significant waste related impacts
- GRI 306-2 Management of significant waste-related impacts
- GRI 306-3 Waste generated
- GRI 306-4 Waste diverted from disposal
- GRI 3-3 Management of material topics



Too thin for most applications, the foam core skims leftover after processing are highly suitable for wingfoil board production (New Zealand)



A local company takes bobbin ends of unused carbon fiber and uses our waste to produce a thin carbon textile (Spain)

Airless painting is now used to protect the steel structure and frames, reducing pollutants, material use and waste (China)

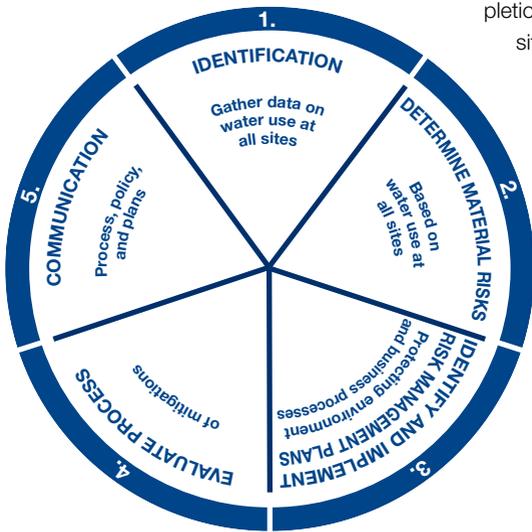
## WATER AS A SCARCE RESOURCE

Gurit recognizes that water is a scarce resource, and that water management is essential for the effective functioning of our sites and for maintaining a healthy environment and workforce.

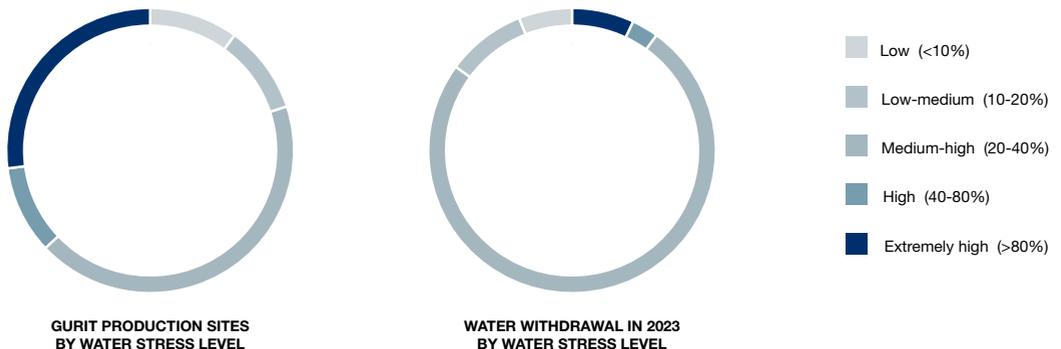
### HOW GURIT RESPONSIBLY MANAGES WATER

Following the introduction of Water Management Guidelines and the completion of a water management risk assessment by our production sites, **this year we have undertaken more detailed water risk assessments for those sites in high stress regions** (according to the water stress level estimated by the World Resources Institute Aqueduct 4.0 / Water Risk Atlas – Read more: → [www.wri.org/applications/aqueduct/](http://www.wri.org/applications/aqueduct/) )

In 2024, risk mitigation measures will be identified, and a plan developed. The effectiveness of mitigations will be evaluated through reduction in water use, reduction in specialist waste or more efficient processes.



### AQUEDUCT WATER STRESS ANALYSIS FOR GURIT SITES IN 2023

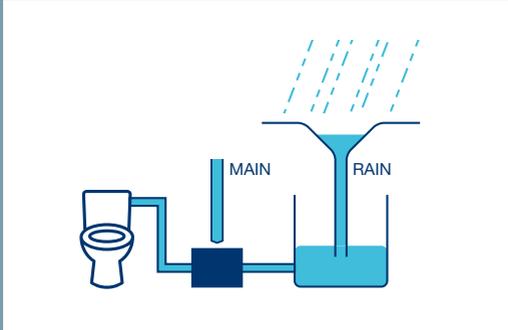


Note: Water withdrawal includes Tap water (municipal water supplies) and Groundwater (drawn directly from well), excludes Grey Water, Sewage and Water recycled or reused on site. Based on Aqueduct 4.0 / Water Risk Atlas, the water stress level of Gurit sites has been updated. Compared to 2022 evaluation, 5 sites have a higher level in 2023 and 3 sites a lower level.

## MONITORING OUR CONSUMPTION AND PREVENTING SPILLS



Our production facilities use water responsibly and take water consumption into account when designing processes. **Water withdrawal has again decreased in 2023 (-18% compared to 2022), with alternative supplies (rainwater, recycled water, grey water) representing 14% of the total water withdrawal in 2023.** See the Metrics in the Appendix for more details.



As part of an overhaul to the existing building rainwater system, Gurit Auckland (New Zealand) now uses rainwater for the toilet system at the site



Gurit Carmignano (Italy) installed a new steam generator which achieved a saving of up to 3m<sup>3</sup> heated water per day, also reducing energy use

Local regulations on maintaining the quality of waterways and discharge of harmful substances to the local environment are strictly adhered to. In addition to local regulatory requirements, potential risks are evaluated through water management risk evaluations.

Gurit sites have not registered any significant spills during this reporting period, except for a diesel tank pipe leakage. An estimated 23.5 liters of diesel entered the water drainage system and spilled into the river. Isolation belts were laid in the river to prevent diesel from spreading, until the leakage point was found and repaired. The diesel in the rainwater pipe was cleaned out and enhanced checks were implemented for major hazards.

- GRI 303-1 Interactions with water as a shared resource
- GRI 303-2 Management of water discharge related impacts
- GRI 303-3 Water withdrawal
- GRI 303-4 Water discharge
- GRI 303-5 Water consumption
- GRI 3-3 Management of material topics

### GURIT SUSTAINABILITY AWARDS

In 2023 Gurit launched its inaugural Sustainability Awards with two categories, one of which was Resource Utilization. More information can be found in the #GuritCares – Our Sustainability Strategy & Targets chapter.

**CASE STUDY: MAGOG, CANADA  
WORKING WITH LOCAL PARTNERS TO REDUCE, REUSE AND RECYCLE**



“We began our sustainability journey at Magog by getting some basic support from Synergie Estrie. Following a successful program of recycling tempered glass, we gained some positive momentum and we have now successfully completed a number of sustainability projects, especially around resource utilization, where we work with several local partners and follow an approach of Reduce, Reuse, Recycle.”

**Philippe Cyr**, Continuous Improvement & Environment Engineer

Gurit’s site in Magog, Canada, specializes in the production of Corecell™ structural foam core. The site is one of Gurit’s most established locations and is where the story of Corecell began, nearly 30 years ago. This legacy of innovation carries through to the culture and philosophy of the site today, where sustainability has become integrated into daily activities and is a key driver for change.



**COMPACTING WASTE TO REDUCE VOLUMES FOR TRANSPORT**

Waste resulting from foam core production is bulky and light. To reduce the volume of waste, Gurit uses the Bin Masters compacting service. This has resulted in the reduction of the required container transportation by 40%, reduced costs, and improved the cleanliness of the exterior courtyard.



**RECYCLING OF EMPTY PLASTIC CONTAINERS**

About 1 ton of plastic per year is diverted from landfill through the recycling of empty plastic containers. The Plastimum company, a recycler located near Magog, crushes and pelletizes this plastic which will be sold and reused.





### RECYCLING TEMPERED GLASS PLATES

Tempered glass plates are used for assembling the molds for the production of Corecell. The plates often break during the production process or during polymerization. Gurit first assessed the manufacturing process and then put in place measures to reduce the breakage rate. Any plates that are broken are now recycled by 2 suppliers: Groupe Bellemare and 2M Ressources, resulting in around 30 tons per year diverted from landfill. Both companies convert the glass to be used as an industrial sandblasting material or as filtration glass in swimming pools.



### LOCAL COMPANIES REUSE OUR WASTE PACKAGING

Gurit Magog supports two local artisanal businesses who advocate for sustainable development. Once a month, they collect packaging waste (cardboard boxes, bubble wrap and wrapping paper) that Gurit employees have put aside. This prioritizes reuse rather than recycling, and our employees feel a sense of pride as they support wider sustainability initiatives in the region.



### PROJECT FOR THE RECOVERY OF WASTE FROM OUR FOAM

Working with specialists Investissements Quebec, we have carried out a characterization of our structural foam core waste and have identified potential reuse by hot compression mold. We will investigate the possibilities further in 2024.



### WATER MANAGEMENT PROJECT FOR WATER TANKS

Wastewater at our Magog site must be treated by an accredited supplier due to the acrylonitrile content. To improve our onsite water management, Gurit Magog received funding for a research project with an external expert looking for alternatives to reduce or reuse the wastewater which contributes to good governance and aligns with our social responsibility commitments and water management guidelines.



### CHANGING TO LED LIGHTING

Having moved to LED lighting across most of the site in late 2022 (resulting in savings of 456 282 kWh per year), in 2023 our Magog team started work on phase 2, which was to update the weak non-LED lighting in the chemical area. An electrical compliance assessment was first carried out by certified external contractor, GCM Consultants, to ensure that the improvements lead not only to a brighter, but also a safer and more energy-efficient area on our site.



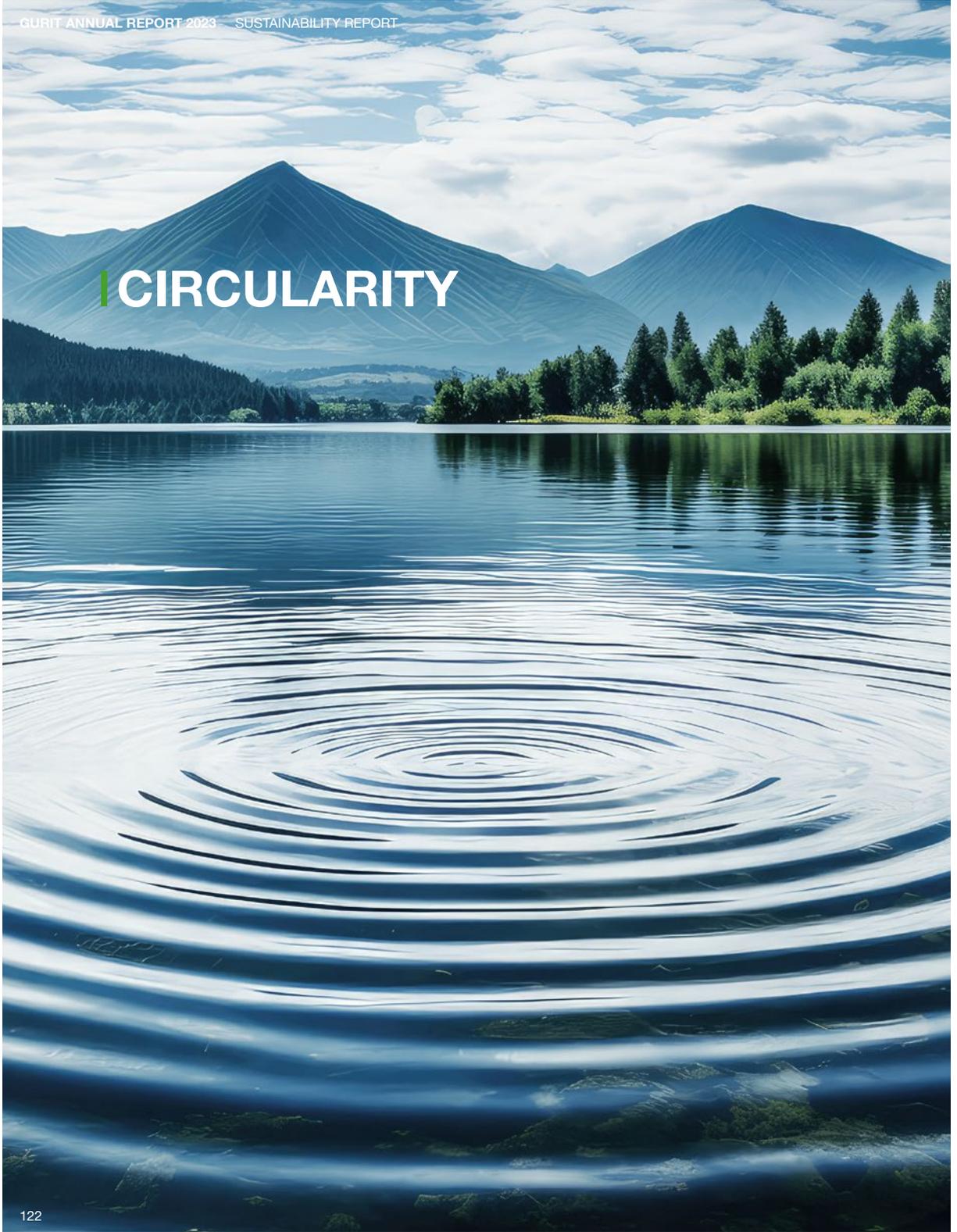
### RECOGNITION FOR SUSTAINABILITY

**At the Gala for the 29th Awards for Environmental Excellence in the Eastern Townships, Gurit Magog was awarded with Distinction in the large company category for its sustainability achievements through the partnership with Synergie Estrie.**



(L-R): Gurit Magog team members: Jean-François Bernier, Sylvie Desjardins, Kellen De Souza, Philippe Cyr, Hakim Rahma

# CIRCULARITY



# CIRCULARITY OVERVIEW 2023

## CIRCULARITY AND END OF LIFE AS PART OF PRODUCT STRATEGY

- ✓ Introduction of the Gurit Product Design for Safety and Sustainability (PDSS) guiding principles that provide a framework for new product developments.
- ✓ Assessment of circularity implementation across Gurit sites, using the Circulytics tool.
- ✓ Engagement with over 25 organizations and a member of four funded projects to investigate and increase innovation around circularity and the end-of-life challenges.
- ✓ Implementation and evolution of a green products roadmap.
- ✓ Undertaken technology projects to recycle waste PET from customers.
- ✓ Expanded our post-consumer recycled PET feedstocks by processing a broader range of colored plastic.

### Challenges and Opportunities

- Lack of data within the industry supply chain limits the current scope of LCA process.
- Low maturity of infrastructure and supply chain creates challenges with end-of-life processing.

**We promote circularity in all Gurit product ranges.**

**We identify and promote sustainable end of life and circularity solutions through product development.**



Contributing to the United Nations SDGs

## CIRCULARITY AS A FOUNDATIONAL PRINCIPLE

Our planet has finite resources and circularity is an essential concept to mitigate this fact. Our customers in the wind turbine sector and other advanced composites markets, such as boatbuilding, are keen to develop fully circular products. At Gurit, circularity is a material topic, and we want to play an active role by providing solutions and support for both our customers and, in turn, their customers to achieve this. Advanced composites are made to last for decades, so decommissioning of these composites at the end of their useful product life, in the most efficient and ecological way, is a task the entire composites industry has started to address systematically.

## GOVERNANCE AND ORGANIZATIONAL RESPONSIBILITIES

The Gurit Circularity workstream aims to increase the circular approach within Gurit and establish relevant supporting capabilities. The workstream lead is the Head of Technology. Periodic updates to the Executive Committee and an annual review ensure alignment with both our business and sustainability strategies. Gurit has its own teams of dedicated specialists and experts in product development, application centers and laboratories. Sustainability and circularity are integrated into their daily routines and approach to work.

- GRI 3-3 Management of material topics
- GRI 306-2 Management of significant waste-related impacts
- GRI 306-3 Waste generated
- GRI 306-4 Waste diverted from disposal

## OUR MANAGEMENT PROCESSES & STRATEGIES TO ADVANCE CIRCULARITY

The circular economy is a complex challenge that impacts companies and activities throughout the supply and value chain. Gurit strives to act within its sphere of influence and to work together with partners to promote the goals of the circular economy.

We have developed several processes and strategies to help us progress our circularity work:

### KEY PROCESSES

- Product design for safety & sustainability
- Life cycle analysis
- Circulytics assessment

### KEY STRATEGIES

- Increasing recycled and bio-based materials in our products
- Developing end of life solutions
- Engaging with industry on circularity projects
- Implementing CleanTech initiatives where appropriate

### CLEANTECH AT GURIT

We use innovation to reduce emissions, make better use of our resources, and use our technologies and processes responsibly to contribute to recycling and circularity. See more information in the Environmental Management chapter.

**You will see this icon where a CleanTech approach has been used.**



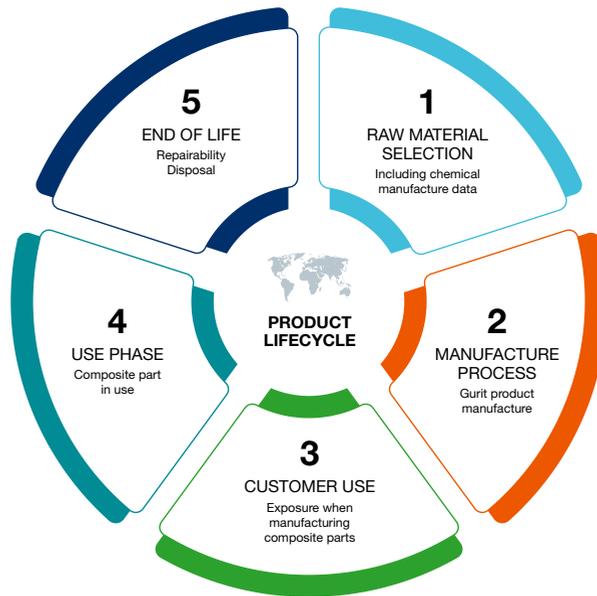
MATERIALITY



GOVERNANCE



STRATEGY, MGMT SYSTEMS, POLICIES, DUE DILIGENCE



Evolution of strategies for a more sustainable future such as the EU Green Deal and the EU Chemical strategy for sustainability have led to the development of a variety of frameworks and legislative changes that support the innovation of Safe and Sustainable by Design (SSbD). Frameworks such as SSbD and Product Environmental Footprint (PEF) methods promote a harmonized approach to sustainability metrics and measures.

The principles of these frameworks have been used **in 2023 to develop the Gurit Product Design for Safety and Sustainability (PDSS) as a set of guiding principles that provide a framework for all new product developments, or product improvements, within Gurit.**

The PDSS encompasses the product lifecycle within Gurit's sphere of influence including purchased products, product manufacture and processes, and product application. The PDSS evaluates a product in three key areas:

1. Human health assessment
2. Environmental safety assessment
3. Social and economic sustainability assessment

Each point in the product lifecycle may be assessed by a variety of tools and metrics, and recommendations for these can be found alongside the guidelines. Each data point may act as a comparison to the previous product iteration or against industry standard products. Whilst ensuring that the new product development is either equal to or (preferably) better than the incumbent product, the framework can aid in decision making when carrying out product development as well as highlight critical data gaps with the aim of closing them.

Gurit is clear that identified data gaps should not hinder efforts to create a more sustainable product offering and it is anticipated that this process develops over time as more data becomes available. For example, chemical safety and LCA data are becoming mandatory requirements, so the availability of such data is expected to increase in the coming years. In the meantime, the PDSS takes into consideration the limited availability of LCA scope and data.

In 2024 we plan to run two new product development pilot programs using the guidelines.



“Implementation of the PDSS allows us to consider new product developments from a holistic, whole-product viewpoint, ensuring that it’s not only the technical requirements that are met, but also ensuring that all aspects of the product’s lifecycle are as sustainable as possible. Allowing us to ultimately develop a more sustainable product portfolio.”

**Amy Moram** Chemical Compliance Manager and Sustainable Products Lead

## LIFE CYCLE ANALYSIS

Life Cycle Analysis (LCA) is a methodology that allows us to assess the impact our products, processes and activities have on the environment from conception, through use, to end of life.

The LCA process involves calculations based on a range of factors, such as raw materials purchased, transportation, energy use in our plants, packaging, and waste. We use the data internally to understand and minimize the environmental impacts of our products and to drive changes.

There are however challenges with the LCA process such as a lack of data within the industry supply chain, which limits the current scope. Disruptions and inflation leading to possible frequent changes of both suppliers, transportation means and distances, as well as certain product components, add further complexity to the task.

## CIRCULYTICS

Circulytics is a tool, developed by the Ellen MacArthur Foundation, to measure a company’s circular economy performance. It measures enablers (such as strategy and planning) and outcomes (providing a snapshot of how circular a company is in terms of material flows, product design, energy use, and more), helping companies set and track progress against targets in order to become more circular. **Gurit used Circulytics in 2023 to assess the circularity of its organization.** Strengths were seen in strategy, planning, products and materials. The gaps identified include operations and asset management, which will be examined and addressed in 2024.



↗ GRI 3-3 Management of material topics

↗ GRI 306-2 Management of significant waste-related impacts

# ACTIONS TO MANAGE RISKS AND OPPORTUNITIES RELATED TO CIRCULARITY

In 2023 we took the following actions to ensure alignment and relevance of our circularity work within our business and within the industry.



RISK  
MANAGEMENT

- 1. Data-driven decision-making approach, using tools and processes such as Circulytics and LCA.**
- 2. Implementation and evolution of a green products roadmap** to better coordinate work across all product ranges and ensure alignment with business strategy.
- 3. Worked with an increased number of industry partners** to ensure our efforts are aligned with the market direction, to ensure the best use of our expertise in developing circularity initiatives, and leverage diverse expertise from key stakeholders throughout the supply chain to develop circularity technologies and relevant solutions.
- 4. Developed technology projects to recycle waste PET from customers,** however the logistical challenge of returning the waste remains. Our next step is to establish the supply chain and business model to manage this.

- 
- GRI 2-25 Process to remediate negative impacts
  - GRI 3-3 Management of material topics
  - GRI 306-2 Management of significant waste-related impacts

## INCREASING RECYCLED AND BIO-BASED MATERIALS IN OUR PRODUCTS

Gurit aims to increase the proportion of recycled and low-footprint bio-based raw materials used in Gurit's standard product ranges.

### BIO BASED CHEMISTRY

Sustainable chemistry at Gurit means developing product ranges with lower hazards to protect employee and customer health (see the Chemical Safety section in the Safety First chapter), utilizing lower carbon supply chains (see Responsible Supply Chain chapter), and increasing the share of bio-based products within our range.

Bio-based materials supply chains do not always equate to more sustainable products and Gurit has been careful to balance such approaches with ensuring product toxicity levels and performance are best in-class. The bio-based supply chains are only selected where they lower the carbon footprint and environmental impact of petroleum-based incumbents. Life Cycle Analysis and the PDSS guidelines will help us with the decision-making around this.



Additionally, Gurit considers biodiversity and social impact as important factors, and we uphold SDGs 14 and 15 while developing new products and improving existing products and processes. Our product development teams avoid choosing bio-based raw materials that would compete with food production or generate an incentive for monocultures detrimental for biodiversity.

**We have the ambition of ‘bio based as standard’ and we estimate the volume of bio-based raw material was around 1% in 2021, 5% in 2022 and 6% in 2023.** Gurit resins that are now available as standard products with guaranteed bio content are: Ampro Bio, Prime 37, Ampreg 30 and Ampreg 31.

## RECYCLED PET STRUCTURAL FOAM

PET is an extruded thermoplastic structural foam that offers great benefits in terms of the balance of thermal resistance mechanical performance and cost.

Gurit's Kerdyn™ PET is made from up to 100% recycled PET, mainly sourced from post-consumer bottles, for which there is a well-developed and resilient supply chain. Gurit both internally recycles the waste PET post-consumer bottles and externally sources recycled PET, which is converted into PET foam then used by our customers as a lightweight structural material or energy saving insulation in a wide range of end products such as wind turbine blades, boats, vehicles and buildings.

In addition, the Gurit process allows for waste from production to be recycled back into the extruder to produce fresh foam core material, this reused PET represented 31.3% of the total PET used in our plants in 2023.



IN 2023, WE RECYCLED

**920  
MILLION**



POST-CONSUMER PET DRINKING BOTTLES  
INTO PET STRUCTURAL FOAM CORE

In sites where we co-locate PET extrusion and kitting, Gurit can recycle kitting waste for customers directly, efficiently and with no impact from transportation due to our co-located plant design.

We are committed to playing a part in reducing PET bottle waste on at least 3 continents globally. **In 2023 we expanded our recycling feedstock options for Kerdyn PET structural foam, to include a broader range of colored plastics.**

- 
- GRI 3-3 Management of material topics
  - GRI 306-2 Management of significant waste related impacts
  - GRI 306-3 Waste generated
  - GRI 306-4 Waste diverted from disposal
  - GRI 301-3 Reclaimed products and their packaging materials

## NATURAL FIBRES AS SUSTAINABLE REINFORCEMENTS

Along with traditional glass, carbon and hybrid fiber fabrics, Gurit also offers natural flax fiber products. Flax is a sustainable natural fiber that offers significant environmental benefits, including a CO2 footprint reduced by up to 75% compared with carbon fiber. It can be grown as a rotational crop, enriches the soil and requires significantly less water and energy during its production when compared with carbon.



Flax does not have the same properties as carbon fiber and cannot fully replace it at this point in time, despite its compelling environmental benefits. However, it can be used in combination with traditional reinforcements, depending on the application and properties required, and in a variety of weaves and formats. It can be used by itself as a single skin or as a sandwich laminate with other sustainable materials.

Examples of flax fiber materials distributed by Gurit are two lines developed by the Swiss partner company Bcomp: ampliTex™, a flax fiber fabric; and powerRibs™, a solution for stiffening thin-walled structures inspired by the veins on a plant leaf.

The combination of our low toxicity bio resin with natural fiber solutions is another step towards a bio-based composite panel solution suitable for use in multiple industries.

## END OF LIFE

At Gurit, our product development teams keep the end of the product life in mind and try to anticipate what solutions will exist when the final product may reach this point after a few decades. Options currently considered for composite components at the end of their useful life include:

- Life extension
- Re-life
- Repair
- Recycle
- Reuse

### LIFETIME EXTENSION & REPAIR SOLUTIONS



Gurit offers repair solutions to extend the service life of wind turbine blades which is typically around 20 - 25 years. Gurit has a range of OEM-qualified and certified low-toxicity epoxy materials for in-field repairs as well as in-factory blade finishing and repairs, including laminating and infusion resins, fillers, adhesives and gelcoats. Our efficient repair solutions extend life cycles and contribute to minimizing downtime, with repair time reduced from approximately two days to four hours.



## REUSE

Repurposing wind turbine blades for other applications such as pedestrian bridges, roadbuilding or the construction industry is an option that is well supported by Gurit's extensive database of material properties and engineering expertise.

## RECYCLING

Gurit continues to investigate and contribute to research into the recycling of composites. It is not straight forward – composite structures are inherently mixed material structures, which have been designed to withstand harsh environmental conditions over decades of use and are therefore not easily recycled. Although several different recycling approaches currently exist, there is a trade-off between the economic cost of processing waste, the environmental impact, and the value of the reclaimed material.

**In 2023, Gurit continued to work with industry and academic partners to advance composite recycling technologies.**

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➤ GRI 3-3 Management of material topics

## ENGAGING WITH INDUSTRY STAKEHOLDERS

**In 2023, Gurit engaged with over 25 entities to investigate and increase innovation around circularity and the end-of-life challenges that exist for composites and composite components.**

Some examples include:

- **Repoxyble** – one year into a three-year European Horizon program with the aim of creating closed-loop recyclable bio epoxy composites, to which Gurit provides resin and formulation technology.
- A European funded program to develop industrial scalable recycling processes for wind turbine rotor blades. Gurit provides expertise in materials recycling, PET, pultrusion and thermoset composite knowhow.

**In addition, in 2023 Gurit collaborated on six customer or supplier end of life projects.** These are ongoing and further information will be released in due course.



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➤ GRI 3-3 Management of material topics

# SOCIAL PERFORMANCE

To be successful together we take ownership and accept the related responsibilities.

We cultivate mutual respect, acceptance and personal growth.

We act honestly and we walk the talk.

4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



13 CLIMATE ACTION



Contributing to the United Nations SDGs

# SOCIAL PERFORMANCE OVERVIEW 2023

## FOSTER AND STRENGTHEN EQUALITY, DIVERSITY & INCLUSION WITHIN GURIT

- ✓ Issued public commitment to gender equality, aligning with the Women's Empowerment Principles and The 5 Standards of Conduct.
- ✓ Gender pay-gap audit conducted at all Gurit sites.
- ✓ Created and rolled out training on 'human rights and forced labor'.
- ✓ Offered training on 'zero tolerance of all forms of discrimination and violence' to all employees.
- ✓ Gurit Burn Bright mental health initiative implemented to support work/life balance.

### Challenges and Opportunities

- Must ensure we consider a wide range of perspectives when developing general statements regarding work / life balance for men and women for all sites, as we have specific requirements for each site and job profile.
- As we have a presence in several countries, with varying remuneration situations, it is not possible to report a global pay gap result. However, we have conducted a pay gap analysis per site.
- It is a challenge to ensure training on these topics has sufficient uptake so we must better understand the obstacles and address them.

## DEVELOP A GROUP-WIDE APPROACH TO LOCAL COMMUNITY AND EMPLOYEE ENGAGEMENT

- ✓ Periodic and ad-hoc calls conducted to encourage sites to submit their Local Community initiatives.
- ✓ Over 80% of our sites implemented local community initiatives.
- ✓ 549 employees took part in at least one local community initiative.

### Challenges and Opportunities

- Tracking the impact of local community programmes is both a challenge and an opportunity to demonstrate the value added and focus our actions.

**FOR SOCIAL PERFORMANCE METRICS RELATED TO THIS CHAPTER  
PLEASE REFER TO THE CORRESPONDING METRICS SECTION IN THE APPENDIX**

## STRIVING TO BE A GOOD CORPORATE CITIZEN



MATERIALITY

At Gurit we adhere to fundamental rights, and we strive to translate our social policy and values into good practices, maintaining high business ethics and social standards. Attracting, training and retaining a highly skilled, motivated, and high performing workforce is key to the Group's current and future success. This means we must offer an outstanding and inclusive work environment for all our employees, with consideration to location of work, culture of our teams, opportunities to train and grow, and understand how our business fits into and supports the local communities in which we are based. The social performance within our supply chain is equally important and discussed within the Responsible Supply Chain chapter.

Our labor practices and social impact, both locally within our production sites and further afield through our supply chains, have been recognized as priority and material areas for Gurit. Our social performance strategy therefore focuses on these areas:

- Equality, diversity & inclusion
- Training & education
- Human rights
- Associations & sponsorships
- Local community
- Employee engagement



GOVERNANCE

## GOVERNANCE AND ORGANIZATIONAL RESPONSIBILITIES

The Social Responsibility pillar of Gurit's sustainable organization is split into three workstreams: Equality & Diversity, Local Community and Responsible Supply Chain. Each workstream implements the strategy across the organization to achieve the annually defined targets and is sponsored by a member of the Executive Committee.

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↗ GRI 2-13 Delegation of responsibility for managing impacts

↗ GRI 3-3 Management of material topics

# SOCIAL PERFORMANCE MANAGEMENT SYSTEMS AND POLICIES

Gurit has several established systems and policies which provide the foundation for our social performance. These are regularly reviewed to establish where improvements can be made.



## SOCIAL PERFORMANCE STANDARDS

We are committed to fair and equal employment for all our employees regardless of gender, sexual orientation, age or origin, and do not tolerate any discrimination with respect to employment and occupation. These commitments are covered in our → [Code of Conduct](#) and → [Social Policy](#).

## HUMAN RESOURCES SYSTEM

The “MyGurit” HR database is the backbone of Gurit’s human resources and social performance management. The employment data collated in this Report was submitted by our sites via the MyGurit database. The data is professionally handled and analyzed by our trained Group Human Resources team.

## LEARNING MANAGEMENT SYSTEM

Gurit’s Learning Management System (LMS) is available to the indirect (non-shopfloor) workforce at all sites and offers training on a wide range of topics.

**2023 is the second year that Gurit is working with a new LMS platform, so the improved stability and higher engagement levels have led to an increase in the numbers of courses available and higher participation by users** (see Social Performance metrics for more detail about the data related to LMS training).

**In 2023, employees completed a total of 2676 courses in the LMS, almost 50% more than 2022, with each employee receiving an average of 1.54 hours of training via the platform compared with 0.75 hours in 2022** (average amount of training received by employees outside the LMS is reported in the Training and Education section later in this chapter).

## PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

Career development and performance reviews are cornerstones of Gurit’s Human Resources strategy. At most sites, employees have a performance and career development review at least once a year, reviewing the job description, main goals, job requirements and training opportunities, evaluating the employee’s performance, and completing a competence matrix.

From November 1, 2022, to October 31, 2023, **81% employees with access to MyGurit were part of a performance and career development review.** These employees represent a 32% of all Gurit workforce.

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- GRI 2-23 Policy commitments
  - GRI 2-24 Embedding policy commitments
  - GRI 3-3 Management of material topics
  - GRI 404-3 Percentage of employees receiving regular performance and career development reviews

## EQUALITY, DIVERSITY & INCLUSION

The Equality and Diversity workstream defines annual targets that allow us to continue to enhance diversity at Gurit, to promote this in our hiring approach, provide equitable opportunities in management functions regardless of gender, and to better identify any discrimination in respect of employment and occupation.

**In 2023 we publicly committed to gender equality with support for Women’s Empowerment Principles (WEPs),** which provide guidance for advancing gender equality and women’s empowerment in the workplace, marketplace and community, **and also to The 5 Standards of Conduct,** which supports the business community in tackling discrimination against LGBTQ+ people.



“At Gurit, we believe that to be successful, we must cultivate mutual respect, acceptance, and personal growth; and it is our responsibility as leaders, managers, and colleagues to take ownership of equality, diversity and inclusion within our company. It must become integral to our everyday work. A diverse workplace that does not discriminate brings more creativity and broader perspectives, allowing us to become better problem solvers, develop better products and services, and ultimately create a work environment that allows all our employees to flourish. As a company that aligns with the United Nations SDGs, it makes sense for Gurit to align with the WEPs and join a global community that together strives to learn more, become better employers, and supports the empowerment of women across our organizations.”

**Mitja Schulz, CEO**

## EQUAL OPPORTUNITY RECRUITMENT

Equal employment opportunity is supported through Gurit's Code of Conduct.

To avoid gender discrimination in our hiring process, Gurit does not require applicants to state their gender. Our gender data is based on information we hold on new hires and promoted employees.

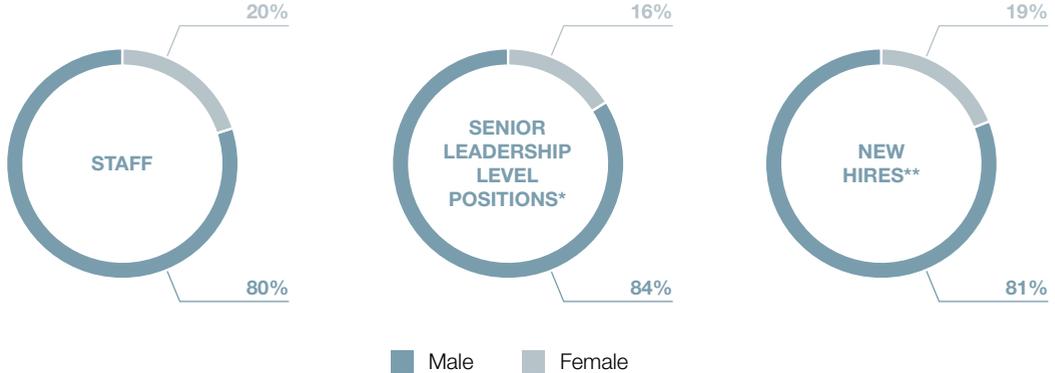
## GENDER REPRESENTATION AT GURIT

We continue to engage in opportunities where we can influence and inspire girls and young women to explore opportunities in science and engineering careers.

One of our 2030 ambitions is to ensure a diverse workforce with equity in professional development. For this reason, we are setting targets around mentoring and participation in professional networks with specific support for women.

**In 2023, 53% of participants on our internal talent program were women.**

### GENDER REPRESENTATION GURIT IN A GLANCE



\* Including: Executive Committee, Senior Management, Extended Senior Management

\*\* Excludes apprentices, trainees, interns and agency workers/contractors

**In 2023, women represented 20 percent of the staff, which is similar to 2022.**

## SALARY GAP IDENTIFICATION

**In 2023, Gurit introduced tools and set up a system to help identify gender pay gaps across the company.** An initial analysis has been undertaken by site.

## LIVING WAGE

Living wage is a new topic under consideration by Gurit. **In 2023, we identified the most suitable option to evaluate the company's living wage status.** In 2024 we will continue by defining the living wage process and conduct a living wage maturity assessment.

## ZERO TOLERANCE OF ALL FORMS OF DISCRIMINATION AND VIOLENCE TRAINING

With the goal of increasing awareness and education around discrimination and violence in the workplace, **Gurit launched a 'zero tolerance of all forms of discrimination and violence' training course in 2023 for all the employees** who have access to the Gurit Learning Management System.

The training is aligned with United Nations Global Compact Academy and provides information on different kinds of discrimination and violence, frameworks and processes to deal with it, and details of how Gurit is managing its approach to zero tolerance of discrimination and violence. We will continue to promote the training course to staff throughout 2024 and encourage engagement with it.

## WORK/LIFE BALANCE

As a part of our 2030 ambition to **support the work/life balance of all Gurit employees, we have implemented a new mental health initiative in 2023, called Gurit Burn Bright.** It is a leadership program that serves to encourage good management of work/life balance to avoid burnout. The programme was rolled out with the aim of sharing experiences, ideas and views around high performance and sustainable wellbeing. Furthermore, a live video session was organized to dive deeper into the topics discussed in the forum, within a safe and non-judgemental space.

Flexible/hybrid working is being assessed by Gurit. A survey to understand the expectations and wishes of our workforce was sent to all Gurit employees.

## INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

Incidents can be reported via the local management, human resources department, internal audit or to the Chairman of the Audit Committee as published in the Corporate Governance section of the Annual Report.

**In 2023, Gurit implemented a Report-a-Concern platform, providing additional channels to share concerns regarding incidents of discrimination.**

**No incidents of discrimination have been reported by our sites in 2023.**

- 
- GRI 3-3 Management of material topics
  - GRI 403-2 Hazard identification, risk assessment, and incident investigation
  - GRI 405-1 Diversity of governance bodies and employees
  - GRI 405-2 Ratio of basic salary and remuneration of women to men
  - GRI 406-1 Incidents of discrimination and corrective actions taken

## PROMOTING WOMEN IN ENGINEERING



Irene Lozoya Lopez (third from left) speaking at the Women and Engineering conference

Gurit production manager Irene Lozoya López took part in the 'round table' discussion as part of the conference 'Women and Engineering: Transforming the invisible challenges of society into visible and sustainable achievements'.

The conference, which was held in Albacete, Spain, and organized by the UNED Schools of Engineering and the Royal Academy of Engineering of Spain, aims to highlight the importance of the roles of women in a sector which is a driving force for social innovation and sustainability.

The round table discussion focused on the professional and life experiences of the female participants: the diversity in their careers, their objectives and the projects they have been involved in. They also talked about the variety of career opportunities in the engineering field.

“Conferences like this add a valuable perspective and show commitment to promoting diversity and gender equality in the engineering field. I am very thankful to be able to use my experience and have a positive impact in this important area.”

**Irene Lozoya López**, Production Manager



## TRAINING AND EDUCATION

Training and continued education ensure that employees have the skills required for their specific jobs and can grow and take advantage of opportunities as they arise. A range of topics are covered by our training programmes, many of which help employees identify and manage risks they are exposed to while doing their job or help us with social risk management. For example: the Gurit Code of Conduct, strategy, cybersecurity, data protection, leadership, diversity, as well as safety training, specific product training and many more task-specific programmes.

**The average hours of training in 2023 per employee was 19.05 compared with 25.00 in 2022.** This figure does not include LMS training, which has increased in 2023, as described earlier in this chapter.

See Social Performance Metrics for more detail about data related to training.

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↗ GRI 404-1 Average hours of training per year per employee

## HUMAN RIGHTS

Gurit is committed to respecting the human rights of all stakeholders in Gurit's own operations and business activities and to avoiding any contribution to adverse human rights impact that occurs through our value chain.

### GURIT COMMITMENT AND POLICIES

Our approach to human rights is to support and align our commitments and processes with International Human Rights Frameworks, which include the United Nations Global Compact principles, the UN Guiding Principles on Business and Human Rights (UNGPs), the Universal Declaration of Human Rights (UDHR), the OECD Guidelines for Multinational Enterprises, and the Core Labor Conventions of the International Labour Organization (ILO).

Our Code of Conduct, Social Policy and Sustainability Policy lay out our commitments to human rights, extending to all individuals through Gurit's entire upstream and downstream value chain. **In 2023, Gurit revised its Supplier Code of Conduct** to further detail its expectations of suppliers in terms of human rights, and annually issues a Modern Slavery Statement. All these policies are approved at the most senior level and published on our website, documenting our commitment to human rights and the support of International Human Rights Frameworks. We communicate and raise awareness of these issues with employees and suppliers, encouraging them to share suggestions and observations with managers, site managers or the global sustainability team.

All policies regarding Human Rights are published on our website at → [www.gurit.com/policies](http://www.gurit.com/policies)

## ASSESSMENT OF POTENTIAL IMPACTS

The human rights risks and impact along the value chain have been identified at a top level based on our materiality analysis, ESG rating feedback, and the inherent risks of the locations where we operate. This will be further assessed and updated in 2024. For our Suppliers, the assessment is made in the risk assessment process using the Sedex tool. More information can be found in the Responsible Supply Chain chapter.

	 <b>SOURCING AND PURCHASING</b>	 <b>OWN OPERATIONS MANUFACTURING AND OFFICES</b>	 <b>STORAGE AND TRANSPORT</b>	 <b>USE AND END-OF LIFE OF GURIT PRODUCTS AND SERVICES</b>
	UPSTREAM		DOWNSTREAM	
<b>RISKS</b>	Working conditions, child/forced labor, environmental pollution, fair wages, freedom of association	Working conditions, child/forced labor, environmental pollution, fair wages, freedom of association	Working conditions, environmental pollution, fair wages, freedom of association	Health of users, environmental pollution
<b>PREVENTION / REMEDIATION</b>	See Responsible Supply Chain chapter for actions and due diligence process	See Social Performance chapter	See Responsible Supply Chain for actions and due diligence process	See Safety First and Circularity chapter

## RISK BASED MEASURES

You can find the preventive actions and risk-based measures taken at the different stages of our value chain in the respective chapter as indicated in the chart above.

For instance, the Sedex questionnaire for our suppliers serves to evaluate the risks and prioritize audits.

As far as our own operations are concerned, Gurit's Internal Audit checklist contains ESG criteria, including that related to human rights, working conditions and child and/or forced labor.

Our Product Design for Safety and Sustainability (PDSS) guidelines are aimed at mitigating the impact of Gurit's products on our customers' health and safety.

## EMBEDDING HUMAN RIGHTS IN THE COMPANY

Aspects of human rights are covered by several Sustainability workstreams and integrated in Human Resources processes through the company.

Tailored training is being offered on human rights. **In 2023 Gurit rolled out Human Rights and Child Labor training for all the employees** who have access to the internal Learning Management System platform. The training is aligned with the United Nations Compact Academy, building awareness, and sharing knowledge about human rights, communicating our due diligence process and how Gurit is committed to this topic. We will continue to promote this training course to staff and encourage engagement with it.

In addition, three employees have joined the UN Global Compact Human Rights Accelerator programme.

As occupational health and safety is a material topic for Gurit, safety indicators such as Lost Time Accident Rates have been an element influencing the variable performance compensation of site managers and Business Unit managers. The Board of Directors has decided to extend this incentive to all employees in 2024.

## MONITORING AND COMMUNICATION

We monitor the effectiveness of our actions with KPIs (e.g. safety) and through internal audits. We commit to report transparently, in our annual Sustainability Report, on our efforts and progress around how human rights issues are addressed.

## GRIEVANCE AND REMEDY

We aim to identify conflicts at an early stage and eliminate the root cause. Our Report-a-Concern policy and platform is accessible to all stakeholders along the value chain in several languages. Gurit informed its suppliers about this grievance mechanism via a newsletter and Gurit's revised Purchasing Terms and Conditions includes the link to the Report-a-Concern page.

## PREVENTION OF CHILD LABOR

Gurit is subject to the new art. 964j seqq. of the Swiss Code of Obligations (CO) setting due diligence obligations in relation to child labor applicable as of 1 January 2023. Gurit has decided to opt for the compliance with internationally recognized regulations in relation to human rights in general in accordance with art. 964j-4 of the CO. The internationally recognized equivalent regulations are the ILO Conventions nos. 138 and 182 and the ILO-IOE Child Labor Guidance Tool for Business of 15 December 2015, the OECD Due Diligence Guidance for Responsible Business of 30 May 2018 and the UN Guiding Principles on Business and Human Rights.

Gurit takes responsibility for the prevention of child labor and has committed to the above-mentioned frameworks, policies and standards. While Gurit considers the risk of child labor practices within its own organization

as low, the sustainability and procurement teams undertook an initial analysis of areas where there could be potential risks of child labor within our supply chain. Human rights training has been provided to the procurement team and it has been adopted as an essential topic, integrated in the due diligence process implemented across the supply chain.

Child labor risk management relating to the supply chain is discussed further in the Responsible Supply Chain chapter.

**No complaints regarding infringements of human rights or issues related to child labor were brought forward to the Chairman of the Audit or via the Report-a-Concern platform in the reporting period.**

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- GRI 2-23 Policy commitments
  - GRI 2-25 Process to remediate negative impacts
  - GRI 2-24 Embedding policy commitments
  - GRI 3-3 Management of material topics
  - GRI 408-1 Operations and suppliers at significant risk for incidents of child labor
  - GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

## **RIGHTS TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

Gurit grants its employees freedom of association and recognizes this as an international human right. Gurit complies with all relevant local rules and legislations regarding employees' freedom of association and the right to collective negotiation.

**Gurit sites report to have maintained or newly entered ten collective bargaining agreements. In 2023, 1192 Gurit employees were covered by collective bargaining agreements which represents 51% of our workforce;** in 2022 1455 employees were covered, which was 62% of Gurit employees. The local legislation of some operations in Asia may limit the legally accepted forms of collective bargaining.

**1407 of Gurit employees are covered in 2023 by a formally elected employee representative (union, works council or other agency or representative body), which represents 60%.**

**No concerns or violations of collective bargaining were reported in 2023.**

The working conditions and terms of employment for those employees not covered by a collective bargaining agreement are not influenced or determined by any collective bargaining agreements.

More information about human rights can be found in our Responsible Supply Chain chapter.

- 
- GRI 2-30 Collective bargaining agreements
  - GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

## ASSOCIATIONS & SPONSORSHIPS

### MEMBERSHIP OF ASSOCIATIONS

Gurit participates in local and national organizations as well as industry associations. Our involvement, however, does not constitute strategic memberships or imply substantial funding beyond routine membership fees. Our sites reported a total of 28 memberships of associations in 2023. The main categories were composites industry associations, national employer associations and memberships in local or regional Chambers of Commerce.

Our most significant membership in terms of cost and size is the WindEurope wind industry association, where we contribute a regular annual membership fee.

**Our principal new membership in 2023 was Swiss Cleantech**, a business association committed to creating framework conditions so that climate-friendly business is worthwhile and the whole of Switzerland benefits.




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➤ GRI 2-28 Membership associations

### SPONSORSHIPS

The focus of Gurit's general sponsorship commitments is the support of research and development in the advanced composites industry, mainly via sustainable ventures, academic institutions and composites-related student projects, as well as supporting industry events within the Group's target markets.

**In 2023, Gurit was also involved in local community sponsorship. Eight sites reported giving financial assistance to their local communities**, including local health and environmental organizations, assistance and support to people affected by climate situations, educational and Red Cross institutions.

**For 2023, Gurit sites reported CHF 26 000 in donations. Additionally, Gurit has sponsored educational institutions teams with materials and funds with a total value of approximately CHF 3 500.**

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➤ GRI 2-29 Approach to stakeholders engagement

➤ GRI 201-1 Direct economic value generated and distributed

# GURIT TOGETHER – ENGAGING OUR EMPLOYEES

We began our employee engagement program, branded ‘Gurit Together’, in 2022.

The aim was to encourage open and honest dialogue between employer and employees and to provide an opportunity for direct communication about our successes and where change or support is required. The most important part of this is that our employees know they have a voice, and we are listening.

Towards the end of the year 2022, we ran our first global employee engagement survey, following which Business Units and sites identified their key drivers, areas to be improved and subsequent actions. **All sites have a**

**Gurit Together Forum, a small group of local employees who have spent 2023 working through these actions with local site management.** Actions include holding off-site team building events, family days, celebration days, and regular cross-functional meetings.



## Gurit Together



Employees at Gurit Albacete (Spain) and Ahmedabad (India) took part in teambuilding days

## COMMITTED TO OUR LOCAL COMMUNITIES

In its second year, the Gurit Local Community Initiative fosters the development of local communities where we operate, adding long term social value, increasing stakeholder engagement on Gurit’s journey towards sustainability, and actively contributing to SDGs.

**In 2023, we encouraged our sites to implement local community initiatives, with the support of the Local Community workstream, including:**

- Periodic group calls with the sites, sharing ideas and encouraging submissions of initiatives.
- Ad-hoc calls with individual sites.
- Guidelines and other tools to help with implementation and tracking the impact.

**In 2023, 82% of our sites and 549 employees took part in at least one local community initiative and we are on track to achieve our goal.**

- 
- GRI 413-1 Operations with local community engagements, impact assessments, and development programmes
  - GRI 2-29 Approach to stakeholders engagement



GURIT SUSTAINABILITY AWARDS

### GURIT SUSTAINABILITY AWARDS

In 2023 Gurit launched its inaugural Sustainability Awards with two categories, one of which was **Local Community**. More information can be found in the #GuritCares – Our Sustainability Strategy & Targets chapter.



#### Cleaning up the waterways

Our NZ and Australian teams each spent a day with community restoration organizations, Sea Cleaners and Ocean Crusaders, preserving the rivers, coastlines and marine life of our communities by collecting and sorting rubbish on mudflats, wetlands and the beaches.



#### Campaign to increase awareness of water conservation

Employees in Dafeng, China, took part in activities that enabled them to understand more about the importance of water conservation, and learned new actions they could personally take to conserve water and protect mother nature.



#### Encouraging the next generation of STEM careers

Gurit's UK team helped a group of school students to build their knowledge of engineering, design, and manufacturing so they could apply it to their 3D print projects. They also had the opportunity to have their 3D printed samples stress tested in our mechanical testing laboratory.



#### Clean-up of local natural protection zones

Our Zurich office spent time cleaning up natural protection areas and learning about local biodiversity. Removing invasive, non-native plants; clearing fast-growing hedges to allow light to reach other species; spotting wildlife and uncovering rare water plants.

# RESPONSIBLE SUPPLY CHAIN

# RESPONSIBLE SUPPLY CHAIN OVERVIEW 2023

## IDENTIFY AND MANAGE SOCIAL AND ENVIRONMENTAL RISKS AS WELL AS GREENHOUSE GAS REDUCTION TARGETS ACROSS THE SUPPLY CHAIN

- ✓ Due diligence process in place.
- ✓ Sustainability supplier engagement initiated.
- ✓ Performed annual pre-screening risk assessment for the top spend suppliers.
- ✓ Supply chain sustainability newsletter first published in Q3 2023 to our top spend and strategic suppliers.
- ✓ Responsible Supply Chain training provided in 2023, focused on Human Rights and Child Labor.
- ✓ Compliance and Social Responsibility clause included in General Terms and Conditions, will be rolled out in 2024.
- ✓ Identification of CO2 reduction opportunities/initiatives.

### Challenges and Opportunities

- Diversity of supplier profiles makes sustainability engagement quite challenging. However, this is an opportunity to open new communication channels.
- Find an efficient way of managing the risk of the medium and small suppliers that represent a low percentage of our spend and are not included in our supplier risk system assessment.
- Due diligence is an ongoing process that is continually reviewed, with business changes integrated where required. Communication of our Supplier Code of Conduct and the Corporate Social Responsibility clauses included in our Terms and Conditions must be continuous to ensure engagement.
- Due to the complexity of achieving greenhouse gas reductions in a multi-tiered supply chain there remains a risk of low supplier engagement, especially smaller or medium-sized suppliers not yet subject to regulatory or stock market's ESG requirements.

We establish responsible procurement practices in terms of social, environmental, governance, and economic aspects.



Contributing to the United Nations SDGs

# SUSTAINABILITY AT THE HEART OF OUR SUPPLY CHAIN

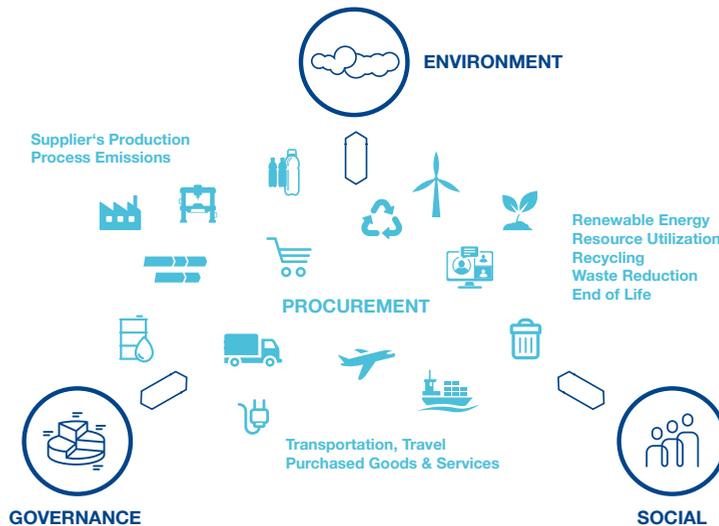
Our supply chains are vital to Gurit and impact our environmental, social and financial performance. Sustainability must therefore be a central consideration in our supply chain activities.

Responsible procurement practices have been identified as a material area for Gurit. In terms of the environment, greenhouse gas emissions, transportation, prevention of pollution and waste, and circularity are particularly important. In the social domain, human rights, in particular the prevention of child labor, health & safety and social risks are key considerations, alongside an ethical conduct of business in line with our Code of Conduct.

## GOVERNANCE AND ORGANIZATIONAL RESPONSIBILITIES

Responsible Supply Chain is one of the workstreams of Gurit's sustainability organization and is sponsored by the Chief Procurement Officer. As our supply chain touches various areas of our operations, some supply chain-related topics and standards are covered by other Gurit sustainability workstreams, such as Resource Utilization, Equality & Diversity and Good Governance. The workstream has periodic meetings with its sponsor and sustainability coordinator to discuss the status of initiatives implemented, progress towards goals and resolve roadblocks. The workstream leader also holds regular meetings with the procurement team to discuss, inform and track the status of each goal.

➤ GRI 3-3 Management of material topics



# SUPPLY CHAIN STRATEGY AND MANAGEMENT SYSTEMS

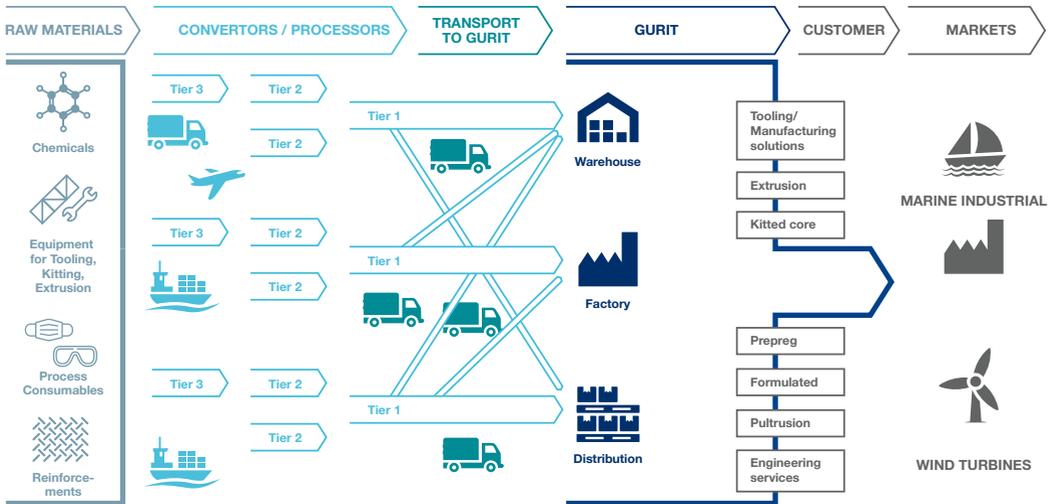


STRATEGY, MGMT SYSTEMS, POLICIES, DUE DILIGENCE

Gurit fosters responsible procurement across all areas of the supply chain, including raw materials, transportation, production processes and services. We determine priorities based on our sustainability strategy and materiality analysis. Furthermore, we consider the regulations in Switzerland, where the company is headquartered and publicly listed, as well as regulations at our production sites which consume or process the procured items and services.

Gurit purchases raw materials, semi-finished products and equipment from suppliers. These include chemicals, fibers, fabrics, and equipment, which are converted into advanced composite products and manufacturing solutions for the wind energy, marine and other industrial sectors. Our customers are usually composite component manufacturers, either building in-house to be integrated into a final product (such as wind blades for a wind turbine), or an independent composite specialist who supplies components to a range of customers (such as supplying hatches and masts to boatbuilders).

## OUR SUPPLY CHAIN MAP



**In 2023, our procurement team established the foundations of the due diligence process** and started to collect information from the long-term strategic suppliers who use the Sedex platform. **The communication channels we have built in 2023 have proven essential to fostering engagement** in the process, and we will continue with further engagement initiatives in 2024.



“Establishing sustainability within our supply chain is complex. The Gurit procurement team has been determined to tackle this head-on, further develop relationships to get our suppliers on board and engage them where possible. We are pleased with the start we have made, and look forward to making further progress in 2024, while accounting for business changes, new suppliers and sustainability requirements.”

**Jordi Cunill**, Chief Procurement Officer

## SUPPLIER STANDARDS

Our suppliers are required to comply with social and environmental best practices, regulatory requirements and the supplier standards of the Gurit Group. They are formalised in Gurit's → [General Terms and Conditions](#) and our → [Supplier Code of Conduct](#).

**An updated version of the Gurit Supplier Code of Conduct was published in 2023**, specifying norms of behavior in all our activities related to: human rights, labor rights, employee health and safety, environment, and business ethics and integrity.

**In 2023, the Responsible Supply Chain workstream and the Gurit Legal department incorporated Corporate Social Responsibility clauses in the General Terms and Conditions.** These included measures to minimize environmental impact, requirements to answer a due diligence/risk assessment questionnaire, and reference to the Supplier Code of Conduct. These Terms and Conditions will be rolled out in 2024.

The standards mentioned are aligned with our due diligence process, are essential for engagement with suppliers and are actively communicated to them.

A Modern Slavery Statement is available on the Gurit website → [www.gurit.com/policies](http://www.gurit.com/policies)

**During 2023, Gurit has not found any exposure to modern slavery or human trafficking in our supply chain.**

## OUR DUE DILIGENCE PROCESS

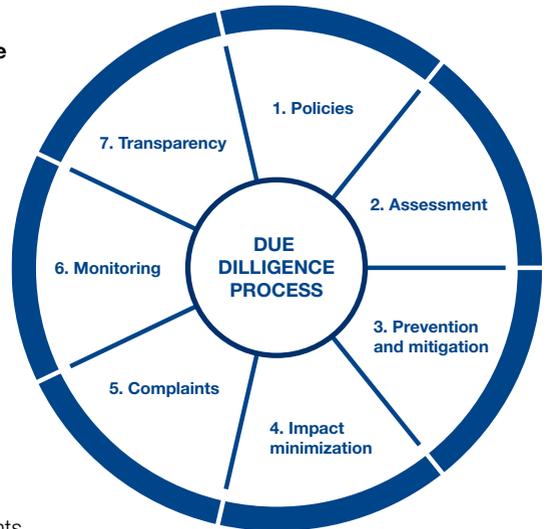
In 2023, the Group Procurement team developed a due diligence process as a basis for responsible sourcing and global supply chain management of raw materials and services.

The Gurit supplier due diligence process is part of the risk management system across the supply chain. It aims to establish risk-based measures and key performance indicators for the evaluation and monitoring of our suppliers' compliance. It also provides a framework to identify, prevent, mitigate, and address actual and potential adverse impacts in our supply chain.

Our supplier due diligence process is aligned with and considers all human rights contained in international frameworks: OECD, UN Guiding Principles on Business and Human Rights, UNGC principles, as well as ILO conventions and Child Labor Guidance tool.

Additional tools and resources that allow us to fulfil the due diligence process include the Supplier Code of Conduct, the Report-a-Concern process, General Terms and Conditions, and the Sedex platform.

It is a circular process, which we expect to continually improve.



## PROCUREMENT TEAM TRAINING AND ENGAGEMENT

Procurement team engagement with sustainability has been one of our priorities this year. **In 2023, sustainability training has been focused on the due diligence process, human rights and child labor.** Training remains an annual target.

- 
- GRI 2-6 Activities, value chain and other business relationships
  - GRI 2-23 Policy commitments
  - GRI 2-24 Embedding policy commitments
  - GRI 2-25 Processes to remediate negative impacts
  - GRI 3-3 Management of material topics

## SUPPLY CHAIN RISK ASSESSMENT PROCESS

RISK  
MANAGEMENT

Gurit is committed to extending its supply chain risk management systems, ensuring that they cover not only economic, but also environmental, social and good governance-related aspects in line with our sustainability policy.

**In 2023 we initiated a supply chain risk assessment process based on the due diligence process,** which considers our stakeholders, ESG ratings and standards. This enables us to better evaluate and manage our key supply chain risks and has been an opportunity to further engage with our suppliers and communicate Gurit's sustainability ambitions and commitments.

This will also help us comply with new ESG legislation requirements, for instance those included in new Swiss legislation on corporate responsibility, as well as the upcoming legislation related to climate-related disclosures.



Gurit's supply chain risk assessment process

The Gurit suppliers who are assessed for the level of the risk that they may bring to the company are those who make up 80% of our total spend, strategic suppliers and occasionally additional suppliers.

The first step is to collect and analyze data from and about our suppliers so they can be categorized, and we can build an overall picture of our supply chain. This is based on gathering comprehensive information about suppliers, their products, and their adherence to ethical, social, and environmental standards.

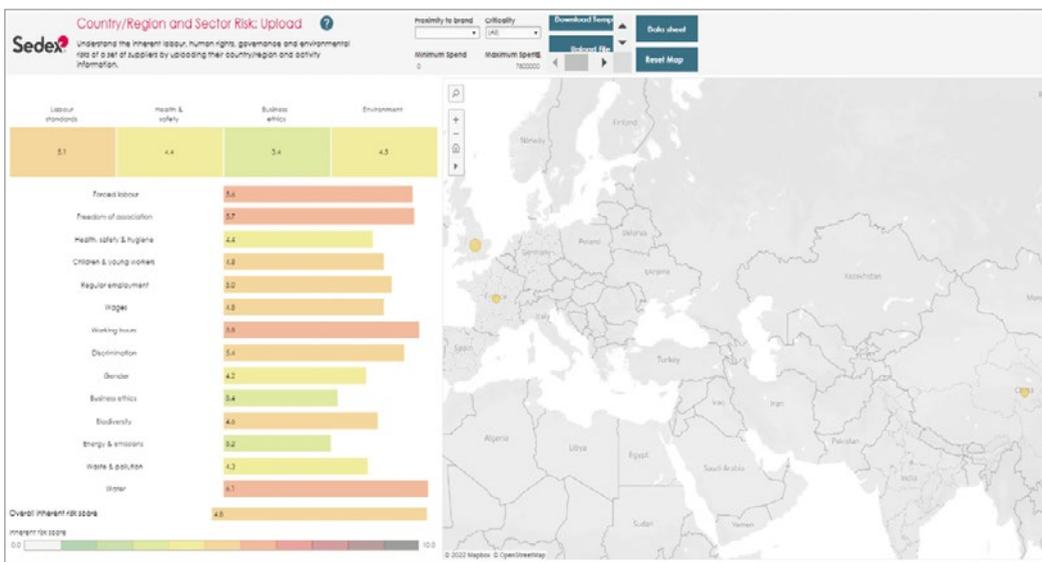
We do this in two ways: firstly, using the pre-screening tool in the Sedex platform, where country and sector risks are assessed. Secondly, we ask the suppliers to complete a full supplier ESG questionnaire within Sedex, which includes health and safety information, environmental, social, business ethics and labor criteria, specific to their business and its activities.

**81 Gurit suppliers were included in the supply chain risk assessment process in 2023.**

“Sustainability is our responsibility as an individual but also as Gurit employees. Whenever I meet with suppliers, I ask them what they are currently doing to reduce their carbon footprint - this is both to evaluate them and to discover new ideas that might also be relevant to Gurit. We take a collaborative approach to sustainability in our supply chain.”



**Francisco Cano**, Category Manager Indirect Spend Purchasing and Responsible Supply Chain workstream lead



Screenshot of Sedex platform that supports us in determining the ESG risk of our suppliers

The ESG assessment, along with other general information, specific KPIs and financial data, will determine the severity of risk posed to Gurit by the supplier, their activities and behaviors. In 2024 we will continue to develop this process, working with suppliers to gather further information if required, and developing action plans to mitigate and prevent risk within the supply chain. The ESG assessment is repeated annually alongside the pre-screening.

Effective use of the new supply chain risk assessment process and the Sedex platform forms part of the procurement team's KPIs.

## SUPPLIER PERFORMANCE AND NON-COMPLIANCE MONITORING

Supplier performance is managed by the Category Manager and is based on the due diligence process. The evaluation of suppliers is continuous; at least once a year, Gurit assesses suppliers across three areas: general information/KPI's, financials, and sustainability. The expertise of the Category Manager is crucial in ensuring the accuracy and reliability of these evaluations.

## SUPPLIER ENGAGEMENT

Engagement with suppliers has been a challenging area for us, especially in relation to completion of the ESG risk assessment. For this reason, **from mid-2023 Gurit adopted a communication strategy to help raise engagement.**

**One initiative is the Responsible Supply Chain newsletter which was first distributed in Q3 2023.** This quarterly communication aims to inform to our top spend suppliers about our sustainability actions and other relevant initiatives.

The procurement team actively speaks with suppliers about sustainability, with the topic tabled whenever a meeting is held.

The updated General Terms and Conditions, which includes a clause relating to Corporate Social Responsibility, also aims to foster engagement with suppliers around sustainability.

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↗ GRI 2-6	Activities, value chain and other business relationships
↗ GRI 2-25	Processes to remediate negative impacts
↗ GRI 308-1	New suppliers that were screened using environmental criteria
↗ GRI 308-2	Negative environmental impacts in the supply chain and actions taken
↗ GRI 3-3	Management of material topics
↗ GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
↗ GRI 414-1	New suppliers that were screened using social criteria
↗ GRI 414-2	Negative social impacts in the supply chain and actions taken

# HUMAN RIGHTS AND PREVENTION OF CHILD LABOR IN OUR SUPPLY CHAIN

A human rights and child labor assessment was included as a part of the ESG risk questionnaire in 2022, and this has continued in 2023.

**No human rights, child labor or forced labor incidents were reported or identified in 2023.**

As part of our sustainability strategy implementation, we have so far identified very few areas where we see potential risks of infringements within our supply chain.

However, two areas we monitor are the sourcing of recycled PET and balsa raw materials. They come from marketplaces with many small and medium sized suppliers with a low likelihood of guaranteed origin traceability.



- 
- GRI 2-23 Policy Commitments
  - GRI 3-3 Management of material topics
  - GRI 408-1 Operations and suppliers at significant risk of child labor
  - GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor
  - GRI 414-1 New suppliers that were screened using social criteria
  - GRI 414-2 Negative social impacts in the supply chain and actions taken

## CONFLICT MINERALS

Gurit does not use or intentionally introduce any products containing potential conflict minerals into its products. Minerals such as tin, tungsten, tantalum and gold (3TG) are not normally necessary to the functionality of Gurit products.

Gurit is not subject to the new art. 964j seqq. of the Swiss Code of Obligations (CO), which sets out due diligence obligations in relation to conflict minerals applicable as of 1 January 2023, as Gurit does not import or process in Switzerland minerals containing tin, tantalum, tungsten or gold or metals from conflict-affected and high-risk areas.

Likewise, Gurit is not subject to EU Regulation 2017/821, as Gurit does not import tin, tantalum and tungsten, their ores, and gold originating from conflict-affected and high-risk areas.

Recognizing the importance of addressing the issue of conflict minerals globally, Gurit has proactively implemented voluntary measures, such as the → **Conflict Minerals Policy** and requests our material suppliers' cooperation in confirming that the materials they provide do not contain conflict minerals.

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↗ GRI 3-3 Management of material topics

## SUPPLY CHAIN GREENHOUSE GAS EMISSIONS

Our supply chain has an important impact on our greenhouse gas footprint. While we do not yet have detailed and reliable data for all aspects of our supply chain, we currently estimate that it generates more than two thirds of our footprint, both in terms of materials and the related transportation.

### GREENHOUSE GAS DATA COLLECTION

Data collection along the supply chain is a complex task due to the absence of standards and the unavailability of certain data. Gurit strives to extend both the coverage and quality of scope 3 related data from the supply chain with the introduction of the Sedex supply chain risk management system, supplier questionnaires and the use of available industry databases and internal estimates.

We plan to:

- Further analyse scope 3 by category.
- Prioritize suppliers for review and engagement (based on their GHG emissions impact and risk).
- Increase collaboration on sourcing between product development and supply chain teams.



## GREENHOUSE GAS REDUCTION INITIATIVES

Scope 3 emissions under the Greenhouse Gas Protocol (GHGP) are related to supply chain activities and their impact. **Therefore, in 2023 we identified potential greenhouse gas reduction initiatives, which are mainly linked to transportation, chemicals and packaging,** and have used this to set further targets:

- Adopt a multimodal transportation approach, enabling us to reduce transport-related greenhouse gas emissions and save costs.
- Implementation of Industry 4.0 targeted sites which will reduce our emissions thanks to online/remote support for our machinery.
- Search for more sustainable alternatives to chemicals we are buying.
- Monitor packaging and set a reduction target by end of 2024.

Further greenhouse gas reduction initiatives will be identified in 2024 and added to the list above.

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➤ GRI 308-1 New suppliers that were screened using environmental criteria

# GOOD GOVERNANCE



# GOOD GOVERNANCE OVERVIEW 2023

## EMPLOYEE TRAINING AND ENGAGEMENT WITH COMPANY'S GOVERNANCE POLICIES AND ESTABLISHMENT OF A GOVERNANCE RISK MANAGEMENT SYSTEM

- ✓ Fostered and monitored participation of business ethics trainings, including part-time employees and contractors.
  - 83% Code of Conduct completion rate.
  - 68% Anti-Corruption and Bribery completion rate.
  - 894 shopfloor employees without digital access took part in a face to face information session on Gurit Code of Conduct and Report-a-Concern platform.
- ✓ Anti-corruption topic included in the supply chain due diligence process and framework (see Responsible Supply Chain chapter).
- ✓ Anti-competitive and corruption-related risk considered as part of the ESG risk mapping exercise, and linked with the double materiality analysis.
- ✓ Anti-competitive and corruption-related risk assessment initiated.
- ✓ Identification of ESG impacts, opportunities, and material risk as part of the double materiality analysis conducted.
- ✓ Report-a-Concern platform and policy established, communicated and available online internally and externally.
- ✓ Ethical standards and sustainability internal audit checklist simplified based on return of experience. Pilot phase implemented at two Gurit sites.

**Best practices in Corporate Governance.**

**We foster a sustainability culture across Gurit based on transparency, respect, compliance and ethical management.**



Contributing to the United Nations SDGs

## GOOD CORPORATE GOVERNANCE

Good corporate governance is a material component of Gurit's sustainability performance. We adhere to best practice standards and uphold governance values such as accountability, transparency, diversity and meaningful participation, as well as risk management and effective compliance. Sustainability is becoming a mandatory part of any company's licence to operate and, as a Swiss-headquartered company listed on the Swiss stock exchange, Gurit complies with Swiss ESG legislation.

Important note: this chapter of our Sustainability Report is complementary to the Corporate Governance and Compensation Report chapters of our Annual Report and to be consulted in parallel.

## GOVERNANCE AND ORGANIZATIONAL RESPONSIBILITIES

Good Governance is one of Gurit's sustainability workstreams, addressing this topic across the organization while monitoring for new legislation and best practices. The workstream is led by the Group General Counsel, who is a member of the extended Executive Committee, and sponsored by the CEO.

The key principles and regulations regarding Corporate Governance at Gurit are defined in the Articles of Association of Gurit Holding AG as well as in the Organizational Regulations, which are reviewed by our Board of Directors on a regular basis. Both documents are based on recommendations set out in the Swiss Code of Best Practice for Corporate Governance published by *economiesuisse*, the national federation of the Swiss business community. For information about Gurit's corporate governance structure and practice, please refer to the Corporate Governance chapter of the Gurit Annual Report 2023, available at

→ [www.gurit.com/corporate-governance](http://www.gurit.com/corporate-governance)

Furthermore, within the same Annual Report, the Compensation Report provides accountability for the company's remuneration policies and processes for determining remuneration of Senior Management.

The governance framework of our ESG strategy and performance is described in the Strategy chapter in the first part of this Sustainability Report.

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➤ GRI 2-9	Governance structure and composition
➤ GRI 2-10	Nominating and selecting the highest governance body
➤ GRI 2-11	Chair of the highest governance body
➤ GRI 2-12	Role of the highest governance body in overseeing the management of impacts
➤ GRI 2-13	Delegation of responsibility for managing impacts
➤ GRI 2-14	Role of the highest governance body in sustainability reporting
➤ GRI 2-15	Conflicts of interest
➤ GRI 2-19	Remuneration policies
➤ GRI 2-20	Process to determine remuneration
➤ GRI 2-24	Embedding Policy commitments
➤ GRI 3-3	Management of material topics

# MANAGEMENT SYSTEMS FOR GOOD GOVERNANCE

Gurit Governance and compliance management systems operate on a cyclical principle encompassing four key phases: prevention, detection, reporting, and response.

## PREVENT: POLICIES AND EMPLOYEE AWARENESS

### GURIT CODE OF CONDUCT

The Gurit Code of Conduct sets the ethical standards and principles to guide decision-making and behavior in daily operations and concerns the following areas: conflict of interest, anti-corruption and bribery, anti-money laundering, antitrust, fair employment practices, health & safety and data privacy, and is available in 9 languages. **In 2023, the Board of Directors approved a revision of the Code of Conduct**, updating the Company's values, anchoring our commitment to sustainability and adding information on how to report a concern.

All new employees are required to complete an e-learning course or face to face training on our Code of Conduct, and refresher courses were provided in 2023. The training explains the context of the Code of Conduct and how to report potential violations. **By the end of 2023, 83% of the targeted employees completed this training.**

The Code of Conduct and further information on Corporate Governance at Gurit are available in the Corporate Governance chapter of the Gurit Annual Report, which can be found on our website.

→ [www.gurit.com/corporate-governance](http://www.gurit.com/corporate-governance)



STRATEGY,  
MGMT SYSTEMS,  
POLICIES,  
DUE DILIGENCE

- 
- GRI 2-23 Policy commitments
  - GRI 2-15 Conflicts of interest
  - GRI 2-19 Remuneration policies

## SUPPLIER CODE OF CONDUCT

**Our Supplier Code of Conduct was updated in 2023** to reaffirm and further detail our commitment to ethical, legal, social and environmental standards; it is expected that all suppliers will adhere to the code.

Where applicable, such good governance and sustainability-related principles are also reflected in our Terms and Conditions or in our contractual documents.

On our website you can find → [Code of Conduct](#) and → [Supplier Code of Conduct](#)

- GRI 2-23 Policy commitments
- GRI 2-15 Conflicts of interest
- GRI 2-19 Remuneration policies
- GRI 3-3 Management of material topics

## ANTIBRIBERY AND ANTI-CORRUPTION

Gurit has zero tolerance for bribery and corruption, which have negative consequences for everyone. Despite Gurit operating in countries with high rankings on Transparency International's corruption index, the company faces only moderate to low exposure to corruption risks, primarily due to two key factors. Firstly, Gurit predominantly engages with private sector entities as business partners, limiting interactions with the public sector, which is more susceptible to corruption. Secondly, Gurit operates in an industry that has lower exposure to corruption risks compared to industries such as extractive or construction.

However, it is important to note that Gurit has implemented targeted measures, which include a firm zero-tolerance stance against corruption outlined in its Code of Conduct, clearly defined Gift & Entertainment Policies, and regular anti-corruption training for all employees at risk.

Also, since 2022, practical guidelines support employees with tools and knowledge to prevent, detect and report the risk of corruption.

An anticorruption and antibribery course was released to all employees in 2022 through the Learning Management System. The course contains parts of an e-learning tool provided by the UN Global Compact. **Since November 2022, 687 employees successfully completed the anticorruption and antibribery training course (reaching a 68% completion rate by November 2023).**



Throughout 2023, we increased communication of our guidelines to all employees using internal information channels such as the intranet, TV screens and posters.

## ANTITRUST AND FAIR COMPETITION

Gurit competes fairly and legally. To prevent anti-competitive behavior, **Gurit issued Antitrust and Fair Competition Guidelines in 2023** and prepared an e-learning course that was rolled out in January 2024 to risk-exposed employees.

- 
- GRI 205-1 Operations assessed for risk related to corruption
  - GRI 205-2 Communication and training about anti-corruption policies and procedures
  - GRI 3-3 Management of material topics

## DETECT: RISK MANAGEMENT

### INTERNAL AUDITS OF COMPLIANCE WITH ETHICAL STANDARDS OF GURIT SUSTAINABILITY POLICY

The Legal & Compliance and Internal Audit teams work closely together to uncover instances of bribery, unfair competition, or fraud. Investigations into these matters are typically spearheaded and coordinated by the Legal & Compliance team.

**In 2023, to improve detection, Gurit revised ethical standards and sustainability internal audit checklists** to facilitate the process with the sites and ensure a better rollout. The revised questionnaire has been tested through a pilot phase. Two Gurit sites have answered the questionnaire and carried out the internal audit with support from the sustainability team, to identify any issues or improvements in the questionnaire. In 2024, we intend to increase the number of audits at other Gurit sites and to reconduct them biannually.

### ESG RISKS INCLUDED IN THE COMPANY RISK MAP

**The identification of ESG risks was conducted in 2023** and aligns with the results of the double materiality analysis and the identification of the impacts, risks, and opportunities of the ESG financial material topics. Anti-competitive and corruption-related risks, together with other governance, labor, social, environment and economic topics have been considered for the ESG mapping exercise.

Assigning a likelihood and financial impact to the financial material topics has allowed us to determine the significance of each ESG and climate-related risk and consider the priorities as a part of the company risk map like any other risk.

- 
- GRI 205-1 Operations assessed for risk related to corruption



RISK  
MANAGEMENT

## REPORT

### SEEKING ADVICE AND RAISING CONCERNS

Where they require advice on the Code, would like to raise concerns about suspected violations with the Code of Conduct, or have questions about our sustainability policies or applicable laws in place, Gurit employees are encouraged to seek guidance from their direct managers, Group management or the Audit and Corporate Governance Committee of the Gurit Board of Directors.

In addition, certain Gurit locations have implemented local grievance mechanisms under the supervision of the respective local HR Departments.

**In 2023 Gurit issued a “Report-a-Concern” policy and introduced an additional reporting channel**, with the goal of fostering a transparent business climate and a high level of (business) ethics.

The Report-a-Concern service provides all employees, as well as external stakeholders, with a means of reporting suspicions of misconduct, and to alert us about serious risks of wrongdoing affecting people, our organization, society, or the environment.

Gurit’s Report-a-Concern process allows anonymous communication on a platform which is operated by an external partner. Reported issues are handled by our Legal & Compliance function, who process concerns professionally, with external specialists where required. All requests are treated confidentially.

**To ensure company-wide awareness, we launched a Report-a-Concern communications campaign in 2023** which included: a local language communications kit for the management team to roll out, local language posters with QR codes directing to the Gurit Report-a-Concern webpage, as well as information through internal news channels, townhall meetings, plus in-person training in local languages for employees without digital access.

The reporting channel and policy are publicly available, at the following web address:

→ [www.gurit.com/report-a-concern](http://www.gurit.com/report-a-concern)

- 
- ↗ GRI 2-15 Conflicts of interest
  - ↗ GRI 2-16 Communication of critical concerns
  - ↗ GRI 2-23 Policy Commitments
  - ↗ GRI 2-26 Mechanisms for advice and concerns about ethics
  - ↗ GRI 205-1 Operations assessed for risk related to corruption

“Our Report-a-Concern channel is not just a mechanism; it’s a lifeline for transparency, accountability, and the collective strength of our ethical foundation. By encouraging an environment where voices are heard without fear, we not only safeguard our legal standing but also fortify the trust that binds us as a resilient and responsible community.”

**Valérie Collaudin**, Gurit Group General Counsel & Head of Sustainability



## RESPOND

**In 2023, two concerns were raised via our global Report-a-Concern platform and 4 concerns were reported to the local HR. All the concerns were addressed.**

There was no confirmed case of violation of the Gurit Code of Conduct in 2023.

No non-compliance of social or economic laws and regulations was identified in 2023.

One incident of non-compliance with environmental laws and regulations was reported for one Gurit site due to a diesel leakage; the issue was immediately corrected, several actions were applied to mitigate and clean up the impact. As a result of this incident the site was fined with a penalty of CHF 24 660.

No legal proceedings were undertaken or are pending, and no fines or non-financial penalties related to non-compliance with any anti-corruption, anti-competitive behavior, antitrust and monopoly practices were imposed in 2023.

We regularly review and update our processes and policies in response to internal audit findings or concerns.

- 
- GRI 2-16 Communication of critical concerns
  - GRI 2-25 Processes to remediate negative impacts
  - GRI 2-26 Mechanisms for seeking advice and raising concerns
  - GRI 2-27 Compliance with laws and regulations
  - GRI 205-3 Confirmed incidents of corruption and actions taken
  - GRI 3-3 Management of material topics

# GURIT AND FINANCE GOVERNANCE

## APPROACH TO TAX

Gurit has documented internal procedures and handbooks on how to handle tax matters correctly and in line with the relevant legislations, as well as the applicable OECD standards. This documentation is used for local tax audits, and applies to transfer pricing of cross-border, intra-firm transactions. Gurit is listed on the Swiss stock exchange and reports its financial figures according to Swiss GAAP FER accounting standards. These standards provide a true and fair view of the results of operations, cash flows and the financial situation.

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➤ GRI 207-1 Approach to tax

## TAX GOVERNANCE, CONTROL AND RISK MANAGEMENT

A tax governance and control framework exists in the form of internal guidelines and accounting manuals that are also used for tax audits with authorities.

Gurit's Audit and Corporate Governance Committee consists of non-executive members of the Board of Directors. It assists the Board in its supervisory financial duties and checks the effectiveness and performance of the external auditors. It also oversees the financial reporting processes within the Group, including taxes.

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➤ GRI 207-2 Tax governance, control and risk management

## POLITICAL DONATIONS AND LOBBYING

The company makes no political donations and does not support any political party, neither directly nor indirectly or with in-kind contributions. Gurit has not engaged in lobbying activities and has not paid third-party intermediaries to engage in lobbying activities to influence public policy on behalf of Gurit, beyond regular membership fees in industry associations.

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➤ GRI 415-1 Political contributions

## FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT

During the reporting period (1/1/2022 - 10/2023), the financial assistance received from governments amounted to CHF 1.2 million in total (2022 CHF 2.4 million) from the governments from New Zealand, United Kingdom, Canada, Italy Spain and China. The financial assistance received was mainly for electricity prices, innovation, funds or tax credits for research & development, a fund for regional headquarter, a subsidy for regional development and a scholarship for an industrial PhD.

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➤ GRI 201-4 Financial assistance received from government

# CUSTOMER SATISFACTION

Customer focus is one of our core values at Gurit, and bringing the best value to our customers has been a priority from the outset. We support our customers by helping them transform components into lightweight and durable structures while helping them achieve performance and cost-reduction targets. Customer satisfaction is a material topic for Gurit.



## SAFETY AND TRAINING

Onsite technical support, as well as product and process training related to the safe handling, and best practice use of our products form an essential part of customer support offered by Gurit. In many regions where Gurit is not represented by a sales and technical office, we cooperate with distributors and offer them appropriate training and support. More information around customer product safety can be found in the Safety First chapter.

## COMMUNICATIONS

We encourage open, two-way dialogue between Gurit and our customers/distributors, regularly seeking feedback and input to ensure both our products and services are aligned with the market. This is carried out in the form of surveys and in-person meetings. We keep our customers up to date by providing news and information about our business performance, products, technical developments and our sustainability journey through accepted channels such as media releases, social media, newsletters, email, events and our website [www.gurit.com](http://www.gurit.com). We also have an effective sales and account management structure within which regular direct, in-person contact is available.

## CUSTOMER INFORMATION AND DATA MANAGEMENT

Overall management of customer data, and specifically for the distribution of newsletters, complies with relevant legal requirements related to data protection and security. Customers can opt out of all push-communication activities at any time. **No data leaks were identified and no complaints from customers regarding infringements of privacy were received in 2023.**

Gurit complies with the General Data Protection Regulation (GDPR), the Swiss Data Protection Act and other applicable local data privacy laws and regulations and we have a designated GDPR data officer who conducts audits. The 2016/679 regulation is part of an EU law on data protection and privacy in the European Union and the European Economic Area. Gurit Group staff members are trained via a mandatory online course in its online Learning Management System (LMS).

Contact at Gurit regarding data protection: [dataprotectionoffice@gurit.com](mailto:dataprotectionoffice@gurit.com)

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➤ GRI 3-3 Management of material topics  
➤ GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

APPENDIX

- MATERIAL TOPICS
- REPORTING SCOPE
- EU TAXONOMY
- ESG METRICS & KPI DATA



# MATERIAL TOPICS

In this chapter we provide information on our processes and approach to determine materiality, and on which topics we have identified as material.

## LIST OF MATERIAL TOPICS

In 2023 Gurit conducted a double materiality analysis that considered our organization’s actual and potential impacts on the economy, environment (including climate related topics) and people, and their potential impact on us. This analysis allows Gurit to understand sustainability trends and align our sustainability targets and ambitions with our stakeholders’ expectations, as well as identify our financial risk and opportunities in terms of ESG.



The first phase of the double materiality analysis comprised an internal preliminary risk identification workshop which we held in 2022, with participation by several internal experts from different departments. In addition, we reviewed sustainability research papers and took part in workshops provided by the Swiss chapter of the United Nations Global Compact. Finally, we analyzed the sustainability context of Gurit, considering resources such as the SASB materiality maps, ESG rating and standards trends, and legislation requirements.

Taking into account all the resulting information, we identified a list of topics, their impacts, risks and opportunities. We consulted on their significance with the company's stakeholders, including the Executive Committee, employees, customers, investors, suppliers, and the Sustainability Core Team. We also assessed the list of sustainability topics with consideration to our business purpose, operational footprint, as well as our commitment to the UN Global Compact and the GRI Standards.

The double materiality analysis carried out in 2023 considered both Financial Materiality and Impact Materiality. As a result of the analysis, consultation and prioritization processes detailed above, and with reference to GRI requirements, we selected 14 material sustainability topics from the Impact Materiality Analysis and assigned each of them to one of our 5 sustainability strategy pillars. (It should be noted that the shorter list of priority topics resulting from the Financial Materiality analysis is also covered by the list below).

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## ENVIRONMENT

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<b>Material topics</b>	<p><b>Adaptation and mitigation of climate change:</b> Efforts taken to limit the greenhouse gas emissions with the aim of minimizing the increase in the global average temperature, as well as adapting to actual and expected climate change consequences.</p> <p><b>Pollution:</b> Emissions to air, water and soil and their prevention, control and reduction.</p> <p><b>Resource use and circular economy:</b> Efforts to implement a system where the value of products, materials and other resources is maintained for as long as possible. Foster the recyclability of products and materials and commit to responsible production using sustainable materials, managing effective resource utilization, using green chemistry, and collecting and recycling waste to create new materials.</p> <p><b>Energy:</b> Reduce energy consumption.</p> <p><b>Waste:</b> Reduce waste generation.</p>
Non material topics	<p>Water: Reduce freshwater consumption.</p> <p>Clean technology: Innovation to reduce emissions and better manage resource utilization.</p> <p>Biodiversity and ecosystems: Protect the biological diversity and natural ecosystems.</p>

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## SAFETY

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<b>Material topics</b>	<p><b>Health and Safety:</b> Ensure the health and safety of employees, customers, and suppliers.</p>
Non material topics	<p>Chemical safety: Reduce or eliminate the use of chemicals of concern.</p>

## SOCIAL

**Material topics**

**Responsible Supply Chain:** Encourage and request suppliers that they comply with social and environmental best practices which includes policies, risk assessments and corrective actions in cases of non-compliance and the identification of suppliers' water and carbon footprints.

**Respect of human rights:** Procedures implemented to guarantee the respect of human rights, and abolition of child labor and forced labor across the supply chain.

**Working conditions:** Measures that guarantee job security which include secure employment, working time, adequate wages, social dialogue, work-life balance.

**Equality, diversity, and inclusion:** Non-discrimination and equal access to opportunities and resources for all employees including gender equality and equal pay for work of equal value, training and skills development, employment, and inclusion of persons with disabilities, and measures against violence and harassment in the workplace.

## Non material topics

Economic sustainability for the communities: Have a good impact on the wellbeing of communities and stakeholders.

Stakeholders' engagement and dialogue: Foster dialogue and engagement of stakeholders such as customers, suppliers, employees, authorities, neighbours, as well as share learnings and offer training.

Local communities: Get involved with the local community, respect their rights and collaborate with local associations / entities.

Talent development: Improve employee performance, capabilities and resources.

Freedom of association and collective bargaining: Guarantee the freedom of association and collective agreements with the existence of works councils and the information, consultation, and participation, and guarantee the rights of workers.

## GOOD GOVERNANCE

**Material topics**

**Legal compliance:** Comply with laws and regulations in place.

**Business conduct:** Run the business according to highest ethical and moral standards.

## Non material topics

Anti-competitive practices: Ensure a well-functioning market. Avoid any practices that can result in collusion with potential competitors.

Transparency and dialogue: Proactive communication and access to information.

Anti-corruption and bribery: Prevent corruption in all its forms, including extortion and bribery.

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## ECONOMIC PERFORMANCE

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**Material topics**      **Customer satisfaction:** Meet customers' expectations with the products and services provided.  
**Product quality and solutions:** Provide the best product quality and solutions to the customers.

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**Non material topics**      **Sustainable finances:** Growth without negative impact on the environment, or social or cultural customs  
**Innovation and digital transformation:** Foster and encourage innovation. Adopt digital technology into all areas to create new processes, develop the culture and customer experiences  
**Digital security and privacy:** Guarantee the protection of company's strategic data and the privacy of customers.

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Comparing the results of the materiality impact analysis conducted in 2021 and the one performed in 2023 there is a substantial reduction in the number of material topics identified. This is in part because some topics covered in 2021 have been merged for the 2023 analysis. For instance, in 2021 Circular Economy and Resource & Material Utilization were tackled as two separate topics, and in 2023 we merged them into one category, Resource Use & Circular Economy. The consultation process conducted in 2023 was structured differently, as well as being a double materiality analysis, we ensured we presented a clearer overview of the topics and that the topics of most significance to the company were weighted accordingly.

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- GRI 2-29      Approach to stakeholder engagement
  - GRI 3-1      Process to determine material topics
  - GRI 3-2      List of material topics

## ESG AND CLIMATE-RELATED RISK IDENTIFICATION ASSESSMENT AND MANAGEMENT

The ESG risk assessment was carried out based on the results of the Financial Materiality analysis, where our stakeholders analyzed and prioritized the ESG topics based on their risks and opportunities from people and planet.

Further analysis of these financially material topics has been undertaken to identify their related ESG financial risks as well as their likelihood and financial impact. This information has allowed us to determine the significance of each ESG and climate-related risk.

The most significant ESG risks are now assessed alongside other risks as a normal part of the company risk mapping, which was approved by the audit committee. All the risks included in the risk mapping are monitored periodically.

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- GRI 2-14      Role of the highest governance body in sustainability reporting

## STAKEHOLDER ENGAGEMENT

Customers, employees, investors, suppliers and regional authorities are the main stakeholders who significantly influence or are influenced by the company's business activities, products and services. Gurit fosters stakeholder engagement to understand their expectations, demands and concerns.

Dedicated external stakeholder engagement takes place with **shareholders** at the Annual General Meeting; communication continues through twice-yearly media and analyst conferences.

We gather **customer** needs and expectations through customer surveys and face-to-face meetings, which may include technical conferences, trade shows and participation in trade association events.

Engagement with **industry partners** takes place via local chambers of commerce, our membership of industry associations, as well as via conference participations and research partnerships, often centered on current industry challenges around circularity, sustainability or advanced composites at large. Gurit maintains regular dialogue with **suppliers**, complemented by online surveys.

The Gurit Executive team hosts a quarterly conference call with **employees** and additional conference calls with senior management, communicating organizational changes and Gurit strategy updates. Employees have the chance to make comments and ask questions, which are answered by the Executive Committee members. Furthermore, we run a global employee engagement initiative, which includes surveys in our employees' local languages, local focus groups and local townhall meetings.

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- GRI 2-12 Role of the highest governance body in overseeing the management of impacts
  - GRI 2-29 Approach to stakeholder engagement
  - GRI 3-3 Management of material topics

# SCOPE OF SUSTAINABILITY DATA AND REPORTING PRACTICE

Gurit has adopted an annual reporting cycle and we publish our Sustainability Report at the same time as our financial statements, as part of an integrated Annual Report. The reporting period is the 2023 calendar year as well as the previous five years where such data is available. For operational reasons, the reporting period for sustainability indicators such as education and training, greenhouse gas emissions, electricity and waste has been set at November 1, 2022 – October 31, 2023. Unless otherwise specified, the data covers all locations of the Gurit Group, excluding any parts of the business listed as “discontinued” or “inactive” in Gurit’s financial statements. Some sustainability data is only available for production sites and not for our smaller office locations. The legal entities Xeltrusion S.R.L.,Gurit (Germany) GmbH, and Gurit Tooling (Hong Kong) Ltd. are currently not covered by our sustainability data collection and greenhouse gas accounting; these small sites are not considered as material at this time.

With regards to Fiberline Composites, which became 100% owned by Gurit Group in 2023, the main sites (Denmark, Chennai and Tianjin) are included in the sustainability data collection across almost all topics.

For greenhouse gas emissions reporting: where data was not available, extrapolations have been made based on the previous year’s data and the evolution of production and sales. Additionally, some data has been calculated based on assumptions that were deemed appropriate for the intended use of reported information, by either internal experts or the contracted external Sulytics greenhouse gas consultancy. Gurit has for the fourth year reported its greenhouse gas accounting on a best-effort basis.

Gurit’s Sustainability Report 2023 is published as a stand-alone document and in parallel as part of the Gurit Annual Report 2023, available on our website → [www.gurit.com/Investors/Reports](http://www.gurit.com/Investors/Reports). Both the Annual Report and the Sustainability Report contain cross-references and should be consulted together.

## RESTATEMENTS OF INFORMATION AND RESULTS

The greenhouse gas footprint figures for 2020, 2021 and 2022 were restated due to a change in the Capital goods data collection process. From 2020 to 2022, data was provided directly by Gurit sites. In 2023, we have requested data and analysis from Gurit’s Finance team, and in view of results, we decided to change the data collection process with a restatement of previous years. A few other restatements have been made. These concern process emissions related to cyclopentane processing in Tianjin, Volpiano and Chennai, emissions related to electricity consumption in Izmir (emission factor error), transportation (double counting in Volpiano and historical data for Fiberline), waste (measurement unit error in Magog) and employees commuting (error in Chennai, in Ahmedabad and missing historical data for Fiberline).

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- GRI 2-2 Entities included in the organization’s sustainability reporting
  - GRI 2-3 Reporting period, frequency and contact point
  - GRI 2-4 Restatements of information

## SUSTAINABILITY DATA QUALITY

The data in the Sustainability Report has not been externally verified. The quality of data and reporting is expected to improve over time. Most of 2023's data has been collected through the Sulytics tool, a platform that improves the efficiency, quality and consistency of our data collection process (allowing all sites to directly upload their data) and helps us analyse our sustainability performance. This data collection and reporting system is periodically reviewed with each site.

### SCOPE 1 (DIRECT EMISSIONS)

CATEGORY	HOW DATA IS COLLECTED*	RESULTS IN TCO2E**				% 2023 PARTIAL FOOT- PRINT***	DATA QUALITY
		2023 (ANNUAL DEVIATION)	2022 (ANNUAL DEVIATION)	2021 (ANNUAL DEVIATION)	2020		
STATIONARY COMBUSTION	– Consumption invoices – Extrapolation to cover 12 months (2 sites)	7 173 (– 10%)	7 980 (– 6%)	8 457 (– 13%)	9 748	7.1%	●
Natural gas, Heating oil, Methane, LPG, Diesel, Petrol, Wood (burned for stationary energy)							
MOBILE COMBUSTION	– Consumption invoices – Consumption assumption based on km (2 sites) or based on cost with average fuel price (2 sites)	630 (– 7%)	679 (– 16%)	808 (– 28%)	1 122	0.6%	●
Diesel, Petrol/ gasoline, Natural Gas, LPG							
PROCESS EMISSIONS	– Measurement by external supplier (Consulair) / lab (B.Veritas) (1 site) – Estimated / extrapolated (1 site)	1 428 (+ 24%)	1 151 (+ 41%)	814 (+ 32%)	618	1.4%	●
N2O, CO2, Cyclopentane, Others							
FUGITIVE EMISSIONS		303 (+ 44%)	210 (– 18%)	258 (– 66%)	762	0.3%	●
Acrylonitrile, HFC- 134, HFC-410A, R-22, Others							
<b>TOTAL SCOPE 1 (Direct emissions)</b>		<b>9 534</b> (– 5%)	<b>10 021</b> (– 3%)	<b>10 337</b> (– 16%)	<b>12 249</b>	<b>9.4%</b>	

\* Data collected in Sulytics tool.

If no data could be collected back to the base year for an acquired company, the data collected by Gurit for the most recent and complete year was used as a proxy.

\*\* Calculation aligned with GHG Protocol, including 34 Gurit sites for fixed base year approach. Emissions from acquired companies in 2022 are included in the base year (2020) (even if the acquiring company didn't control these sources yet) to the current year (2023). Similarly, emission sources from divested facilities are excluded both with their emissions in the base year (when they were still controlled by the divesting company) and the current year.

\*\*\* Partial footprint = Scope 1, Scope2 and Partial Scope 3 (Capital goods, Transportation, Waste, Business travel, Employees commuting).

## SCOPE 2 (ELECTRICITY CONSUMPTION)

CATEGORY	HOW DATA IS COLLECTED*	RESULTS IN TCO2E**				% 2023 PARTIAL FOOT- PRINT***	DATA QUALITY
		2023 (ANNUAL DEVIATION)	2022 (ANNUAL DEVIATION)	2021 (ANNUAL DEVIATION)	2020		
ELECTRICITY	<ul style="list-style-type: none"> <li>– Electricity invoices</li> <li>– Extrapolation to cover 12 months (2 sites)</li> <li>– Electricity consumption based on previous years consumption (2 site)</li> </ul>	28 460 (+ 1%)	28 226 (+ 8%)	26 165 (+ 14%)	22 920	28.1%	●
DISTRICT HEATING	<ul style="list-style-type: none"> <li>– Heating invoices</li> <li>– District heating consumption based on 2022 data (1 site)</li> </ul>	195 (– 65%)	562 (+ 7%)	523 (– 17%)	630	0.2%	●
<b>TOTAL SCOPE 2 (Electricity consumption)</b>		<b>28 655</b> (– 0.5%)	<b>28 788</b> (+ 8%)	<b>26 688</b> (+ 13%)	<b>23 550</b>	<b>28.3%</b>	

## PARTIAL SCOPE 3 (INDIRECT EMISSIONS)

CATEGORY	HOW DATA IS COLLECTED*	RESULTS IN TCO2E**				% 2023 PARTIAL FOOT- PRINT***	DATA QUALITY
		2023 (ANNUAL DEVIATION)	2022 (ANNUAL DEVIATION)	2021 (ANNUAL DEVIATION)	2020		
CAPITAL GOODS Machinery and equipment, computers, vehicles, other	– Capital goods data is provided by Finance	6 581 (– 29%)	9 217 (– 37%)	14 536 (+ 1%)	14 321	6.5%	●
FUEL AND ENERGY RELATED ACTIVITIES	– Calculated by Sulytics tool acc. data entered by sites for scopes 1 & 2	6 680 (– 23%)	8 721 (+ 29%)	6 747 (– 17%)	8 111	6.6%	●
TRANSPORTATION Raw materials	– Calculation based on weight and distance (assumption if data missing)	10 823 (– 20%)	13 602 (– 15%)	15 937 (–)	–	10.7%	●
TRANSPORTATION Produced and traded products (upstream)	– For raw materials, based on data received for Purchased goods, from Global Procurement	7 161 (– 23%)	9 312 (– 18%)	11 337 (– 22%)	14 544	7.1%	●
TRANSPORTATION Produced and traded products (downstream)	<ul style="list-style-type: none"> <li>– Transportation of raw materials not correctly assigned in 2020</li> <li>– Transportation of produced and traded products: split to upstream or downstream depending if the site paid or not paid for the transportation</li> <li>– Cross-check for Gurit internal transportation (between 2 sites)</li> </ul>	24 735 (+ 30%)	19 056 (– 4%)	19 795 (– 6%)	21 051	24.4%	●

CATEGORY	HOW DATA IS COLLECTED*	RESULTS IN TCO2E**				% 2023 PARTIAL FOOT- PRINT***	DATA QUALITY
		2023 (ANNUAL DEVIATION)	2022 (ANNUAL DEVIATION)	2021 (ANNUAL DEVIATION)	2020		
WASTE Generated in operations	<ul style="list-style-type: none"> <li>- Estimations applied due to a change of supplier to cover 12 months (2 sites)</li> <li>- Invoices for waste taken/ recycled by 3rd party</li> <li>- Estimation if the weight of the waste is not measurable</li> <li>- Waste generation based on previous years data (1 site)</li> </ul>	1 828 (- 14%)	2 131 (- 4%)	2 221 (- 46%)	4 132	1.8%	●
BUSINESS TRAVEL Flights, Accommo- dation nights	<ul style="list-style-type: none"> <li>- Exported form Concur</li> <li>- Additional data provided by sites</li> </ul>	1 721 (+ 3%)	1 678 (+ 2%)	1 652 (+ 14%)	1 450	1.7%	●
EMPLOYEES COMMUTING	<ul style="list-style-type: none"> <li>- Data collected via XLS questionnaire, not included in Sulytics tool</li> <li>- No data collected in 2023, taken 2022 data and apply a coefficient if we there were an important deviation in the number of employees.</li> </ul>	3 553 (- 7%)	3 809 (+ 0.3%)	3 799 (- 17%)	4 557	3.5%	●
<b>TOTAL PARTIAL SCOPE 3 (Indirect emissions)</b>		<b>63 081</b> (- 7%)	<b>67 526</b> (- 11%)	<b>76 024</b> (+ 12%)	<b>68 166</b>	<b>62.3%</b>	

- ↗ GRI 305-1 Direct (Scope 1) GHG emissions
- ↗ GRI 305-2 Energy indirect (Scope 2) GHG emissions
- ↗ GRI 305-3 Other indirect (Scope 3) GHG emissions
- ↗ GRI 305-5 Reduction of GHG emissions

## SIGNIFICANT CHANGES TO THE ORGANIZATION

In 2023, Gurit became the 100% owner of Fiberline Composites A/S, a manufacturer of pultruded carbon and glass fibre products used in wind blade production. Since we had already started the process of integrating Fiberline into our sustainability data collection when we acquired 60% of the business in 2022, the change to 100% ownership did not have a significant impact on the data in 2023.

In 2023, Gurit Wind Systems site in Langfang was closed, and production ceased at our Ringkobing site.

The list of Gurit Group subsidiaries covered by this Sustainability Report is contained in note 28 of Gurit's Financial Report 2023, pp. 248-251, except for sites listed as "inactive", "liquidated", or "Holding company".

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- GRI 2-2 Entities included in the organizations sustainability reporting
  - GRI 2-4 Restatements of information
  - GRI 2-6 Activities, value chain and other business relationships

## NOTES REGARDING OUR GREENHOUSE GAS REPORTING

2023 corresponds to the sustainability reporting period 1.11.2022 to 31.10.2023.

2022 corresponds to the sustainability reporting period 1.11.2021 to 31.10.2022.

2021 corresponds to the sustainability reporting period 1.11.2020 to 31.10.2021.

2020 corresponds to the sustainability reporting period 1.11.2019 to 31.10.2020.

### BASE YEAR

Gurit set 2020 as the base year as this is the first year with comprehensive data being available.

### SCOPE 1 – DIRECT EMISSIONS

Under scope 1 we reported emissions related to Stationary combustion (Natural gas, Heating oil, Methane, LPG, Diesel, Petrol, Wood (burned for stationary energy), to Mobile combustion (Diesel, Petrol/gasoline, Natural Gas, LPG), to Process emissions (N<sub>2</sub>O, CO<sub>2</sub>, Cyclopentane, Others) and to Fugitive emissions (Acrylonitrile, HFC-134, HFC-410A, R-22, Others). Unlike 2022, no Compensation Certificates of Verified Carbon Unit (VCU) Retirement have been acquired for the 2023 calendar year.

### SCOPE 2 – INDIRECT GHG EMISSIONS

The GHG accounting considers the purchased electricity, steam, heat and cooling. Emissions are calculated using the 'market-based' approach in accordance with the Greenhouse Gas Protocol Scope 2 Guidance. Unlike 2022, the emissions related to electricity consumption haven't been offset with Compensation Certificates.

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- GRI 2-2 Entities included in the organizations sustainability reporting
  - GRI 2-3 Reporting period, frequency and contact point
  - GRI 2-4 Restatements of information

### SCOPE 3 – EMISSIONS FROM ACTIVITIES FROM ASSETS NOT OWNED OR CONTROLLED BY GURIT, BUT WITH AN IMPACT ON GURIT'S VALUE CHAIN

- Business travel includes flights and accommodation. Data are collected with an export from SAP Concur expense data tool and completed manually by Gurit sites for business travel not recorded in Concur.
- For employees commuting we have taken 245 working days as an average to simplify reporting. We have used the data collected in the previous year as it is safe to assume that no material changes occurred. Some estimations have been conducted in case of deviation from previous year related to the quantity of employees per site.
- Transportation and distribution: GHG emissions were calculated based on available transportation data from Gurit sites and from Global Procurement department. This includes data on weights, origin, and destinations as well as the main transport modes used, for raw material and produced product transportation. Parameters such as exact routing on vehicle types were normally not available and had to be estimated. Simplifications were made to reduce complexity e.g. road distances were calculated to the city level rather than actual street level. GHG emissions under the downstream transportation and distribution category were estimated based on available data. Depending on the incoterms applied, customers pick up the products at the Gurit factory gates. In these cases, it was not always possible to determine to where the products were transported. No estimations were made for these cases. The Guidelines to UK's GHG Conversion Factors for Company Reporting (GWP AR4) were used to convert activity data into GHG emissions. Emissions from airfreight were calculated by applying a radiative forcing factor to account for the non-CO2 warming effects of airplanes.
- Waste includes all waste types generated in operations by disposal type, including the waste reused internally (plastic and other types of non-hazardous waste).
- Emissions related to fuel and energy-related activities are calculated automatically by the Sulytics tool according to the data entered for Scope 1 (stationary combustion & mobile combustion) and Scope 2 (electricity consumption and heating).
- For capital goods, the Finance department has provided expenses related to fixed assets for the reporting period including: machinery and equipment, buildings and facilities, fixtures and fittings, office machinery and computers and vehicles.

See also the Technical statement on greenhouse gas accounting in the Environment chapter in this Report as well as the website → [www.ghgprotocol.org/corporate-standard](http://www.ghgprotocol.org/corporate-standard)

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- ↗ GRI 305-1 Direct (Scope 1) GHG emissions
  - ↗ GRI 305-2 Energy indirect (Scope 2) GHG emissions
  - ↗ GRI 305-3 Other indirect (Scope 3) GHG emissions

## FULL VIEW OF OUR GREENHOUSE GAS FOOTPRINT

In 2021, we started to collect Purchased Goods data. Data collected for 2022 underwent additional checks by the Global Procurement team and 2023 data was provided directly by Procurement. Even with reservations about the data quality, we decided to start reporting these preliminary results.

The emissions related to End-of-Life Treatment of Sold Products have been estimated based on data reported by the Gurit production sites for the key materials. Use of Sold Products has the potential to be a relevant Gurit scope 3 emissions source. It remains a challenge to estimate these emissions with a calculation model and implement this in our Sulytics data collection tool.

IN TCO <sub>2e</sub>	2023	DATA QUALITY	2022 AFTER COMPENSATION	2022	2021 AFTER COMPENSATION & EAC	2021
<b>SCOPE 1: DIRECT EMISSIONS</b>	<b>9 534</b>	●	<b>0</b>	<b>10 021</b>	<b>0</b>	<b>10 337</b>
<b>SCOPE 2: ELECTRICITY</b>	<b>28 655</b>	●	<b>0</b>	<b>28 788</b>	<b>0</b>	<b>26 688</b>
<b>SCOPE 3</b>						
SCOPE 3 (PARTIAL): INDIRECT EMISSIONS*	63 081	●	50 884	67 526	0	76 024
PURCHASED GOODS	456 463	●	593 080	593 080	776 952	776 952
Raw materials (from virgin sources or unknown)	392 795	●	503 064	503 064	716 592	716 592
Raw materials (mainly from recycled sources)	63 508	●	89 389	89 389	56 105	56 105
Packaging materials	160	●	627	627	4 255	4 255
END-OF-LIFE TREATMENT OF SOLD PRODUCTS	4 799	●	6 133	6 133	6 811	6 811

\* Scope 1, scope 2, partial scope 3: see details in Environment chapter

- GRI 305-1 Direct (Scope 1) GHG emissions
- GRI 305-2 Energy indirect (Scope 2) GHG emissions
- GRI 305-3 Other indirect (Scope 3) GHG emissions
- GRI 305-5 Reduction of GHG emissions

Our greenhouse gas footprint data is available on our website in a machine-readable format:

→ [www.gurit.com/ghg](http://www.gurit.com/ghg)

Contact for questions regarding the scope of our data collection and methodologies applied:

[sustainability@gurit.com](mailto:sustainability@gurit.com)

Gurit Services AG  
Sustainability Department  
Thurgauerstrasse 54  
CH-8050 Zurich, Switzerland

Greenhouse Gas Accounting Advisory:  
Sulytics GmbH



# SUSTAINABILITY METRICS



## SAFETY FIRST METRICS

### WORK-RELATED INJURIES AND ILL HEALTH



KEY  
PERFORMANCE  
INDICATORS

If despite all prevention, training and risk management measures an incident takes place, it is reported in our Safety First platform, with details that include the type of injury, main cause and consequence of the injury. After every accident and incident, we carry out an investigation that allows us to develop an action plan to minimise the hazard in the future.

#### LOST TIME ACCIDENTS (LTA) AND NON-LOST TIME INJURIES (NLTI)

	2023		2022		2021		2020	
	LOST TIME ACCIDENT (LTA)	NON-LOST TIME INJURIES (NLTI)	LOST TIME ACCIDENT (LTA)	NON-LOST TIME INJURIES (NLTI)	LOST TIME ACCIDENT (LTA)	NON-LOST TIME INJURIES (NLTI)	LOST TIME ACCIDENT (LTA)	NON-LOST TIME INJURIES (NLTI)
Wind Systems	5	27	8	48	17	68	16	83
Marine / Industrial	6	67	6	92	11	136	13	153
Manufacturing Solutions	5	7	1	10	4	15	1	13
Structural Profiles*	2	2	–	–	–	–	–	–
<b>Total</b>	<b>18</b>	<b>103</b>	<b>15</b>	<b>150</b>	<b>32</b>	<b>219</b>	<b>30</b>	<b>249</b>

Note: 2022 data does not cover the new Structural Profiles business unit (Fiberline Composites A/S) as the company was acquired in the second half of the sustainability reporting period. It also excludes the divested Aerospace business unit.

\* 2023 data includes the new Structural Profiles business unit (Fiberline Composites A/S) as 100% of the company acquisition was completed in 2023.

A dash means zero with the exception of Structural Profiles, for whom we don't have 2020 to 2022 data.

The number of work-related accidents slightly increased in 2023 while the incidents decreased. The main causes of work-related injury at Gurit sites are impacts against objects, cuts with tools or materials and chemical issues. We recorded no accident or incidents among contractors.

## TYPES OF ACCIDENTS AS DEFINED BY GRI

The following table provides additional details of the types of accidents, as defined by the GRI Standard. High-consequence work-related injuries correspond to medical leaves longer than 6 months.

	2023	2022	2021	2020
<b>FATALITIES</b>				
Wind Systems	-	-	-	-
Marine / Industrial	-	-	-	-
Manufacturing Solutions	-	-	-	-
Structural Profiles*	-	-	-	-
<b>Total Fatalities</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>HIGH-CONSEQUENCE WORK-RELATED INJURIES</b>				
Wind Systems	-	-	1	-
Marine / Industrial	-	-	-	1
Manufacturing Solutions	-	-	-	-
Structural Profiles*	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>
<b>RECORDABLE WORK-RELATED INJURIES</b>				
Wind Systems	7	10	22	19
Marine / Industrial	19	23	33	32
Manufacturing Solutions	7	4	11	11
Structural Profiles*	3	-	-	-
<b>Total</b>	<b>36</b>	<b>37</b>	<b>66</b>	<b>62</b>

\*A dash means zero with the exception of Structural Profiles, for whom we don't have 2020 to 2022 data.

Gurit recorded no high-consequence work-related injuries or fatalities among workers or contractors, and no recordable work-related injuries among contractors in 2023.

## NLTIR & LTAR

In 2023 the Non-Lost Time Injuries Rate (NLTIR) was 16.62 per million hours worked, and the Lost Time Accident Rate (LTAR) was 2.91. NLTIR had decreased significantly compared to 2022, while LTAR slightly increased.

In order to homogenise comparable data reported by all sites, in 2022 we introduced a new safety indicator, the Total Recordable Injury Rate (TRIR) is defined as the number of fatalities, lost time injuries/illnesses, restricted work, and medical treatment per million hours worked.

RATE PER MILLION HOURS WORKED	2023	2022	2021	2020
Lost Time Accident Rate (LTAR)	2.91	2.61	5.04	4.57
Non-Lost Time Injuries Rate (NLTIR)	16.63	26.26	37.65	35.13
Total Recordable Incident Rate (TRIR)	5.81	6.44	11.66	–
Lost Time Injury Severity Rate	–	–	0.15	0.15

Note 1: all the Safety First rates are calculated based on million hours worked.

Note 2: 2022 data does not cover the new Structural Profiles business unit (Fiberline Composites A/S) as the company was acquired in the second half of the sustainability reporting period. It also excludes the divested Aerospace business unit.

Note 3: 2023 data includes the new Structural Profiles business unit (Fiberline Composites A/S) as 100% of the company acquisition was completed in 2023.

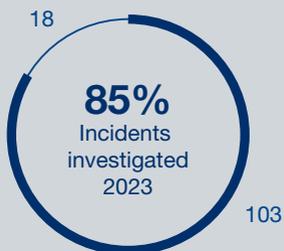
During the reporting period, two cases of work-related ill health attributed to allergies have been reported in our Safety First platform. Improving the health and safety management across the company and proactively working to minimize work-related ill health remain priorities in Gurit.

➤ GRI 403-2 Hazard identification, risk assessment, and incident investigation

➤ GRI 403-9 Work-related injuries

➤ GRI 403-10 Work-related ill health

## INCIDENT INVESTIGATIONS



In 2023, investigations were conducted for 85% of incidents (including Lost Time Accidents and Non-Lost Time Injuries). Compared to 2022 (investigations conducted for 79% of incidents) the investigation rate has increased by 6 points.

This year-on-year increase in investigations has led to a greater understanding of the issues at hand, which we can share with colleagues and increase the possibility of prevention in the future.

➤ GRI 403-2 Hazard identification, risk assessment, and incident investigation

## **INCIDENTS OF NON-COMPLIANCE CONCERNING THE HEALTH & SAFETY IMPACTS OF PRODUCTS AND SERVICES**

We have not identified any non-compliance with regulations and/or voluntary codes in 2023.

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➤ GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

## **INCIDENTS OF NON-COMPLIANCE CONCERNING PRODUCT / SERVICE INFORMATION AND LABELLING**

In 2023 we received a non-compliance warning due to lack of verification of the ingredients for a chemical imported into Australia. As a result, we had to cease importing and dispose of on-hand product. No fines were imposed, and the impact was less than AUD\$ 3000.

No legal actions were proceeded or pending, and no fines or non-financial penalties relating to non-compliance with product marketing and labelling regulations and standards were imposed in the previous year.

The Chemical Regulatory Compliance Manager together with members of the product development and purchasing teams ensure that all information is collated, recorded and available within the legal timescales as defined by country specific legislative schemes. Certified Bio-based formulated products are accredited to TUV Austria OK Biobased initiative and labelled in accordance with the requirements of this accreditation.

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➤ GRI 417-1 Requirements for product and service information and labelling  
➤ GRI 417-2 Incidents of non-compliance concerning product / service information and labelling

## STATUS OF ISO CERTIFICATION

The status of ISO certification of our Health & Safety, Environmental and Quality Management Systems towards achieving 100% of our production sites being certified by the end of 2024 is as follows.

CERTI- FICATION	% OF PRODUCTION SITES CERTIFIED				# OF SITES PLANNED / IN PROGRESS (2024/2025)	% OF SITES CERTIFIED / PLANNING TO BE CERTIFIED (2024/2025)		% OF EMPLOYEES COVERED IN 2023
	AS OF 31.12.2023	AS OF 31.12.2022	AS OF 31.12.2021	AS OF 31.12.2020		% OF ALL SITES (OFFICES AND PRODUCTION)	% OF PRODUCTION SITES	
ISO 9001	19 (100%)	19 (95%)	20 (91%)	18 (94%)	–	63%	100%	95%
ISO 14001	13 (68%)	8 (40%)	10 (45%)	9 (47%)	3	53%	84%	64%
ISO 45001	12 (63%)	10 (50%)	10 (45%)	4 (21%)	4	53%	84%	60%

2020: Total number of sites: 29 (including non-production sites) Total number of production sites: 19

2021: Total number of sites: 30 (including non-production sites) Total number of production sites: 22

2022: Total number of sites: 30 (including non-production sites) Total number of production sites: 20

2023: For the purposes of this data, we have 30 total sites and 19 production sites, as our Chennai site is regarded as two separate sites for ISO certification

Structural Profiles sites have been included in the number and percentage of the sites certified. All our Structural Profiles sites are certified by ISO 9001 and the one located in Chennai is planning to be certified by ISO 14001 and 45001 in 2024-2025. Also, Kitting and PET sites located in Matamoros will be ISO 14001 and 45001 certified in 2024; and the site in Magog will be ISO 45001 certified during the same year.

↗ GRI 403-8 Workers covered by an occupational health and safety management system

# GURIT RESOURCE UTILIZATION METRICS

## ENERGY CONSUMPTION

The energy consumption in gigajoules (GJ) is based on data reported by the Group's sites through the Sulytics data collection tool and includes non-renewable fuel consumed, renewable fuel consumed, electricity, and other types of energy such as district heating (an infrastructure for distributing heat generated in a centralised location via insulated pipes for water or space heating) or steam purchased for cooling or heating. Each year corresponds to the sustainability reporting period 1.11. to 31.10.

### ENERGY CONSUMPTION WITHIN THE ORGANIZATION

IN GJ	2023	2022	2021	2020
Stationary combustion	124 474	159 166	143 521	166 015
Mobile combustion	8 717	9 417	11 210	15 292
Electricity	293 104	312 185	317 556	291 959
Renewable sources	83 285	102 685	104 861	95 208
Grid-power (non-renewable)	209 819	209 500	212 695	196 751
Heating and cooling	10 353	11 849	11 023	13 288
<b>TOTAL</b>	<b>436 648</b>	<b>492 617</b>	<b>483 310</b>	<b>486 554</b>

### DETAILS OF ELECTRICITY CONSUMPTION FROM RENEWABLE SOURCES

TYPE OF RENEWABLE ENERGY	2023		2022		2021		2020	
	IN GJ	IN %						
Hydroelectric	48 419	58%	60 360	59%	68 597	65%	63 295	66%
Solar	3 661	5%	6 976	7%	4 940	5%	3 856	4%
Wind power	5 284	6%	25 490	25%	21 824	21%	17 990	19%
Other renewables	25 922	31%	9 859	9%	9 501	9%	10 067	11%

### ENERGY INTENSITY

The energy intensity of electricity consumption (MWh) versus sales (continued business / kCHF) has been calculated to be 0.14 for 2020, 0.19 for 2021, 0.17 for 2022 and 0.18 for 2023

### REDUCTION IN ENERGY REQUIREMENTS OF PRODUCTS

Gurit has taken significant steps to improve its products to enable our customers to save energy while they process products we sell to them. There are three concrete areas that apply:

- Saving heating and electricity thanks to prepregs, adhesives and other formulated products curing at lower temperature.
- We have developed products with shorter curing times.
- Our manufacturing solutions business enables customers to shorten their cycle times, making more efficient use of large heated facilities, and saving energy in the different processes, as well as electricity required to move the molds.

## ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION

To fully understand our greenhouse gas footprint, Gurit has started to evaluate the energy consumption outside the organization relating to the upstream and downstream categories (scope 3). Most of this relates to suppliers, and high quality and accurate data is not yet available. We have therefore used an assumption-based approach to get a broad understanding and be able to prioritise focus areas for future action. The quality of the data is not suitable for external reporting purposes but will be used for related internal workstreams that will look at reducing greenhouse gas emissions within scope 3.

The data considered includes the following categories and is measured in tons:

- Business travel
- Employee commuting
- Transportation of raw materials (upstream)
- Transportation of produced and traded products (upstream)
- Transportation of produced and traded products (downstream)
- Waste
- Capital goods
- Fuel- and energy-related

- 
- ↗ GRI 302-1 Energy consumption within the organization
  - ↗ GRI 302-2 Energy consumption outside the organization
  - ↗ GRI 302-3 Energy intensity
  - ↗ GRI 302-4 Reduction of energy consumption
  - ↗ GRI 302-5 Reductions in energy requirements of products and services

## SIGNIFICANT AIR EMISSIONS

IN METRIC TONS	2023	2022	2021	2020
NOx (total nitrogen oxides), process gas	–	–	–	–
Sulfur oxides (SOX)	–	–	–	–
Volatile organic compounds (VOC), process gas	41	56	65	38

- 
- ↗ GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

## WASTE

From November 2022 to October 2023, the weight of waste generated by Gurit sites was 12 660 metric tons if we do not take in account the plastic waste reused internally (reported in the 'Recirculated waste from co-located kitting sites' line in the table below). This represents 7% reduction compared with last year. By taking in account the plastic waste directly reused internally, the total weight of waste generated by Gurit sites was 23 655 metric tons. The waste generation in tons is based on data reported by the Group's sites through the Sulytics data collection tool.

The share of recycled waste represents 74% of total waste. PET waste and dust from our operations is systematically recovered and recycled back into the adjacent extruder. Currently this data is available in the following table under the category 'Recirculated waste from co-located kitting sites'.

### WASTE QUANTITY BY TYPE OF DISPOSAL

IN METRIC TONS	2023		2022		2021		2020
	HAZAR-DOUS WASTE	NON-HAZAR-DOUS WASTE	HAZAR-DOUS WASTE	NON-HAZAR-DOUS WASTE	HAZAR-DOUS WASTE	NON-HAZAR-DOUS WASTE	
<b>TOTAL WASTE DIRECTED TO DISPOSAL</b>	<b>396</b>	<b>5 837</b>	<b>345</b>	<b>6 081</b>	<b>311</b>	<b>9 051</b>	<b>11 799</b>
Landfill	138	3 303	124	3 754	134	4 731	5 100
Special treatment	55	40	59	66	51	62	823
Incineration	203	2 494	162	2 261	126	4 258	5 876
<b>TOTAL WASTE DIVERTED FROM DISPOSAL</b>	<b>–</b>	<b>17 422</b>	<b>–</b>	<b>13 232</b>	<b>–</b>	<b>12 343</b>	<b>6 641</b>
Recycling	–	6 293	–	7 189	–	12 343	6 641
<i>Recirculated waste from co-located kitting sites</i>	–	11 129	–	6 043	–	–	–
<b>SHARE OF WASTE DIVERTED FROM DISPOSAL</b>	<b>74%</b>		<b>67%</b>		<b>57%</b>		<b>36%</b>

Note 1: Each year corresponds to the sustainability reporting period 1.11. to 31.10.

Note 2: Gurit recycles a significant quantity of internal plastic waste from co-located kitting sites and its own PET foam production and finishing. In some co-locations globally Gurit is able to recycle kitting waste directly, efficiently and with no impact from transportation due to plant design. Sites concerned are Volpiano, Tamaulipas, Chennai and Tianjin.

Note 3: Hazardous waste for 2022 had to be restated due to a reporting unit measurement error detected.

Note 4: 10 995 metric tons of internal PET recirculated plastic waste (reported under Recirculated waste from co-located kitting sites category in the table above) is internally reused so not taken into account for the total the waste generated.

## WASTE QUANTITY BY TYPE OF WASTE

IN METRIC TONS	2023	DATA TREND	2022	2021	2020
Chemical	40	↓	63	57	120
Commercial and industrial	4 754	↓	6 207	13 961	6 386
Household residual	68	↓	76	153	129
Metal	326	↑	274	421	337
Paper / paperboard	605	↓	692	686	746
Plastic	4 829	↑	4 153	4 425	7 224
<i>Plastic waste recycled internally / from co-located sites</i>	<i>10 995</i>	<i>↑</i>	<i>6 043</i>	<i>–</i>	<i>–</i>
Solvent mixtures	16	→	17	18	26
Wood	577	↓	726	1 084	1 757
Hazardous	396	↑	345	311	987
Other	1 049	↓	1 062	588	726
<b>TOTAL</b>	<b>23 655</b>	<b>↑</b>	<b>19 658</b>	<b>21 704</b>	<b>18 438</b>
<b>HAZARDOUS WASTE IN %</b>	<b>1.7</b>	<b>↓</b>	<b>1.8</b>	<b>1.4</b>	<b>5.4</b>

Note 1: Each year corresponds to the sustainability reporting period 1.11. to 31.10.

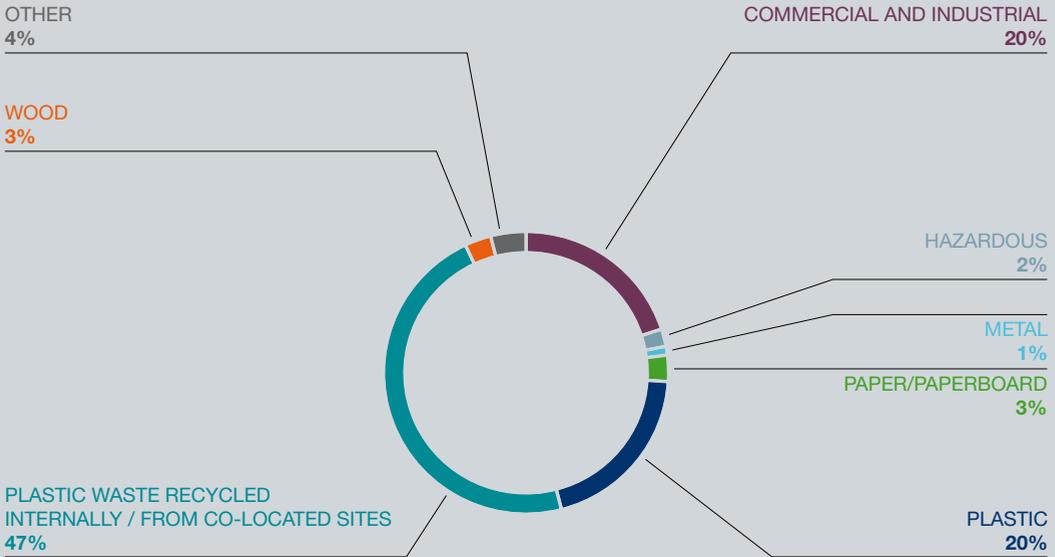
Note 2: Hazardous waste for 2022 had to be restated due to unit measurement error detected, and Plastic waste recycled internally / from co-located sites has been added for 2022 and 2023.

Note 3: "Other" is including the Non-hazardous waste reused internally (134 t).

Note 4: Plastic waste recycled internally / from co-located sites is internally reused so not taken into account for the total the waste generated.

↗ GRI 306-3 Waste generated

## WASTE GENERATED BY TYPE OF WASTE



Note: reporting period 1.11.2022 to 31.10.2023

## EMISSIONS TO SOIL AND WATER

Due to the nature of our operations and the systematic pollution prevention measures in place addressing remaining minor risks of spillages or accidental emissions to soil, water or air, Gurit sites normally do not contaminate the ground or water within or near their sites of operation. Process emissions to air are reported within this Report and are mainly linked to sites using fossil fuels as part of their production processes.

- GRI 306-2 Management of significant waste-related impacts
- GRI 306-3 Waste generated
- GRI 306-4 Waste diverted from disposal
- GRI 306-5 Waste directed to disposal

## WATER

Water consumption is not a material topic for Gurit, although a small number of production sites have higher water consumption due to their production processes. Gurit water withdrawal continues to decrease year on year since 2021 because of water management initiatives implemented at the sites. Also, the percentage of alternative water sources has slightly increased since 2022.

In 2023 we report water discharge and water consumption for the first time; the data is estimated based on the water withdrawal reported from the production sites.

IN LITRES	2023	2022	2021	2020
<b>TOTAL WATER WITHDRAWAL</b>	<b>123 437 023</b>	<b>149 679 641</b>	<b>157 047 590</b>	<b>151 608 192</b>
Tap water (municipal water supplies)	48 681 026	65 721 641	95 308 790	86 544 192
Groundwater (drawn directly from well)	59 608 000	67 638 000	60 522 000	65 064 000
Surface water (e.g. taken directly from rivers and lakes)	–	–	–	–
<b>Total alternative water sources</b>	<b>15 147 996</b>	<b>16 320 000</b>	<b>1 216 800</b>	<b>–</b>
Rainwater	120 000	120 000	–	–
Water recycled or reused on site	7 722 000	5 302 000	1 216 800	–
Grey water	7 289 271	9 021 000	–	–
Sewage	16 725	1 877 000	–	–
<b>PERCENTAGE ALTERNATIVE WATER SOURCES</b>	<b>13.99%</b>	<b>12.24%</b>	<b>0.78%</b>	<b>–</b>
<b>WATER DISCHARGE ESTIMATED</b>	<b>119 946 749</b>	<b>–</b>	<b>–</b>	<b>–</b>
<b>WATER CONSUMPTION ESTIMATED</b>	<b>3 490 274</b>	<b>–</b>	<b>–</b>	<b>–</b>
Water withdrawal vs. sales (in CHF)	0.27	0.30	0.34	0.26
Water withdrawal vs. sales (in USD)	0.24	0.29	0.31	0.25

Note 1: each year corresponds to the sustainability reporting period 1.11. to 31.10. We have discovered few small errors in data reported in 2022 and 2021, and need to make a restatement. For a sales office, we do not have water withdrawn quantity as it is not metered and the cost for water is included in the leasing agreement.

Note 2: water discharge data was difficult to collect as most of the times there is no cost or just a fixed flat fee from the local municipality, and no metering. If we do not have any correct data, we assumed that for office sites, the water discharge is equal to the water withdrawal. For production site, as no water is used in any product itself, no heated water and evaporation, we assumed that the water discharge corresponds to 97% of the water withdrawal.

- GRI 303-3 Water withdrawal
- GRI 303-4 Water discharge
- GRI 303-5 Water consumption

# GURIT CLEANTECH METRICS

## R&D EXPENSES

	2023	2022	2021	2020
Actual CHF	8 525 000	8 617 948	8 648 182	7 794 499
As % of net sales	1.9	1.7	1.8	1.3

Since 2020, there has been a sizeable increase in Gurit's investment into CleanTech activities. The optimisation of existing processes and products in terms of their resource use and performance, as well as the development of new technologies, processes and materials has been recognized as a key path to increased sustainability at Gurit and so remains a focus heading into 2024.

## R&D FOCUSED ON CLEANTECH APPLICATIONS

The following R&D focus areas during 2023 were clearly linked to clean technology applications:

- Improvements of existing products in terms of their process emissions and raw material footprint.
- Improvement of existing products in terms of the energy required to process them at our customers sites, e.g. lower curing temperatures or shorter curing times.
- Research and development of manufacturing solutions, with automation efficiency gains benefitting cycle times, reducing energy consumption.

## SOCIAL PERFORMANCE METRICS

As of December 31, 2023, Gurit employed 2 343 staff members, compared with 2 113 in 2022 (excluding apprentices, trainees, interns and agency workers, contractors).

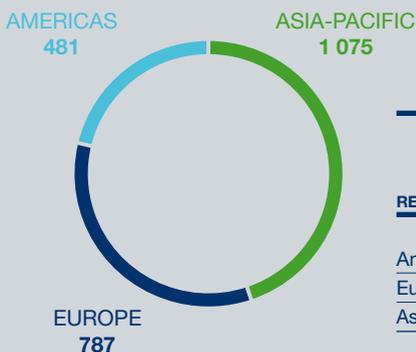
### WORKFORCE BY EMPLOYMENT CONTRACT

	2023		2022		2021		2020
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
Permanent contract	1 853	444	1 641	429	1 873	484	2 831
Temporary contract	35	11	30	13	73	20	120
<b>GURIT TOTAL WORKFORCE*</b>	<b>1 888</b>	<b>455</b>	<b>1 671</b>	<b>442</b>	<b>1 946</b>	<b>504</b>	<b>2 951</b>
Apprentices, Interns	13	4	3	2	10	5	15
Workers/Contractors**	274		259		220		174
Full-time	1 867	428	1 652	411	1 912	450	2 860
Part-time	21	27	19	31	34	54	91

\* 2022 excl. Fiberline

\*\* Methodology to collect data for Workers who are not employees: HR Managers at Gurit sites update agency worker team member data into the internal MyGurit database: hours worked, gender, FTE as per local definition. Data is reviewed monthly by Group HR and Finance.

### EMPLOYEES BY REGION



REGION	2023		2022		2021	
	PERMANENT CONTRACT	TEMPORARY CONTRACT	PERMANENT CONTRACT	TEMPORARY CONTRACT	PERMANENT CONTRACT	TEMPORARY CONTRACT
Americas	476	5	399	–	611	8
Europe	762	25	628	32	757	34
Asia-Pacific	1 059	16	1 043	11	989	51

➤ GRI 2-7 Employees

➤ GRI 2-8 Workers who are not employees

## EMPLOYEES BY NEW HIRES AND LEAVERS

From January 1 to December 31, 2023, Gurit has hired 685 new employees and 868 employees have left the company. Major changes have occurred in our Mexican site and in Chennai for hires. The details presented in the following tables do not include our Structural Profiles site in Tianjin which employed 62 people as of December 31, 2023.

	AGE			REGION			GENDER	
	UNDER 30 YEARS	30 TO 50 YEARS	ABOVE 50 YEARS	AMERICAS	ASIA-PACIFIC	EUROPE	MALE	FEMALE
New employee hires*	365	293	27	407	196	82	552	133
Employees left*	279	454	135	329	245	294	663	205

	AGE			REGION			GENDER	
	UNDER 30 YEARS	30 TO 50 YEARS	ABOVE 50 YEARS	AMERICAS	ASIA-PACIFIC	EUROPE	MALE	FEMALE
New employee hires*	273	210	27	106	237	167	416	94
Employees left*	203	463	95	394	215	152	612	149

	AGE			REGION			GENDER	
	UNDER 30 YEARS	30 TO 50 YEARS	ABOVE 50 YEARS	AMERICAS	ASIA-PACIFIC	EUROPE	MALE	FEMALE
New employee hires*	321	322	38	344	199	138	552	129
Employees left*	425	628	97	584	420	146	973	177

\* excluding apprentices, trainees, interns and agency workers/contractors

Figures shown do not include our Structural Profiles site in Tianjin.

➤ GRI 401-1 New employee hires and employee turnover

## EMPLOYEES BY GENDER

	2023	
	MALE	FEMALE
Executive Committee	6	–
Senior Management	32	4
Extended Senior Management*	14	6
Middle Management	194	52
Further Staff	1 588	385
<b>TOTAL STAFF</b>	<b>1 834</b>	<b>447</b>
In percent	80%	20%

	2022		2021		2020	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive Committee	6	–	8	–	9	–
Senior Management	31	3	37	2	58	15
Extended Senior Management*	13	3	12	5		
Middle Management	180	57	209	62	130	44
Further Staff	1 441	379	1 680	434	2 189	506
<b>TOTAL STAFF</b>	<b>1 671</b>	<b>442</b>	<b>1 947</b>	<b>503</b>	<b>2 386</b>	<b>565</b>
In percent	79%	21%	79%	21%	81%	19%

\* New management level created in 2021

Figures shown exclude apprentices, trainees, interns and agency workers/contractors.

Figures shown do not include our Structural Profiles site in Tianjin.

➤ GRI 405-1 Diversity of governance bodies and employees

## EMPLOYEES BY AGE

	2023		
	AGE UNDER 30 YEARS	AGE 30 TO 50 YEARS	AGE ABOVE 50 YEARS
Executive Committee	–	2	4
Senior Management	–	25	11
Extended Senior Management*	–	14	6
Middle Management	12	178	56
Further Staff	523	1 179	271
<b>TOTAL STAFF</b>	<b>535</b>	<b>1 398</b>	<b>348</b>
In percent	24%	61%	15%

	2022			2021			2020		
	AGE UNDER 30 YEARS	AGE 30 TO 50 YEARS	AGE ABOVE 50 YEARS	AGE UNDER 30 YEARS	AGE 30 TO 50 YEARS	AGE ABOVE 50 YEARS	AGE UNDER 30 YEARS	AGE 30 TO 50 YEARS	AGE ABOVE 50 YEARS
Executive Committee	–	2	4	–	4	5	–	4	5
Senior Management	–	21	13	–	28	11	–	49	18
Extended Senior Management*	–	13	3	1	13	3	–	–	–
Middle Management	11	174	52	12	193	66	6	132	42
Further Staff	419	1 182	219	434	1 411	269	628	1 761	306
<b>TOTAL STAFF</b>	<b>430</b>	<b>1 392</b>	<b>291</b>	<b>447</b>	<b>1 649</b>	<b>354</b>	<b>634</b>	<b>1 946</b>	<b>371</b>
In percent	20%	66%	14%	18%	67%	15%	21%	66%	13%

\* New management level created in 2021

Figures shown exclude apprentices, trainees, interns and agency workers/contractors.

Figures shown do not include our Structural Profiles site in Tianjin

➤ GRI 405-1 Diversity of governance bodies and employees

## PERFORMANCE AND CAREER REVIEWS

In 2023, 25% of male and 60% of female employees at Gurit had a performance and career review (32% of all employees).

IN PERCENT	2023	2022	2021	2020
<b>GENDER</b>				
Male	25	29	23	47
Female	60	66	55	75
<b>CATEGORY</b>				
Executive Committee	100	100	100	67
Senior Management	100	97	87	93
Extended Senior Management*	100	100		
Middle Management	98	100	94	91
Other	22	26	21	49

\* New management level created in 2021

Figures shown exclude apprentices, trainees, interns and agency workers/contractors

2021: does not include employees who left the company during the reporting period

2023: Structural Profiles business unit sites are not yet integrated in the Gurit Group performance and career review process

➤ GRI 404-3 Performance and career development review

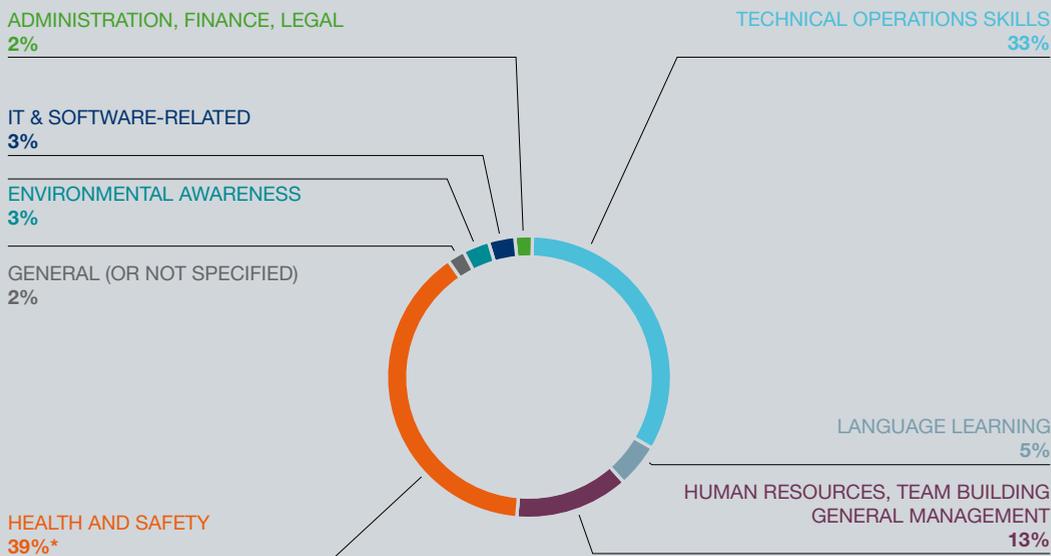
## AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

	2023	2022	2021	2020
<b>GENDER</b>				
Male	18.96	21.64	32.14	17.79
Female	19.39	28.36	30.14	14.67
<b>CATEGORY</b>				
Executive Management	20.80	3.00	4.33	2.13
Senior Management	28.03	74.35	41.83	10.43
Extended Senior Management*	72.91	17.00		
Middle Management	37.24	24.30	34,03	28.04
Other	16.49	23.85	31.33	16.19
<b>TOTAL AVERAGE</b>	<b>19.05</b>	<b>25.00</b>	<b>31.72</b>	<b>16.70</b>

\* New management level created in 2021

Note: For 2022 data we have discovered that sites applied different definitions for training and identified some data errors that we rectified in part with common-sense assumptions. Some sites were affected by budget shortages and re-structurings, while others increased training activities as part of a ramp-up or an ongoing focus on health & safety with repeated trainings.

## DISTRIBUTION OF TRAINING ACCORDING TO TYPE



\* Includes health and safety training for workers who are not employees but whose work and/or workplace is controlled by Gurit Group

**AVERAGE NUMBER OF TRAINING HOURS PROVIDED VIA LEARNING MANAGEMENT SYSTEM**

	2023	2022	2021	2020
<b>GENDER</b>				
Male	1.49	0.76	2.91	3.19
Female	1.66	0.72	6.30	7.01
<b>CATEGORY</b>				
Executive Management	3.25	2.82	1.96	1.50
Senior Management	2.87	1.79	4.32	3.90
Senior Extended Management*	2.85	1.94		
Middle Management	1.65	1.56	9.38	4.00
Other	1.40	0.97	2.86	4.80

\* New management level created in 2021

2023: Fiberline sites are not yet integrated in the Gurit Group Learning Management System.

**COURSES COMPLETED IN LEARNING MANAGEMENT SYSTEM**

	2023	2022	2021	2020
<b>TOTAL NUMBER OF COURSES</b>	<b>2 676</b>	<b>1 801</b>	<b>8 711</b>	<b>2 930</b>

The Learning Management System is an Intranet-based learning platform. One completed course refers to a learning unit on a specific topic that has been successfully completed by reading the content and in some cases answering a multiple-choice test questionnaire successfully. The completion of a course varies between 10 minutes to 3 hours. Fluctuations between years are related to the availability of new courses and the roll-out of certain programs or topics, as well as the implementation of a new platform in 2022 that has been stabilized in 2023.

In 2023 several courses were rolled out primarily related to antibribery, equality and diversity, data privacy and security office, resulting a higher number of completed trainings as well as higher average of training hours per gender and category compared to 2022 data.

↗ GRI 404-1 Average hours of training per year per employee

## EXTERNAL ASSURANCE

This Sustainability Report has not been subject to external assurance. Gurit is setting up adequate data collection methods and processes and verifies this data on a best-effort basis in the most transparent manner, applying 4-eye principles, reviews and sanity checks of data by competent internal experts. Our greenhouse gas data is calculated by and reviewed with a trusted and competent external partner who has a profound and demonstrated track record in this domain, as explained in the Environment chapter of this Report. We are monitoring the legislative requirements and intend to call upon the support of our Internal Audit department as a first step.

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➤ GRI 2-5 External Assurance

## GRI REPORTING

This Report has been prepared in accordings with the Global Reporting Initiative (GRI) standard. GRI is an international independent standards organization that helps businesses understand and communicate their impacts on sustainability-related topics.



More information on the GRI Standards can be found on the standard's website at  
→ [www.globalreporting.org](http://www.globalreporting.org)

## CONTACT FOR SUSTAINABILITY REPORTING QUESTIONS, STAKEHOLDER FEEDBACK AND CONCERNS

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➤ GRI 2-3 Reporting period, frequency and contact point

# GRI CONTENT INDEX

## STATEMENT OF USE

Gurit Holding AG has reported in accordance with the GRI Standards for the reporting period 2023. Reporting period is 1.1 - 31.12 for financial and some company data and 1.11 - 31.10 for sustainability data.

GRI DISCLOSURE	GRI STANDARD TITLE OF DISCLOSURE	PAGE	SWISS LAW CONTRIBUTION
GRI 1: FOUNDATION 2021			
GRI 2: GENERAL DISCLOSURES 2021			Art. 964b (2)-1 CO is answered across all the Sustainability Report
<b>THE ORGANIZATION AND ITS REPORTING PRACTICES</b>			
2-1	Organizational details	2-5, 14, 19, 64-65, 248-251	Art. 964b (1) CO
2-2	Entities included in the organization's sustainability reporting	177, 181, 248-251	
2-3	Reporting period, frequency and contact point <b>Note:</b> Reporting frequency is annual. Reporting period is 1.1 - 31.12 for financial data and 1.11 - 31.10 for sustainability data.	177, 205	
2-4	Restatements of information	177, 181	
2-5	External assurance	108-109, 205	
<b>ACTIVITIES AND WORKERS</b>			
2-6	Activities, value chain and other business relationships	2-5, 64-65, 151-156, 181	Art. 964b (1) CO Art. 964b (2)-2 CO
2-7	Employees <b>Omission:</b> Due to the parallel use of different systems some data is not yet available in full detail. We will adapt the systems and endeavour to report additional details in the future.	4, 198	Art. 964b (1) CO
2-8	Workers who are not employees	198	Art. 964b (1) CO
<b>GOVERNANCE</b>			
2-9	Governance structure and composition	18-39, 69-71, 83, 162	Art. 964b (1) CO
2-10	Nomination and selection of the highest governance body	23-27, 162	
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2-12	Role of the highest governance body in overseeing the management of impacts	31, 69-71, 162, 176	
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<b>GRI DISCLOSURE</b>	<b>GRI STANDARD TITLE OF DISCLOSURE</b>	<b>PAGE</b>	<b>SWISS LAW CONTRIBUTION</b>
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2-18	Evaluation of the performance of the highest governance body	27-31, 69-73	
2-19	Remuneration policies	19, 41-55, 162-164	
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2-21	Annual total compensation ratio	53-55, 218-219	
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2-22	Statement on sustainable development strategy	7-13, 62-63, 68-69	Art. 964b (2)-2 CO
2-23	Policy commitments	2-3, 64-65, 69-71, 74, 82-83, 97-98, 112-113, 135-136, 140-143, 151-153, 157, 163-164, 166	Art. 964b (2)-2 CO
2-24	Embedding policy commitments	68-71, 82-83, 96-98, 135-136, 140-143, 151-153, 162	Art. 964b (2)-2 CO Art. 964b (2)-3 CO
2-25	Processes to remediate negative impacts	69-73, 88-91, 99, 106-107, 113, 127, 141, 151-156, 167	Art. 964b (2)-2 CO Art. 964b (2)-3 CO
2-26	Mechanisms for seeking advice and raising concerns	166-167	Art. 964b (2)-3 CO
2-27	Compliance with laws and regulations	90-91, 96, 167	
2-28	Membership associations	144	Art. 964b (1) CO
<b>STAKEHOLDER ENGAGEMENT</b>			
2-29	Approach to stakeholder engagement	72-73, 144-147, 172-176	Art. 964b (1) CO
2-30	Collective bargaining agreements	143	Art. 964b (1) CO
<b>MATERIAL TOPICS</b>			
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3-1	Process to determine material topics	72-73, 99, 172-175	Art. 964b (1) CO Art. 964b(2)-4 CO
3-2	List of material topics	72-73, 172-175	Art. 964b (1) CO Art. 964b(2)-4 CO
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3-3	Management of material topics	76-79, 81-86, 90-91, 93	Art. 964b (1) CO Art. 964b(2)-2 CO Art. 964b(2)-4 CO
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018			
403-1	Occupational health and safety management system	83-88	
403-2	Hazard identification, risk assessment, and incident investigation	83-86, 88-93, 138, 186-188	
403-4	Worker participation, consultation, and communication on occupational health and safety	82-85, 88, 91-92	Art. 964b (1) CO
403-5	Worker training on occupational health and safety	84-85, 88, 91-92	

GRI DISCLOSURE	GRI STANDARD TITLE OF DISCLOSURE	PAGE	SWISS LAW CONTRIBUTION
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships <b>Note:</b> Gurit considers health & safety as relevant to suppliers, and considers this in its supplier risk assessment process	84-85, 87, 90-93, 154-156	Art. 964b (2)-2 CO
403-8	Workers covered by an occupational health and safety management system <b>Note:</b> No workers are excluded from being covered by the Gurit safety management system, so the percentage of employees and workers covered is 100%	83, 86-89, 190	
403-9	Work-related injuries <b>Omission:</b> We do not at this stage state the total number of hours worked. Different legislations and national standards as well as data collection system make this a labor-intensive manual calculation. Possible to be extrapolated from the number of LTAs and NLTIs and the rate of both per million hours worked.	88-91, 188	
403-10	Work-related ill health	188	
<b>GRI 416: CUSTOMER HEALTH AND SAFETY 2016</b>			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	189	Art. 964b (2)-3 CO Art. 964b (2)-5 CO
<b>ADAPTATION AND MITIGATION OF CLIMATE CHANGE AND POLLUTION</b>			
3-3	Management of material topics	76-79, 97-99, 101, 104, 106-107	Art. 964b (1) CO Art. 964b (2)-2 CO Art. 964b(2)-4 CO
<b>GRI 305: EMISSIONS 2016</b>			
305-1	Direct (Scope 1) GHG emissions <b>Note:</b> Gurit's industrial activities are not contributing to any biogenic emissions. Gurit has set the base year as 2020 as this was the first year with comprehensive data available.	102-103, 108-109, 178, 181, 183	Art. 964b (1) CO Art. 964b (2)-5 CO
305-2	Energy indirect (Scope 2) GHG emissions <b>Note:</b> Gurit has set the base year as 2020 as this was the first year with comprehensive data available.	102-103, 108-109, 179, 181, 183	Art. 964b (1) CO Art. 964b (2)-5 CO
305-3	Other indirect (Scope 3) GHG emissions <b>Note:</b> Gurit has set the base year as 2020 as this was the first year with comprehensive data available.	102-103, 108-109, 179-180, 182-183	Art. 964b (1) CO Art. 964b (2)-5 CO
305-4	GHG emissions intensity	103	Art. 964b (1) CO Art 964b (2)-5 CO
305-5	Reduction of GHG emissions <b>Note:</b> Gurit has set the base year as 2020 as this was the first year with comprehensive data available.	102-103, 104, 106-107, 114-115, 116, 178-180	Art. 964b (1) CO Art. 964b (2)-5 CO
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	192	Art. 964b (1) CO Art. 964b (2)-5 CO

GRI DISCLOSURE	GRI STANDARD TITLE OF DISCLOSURE	PAGE	SWISS LAW CONTRIBUTION
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3-3	Management of material topics	76-79, 111-113, 114-115, 116, 118-119, 123-131	Art. 964b (1) CO Art. 964b (2)-2 CO Art. 964b(2)-4 CO
<b>GRI 306: WASTE 2020</b>			
306-1	Waste generation and significant waste-related impacts	112-113, 116	Art. 964b (1) CO Art. 964b (2)-5 CO
306-2	Management of significant waste-related impacts	112-113, 116, 124-129, 193-195	Art. 964b (1) CO Art. 964b (2)-2 CO
306-3	Waste generated	112-113, 116, 124, 127-129, 193-195	Art. 964b (1) CO Art. 964b (2)-5 CO
306-4	Waste diverted from disposal	116, 124, 127-129, 193-195	Art. 964b (1) CO Art. 964b (2)-5 CO
306-5	Waste directed to disposal	193-195	Art. 964b (1) CO Art. 964b (2)-5 CO
<b>GRI 301: MATERIALS 2016</b>			
301-3	Reclaimed products and their packaging materials	127-129	Art. 964b (1) CO Art. 964b (2)-5 CO
<b>GRI 303: WATER AND EFFLUENTS 2018</b>			
303-1	Interactions with water as a shared resource	118-119	Art. 964b (1) CO Art. 964b (2)-5 CO
303-2	Management of water discharge-related impacts	118-119	Art. 964b (1) CO Art. 964b (2)-2 CO
303-3	Water withdrawal <b>Omission:</b> We do not have a detailed breakdown of total water withdrawal from our sources by Freshwater and Other Water. Currently not considered material as the vast majority of our production is not using water. Data collection efforts for sites are already significant, therefore we prioritize material topics. We will consider to collect these details in future data collection efforts.	118-119, 196	Art. 964b (1) CO Art. 964b (2)-5 CO
303-4	Water discharge	118-119, 196	Art. 964b (1) CO Art. 964b (2)-5 CO
303-5	Water consumption	118-119, 196	Art. 964b (1) CO Art. 964b (2)-5 CO
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3-3	Management of material topics	76-79, 111-113, 114-115	Art. 964b (1) CO Art. 964b (2)-2 CO Art. 964b (2)-4 CO
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302-1	Energy consumption within the organization	114-115, 191-192	Art. 964b (1) CO Art. 964b (2)-5 CO
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GRI DISCLOSURE	GRI STANDARD TITLE OF DISCLOSURE	PAGE	SWISS LAW CONTRIBUTION
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302-4	Reduction of energy consumption	114-115, 191-192	Art. 964b (1) CO Art. 964b (2)-5 CO
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3-3	Management of material topics	76-79, 149-153	Art. 964b (2)-2 CO Art. 964b(2)-4 CO Art. 964k (1) (1-3) CO Art. 964k (2) CO Art. 964k (3) CO
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308-1	New suppliers that were screened using environmental criteria	154-156, 158-159	Art. 964b Art. 964b (1) CO Art. 964b (2)-2 CO Art. 964b (2)-5 CO
308-2	Negative environmental impacts in the supply chain and actions taken	154-156	Art. 964b Art. 964b (1) CO Art. 964b (2)-3 CO
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016</b>			
414-1	New suppliers that were screened using social criteria	154-156, 157	Art. 964b Art. 964b (1) CO Art. 964b (2)-2 CO Art. 964b (2)-5 CO
414-2	Negative social impacts in the supply chain and actions taken	157	Art. 964b Art. 964b (1) CO Art. 964b (2)-3 CO
<b>GRI 413: LOCAL COMMUNITIES 2016</b>			
413-1	Operations with local community engagement, impact assessments, and development programs <b>Omission:</b> We do not have a detailed data regarding the local community impact. We focused on the implementation of the initiative in most of our Gurit sites and analysed the main impacts.	146-147	Art. 964b Art. 964b (1) CO Art. 964b (2)-5 CO
<b>EQUALITY, DIVERSITY AND INCLUSION</b>			
3-3	Management of material topics	76-79, 133-134, 135-136	Art. 964b (1) CO Art. 964b (2)-2 CO Art. 964b(2)-4 CO
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>			
405-1	Diversity of governance bodies and employees	136-137, 200-201	Art. 964b (1) CO Art. 964b (2)-5 CO

<b>GRI DISCLOSURE</b>	<b>GRI STANDARD TITLE OF DISCLOSURE</b>	<b>PAGE</b>	<b>SWISS LAW CONTRIBUTION</b>
405-2	Ratio of basic salary and remuneration of women to men <b>Omission:</b> No data on ratios available at this time. Available data combines different job roles and skill levels that are concentrated in different geographical regions and locations with different cost of living and salary levels. This does not provide for a meaningful comparison. However, we have conducted a pay gap analysis per site.	138	Art. 964b (1) CO Art. 964b (2)-5 CO
<b>WORKING CONDITIONS</b>			
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401-1	New employee hires and employee turnover <b>Omission:</b> Employee turnover not reported, we report leavers.	199	Art. 964b (1) CO Art 964b (2)-5 CO
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<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016</b>			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	143	Art. 964b (1) CO Art. 964b (1) CO
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<b>GRI 409: FORCED OR COMPULSORY LABOR 2016</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	140-143, 157	Art. 964b (1) CO Art. 964b (1) CO Art. 964b (2)-5 CO

GRI DISCLOSURE	GRI STANDARD TITLE OF DISCLOSURE	PAGE	SWISS LAW CONTRIBUTION
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<b>BUSINESS CONDUCT</b>			
3-3	Management of material topics	76-79, 163-165	Art. 964b (1) CO Art. 964b (2)-2 CO Art. 964b (2)-4 CO
<b>GRI 205: ANTI-CORRUPTION 2016</b>			
205-1	Operations assessed for risk related to corruption <b>Note:</b> Selected operations were assessed as part of ordinary internal audit or due diligence procedures.	163-166	Art. 964b (1) CO
205-2	Communication and training about anti-corruption policies and procedures <b>Note:</b> A breakdown of our employee categories and regions can be found in the employee data in the Social Performance Metrics on pages 198, 200.	163-165	Art. 964b (1) CO Art. 964b (2)-5 CO
205-3	Confirmed incidents of corruption and actions taken	167	Art. 964b (1) CO Art. 964b (2)-5 CO
<b>GRI 415: PUBLIC POLICY 2016</b>			
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Damen Waterbus 2907 Hybrid, with full composite structural engineering by Gurit. This public ferry is efficient in terms of weight, hull design and systems, with interiors featuring natural and recycled materials.

This Sustainability Report is an extract of the Gurit Annual Report 2023.

Page numbers are left unchanged.

The full Annual Report can be downloaded from:

→ [www.gurit.com/financial-reports-and-presentations](http://www.gurit.com/financial-reports-and-presentations)