SUSTAINABILITY REPORT

#GuritCares

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

ACTIVITIES AND MARKETS SERVED

Gurit is a leading manufacturer and supplier of advanced composite materials - including kitted core materials, prepregs, pultruded glass profiles, and formulated products, as well as manufacturing technology solutions and composite structural engineering services. With a depth of expertise in high-performance materials and engineering, we are uniquely positioned to serve global growth markets with innovative composite solutions.

We remain a trusted partner for global wind energy customers, with a strong focus on wind turbine blade solutions. Our in-depth understanding of the value chain allows us to help increase wind energy competitiveness and promote its sustainable growth.

In the marine and industrial markets, we drive lightweighting and high-performance solutions, enabling our customers to achieve their goals with durable, energy-efficient materials. Our innovative and sustainable portfolio ensures that we continue to lead in shaping industries that demand cutting-edge performance while contributing to a more sustainable world. We develop solutions that matter.

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

More information about our activity:
→ www.gurit.com

27 SITES

5 CONTINENTS

FOUNDATION IN SWITZERLAND 1835

1 961 EMPLOYEES

>30 YEARS IN ADVANCED COMPOSITES

MARKETS

WIND   MARINE   INDUSTRIAL

↗ GRIs: 2-1; 2-6; 2-7; 2-23

SUSTAINING MOMENTUM:
REFLECTING ON PROGRESS AND PURPOSE

Over the past five years, our sustainability journey has continued to gather momentum, even as our business has evolved and undergone important strategic changes. Measured against our 2020 baseline, the numbers show clear and encouraging progress. Today, we find ourselves at the halfway point to our 2030 ambitions – a significant milestone as we reflect on the commitment, creativity, and collaboration across our global organization.

One of our most notable achievements is the reduction of our Lost Time Accident Rate, which has fallen by 65% since 2020. This improvement is the result of consistent focus, proactive risk management, and a strengthened safety culture across our sites. Building on this progress, we have set an even more ambitious target: an 80% reduction by 2030. This new goal reflects both our confidence in our teams and our belief that every individual deserves a safe and supportive working environment.

We also saw meaningful advancement in our transition to cleaner energy sources. In 2025, 44% of the electricity we consumed came from renewable sources, which is a

40% increase over our baseline year. This shift has been driven by the dedication of our site teams, sustainability colleagues, and procurement partners, who have continued to work on the adoption of renewable energy solutions, negotiate power purchase agreements, and expand self-generated solar generation across our sites.

Engagement across the organization has been equally inspiring. Participation in sustainability-related training continues to rise, demonstrating a shared understanding that sustainability is everyone's responsibility. Three-quarters of our production sites implemented at least three direct emission-reduction initiatives this year. This serves to remind us that small, site-led actions create a powerful, collective impact. At the same time, new behavior-based safety programs have empowered colleagues to lead by example, celebrate positive habits, and strengthen our Safety First culture.

We were delighted to receive, for the third year running, a Gold Medal from EcoVadis, a leading sustainability ratings agency. Their report highlighted our successful implementation of policies and initiatives across our global organization. I would like to express my appreciation to every team member, in every role and region. Passion, willingness to try new approaches, and belief in our shared purpose have been the foundation of our progress. Sustainability is not a project; it is a mindset – and your engagement keeps us firmly on track towards our long-term goals.

Our sustainability progress reinforces our long-term competitiveness by reducing operational risk, improving cost efficiency, and enabling lower-emission, high-performance solutions for our customers.

Together, along with our customers, suppliers, industry peers and academia, we are shaping a safer, more responsible, and more resilient company for the future. Thank you for your continued contribution and commitment – and for the impact you make, every day.

Tobias Lührig
CEO

Zurich, February 2026

↗ GRIs: 2-22

STRATEGY

EMPOWERING A GREENER FUTURE

Our vision is to be the global leader in high-performance materials that empower energy-efficient solutions across key industries.

And as such, sustainability is deeply embedded in Gurit's long-term strategy. We are committed to achieving our own sustainability targets while supporting customers to achieve theirs. Our advanced composite materials help our customers build lighter, stronger, and more sustainable components in the wind energy, marine, transportation, construction, defense, home & work solutions and beyond. By enabling these sectors to reduce energy use and improve durability, we actively contribute to a cleaner, more efficient future and reduce environmental impact.

We structure our sustainability work under three pillars: Environment, Social, and Governance. Our framework fosters meaningful engagement with stakeholders and focuses resources on material issues to ensure long-term business sustainability.

Gurit's sustainability work is organized into six workstreams under three pillars.

| Resource Utilization | Responsible Employer | Good Governance |
| Circularity | Safety First | |
| Sustainable Supply Chain | | |

GOVERNANCE AND ORGANIZATIONAL RESPONSIBILITIES

Sustainability at Gurit is guided by an annual process of target setting, role definition, and implementation planning. The Board of Directors reviews the strategy and approves the annual Sustainability Report, while the Executive Committee (EC) is responsible for executing the strategy through the six cross-functional workstreams and with support from the sustainability coordination team. The workstreams address material issues, set targets approved by the EC, and align actions with the company's mission and KPIs under the guidance of workstream

sponsors (EC and Chief Procurement Officer). Dedicated staff across the organization ensure local implementation of key topics. Gurit's 2030 sustainability ambitions and the company's progress against them is detailed in section → Gurit's Sustainability Ambitions.

Gurit's sustainability organization
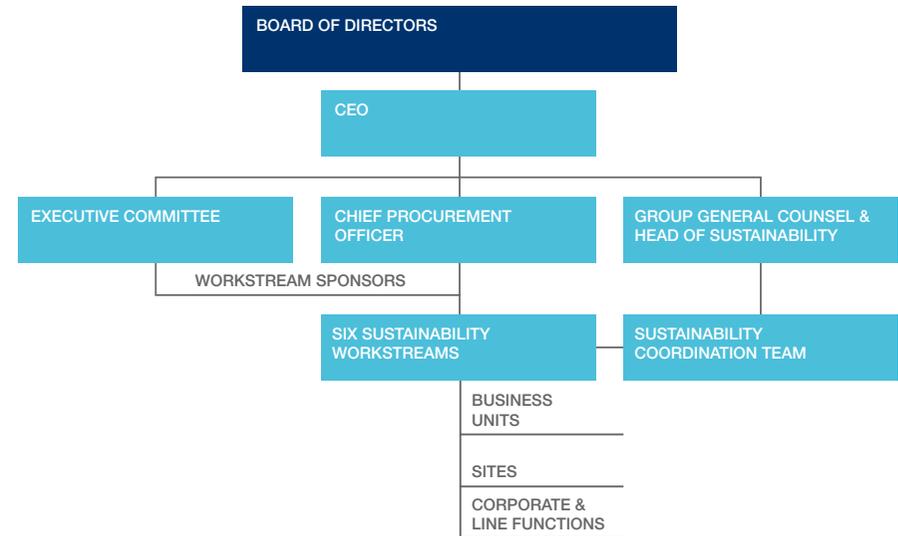
IMPLEMENTATION AND MANAGEMENT OF OUR STRATEGY

Gurit drives sustainability initiatives through six cross-functional workstreams that span business units, sites, and corporate and line functions, together with a sustainability coordination team responsible for implementation and reporting. This structure engages staff across the business, ensuring meaningful actions and timely feedback on material issues.

Our various management systems are described in the respective chapters of this Report. In addition, our → Sustainability Policy and related guidelines can be found on our website. Our systems, guidelines and policies are regularly reviewed, and training is readily available for all employees.

We collect and monitor sustainability data using tools and systems as detailed in this Report. The Executive Committee reviews sustainability performance quarterly with the sustainability coordination team and biannually with workstream leaders, adjusting targets annually based on recommendations. This annual Sustainability Report documents our progress.

IDENTIFYING AND MANAGING RISKS AND OPPORTUNITIES

Double Materiality

In 2023, Gurit conducted a double materiality analysis to evaluate the company's impact on the environment, economy, and society (inside-out) and assess external climate-related, economic and social risks and opportunities affecting the company (outside-in). This approach aligns corporate strategies with stakeholder expectations and the broader sustainability context.

As a result of the research and analysis, stakeholder consultation and prioritization processes, and with reference to GRI requirements, we identified 14 material sustainability topics from the company's impact analysis (inside-out), and 12 from our external risk analysis (outside-in), of which 10 material topics overlap. The key risks were integrated into the company risk map, and the material topics inform our annual targets and action plans.
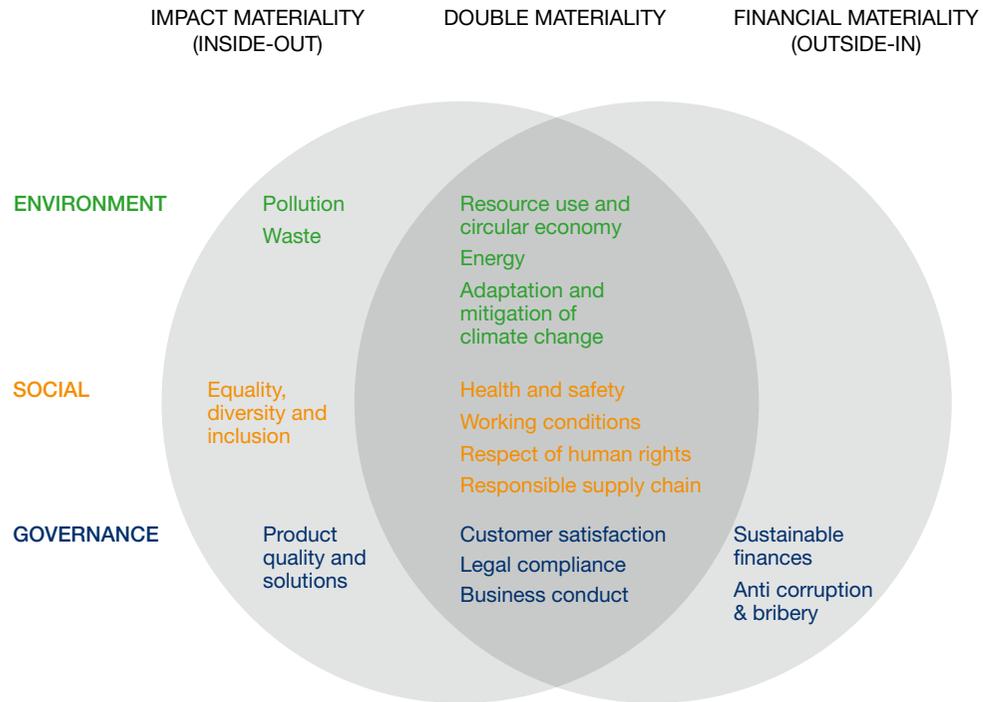
In each chapter of this Report, you will find more information about how we identify and manage risks within each of our workstream areas.

Further details on the → double materiality analysis and list of material topics can be found on our website.

TCFD

In 2024, we conducted a comprehensive climate-related assessment including reviewing risk and opportunities, aligning with the TCFD (Task Force on Climate-Related Financial Disclosures) recommendations in accordance with art.964b of the Swiss Code of Obligations (CO) and the Swiss Ordinance on Climate Disclosure.

More information can be found in the → Climate Risks and Opportunities Strategy section in the Environment chapter, and the → Methodology section in the Appendix.

IMPACT MATERIALITY (INSIDE-OUT) | DOUBLE MATERIALITY | FINANCIAL MATERIALITY (OUTSIDE-IN)

ENVIRONMENT
- Pollution
- Waste
- Resource use and circular economy
- Energy
- Adaptation and mitigation of climate change

SOCIAL
- Equality, diversity and inclusion
- Health and safety
- Working conditions
- Respect of human rights
- Responsible supply chain

GOVERNANCE
- Product quality and solutions
- Customer satisfaction
- Legal compliance
- Business conduct
- Sustainable finances
- Anti corruption & bribery

GLOBAL 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). Gurit is subject to the Swiss non-financial reporting obligations of art.964a et seqq. of the Swiss Code of Obligations (CO).

For the third year running, Gurit received a gold medal from EcoVadis, ranking in the top 5% of companies assessed for sustainability across Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

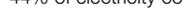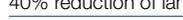https://recognition.ecovadis.com/RPV9meo2RUWaFSdQDUkriQ

Gurit earned an A rating from MSCI, placing it among the top companies in the specialty chemicals sector for managing ESG risks.

The Inrate Z Rating Study on Corporate Governance, reflecting the company's societal and environmental impact, awarded Gurit with a score of 72/100 for 2025 (the same result as in the previous year).

GURIT'S SUSTAINABILITY AMBITIONS FOR THE LONG RUN

GURIT PILLARS & SDGS	WORKSTREAM	AMBITIONS FOR 2030	PROGRESS
CORPORATE FRAMEWORK	**SUSTAINABILITY COORDINATION** We implement sustainability as an integral part of Gurit and develop it across the company according to reporting obligations and leading standards.	Undertake annual review of sustainability targets and quarterly follow up with the workstreams.	ON TRACK
		Ensure sustainability organization and governance: Board of Directors, Executive Committee, sustainability coordination team and workstreams are involved in the sustainability strategy and approval process.	ON TRACK
		Integrate sustainability as part of the annual risk mapping and risk management.	ON TRACK
		Comply with non-financial reporting obligations and leading standard (GRI, GHG protocol, Swiss RBI, TCFD).	ON TRACK
		Strive to achieve the highest scores in the ESG ratings.	ON TRACK
		Foster a sustainability culture of awareness and employee engagement based on training, recognition of sustainability efforts as well as sharing internal sustainability communications.	ON TRACK
ENVIRONMENT [SDG icons: 6 Clean Water and Sanitation, 7 Affordable and Clean Energy, 9 Industry, Innovation and Infrastructure, 12 Responsible Consumption and Production, 13 Climate Action, 17 Partnerships for the Goals]	**CLIMATE & RESOURCE UTILIZATION** We want to become a net-zero company by 2050 and reduce our Scope 1 and Scope 2 by 42%, 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 and 2 GHG emissions by 42% by 2030 vs. 2020 – with an ambition to go further and reach a 95% reduction in Scope 2 emissions and switch to 100% renewable electricity, if commercially viable.	ON TRACK 14% reduction of Scope 1 and Scope 2 GHG emissions since 2020
		Reduce absolute Scope 3 GHG emissions by 25% – with the clear ambition to reach a 42% reduction needed to achieve the +1.5°C target with the support of suppliers and customers.	ON TRACK 62% reduction of Scope 3 GHG emissions since 2020
		Reduce purchased goods intensity (t CO_2e/t purchased goods) by 25% (2030 vs. 2020)*	24% reduction of purchased goods intensity since 2020
		Implement initiatives focused on process emissions reduction in all our sites.	ON TRACK 74% of the production sites have implemented 3 initiatives during 2025
		Reduce the impact of our energy consumption by switching to 100% renewable electricity by 2030, monitoring our energy consumption, as well as performing energy audits and making action plans every four years at all our production sites.	ON TRACK 44% of electricity consumed in 2025 was renewable
		Reduce waste generation to landfill by 80% by 2030 vs 2020.	ON TRACK 40% reduction of landfill waste generation since 2020
		Reduce water withdrawal by 25% by 2030 vs 2020.	ON TRACK 30% reduction of water withdrawal since 2020
		Foster a culture of climate change awareness and efficient resource utilization across the sites, through sharing best practice, implementing carbon emissions programs, completing environmental and climate assessments, and annually monitoring data/projects.	ON TRACK 100% of sites have implemented environmental risk assessments 64 people have completed Carbon Literacy training 72% participation rate in the Sustainability LMS training
		Assess the impact of our production sites on biodiversity.	ON TRACK

*This is a new ambition. See the Greenhouse Gas Reduction Targets section on p.52 for further explanation.

GURIT PILLARS & SDGS	WORKSTREAM	AMBITIONS FOR 2030	PROGRESS
	CIRCULARITY We promote circularity in all product ranges. We identify and promote sustainable end of life and circularity solutions through product development.	Foster circularity as an integral part of innovation. We set circularity plans, and implement sustainability-by-design processes for all products. We have an end of life strategy, focused on reducing the products' impact on waste and searching for bio alternatives.	ON TRACK
		Engage in initiatives / projects where Gurit can be contributor and partner to solve circularity challenges.	ON TRACK
SOCIAL 3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION	**SAFETY FIRST** We prioritize health and safety, recognize and correct potential hazards, and follow best practice protocols and procedures.	Establish health and safety management tools and certifications across the sites to maintain a healthy and safe work environment.	ON TRACK 63% of Gurit production sites certified with ISO 45001
		Reduce accidents and incidents by achieving an 80% reduction in LTAR by 2030 compared to 2020 levels, ensuring LTAR does not exceed 1.25 by then.*	ON TRACK 1.86 LTAR (Lost Time Accident Rate) Target in 2025 was 2.19
		By 2030, have zero SVHCs in price listed products and have fewer than 10% of finished products in our price lists classified as Carcinogenic, Mutagenic or Reprotoxic (CMR) according to EU classification CLP.	PLANNED 5% of all products contain SVHC 3% of all PL products contain SVHC 27% of all PL products classified CMR
		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%. Enhance the existing chemical management strategy by incorporating improved chemical safety communication to the BU.	ON TRACK 4% of chemical products in use at production sites contain SVHCs and 10% have an ILO hazard rating of 4 or 4+
	RESPONSIBLE EMPLOYER We aim for an equal, diverse and inclusive workforce.	Demonstrate leadership commitment and support for gender equality.	ON TRACK
		Foster awareness and knowledge of human rights within the Gurit workforce.	ON TRACK 93% participation rate of LMS training on human rights
		Ensure non-discrimination and promote a diverse workforce with equal opportunities in professional development and promotion processes.	ON TRACK
		Ensure the well-being of all Gurit employees by supporting fair, flexible and inclusive working conditions, providing a living wage, supporting mental health, and other initiatives.	PLANNED
		Encourage local community engagement with the sites.	ON TRACK 19 Local Community initiatives implemented in 2025

*This is a new ambition. See page 61 for further explanation.

GURIT PILLARS & SDGS	WORKSTREAM	AMBITIONS FOR 2030	PROGRESS
	SUSTAINABLE SUPPLY CHAIN Responsible procurement and engagement practices in terms of social, environmental, governance and economic aspects.	Implement supply chain monitoring and an ESG risk management system based on the due diligence process and according to our sustainability criteria.	**ON TRACK**
		Reduce absolute Scope 2 GHG emissions by 42% and Scope 3 emissions by 25% for the period 2030 vs. 2020.	**ON TRACK** 62% reduction of Scope 3 GHG emissions since 2020 10% reduction of Scope 2 GHG emissions since 2020
		Foster sustainability engagement and transparency with suppliers (e.g. corrective actions, supplier social and environmental clauses, communications, trainings, awards).	**ON TRACK** 100% of our targeted suppliers committed to the Supplier Code of Conduct
		Increase the procurement team's certification and knowledge.	**ON TRACK** 100% of procurement team trained in green energy
GOVERNANCE 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	**GOOD GOVERNANCE** We foster a sustainability culture across Gurit based on transparency, respect, compliance and ethical management.	Ensure all Gurit employees and contractors are familiar with the company's good governance and ethics policies and guidelines.	**ON TRACK** 95% of the targeted workforce received anti-corruption & bribery issues training in LMS 95% of the workforce received Code of Conduct training
		Ensure there is a good governance risk management system in place covering all company operations (risk identification and integration in the Gurit risk mapping, internal audit, and corrective actions implementation).	**ON TRACK**
		Ensure a reporting and anti-retaliation process is in place.	**ON TRACK**

ENVIRONMENT

HIGHLIGHTS 2025

✔ Reduced Scope 3 GHG emissions by 62% since 2020

✔ Reduced combined absolute Scope 1 and Scope 2 emissions by 14% since 2024.

✔ Sites reported any plan, process or initiative in place to prevent or mitigate climate change risks, as part of our Climate Change Risk assessment process.

✔ 74% of production sites implemented at least three direct emission reduction initiatives in 2025.

✔ 9 Gurit sites reduced their GHG electricity emissions in 2025.

✔ 40% of our waste is recycled

✔ Engaged with key suppliers to identify specific emissions associated with their products.

✔ 64 people have completed Carbon Literacy training (51 have been formally certified).

✔ Gurit Newport (UK) site became Bronze Carbon Literate Certified.

✔ Successfully completed the scale-up work package of the Repoxyble closed-loop chemically recyclable chemistry.

We promote circularity in all Gurit product ranges.

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

We set ambitious reduction targets to achieve climate neutrality.

CUSTODIANS OF OUR ENVIRONMENT

Gurit remains committed to using resources efficiently and reducing our environmental impact across air, water, and land emissions. With a business focus on both the renewable energy sector and energy-efficient solutions, we see it as our responsibility to lead by example and actively minimize our footprint. Our environmental priorities (material topics) include addressing and adapting to climate change, responsible resource utilization and promoting a a circular economy.

CHALLENGES

Awareness of climate change and sustainability has increased within our Group, supported by enhanced employee engagement through initiatives such as more local site ownership and accountability, carbon literacy and sustainability training, and internal communication. Prioritizing sustainability initiatives remains a balancing task amid economic downturns and restructuring efforts.

Scope 3 emissions, which represent 94% of our Group's total emissions, with 45% stemming from purchased goods, present inherent challenges. These include low data quality, restricted internal control over externally sourced goods and services and increased cost of lower-emission alternatives. Scope 3 emissions are also heavily dependent on fluctuations in production and expansion/contraction of the business. In 2025, the closure of some sites, the exit from the carbon pultrusion business and the shift towards a multi-market strategy

View our Climate and Environment ambitions on p42 & p43

↗ GRIs: 101-4; 102-1; 102-2; 102-4; 102-5; 102-6; 102-7; 102-8; 102-10; 103-1; 2-12; 2-13; 2-14; 2-18; 2-19; 2-23; 2-24; 2-25; 2-29; 201-2; 3-3; 303-1; 303-2; 303-3; 303-4; 303-5; 306-1; 306-2; 306-3; 306-4; 306-5; 308-1; 308-2;

Contributing to the United Nations SDGs

necessitated a review of Scope 3 targets which are meaningful, ambitious and achievable (see p53). It continues to be challenging due to the number of variables influencing emissions data.

CLIMATE CHANGE AND RESOURCE UTILIZATION GOVERNANCE AND RESPONSIBILITIES

Environmental and climate change impacts, risks and opportunities are addressed in our Resource Utilization, Circularity and Sustainable Supply Chain workstreams. 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, Head of Technology, and the General Counsel & Head of Sustainability.

Since 2023, KPI's related to Scope 1 and Scope 2 GHG emissions have been incorporated into Gurit's incentive program to encourage implementation of emission reduction initiatives across the company.

MANAGEMENT SYSTEMS AND POLICIES

Gurit's environmental management combines policies, certifications, data analysis and training programs to drive responsible practices across all areas.

The following policies can be found on our website.
- → Sustainability Policy
- → HSE Policy
- → Water Management Guidelines
- → Hazardous Chemicals Management Policy
- → Waste Management Guidelines
- → Chemical Safety Management System

We have various systems in place to support the policies, including:
- **Gold FFX** is a tool used to support global chemical management, helping us assess environmental chemical risks.
- **Sulytics platform** is used to record and measure stationary and mobile combustion, electricity and heating, waste quantity, type and disposal, water withdrawal and discharge, process and fugitive emissions, and product quantities sold at each site as well as business travel, employee commuting, purchased goods and transportation. This helps us analyze sustainability performance and detect any new challenges. Since 2024, the sites are required to report monthly on their emissions, enabling us to assess month on month changes. In 2025, we carried out the annual internal audit on our Sulytics data to monitor data accuracy. Corrections to be made were predominantly due to administrative errors in the reporting process such as incorrect units or unit conversions and errors in formulas.
- **Best practice** is shared by our sites at the quarterly workstream meetings, at which attendance has increased, demonstrating the improved sustainability engagement among our staff around the world this year.
- **Training** is achieved through internal workshops, external webinars and internal communication channels. We carry out annual Sulytics training sessions for users and offer our teams training on environmental issues, through self-led Sustainability Training hosted on the LMS and group Carbon Literacy Training.
- **WordLex** is a tool used to support global legal compliance by monitoring regulatory changes and aligning processes and policies accordingly.

CERTIFICATIONS

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 2025, 68% of our production sites were ISO 14001 certified. More detail can be found in the → Appendix.

In 2025, Gurit Tianjin (China) became the first Gurit site to be awarded ISO 50001 certification. The ISO 50001 Energy Management System empowers organizations to systematically improve energy performance, reduce operational costs, and enhance environmental stewardship.

Not only does this achievement help with the reduction of the site's environmental footprint, but it also sets a benchmark for responsible industrial practices in the wider Tianjin community.

CLIMATE-RELATED RISK MANAGEMENT

Climate change is a key concern for Gurit, impacting operations, supply chain, and stakeholders' expectations, demanding proactive management and adaptation.

In 2024, we conducted a comprehensive climate-related assessment including reviewing risk and opportunities, aligning with the TCFD recommendations in accordance with the Swiss Climate ordinance. Details of the assessment methodology can be found in the → Climate Change Risk Assessment Methodology section of the Appendix. The results are presented on the following pages, which describe how climate change scenarios may impact our business, considering both physical and transition risks.

Since 2024, Gurit has undertaken the following climate-related risk management initiatives:

- **Environmental Impact Assessments (EIA)** evaluate activities' risks, impacts, and opportunities. Environmental aspects are identified and rated for significance based on their magnitude, probability and severity. Operational controls and mitigations are put into place to safeguard against identified risks. By the end of 2025, 100% of Gurit production sites have an EIA in place.
- **Annual water risk assessments** target high-impact sites.
- **ISO 14001 audits** remain integral to our strategy
- **Data-driven decision-making** is supported by tools like regulatory risk assessments and Life Cycle Assessment (LCA) processes, enhancing our ability to identify, mitigate, and manage product development environmental risks effectively.
- **Supply chain due diligence** process includes environmental risk assessment and mitigation in our supply chain.

2025 TCFD STATUS

Gurit's 2025 TCFD reporting remains consistent with the 2024 reporting. Although some Gurit sites were closed or sold during 2025, they have been retained in the 2025 scope to account for their impact generated throughout the year. As a result, the operational footprint used for the TCFD assessment has not changed, and the financial quantification of physical climate-related impacts remains based on the 2024 footprint.

Consequently, the figures presented below have not been updated to reflect the latest site changes. Gurit plans to revise its TCFD model in 2026 and aims to update its climate-related financial risk quantification at least every three years.

CLIMATE-RELATED RISK AND OPPORTUNITIES STRATEGY

In this section we disclose the actual and potential impacts of climate-related risks and opportunities on our businesses, strategy, and financial planning.

Physical climate-related risks

Gurit's footprint considers 29 sites worldwide (as in 2024) and the impact of physical risks varies at different levels depending on the location of these sites.

The map on the next page highlights regional physical climate-related risks based on the location of Gurit sites. America primarily faces temperature risks, while Europe experiences moderate vulnerability to temperature, water stress, and fire. Asia faces significant temperature and water stress risks, and Oceania is dominated by fire risks along with moderate temperature and water stress.

Gurit faces significant physical risks from climate change. Heatwaves lead to higher energy costs, reduced productivity, and operational strain. Wildfires disrupt supply chains and increase financial risks. Water flooding disrupts production, increases costs, and poses environmental risks, while water stress affects employee well-being and raises expenses, despite minimal production disruption.

Mitigation strategies include safety training, energy optimization, fire prevention measures, business continuity plans, and water recycling initiatives. These approaches focus on improving resilience, reducing costs, and ensuring sustainable operations across Gurit's global sites. Collaboration and preparedness are central to risk treatment efforts.

PHYSICAL CLIMATE-RELATED RISKS ANALYSIS	DESCRIPTION
Scenarios for physical risk analysis	RCP8.5 (temperature rise of close to 4°C in 2100). We consider the RCP8.5 scenario to quantify the maximum gross climate risk exposure of Gurit production sites.
Baseline	1986-2006 for all risks, except water stress that uses 2024 data
Time horizon	2050
Data sources	Climate Impact Explorer and Aqueduct Water Risk Atlas, internal data
Coverage and assumptions	Gurit sites. The data results reported regarding the climate-related physical risk assessment are categorized by region. The model doesn't include any mitigation or adaptation measures.

Financial impact of physical risks

The reported financial impact evaluates physical climate-related risk across Gurit sites, linking identified risks to potential impacts on PPE (Property, Plant, and Equipment) and sales. For wildfires and flood risks, both PPE and sales impacts are quantified, while the rest of the risks are focused on sales impacts. Financial risks are estimated using specific percentages of financial impact associated with each physical risk. The finance impact of physical risk has been quantified for both 2030 and 2050, based on Gurit's 2024 footprint and not considering any potential acquisitions or changes in the business plan; no mitigation measures have been included in the financial impact estimated.

FINANCIAL IMPACT OF PHYSICAL RISKS ANALYSIS	DESCRIPTION
Scenarios for physical risk analysis	RCP8.5 (temperature rise of close to 4°C in 2100)
Baseline	1986-2006 for all risks, except water stress that uses 2024 data
Time horizon	Two scenarios: 2030 and 2050
Data sources	Climate Impact Explorer and Aqueduct Water Risk Atlas, internal data
Coverage and assumptions	Gurit sites. The model doesn't include any mitigation or adaptation measures. Sites without direct sales links, such as offices, are excluded from sales impact considerations. Financial analysis aligns with legal entities, which may differ slightly from the physical site locations.

Financial impact of physical risk on sales

SALES RISK*	2030	2050	VARIATION 2030-2050
Flooding	low	low	→
Wildfires	very high	very high	→
Heatwaves	low	low	→
Temperature variability	low	high	↑
Water stress	high	high	→
Heat stress	low	medium	↑

* Risk of revenues calculated based on sales from January 2024 to December 2024

In the 2030 scenario, the maximum value at risk from physical climate hazards represents 15% of sales, while in the 2050 scenario, it accounts for 22%. These maximum risks assume that all listed climate events occur simultaneously, which has a low probability. Among the identified risks, wildfires and water stress pose the greatest impact to sales in 2030, while wildfires, water stress and temperature variability are the most significant risks in 2050.

Financial impact of physical risk on PPE

PPE RISK*	2030	2050	VARIATION 2030-2050
Flooding	low	low	→
Wildfires	very high	very high	→

* Risk of PPE calculated based on PPE as of September 2024

In the 2030 scenario, the maximum value at risk from physical climate hazards represents 59% of PPE, increasing to 64% in 2050.

Wildfires are the most impactful climate event on PPE, contributing the highest risk among the identified physical climate hazards.

Risk evolution

The financial impact of physical climate-related risks is not expected to increase significantly from 2030 to 2050. Gurit has already implemented climate change prevention and mitigation measures, including insurance coverage, along with several other initiatives and strategies.

CLIMATE-RELATED TRANSITION RISKS

Climate-related transition risks and their potential financial impacts for 2030 include policy and legal risks, technology risks, market risks, and reputation risks.

- **Policy risks:** Carbon pricing and stricter standards can raise costs through compliance efforts and regulations. Legal risks, like litigation, may cause fines, reputational damage, and loss of customers/investors. Gurit mitigates these by setting GHG targets, auditing, monitoring regulations, and exploring alternative products.
- **Technology risks:** Failing to adopt low-emission products may hurt competitiveness and profits. Gurit counters this with low-carbon materials and innovative resource saving solutions for customers (like OptiCore), lifecycle assessments, and internal resource initiatives.
- **Market risks:** Inability to meet climate adaptation demands can reduce market share and add financial strain. Gurit addresses this with sustainability certifications, market trend analysis, and adapting to customer needs.
- **Reputation risks:** Poor GHG compliance could harm the brand. Gurit mitigates this with clear sustainability communication, reporting, stakeholder engagement, and employee training.

CLIMATE-RELATED OPPORTUNITIES

Climate-related opportunities for Gurit are focused on resource efficiency, energy sourcing, products and services, markets, and resilience.

- **Resource efficiency:** Optimizing production, distribution, and recycling reduces costs, emissions, and boosts market positioning through sustainable practices and circular economy initiatives. Gurit sites actively look for opportunities to optimize production and distribution processes to reduce our energy use, waste and packaging, and recycling; we consider this at every stage of a product's lifecycle, from design through to end of life; we are engaged in industry-wide circularity and recycling research and development projects.
- **Energy sources:** Shifting to low-emission energy reduces CO2, lowers carbon taxes, and improves profitability and brand reputation. Gurit reduces Scope 2 emissions by promoting green energy use at our sites and supporting the negotiation of new contracts; we share best practice among our sites and shareholders and implement energy audits to enhance efficiency and sustainability.
- **Products and services:** Creating low-emission products using recycled and bio-based materials strengthens competitiveness in eco-friendly markets. Gurit develops low-emission products through using recycled raw materials, bio-based chemistry and developing a circular approach to product design and development.
- **Markets:** Expanding into sustainable markets with low-emission solutions and eco-friendly materials aligns with growing demand for greener products. Gurit is expanding into new markets that are looking for lightweight eco-friendly solutions which offer safer and easier handling in manufacture as well as in-service energy efficiency. Markets such as transportation, cabinetry and construction.

- **Resilience:** Using renewable energy like wind and solar cuts costs, lowers emissions, and improves sustainability and operational resilience. Gurit's green electricity plan shifts to renewable energy, reducing costs and emissions while supporting sustainability and appealing to eco-conscious stakeholders.

You can read more about our → Climate Change Risk Assessment Methodology in the Appendix.

BECOMING CARBON LITERATE

In the last 12 months, 51 Gurit employees have become certified Carbon Literate. The course is run internally, either in-person or online, by one of our team members, who is a Certified Carbon Literacy Facilitator, and concludes with participants pledging concrete action to mitigate climate change in both personal and business settings. The Gurit Newport (UK) site is a certified Bronze Carbon Literate Organisation.

"What struck me most was not just the scale of the crisis, but how close we already are to critical tipping points. The interactive discussions and global perspectives highlight how interconnected our world truly is."
Piet, Gurit Germany

"The course was eye opening. I have gained a deeper understanding of the many layers of climate change and how important it is that we take real action."
Elyse, Gurit New Zealand

GREENHOUSE GAS METRICS & TARGETS

The Greenhouse Gas accounting and reporting procedure for Gurit Holding AG is based on 'The Greenhouse Gas Protocol: GHG Protocol: A Corporate Reporting and Accounting Standard – Revised Edition' and the complementary 'Corporate Value Chain (Scope 3) Accounting and Reporting Standard' – the most widely used international accounting tools for business leaders to understand, quantify and manage GHG emissions.

→ Full Technical Statement on Greenhouse Gas Accounting

GREENHOUSE GAS FOOTPRINT

In 2024, we implemented improvements in the GHG data collection process, such as introducing a monthly report from all sites with data related to Scope 1, Scope 2, waste, water and product quantity sold. As such, we have now been able to compare monthly data year on year. 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 this chapter and in the Appendix.

Scope 1

Gurit has reduced its Scope 1 emissions by 24% compared with the base year of 2020. These reductions are mainly related to stationary combustion and process emissions. We have a decarbonization action plan in place, targeting the largest Scope 1 emitters, which will be progressively implemented through to 2030.

Scope 2

Gurit has reduced its Scope 2 emissions by 10% compared to 2020, and 19% compared to the previous year (2024). The implementation of our green electricity plan has allowed us to reduce the electricity-related emissions in the UK, Australia, India, Spain and China.

Scope 3

Most of our emissions fall into the Scope 3 category, and these have been reduced by 62% compared with the base year. The main reductions since 2024 occurred in categories such as capital goods, business travel, and employee commuting. Changes in material sourcing also contributed to lower Scope 3 emissions. However, we acknowledge that these emissions fluctuate based on productivity, and much of our reduction this year can be attributed to lower production levels.

IN TCO$_2$e	2025	DATA QUALITY	DEVIATION FROM 2020 BASE YEAR	2024	2023	2022 AFTER COMPENSATION	2022	2021 AFTER COMPENSATION & EAC	2021	2020
SCOPE 1: DIRECT EMISSIONS	**8 196**		**− 24%**	**8 900**	**9 590**	**0**	**8 747**	**0**	**8 963**	**10 822**
Stationary combustion	6 181	🟢	− 26%	6 545	7 271		6 742		7 146	8 391
Mobile combustion	631	🟢	− 40%	643	589		644		744	1 051
Process emissions	1 065	🟡	72%	1 500	1 428		1 151		814	618
Fugitive emissions	319	🟡	− 58%	212	303		210		258	762
SCOPE 2: ELECTRICITY	**20 526**		**− 10%**	**25 325**	**25 723**	**0**	**27 261**	**0**	**24 918**	**22 702**
Electricity	20 426	🟡	− 7%	25 213	25 528		26 699		24 395	22 072
District heating	100	🟡	− 84%	112	195		562		523	630
SUBTOTAL SCOPE 1+2	**28 722**		**− 14%**	**34 225**	**35 313**	**0**	**36 009**	**0**	**33 851**	**33 524**
SCOPE 3: INDIRECT EMISSIONS	**474 361**		**− 62%**	**669 126**	**648 900**	**808 688**	**834 738**	**971 707**	**1 044 268**	**1 258 421**
Purchased goods	211 450	🔴	− 69%	416 548	415 823		529 727		704 775	689 826
Capital goods	5 374	🟢	− 57%	7 172	6 581		9 116		12 887	12 370
Fuel- and energy-related activities	5 553	🟢	− 28%	6 968	6 631		8 452		6 441	7 750
Transportation: raw materials	6 973	🔴	− 52%	10 127	10 173		11 725		14 568	–
Transportation: produced and traded products (upstream)	7 673	🟡	− 47%	8 782	6 808		9 195		11 218	14 443
Waste generated in operations	1 810	🟢	− 51%	1 649	1 802		2 115		2 182	3 730
Business travel	1 477	🟢	2%	2 034	1 722		1 679		1 652	1 450
Employees commuting	2 587	🟢	− 43%	3 436	3 572		3 828		3 817	4 567
Transportation: produced and traded products (downstream)	5 465	🟡	− 74%	6 238	24 719		18 908		19 795	21 051
Processing of sold products	399	🔴	64%	420	579		715		890	243
Use of sold products	219 347	🔴	− 55%	196 165	165 399		233 003		259 690	491 883
End-of-life treatment of sold products	6 253	🔴	− 44%	9 588	5 092		6 275		6 352	11 108

Each year corresponds to the sustainability reporting period 1.11. to 31.10.

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" on our website, and to "Scope of Sustainability Data and Reporting Practice" in the Appendix.

Based on the methods and tools available to collect the data, and due to several difficulties encountered, we have estimated the quality of the data collected in 2025: green (considered reliable) to red (data may be unreliable).

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

Scope 1,2 and 3 emissions from 2020 to 2024 were restated to take into account the structural changes of the Gurit Group in 2025, and specifically the site sold in Carmignano.

Sope 2 emissions in this table are calculated using the market-based method. In the Sustainability Data Quality section of the appendix, Gurit also provides details on location-based emissions.

Detailed information regarding the restatements applied in this report can be found in the "Restatements of Information and Results" section of the "Scope of Sustainability Data and Reporting Practice" chapter.

Scope 3 categories compensated in 2021: Capitals gods, Fuel- and energy-related activities, Transportation: raw materials, Transportation: produced and traded products (upstream), Transportation of produced and traded products (downstream), Waste generated in operations, Business travel, Employees commuting

Biogenic emissions resulting from the combustion or biodegradation of biomass from owned or controlled sources, associated with Scope 1 and Scope 2 GHG emissions, totalled 88 tCO$_2$e in 2025

EMISSIONS INTENSITY

In 2025, our Scope 1 and 2 intensity was 108 tons of CO_2e per million USD sales. The number varies year on year with variables such as pricing pressures and production levels playing a part.

CARBON INTENSITY (SCOPE 1, 2)

EMISSIONS IN TONS OF CO_2e	2025	2024	2023	2022	2021	2020
per million USD sales	108	70	69	69	67	54
per million CHF sales	90	79	77	72	72	58
per employee	11.65	11.96	13.14	12.78	11.59	9.64
per square meter of plant surface	0.04	0.06	0.05	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 from 2020 to 2024 was restated to take into account the structural changes of the Gurit Group in 2025, and specifically the site sold in Carmignano.

Further metrics can be found in the → Appendix.
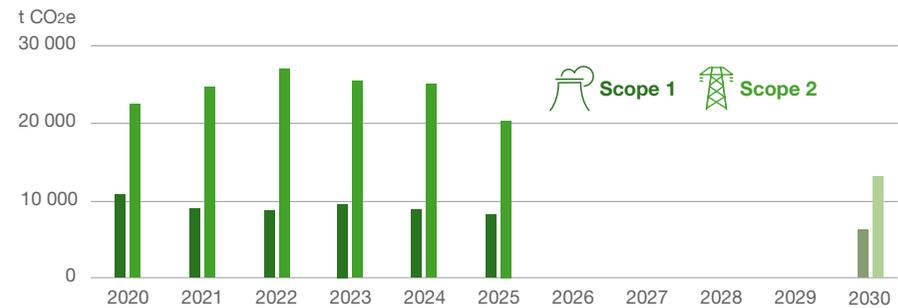
GREENHOUSE GAS REDUCTION TARGETS

Gurit is committed to reducing its greenhouse gas footprint and our ambition is 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* and a 25% reduction in Scope 3** by 2030, aligning with the IPCC Paris agreement to limit global warming to +1.5 °C. Gurit has the ambition to go further and reach a 95% reduction in Scope 2 emissions and switch to 100% renewable electricity if commercially viable.

Given that Scope 3 emissions represent 94% of our Group's total emissions – with 45% stemming from purchased goods – our efforts in 2025 have been directed toward gaining a deeper understanding of these figures. As a result of our analysis, we have now set a new purchased goods intensity ambition for 2030: to achieve a 25% reduction in emissions intensity from purchased goods (tCO2e per ton of purchased goods) compared to our baseline of 2020. This new target complements our existing Scope 3 target, which is focused on absolute emissions, and has already been achieved, largely attributed to production fluctuations.

This additional target more effectively accounts for these fluctuations, encourages the adoption of recycled and bio-based materials, and supports the efficient use of purchased materials through internal recycling and reuse. By focusing on emissions intensity, we aim to drive deeper decarbonization across our supply chain while maintaining operational flexibility.

* using a market-based approach for Scope 2
** which includes all the Scope 3 categories reported included in our footprint

Scope 1 & 2: absolute emissions vs 2030 targets

Scope 3: absolute emissions vs 2030 target
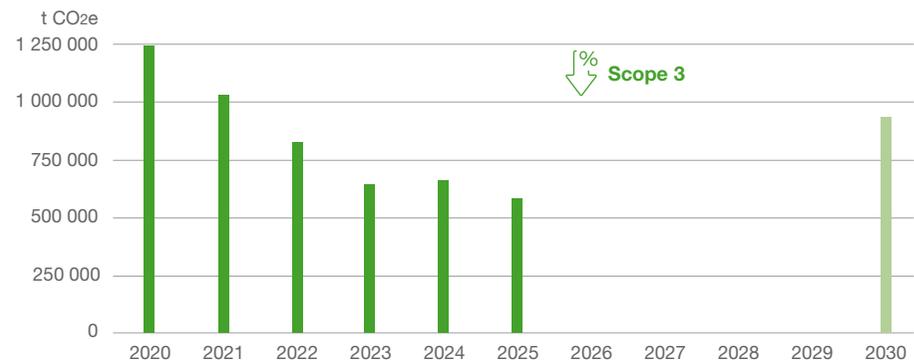
Scope 3: purchased goods intensity vs 2030 target

GREENHOUSE GAS REDUCTION STRATEGY
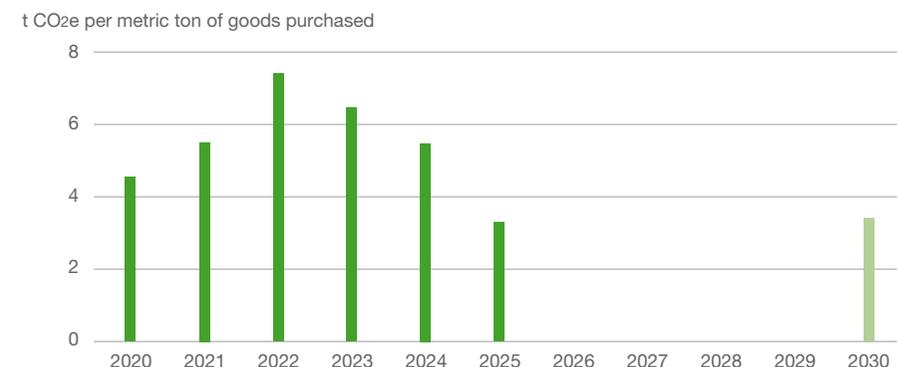
Since 2023, Gurit has focused on implementing GHG reduction initiatives across the company, which have a direct result on the annual footprint without any compensation or EAC purchasing.

One of our targets was to reduce absolute Scope 1 and Scope 2 emissions by 10% over the course of 2025. We are pleased to have achieved this and as a result, our 2030 trajectory for a 42% reduction is on track.

Scope 1

We continue to focus on reducing Scope 1 emissions at our own sites and across all categories according to the GHG Protocol. Following the development of site emission reduction plans in 2024, this past year has seen a significant increase in action-taking.

Production sites were empowered to do what was most impactful and achievable locally, recognizing the difference in site size, culture and operational set up. The sites were tasked with creating local sustainability teams and targeting the implementation of three direct emission reduction initiatives. Each site went about it in a different way, with some setting up sustainability committees, or energy groups or holding workshops. Many sites have exceeded the minimum three initiatives and have implemented four or five projects this year.

Scope 2

We implement energy efficiency measures, generate our own power, and purchase green electricity to reduce Scope 2 emissions. Last year, the procurement team developed a green energy roadmap to focus efforts on purchasing green energy at our sites to reach our targets, and they have continued to explore sourcing options across our sites globally.

We have, however, fallen short of achieving a 10% increase in the use of directly purchased renewable energy this year. This is largely due to the sale of our Carmignano site in Italy, which had high energy usage, all of which was renewably sourced.

As of October 2025, 10 sites use 100% renewable energy. Going forward, our priority is to understand options for green energy sourcing for our China and Mexico sites, which are our biggest emitters.

Additional training on how we can progress towards a 100% transition to green energy globally was rolled out to the procurement team in November 2025, with 100% completion rate. Notably, the rollout of this training implements a pledge made by a Gurit employee who attended the Carbon Literacy course.

Scope 3

Since 2022, we have met our ambition to reduce Scope 3 emissions by 25%, largely due to reduced production. Our approach to Scope 3 emissions has pivoted this year to prioritizing areas where we can have the greatest impact on reducing emission intensity and focusing our efforts on what is within our control and striving for measurable improvements.

Due to the closure of a site that was a significant user of carbon fiber, we have moved our focus towards other high impact purchased goods which are significant contributors to emissions.

We have started expanding our use of recycled PET (rPET), sourcing from a wider range of rPET feedstocks, and maximizing our internal PET recycling initiatives. We increased the use of bio-based materials, particularly in formulated products, through investigating alternative carbon sources for raw materials. We have also identified valuable opportunities to reuse steel scrap, including tooling and plug structures.

The purchased goods emissions intensity has reduced significantly in 2025, primarily due to the removal of carbon fiber pultrusions from our material mix. While this progress is important, it does not mean the work is complete. Our production is expected to grow, and changes in material mix could increase emissions intensity again. The challenge is to maintain or further improve this level through to

2030 and beyond, which will require continuous supplier engagement and innovation.

We remain dedicated to collaborating on circularity projects with our partners, driving and advancing sustainable practices throughout our value chain. Further information can be found in the → End of Life section later in this chapter.

CIRCULARITY

With finite planetary resources, circularity is essential. Working closely with customers in sectors like wind energy and boatbuilding, we aim to advance fully circular products. Composites can lower material footprint, reduce weight, improve efficiency and extend the lifecycle of a part, delaying its end of life.
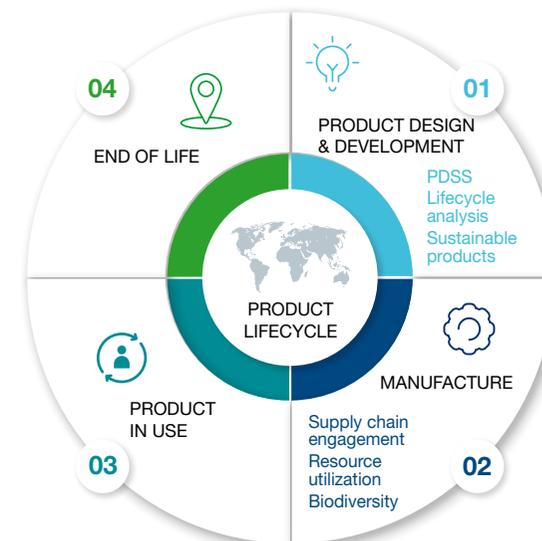
Gurit is committed to considering circularity and decarbonization at all stages of a product's lifecycle, from product development through to end-of-life, and strives to act within its sphere of influence, working with partners to promote the goals of the circular economy.

01 PRODUCT DESIGN AND DEVELOPMENT

Product design for safety and sustainability
Gurit's Product Design for Safety and Sustainability (PDSS) outlines guiding principles for new product development and enhancements, considering every stage of the product lifecycle, focusing on human health, environmental safety, and social-economic sustainability. We are running pilot programs with the principles in order to optimize and integrate them into our new product development frameworks. They are also helping us identify key data gaps.

Life cycle analysis
Continued data gaps in our supply chain and lack of Life Cycle Analysis (LCA) standardization leading to variable data quality have slowed LCA efforts in 2025. However, we have engaged LCA consultants and continued to work with our supply chain to prioritize the availability of transparent and high-quality data.

A re-evaluation in 2025 led to the use of new software modules to create product carbon footprints (PCF) for select products, notably those for which we are seeing an increase in customer demand for footprint, lifecycle and sustainability data. While the creation of Environmental Product Declarations (EPDs) is a resource-heavy exercise we have made some headway with the creation of EPDs for our PET core range.

CLEANTECH
Gurit drives environmental improvements through CleanTech innovation, focusing on emissions reduction, resource optimization, enhanced recycling and circularity efforts. Our CleanTech approach is integrated across technology and product development, aligning with Resource Utilization, Circularity, and Sustainable Supply Chain workstreams. By engaging with industry associations and collaborating with customers, Gurit ensures its technical advancements contribute meaningfully to sustainability for both the company and its clients.

Sustainable chemistry
The use of bio-based materials as standard across all our formulated products remains an ambition despite the challenging bio raw material market. We are working with suppliers to strengthen the supply chain, and we continue to offer bio-guaranteed products, while maintaining high performance standards, for those customers for whom this is a priority.

In addition, we have made progress with incorporating bio content into our prepreg products. A lack of maturity in the supply chain of related bio-feedstocks makes this more challenging to adopt across all prepreg ranges.

Bio-resins reduce the global warming potential (GWP) of a component through use of plant derived products, and do not contribute to rises in atmospheric carbon during the product's lifecycle. Gurit's 'bio as standard' laminating and infusion products achieve a reduction of up to 4kg of CO_2e per 1kg of product compared to non-bio equivalents.

However, bio-based material supply chains do not always equate to more sustainable products. Sustainable chemistry at Gurit is a wider topic and means developing product ranges with lower hazards to protect employee and customer health, with a carbon footprint lower than petroleum incumbents, that offer the same or better performance level, and do not have any negative biodiversity or social impact.

Recycled PET
Gurit PET is an extruded thermoplastic structural foam core that offers great benefits in terms of the balance of thermal resistance, mechanical performance and cost. It is made from up to 100% recycled PET, mainly sourced from post-consumer bottles and industrial PET waste, for which there are well-developed and resilient supply chains. **In 2025, we used the equivalent of 946 million bottles as recycled PET.**

GLOBAL WARMING POTENTIAL OF PET
When comparing a key climate indicator, Global Warming Potential (GWP), the data shows that a greatly reduced footprint is achieved by using PET compared with other materials.

Manufacturing 1 000 sheets of PET instead of MDF saves the equivalent of:
- Driving 12,535 miles
- Charging 397,968 smartphones
- Or the equivalent carbon sequestered by 5 acres of forest in a year.

For the same environmental impact, twice as many PET core units can be manufactured vs. MDF units.
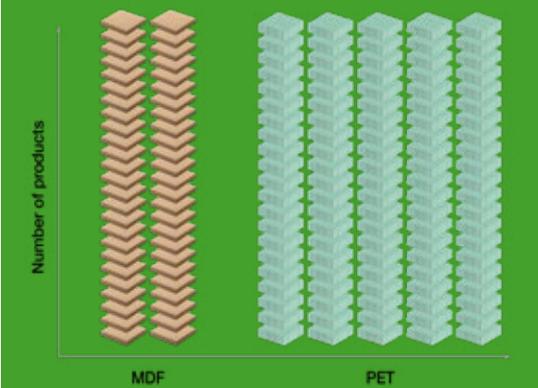
Source: Gurit LCA for PET

The processes used to manufacture Gurit's PET foam are designed to be as energy efficient as possible, resulting in reduced impacts from manufacture and recycling. **The Gurit process allows the recycling of waste from production back into the extruder to produce fresh foam core material, and in 2025 we reused 94% of the waste in this way.**

02 MANUFACTURE

Energy reduction

Our focus on energy emission reduction is twofold:

For Scope 1, we aim to become more energy efficient and reduce the amount of all types of energy used in our operations.

For Scope 2, we aim to increase the self-generation of renewable energy and procure more green energy from sustainable suppliers.

Our sites are taking increased ownership of their energy reduction initiatives, sharing their findings regularly through Resource Utilization workstream meetings and internal communication channels, thereby encouraging other sites to look for similar solutions.

Between 2020 and 2025, energy consumption decreased by 11%, reflecting a shift towards energy efficiency.

Approximately 75% of electricity at the Gurit Tianjin (China) site was renewable in 2025. This is the result of a power purchasing agreement that covers about 10-20% of the electricity consumed, and solar panels.

This year, the Gurit Dafeng (China) site has replaced its air compressors with new variable frequency models which has saved around 30% of energy per unit.

Gurit Newport (UK) identified some unused insulation boards at the site and fitted these to the lower sections of the windows. They play a significant role in retaining heat inside the building, lowering thermostats and improving employee comfort.

In 2025, our sites not yet using renewable electricity have been assessing the potential of changing supply contracts. All of our European sites, except Poland, are operating with renewable energy.

Waste reduction

Gurit assesses the environmental impact of waste throughout its operations, from product development to manufacture to dispatch. Utilizing the waste hierarchy, our aim is to ensure the utmost efficiency in our use of resources – reducing, recycling or reusing our waste where possible.

Earlier this year, Gurit Falces (Spain) set out to find an alternative to sending balsa dust to landfill. They found a local company, Lombricultura LVA, who transform organic matter into compost and fertilizers, and now our waste balsa dust is used by gardeners.

From November 2024 to October 2025, the total weight of waste generated and reported by Gurit sites was 8 866 metric tons, with an increase of 6% having been recycled in 2025 compared with 2024.

Gurit Albacete (Spain) has successfully achieved an 80% reduction in resin product waste and significantly lowered transportation emissions. This was accomplished by relocating the manufacturing of resins used in its prepreg production from the UK site to Albacete, and by optimizing packaging through the adoption of new barrel and pail sizes.

Water reduction

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.

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. Our production facilities use water responsibly.

Water withdrawal has again decreased in 2025 (-30% compared to 2020), with alternative supplies (rainwater, recycled water, grey water) representing 8% of the total water withdrawal in 2025.
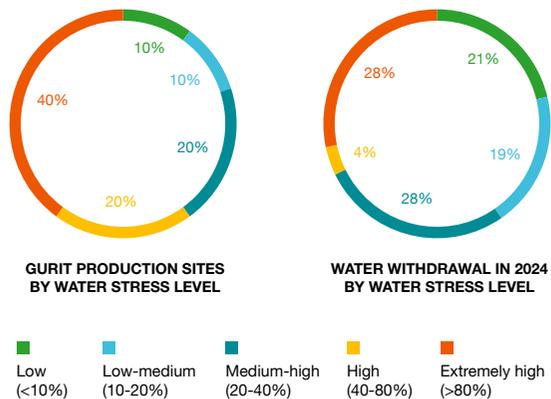
The ageing adiabatic water-cooling process in the extruder dryers at Gurit Matamoros (Mexico) used around 33% of the site's total water consumption. After exploring various options and reviewing processes at other Gurit production sites, the team replaced it with a newer and more effective solution, thereby reducing the amount of water used per cubic meter of product sold by 20%.

Local regulations on the maintenance of the quality of waterways and the discharge of harmful substances to the local environment are strictly adhered to. **Gurit sites have not registered any significant spills during this reporting period.** See the → Energy, Waste and Water Metrics in the Appendix for more details on our year-on-year progress.

Gurit supports all its production sites, and especially those exposed to high or extremely high water stress, with several water management programs such as the Water Management Guidelines and Water Management Risk Assessments. The Resource Utilization workstream encourages all sites to implement initiatives to reduce and reuse water.

Aqueduct water stress analysis for Gurit sites in 2025

GURIT PRODUCTION SITES
BY WATER STRESS LEVEL

- 10%
- 10%
- 20%
- 20%
- 40%

WATER WITHDRAWAL IN 2024
BY WATER STRESS LEVEL

- 21%
- 19%
- 28%
- 4%
- 28%

| ■ Low (<10%) | ■ Low-medium (10-20%) | ■ Medium-high (20-40%) | ■ High (40-80%) | ■ Extremely high (>80%) |

Biodiversity

Biodiversity is not considered a material topic for Gurit. Nevertheless, considering recent assessments and heightened awareness, several of our sites have undertaken initiatives to enhance biodiversity within their local environments. Additional details regarding these individual efforts are available on our → website.

03 PRODUCT IN USE

As part of our circular approach, we consider a product's entire lifecycle during design and development, aiming to minimize our customers' environmental impact while maximizing their health and safety.

Our advanced materials are used in a wide range of applications, from yacht hulls and wind turbine blades to truck trailer floors and building facades. Composites offer exceptional strength, thermal and acoustic insulation, impact resistance, and reduced weight. Unlike alternative materials, they resist moisture and rot, requiring less maintenance and ultimately extending product lifespan.

Beyond reducing our own energy emissions through product redesign and process improvements, we also consider how we can help our customers improve their energy efficiency when they manufacture components with our materials. This includes developing prepregs and resins that cure at lower temperatures and/or have shorter cure times, as well as the design of automated tooling solutions that help manufacturers of very large parts shorten their cycle times and reduce their energy consumption.

We can help the end users of composite components achieve their own emission and energy goals, as composite technology is an enabler for electrification and reduced fuel consumption, as well as an enabler for larger wind turbine blades due to its low weight and high strength characteristics.

Customer safety is a top priority at Gurit. Our R&D team continuously works to improve the health and safety profile of our products, focusing on eliminating substances of very high concern (SVHCs), high-hazard chemicals, and those with CMR classifications. More information can be found in the → Chemical Management section of the Social chapter.

04 END OF LIFE

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. Gurit continues to investigate and contribute to research into the recycling of composites.

Over the past three years, Gurit has actively participated in the EU Horizon Repoxyble* project, focusing on the development of sustainable, bio-based, and closed-loop recyclable composites. This collaboration reached a significant milestone this year with the successful scale-up of chemically cleavable bio-based resin technology at Gurit's Newport (UK) facility. This technology marks a significant advancement over current market offerings by enabling more cost-effective recycling, reducing environmental pollution, and allowing for the recovery of new resin building blocks that can be used to manufacture high-performance composites repeatedly without limitation, as opposed to traditionally only being recycled once. The project is expected to reach completion by mid-2026.

Alongside advancements in recyclable composite chemistry, a major challenge remains: the development of large-scale recycling processes and robust supply chains. Notable progress has been achieved through the ReUsaBlade project, led by the Fraunhofer Institute, in which Gurit has participated as a core materials partner for the second consecutive year.

In addition, Gurit is actively pursuing innovative technologies to decrease dependence on oil-based feedstocks. This commitment is reflected in the increased incorporation of bio content across our resin and adhesive product ranges. To further advance these efforts, Gurit has entered a collaboration with the Canadian research institute Innofibre to co-develop cutting-edge solutions for high-performance, fully bio-based polymer systems.

* Funded by the European Union under Horizon Europe Framework Programme Grant Agreement N° 101091891. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union. Neither the European Union nor the granting authority can be held responsible for them.

For more information on these collaborations, please visit:

→ www.repoxyble.eu
→ www.iwes.fraunhofer.de/en/research-projects/
   current-projects/reusablade.html
→ innofibre.ca/en

SOCIAL

HIGHLIGHTS 2025

✔ Achieved Group LTAR target of <2.19 (actual: 1.86)

✔ 86% of sites with over 25 employees are ISO 45001 certified.

✔ Successfully trialled Behavior-Based Safety pilot in Wind Systems Business Unit.

✔ Launched Global Travel Guidelines

✔ Launched Global Health, Safety and Environmental Policy.

✔ Supported STEM initiatives in our local communities

✔ Implemented 19 local community initiatives

✔ Rolled out online Human Rights Due Diligence training.

✔ Completed supplier risk assessments, covering 243 suppliers (88% of spend).

✔ Shared quarterly sustainability updates with key suppliers.

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

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.

GOOD CORPORATE CITIZEN

At Gurit, we uphold fundamental rights, translating our social policies and values into ethical practices and high social standards.

Safety remains our top priority, focusing on accident prevention, chemical safety, health protection for employees and customers. Achieving these goals requires commitment at every level, and we set new safety targets annually to reinforce our commitment to employees, subcontractors, external workers, customers, and partners.

Attracting, developing, and retaining a skilled, motivated workforce is key to our long-term success. We aim to create an inclusive work environment that fosters employee growth, values diversity, and strengthens connections with local communities in which we operate.

We are also dedicated to respecting human rights and reducing adverse impacts along our value chain. Through comprehensive ESG risk assessments and due diligence processes, we actively collaborate with suppliers, ensuring ethical practices and addressing critical issues such as child labor and conflict minerals, while minimizing environmental impacts.

View our Social ambitions on p43 & p44

↗ GRIs: 102-1; 102-2; 2-6; 2-7; 2-12; 2-13; 2-14; 2-18; 2-21; 2-23; 2-24; 2-25; 2-28; 2-29; 2-30; 403-1; 403-2; 403-4; 403-5; 403-7; 403-8; 403-9; 3-3; 308-1; 308-2; 414-1; 414-2; 413-1; 405-1;405-2; 404-1; 404-3; 406-1; 407-1; 408-1; 409-1; 201-1; 417-1;

Contributing to the United Nations SDGs

GOVERNANCE AND RESPONSIBILITIES

The Safety workstream leads our Safety First initiative across all Gurit sites. This effort is supported by a dedicated Chemical Regulatory Compliance Manager, who ensures adherence to current chemical legislation, anticipates upcoming regulatory changes, and promotes the adoption of best practice standards.

Gurit's Responsible Employer workstream focuses on equality, diversity and inclusion, training and education, human rights at our sites, as well as associations, sponsorships, and engagement with local communities and employees.

Supply chain risks, including those related to human rights, are addressed through our Sustainable Supply Chain workstream.

Each workstream leader works closely with the Governance workstream to ensure alignment with both local and international legislation and best practice guidelines.

SAFETY

MANAGEMENT SYSTEMS AND POLICIES

Gurit has a robust Occupational Health and Safety Management System that covers all employees, contractors, and onsite external workers. This system integrates global standards and procedures, adapted where necessary to comply with local and national legislation, which is continually tracked and responded to, ensuring compliance.

In addition, Gurit has a comprehensive global Chemical Safety Management System supported by the GoldFFX platform, ensuring consistent and effective chemical safety management throughout the organization.

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

- → **Global Health, Safety & Environment Policy**
- → **Safety First Platform**
- → **Safety Pyramid**
- → **Incident Investigation Guidelines and Reporting**
- → **Safety Walk**
- → **WordLex**
- → **Chemical Safety Management System**
- ISO Certifications
- Global Travel Guide

We foster a preventive safety culture by setting risk observation targets, monitoring both leading and lagging indicators, and ensuring that all accidents and incidents are thoroughly investigated with defined corrective actions. We place strong emphasis on lessons learned and the sharing of best practices across sites to drive continuous improvement.

CHALLENGES

Safety culture remains a challenge as we try to mitigate the influence of human factors on LTAs (Lost Time Accidents). We plan to extend our new Behavior-Based Safety program across the company and encourage the use of safety recognition awards, both of which have seen some success this year. In addition, we are planning to upskill our teams with knowledge of Human Factors theory. Early detection of risks remains a priority to prevent incidents and accidents.

We aimed to implement broader physical and mental well-being initiatives at a corporate level, but resource constraints prevented this in 2025. Nonetheless, several local initiatives were carried out across sites to support employee wellbeing. We remain committed to expanding these efforts and will continue to explore opportunities to strengthen our global approach in the future.

Regulations for harmful chemicals are becoming stricter, leading to higher hazard profiles for many substances. Gurit actively tracks regulatory changes and works with its supply chain to identify critical uses and seek safer alternatives. Although Gurit aims to replace hazardous chemicals with safer options, maintaining product performance during reformulation is challenging, especially when suitable alternatives are limited, and multiple systems are affected.

RISK MANAGEMENT

Our management systems provide our teams with the tools to identify risks, evaluate factors influencing site safety performance, and establish priority areas for improvement. They also facilitate the monitoring and follow-up of resulting actions.

To enhance clarity and efficiency, we regularly update our Safety First Platform. This ensures a standardized reporting format and enables site representatives to easily record product-related health and safety incidents reported by customers.

The workstream members meet regularly to discuss what can be learned from the outcomes of our incident investigation and reporting process. This helps us implement preventative action and mitigate future risk and will largely inform our 2026 target setting.

Global Health, Safety & Environment Policy

Gurit's Global HSE Policy, which was launched in 2025, strengthens safe, environmentally responsible operations by embedding a Plan-Do-Check-Act, risk-based approach across all sites. It aims to provide a safe and healthy work environment through safer product and process design, responsible chemical management, and resource efficiency. The policy supports compliance, continuous improvement, and stakeholder trust, helping the company reduce impacts, prevent incidents, and progress toward net-zero ambitions.

Safety First Risk Assessment Audits

Our Safety First Risk Assessment Audit is a structured review, which verifies how well a site identifies, evaluates, controls, and monitors risks that could cause injury, illness, environmental harm, or operational disruption. Based on a standardized approach, the risk assessment considers compliance with regulatory requirements, identifies possible hazards as well as the weaknesses within established protocols to address them, and evaluates the effectiveness of controls and mitigation. It ultimately fosters continuous improvement toward incidents reduction and better working conditions. We conducted pilot assessments at four sites this year to refine our methodology and help teams gain familiarity with the process ahead of the full implementation.

Behavior-Based Safety in Action

Behavior-Based Safety (BBS) focuses on observing and analyzing employee behaviors to identify and correct unsafe practices and reinforce safe ones. By understanding the human factors that lead to incidents, we aim to prevent injuries and accidents, and we do this by promoting a safety culture, empowering employees, and relying on data-driven decision-making. While promoting our well-established Safety Walk process, this year we have encouraged our site managers and Business Unit leadership to lead safety from the front by being more visible in day-today operations, engaging with the teams, and making their actions binding. Our training and engagement plan for BBS continues into 2026.

Recognizing our Safety Stars

Aligned with our Behavior-Based Safety goals. this year the Gurit Wind Systems Business Unit launched the Safety Heroes initiative. This program aims to recognize sites who demonstrate the best safety performance, as well as proactive employees and teams who lead by example, celebrating those who promote Personal Protective Equipment use, identify risks early, and inspire safe behavior. Strengthening our safety culture and sense of personal responsibility is one of the most effective ways we can reduce our LTAs.

Travel Guidelines

This year we launched travel guidelines to ensure that business trips are not only smoother and stress free but also keep our employees safe while travelling. The new guidelines include links to our travel insurance provider so travelers can check restrictions or safety alerts at their destination and travelers are encouraged to check with the local HR manager if the destination has an active Crisis Management Protocol. See further details in the section
→ Advancing Gurit's Human Rights Due Diligence (HRDD) in 2025

Certifications

ISO 45001 specifies requirements for an occupational health and safety management system and provides a framework for organizations to manage risks and improve OH&S performance. Since the end of 2025, 86% of all Gurit sites with employee numbers greater than 25 (63% of all production sites) are ISO 45001 certified. A full list of sites and → certifications can be found on our website.

% of production sites ISO 45001 certified

The number of production sites differs every year due to changes in organizational structure. Details are provided in the Appendix.

TRACKING OUR PROGRESS

Gurit tracks and records health and safety data from all its sites through the global Safety First Platform. All sites report monthly on Safety First KPIs and incidents and are supported by a strong management-led culture of Safety First.
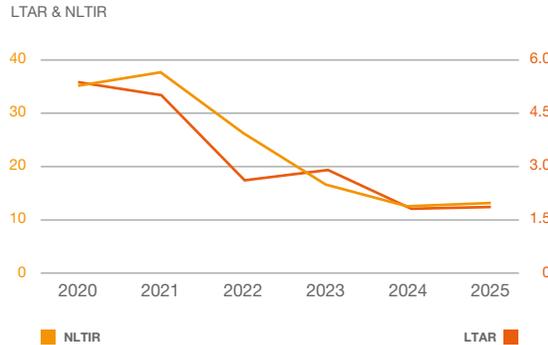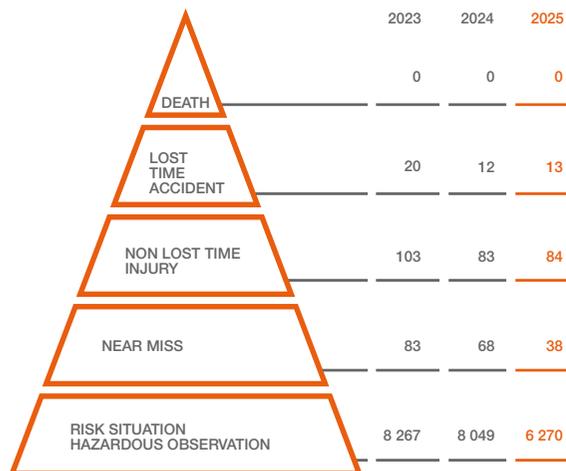
In 2025:
- The Non-Lost Time Injuries Rate (NLTIR) was 13.15 per million hours worked.
- The Lost Time Accident Rate (LTAR) was 1.86
- Compared to 2020, we have achieved significant improvements in safety performance, with NLTIR reduced by 63% and LTAR by 65%.

In 2025, NLTIR and LTAR rates rose slightly compared with 2024, but since they are already very low, minor changes seem larger and make further gains harder. Nevertheless, we remain dedicated to improving our safety performance.

We have now set a new Safety First ambition for 2030 which is to reduce the LTAR by 80% (<1.25) compared with the base year of 2020.

The annual Safety First data since 2020 is reported in the Safety First Metrics section of the → **Sustainability Metrics** chapter.

LTAR & NLTIR

NLTIR   LTAR

	2023	2024	2025
DEATH	0	0	0
LOST TIME ACCIDENT	20	12	13
NON LOST TIME INJURY	103	83	84
NEAR MISS	83	68	38
RISK SITUATION HAZARDOUS OBSERVATION	8 267	8 049	6 270

CHEMICAL SAFETY MANAGEMENT

Chemicals throughout Gurit facilities must be continually evaluated and managed to ensure 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 to help us assess chemical risks according to the International Labour Organization (ILO) model, with over 130 users using the system at Gurit. In parallel, we continue to actively monitor the chemical safety and regulatory landscape for new data generation and emergent regulations affecting chemicals.

Chemicals in Gurit-Manufactured Products

To identify target products for reformulation, each finished product manufactured by Gurit receives an internally generated High Priority Chemical (HPC) score. The scoring system aims to identify those products not only with SVHCs and CMRs present but also those subject to a range of regulatory action. 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. During 2025, however, identification in existing chemicals of previously unrecognized hazards has led to the hazard reclassification of some of

Gurit's products. We recognize these are undesirable, and our development teams continually work to replace these with technically and commercially viable alternatives.

In 2025, 39% of products in our standard and essential range are categorized red (reformulate as soon as possible). And 6% of products are categorized as orange (undesirable, target for reformulation). The shift from orange in 2024 to red in 2025 is primarily due to reclassification of substances by regulatory bodies.

CMRs

Since the European Chemicals Agency has begun group assessment of chemical substances, the speed at which reclassifications have occurred has increased. Particularly consequential for Gurit was the group assessment of epoxy materials that led to the classification of several low viscosity epoxy functional substances as CMR (Carcinogenic, Mutagenic, Reprotoxic). While Gurit has been working for some time on removing CMR classified chemicals from its product ranges, the new hazard data on these key epoxy functional substances has had an impact on all epoxy resin manufacturers.

Following a significant effort by the Gurit product development team, we have introduced safer alternatives for all our key products, at equivalent price and performance levels. Work continues on the wider product range, with a view to substantially reducing the sales volume of CMR classified products.

The challenge now is to ensure that customers understand the benefits of these safer alternatives, promote confidence in their performance, and support their qualification in projects.

By the end of 2025, fewer than 26% of finished price listed products were classified as CMR (according to the new EU classification), and around a third of these products either have alternatives available or are now discontinued, with the remainder scheduled for reformulation in 2026.

SVHCs

Since the advent of the European Union's REACH regulation in 2008, the European Chemicals Agency has designated an increasing number of Substances of Very High Concern (SVHC). In 2025, 251 substances were designated SVHCs. 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.
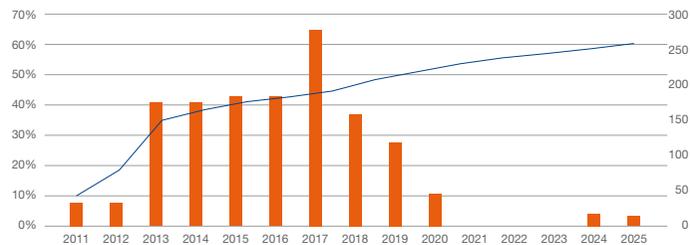
Gurit price listed products containing more than 0.1% SVHCs (orange bars) vs chemicals designated SVHCs by ECHA (blue line)

Despite the increased SVHC scope, Gurit continues to include all price listed products in the SVHC reduction targets. Efforts to maintain a low SVHC content in all products are proving successful, with safer alternatives identified. We are phasing out those products containing the most harmful substances – for example, the S-Fair 600 range was planned to be phased out by the end of 2025 and Spabond 345 hardeners are being replaced with Spabond 400.

In 2025, despite an increasing number of SVHCs on the REACH list, only 3% of Gurit price listed products contain >0.1% SVHCs.

Chemical Use at Sites

In accordance with our → **Hazardous Chemicals Management Policy**, we monitor the safety and regulatory landscape of chemicals not only used within our products but also in general use across our sites.

A full risk assessment is generated, encompassing all safety concerns and controls required, and are to be approved by line managers ensuring 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. Chemical products are also assessed for the presence of substances on lists of undesirable chemicals such as the EU SVHC candidate list or Chemsec SIN list.

Our goal is to have fewer than 15% of chemical products in use at production sites with an ILO hazard rating of 4 or 4+ and fewer than 5% containing SVHCs. At the end of 2025, the numbers stand at 10.3% and 4.2% respectively.

It is an ongoing challenge as hazard profiles change, and the numbers of SVHCs increase each year. This is tackled through continuous monitoring of the regulatory landscape and frequent reviews with sites to phase out these substances as soon as technically feasible.

WORKING WITH EMPLOYEES FOR BETTER OUTCOMES

All ISO-certified Gurit sites implement a Health & Safety Training Roadmap for employees and contractors, complemented by a Safety First awareness training program tailored for employees involved in manufacturing roles. Training sessions are delivered in local languages using a train-the-trainer approach to ensure effective dissemination.

Gurit promotes both physical and mental well-being by cultivating a safe and supportive workplace for all employees. The company encourages a culture of continuous improvement by sharing best practices across sites, organiz-

ing local workshops, partnering with external professionals when needed, and distributing practical well-being advice to staff.

Additionally, several sites have introduced monthly 'Safety Star' awards to honor individuals or teams who exemplify outstanding safety practices and contribute to a positive safety culture.

To further support the Safety First initiative, Gurit shares safety information regularly across its internal communication channels such as a quarterly safety newsletter (available in print and via email), site safety briefings, Gurit TV screens, an online safety portal, and town hall meetings, ensuring consistent and accessible communication across the organization.

PROACTIVE APPROACH TO 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 are sent electronically to customers through an automated system linked to our orders, and via a password-protected online portal.

2. The Gurit website has a section devoted to handling our products in a safe manner.
→ **www.gurit.com/product-stewardship**

3. Chemical safety incident reporting is managed through our Safety First platform so we can monitor the common issues facing our customers and we can work towards managing these in new product developments.

Confidentiality of individuals is maintained as the data is gathered to monitor general trends in exposure incidents rather than specific details.

RESPONSIBLE EMPLOYER

MANAGEMENT SYSTEMS AND POLICIES

Gurit has established various systems and policies that form the foundation of our social performance. These are regularly reviewed to identify opportunities for improvement.

The primary Group-wide standards and systems applied are:

- ■ → Social Policy
- ■ → Code of Conduct
- ■ MyGurit HR Database
- ■ Learning Management System (LMS)
- ■ Performance & Career Development Review

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 manager.

Creating global social policies can be challenging due to varying site requirements and differing national regulations. However, we remain committed to strengthening employee engagement in social issues across all our locations.

EQUALITY, DIVERSITY & INCLUSION

At Gurit, we are dedicated to upholding human rights and promoting equal employment opportunities, irrespective of sex, race, color, national origin, age, health, or any other characteristic that could be a basis for discrimination. Fair employment practices are applied consistently across our entire organization.

We have a zero-tolerance policy for discrimination, harassment, bullying, humiliation, oppression, or any form of offense. Sexual harassment and bullying are strictly condemned.

This commitment applies to all aspects of employment, including recruitment, hiring, promotions, salaries, work assignments, and terminations. We actively promote equality, diversity, and inclusion in our hiring practices and career advancement opportunities. Additionally, we continuously strive to identify and eliminate any form of discrimination in the workplace.

Our commitment to equal employment opportunity is reinforced through Gurit's Code of Conduct. To prevent gender bias when hiring, we do not require applicants to disclose their gender. Gender data is collected only for statistical and regulatory purposes based on information from new hires and promoted employees.

GENDER REPRESENTATION AT A GLANCE

As of December 31 2025, Gurit employed 1 947 staff members, compared with 2 341 in 2024 (excluding apprentices, trainees, interns and agency workers, contractors).

■ Male
■ Female

STAFF
20%
80%

SENIOR LEADERSHIP LEVEL POSITIONS*
22%
78%

NEW HIRES**
20%
80%

BOARD OF DIRECTORS
20%
80%
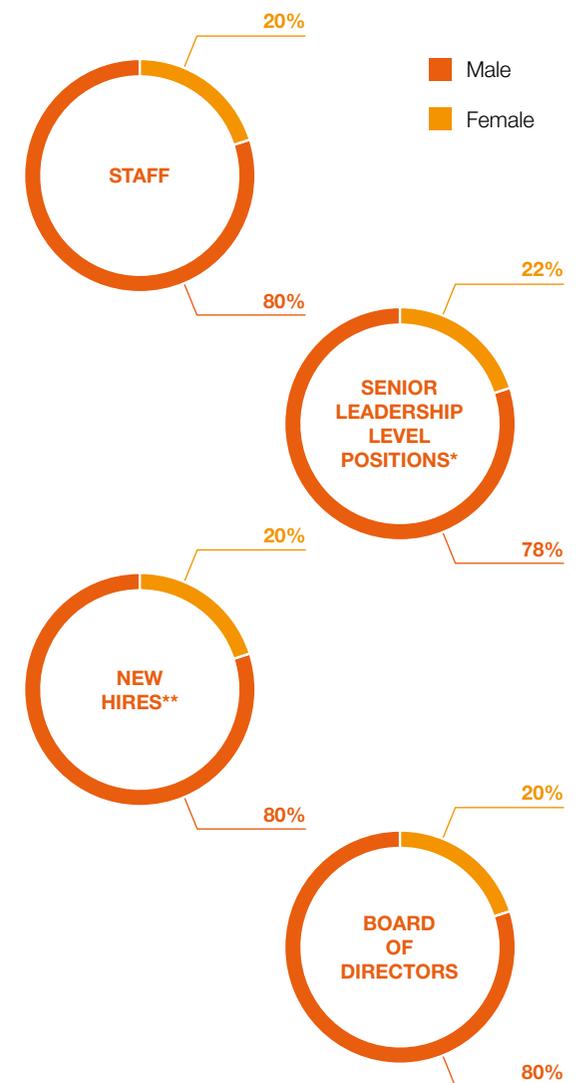
*   Including: Executive Committee, Senior Management, Extended Senior Management
**   Excludes apprentices, trainees, interns and agency workers/ contractors

Where required by regulations, Gurit has conducted site-specific gender pay gap analyses. However, the absence of global job grades and position classifications prevents a comprehensive global pay gap analysis.

Incidents of discrimination can be reported to local management, human resources department, via internal audit or to the Chairman of the Audit and Corporate Governance Committee as published in the Corporate Governance section of the Annual Report. We also have an anonymous Report-a-Concern channel allowing stakeholders to confidentially report any concerns related to discrimination.

The incidents of discrimination are addressed in the → Respond section of the Good Governance chapter, if any are reported.

TRAINING AND EDUCATION

Training and continuous learning are essential to ensuring that employees have the skills needed for their roles while supporting their professional growth and career development. Our programs cover a broad range of topics, including risk identification and management, both in the workplace and in broader social responsibility contexts. Key trainings – such as Code of Conduct, cybersecurity, and safety – are delivered through our global Learning Management System, accessible to all non-shopfloor employees worldwide. In addition, site-based, in-person training is provided to all staff to reinforce governance topics, as well as local safety and operational practices.

The average hours of training in 2025 per employee was 11.12 compared with 20.68 in 2024. This figure does not include LMS training.

In 2025, employees completed a total of 4 357 courses in the LMS, with each employee receiving an average of 1.26 hours of training via the platform compared with 2.73 hours in 2024.

The reduction in average training hours per employee during the reporting period is mainly due to maintaining existing learning programs rather than expanding them. While core training activities have continued, the launch of new courses has been limited, due to the Group restructuring and reallocation of resources to more material topics, which has resulted in fewer overall training hours.

Further details are provided in the → Sustainability Metrics section of the Appendix.

PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

At most Gurit sites, non-shopfloor employees have a performance and career development review at least once a year. This process includes reviewing job descriptions, key goals, job requirements, and training opportunities, as well as evaluating performance and completing a competence matrix to support professional growth.

From November 1, 2024, to October 31, 2025, 85% of eligible employees were part of a performance and career development review. These employees represent 35% of all Gurit workforce (shopfloor and non-shopfloor).

In 2025, Gurit introduced an improved performance management process. This allows employees to more easily set and track goals, participate in performance reviews, and finalize development plans. It is designed to ensure equal opportunity in professional development and promotion process, as well as support growth, enhance collaboration with managers, and help align individual objectives with the company's mission.

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.

Our sites report to have maintained or newly entered ten collective bargaining agreements.

In October 2025, 1 059 Gurit employees were covered by collective bargaining agreements which represents 54% of our workforce; compared with 2024 when 1,147 employees were covered, which represented 47% of our workforce.

The local legislation of some operations in Asia may limit the legally accepted forms of collective bargaining.

In October 2025, 818 Gurit employees (42%) were represented by a formally elected employee representative, such as a union, works council, or another representative body. The percentage remained stable compared to 2024, when 1,063 employees (43%) were covered.

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

ASSOCIATIONS AND SPONSORSHIPS

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 15 memberships of associations in 2025. The main categories were composites industry associations, and memberships in local or regional Chambers of Commerce.

In 2025, Gurit was also involved in local community sponsorship. Three sites reported giving financial assistance to their local communities, including local educational, health and environmental organizations.

For 2025, Gurit sites reported CHF 6 600 in donations. Additionally, Gurit has sponsored educational and social inclusion institutions' teams with materials and funds to a total value of approximately CHF 15 800.

LOCAL COMMUNITY

In its fourth year, the Gurit Local Community Initiative encourages engagement with the local communities in which we operate, adding long-term social value, increasing stakeholder engagement on our journey towards sustainability, and actively contributing to SDGs.

In 2025, we implemented 19 local community initiatives across our sites.

Gurit Brisbane (Australia) jumped into action following some stormy weather which left the Lone Pine Koala Sanctuary riddled with sticks and debris. As well as clearing storm damage, they removed invasive species, helping to rehabilitate an area that houses some of the site's oldest eucalyptus trees, which are vital for the wellbeing of the koalas and other native wildlife.

Amy Moram, Gurit's Chemical Compliance Manager and Sustainable Products Lead, has become a UK Climate Ambassador, providing free expertise and support in education settings, so they can develop and deliver impactful climate action plans, with the aim of better preparing young people to live in a world with a changing climate.

To mark Children's Day on June 1, Gurit Taicang (China) and its employees donated computers, stationery, sports equipment and books to a rural primary school in Yanjin County, Yunnan.

A team from Gurit Matamoros (Mexico) joined other local businesses and participated in a beach clean up.

Key elements of human rights due dilligence according to OECD Guidelines & UNGPs.

HUMAN RIGHTS

Gurit is committed to upholding the human rights of all individuals connected to our operations and business activities. We strive to ensure that our actions do not contribute to any negative human rights impact within our value chain.

Through our Human Rights Due Diligence Framework, we have identified human rights risks and impacts at a high level based on our materiality analysis, ESG rating feedback, and the inherent risks of the locations and industries in which we operate. Gurit has established an action plan to mitigate internal salient risks, while external risks are addressed through the supply chain workstream.

The assessment and action plan has, to date, been reviewed annually.

Human rights considerations are embedded within multiple sustainability workstreams and are integrated into the company's processes, policies and training to ensure employees can uphold these standards.

To ensure ethical practices across our business operations and relationships, we are guided by international 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 Labour Conventions of the International Labour Organization (ILO).

The principal policies we use throughout the company and with our supply chain to underpin our human rights commitment are:

- → **Code of Conduct**
- → **Social Policy**
- → **Human Rights Due Diligence Policy**
- → **Modern Slavery Statement**
- → **Conflict Minerals Policy**
- → **Supplier Code of Conduct**

Our policies prohibit discrimination, harassment, and any form of forced or child labor. All these policies are approved at the most senior level and published on our website, and apply to all employees, contractors, external workers, and business partners. We regularly communicate and raise awareness of human rights issues with employees and suppliers, encouraging them to share suggestions and observations with managers, site managers or the sustainability coordination team. We have mechanisms in place for stakeholders to confidentially report human rights concerns, such as the Report-a-Concern platform.

Advancing Gurit's Human Rights Due Diligence (HRDD) in 2025

We held our annual HRDD workshop to review salient risks, assess progress against the action plan, and update targets for the year ahead. There were no changes to the list of salient risks.

To strengthen employee safety while traveling, we introduced and communicated a new Travel Guide that provides country-specific health and safety information, including local disease risks, vaccination recommendations, and links to international health resources.

HRDD training was also rolled out through our Learning Management System to help embed HRDD processes across all sites, with 93% of targeted employees having completed the training by the end of 2025.

Additional actions included addressing the salient risk for security forces by reviewing the crisis-management procedure in Mexico and Ecuador; the internal audit of clocking-systems to support fair working conditions at our sites; and ongoing alignment of the HRDD policy with outcomes of our human rights risk assessments. Further communication about the Report-a-Concern platform is underway to continue our support for equality and non-discrimination.

Salient Risks and Gurit's Responses

Human rights identified by Gurit as being within the company's operations and value chain and most at risk of experiencing the most severe impacts are outlined in the table below.

PREVENTION AND MITIGATION OF HUMAN RIGHTS RISKS	SOURCING AND PURCHASING	USE AND END-OF LIFE OF GURIT PRODUCTS AND SERVICES	MANUFACTURING SITES AND OFFICES	STORAGE AND TRANSPORT
	UPSTREAM AND DOWNSTREAM		OWN OPERATIONS	
POLICIES	Gurit Code of Conduct Supplier Code of Conduct Human Rights Due Diligence Policy Report-a-Concern Platform		Gurit Code of Conduct Human Rights Due Diligence Policy Social Policy Report-a-Concern Platform	
SALIENT RISKS IDENTIFIED	Health and safety Forced labor and modern slavery Working conditions Discrimination Environmental		Health and safety Working conditions Discrimination Security forces	
INITIATIVES, SYSTEMS AND PROCESSES	Procurement team training Supplier newsletter Supplier risk assessment (including supplier audits and questionnaires)		Human rights and ethics training Human rights due diligence action plan	

MODERN SLAVERY

A Modern Slavery Statement is available on the Gurit → website.

During 2025, Gurit has not found any exposure to modern slavery or human trafficking in our supply chain.

CHILD LABOR

Gurit is subject to art. 964j seqq. of the Swiss Code of Obligations (CO) which establishes due diligence obligations in relation to child labor applicable as of 1 January 2023. Gurit has decided to opt for 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.

A human rights and child labor assessment has been included as a part of the supply chain ESG risk questionnaire since 2022.

No human rights, child labor or forced labor incidents were reported or identified in 2025.

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.

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 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.

SUPPLY CHAIN DUE DILIGENCE

The Group procurement team manages a due diligence process to support responsible sourcing and global supply chain management of raw materials and services, aligning with international frameworks. Tools such as our Supplier Code of Conduct, Report-a-Concern process, General Terms and Conditions, supplier risk assessment and the Sedex platform underpin this process.

Supplier management via our category managers, as well as the Sedex platform, facilitates supplier ESG risk assessments, helping us identify and address potential key supply chain risks while fostering stronger supplier engagement and promoting Gurit's sustainability goals. This approach also ensures compliance with evolving ESG legislation, including Swiss corporate responsibility laws and climate-related disclosure requirements.

RISK ASSESSMENT

In 2025, our primary focus has been completing the risk assessment for targeted suppliers, with particular attention paid to those with whom we have a high spend or there is strategic relevance.

Out of 278 total suppliers, 243 were selected for risk assessment, equating to 88% of total spend.

Following the assessment, 39 of these suppliers were selected for self-assessment, based on one of these specific risk profiles:
- our annual spend with them exceeds 1.5m CHF
- they are located in a high risk region according to the SEDEX Geographical Map Tool
- their combined scores in the Gurit human rights salient risk assessment and location according to SEDEX or
- their strategic relevance

The self-assessments were successfully completed over the course of the year. Some suppliers were, however, hesitant, fearing scrutiny. Going forward, we will strengthen our communication around our goal for collaboration.

Five suppliers have been identified as needing additional audits. At present, there is no dedicated audit team in place, but we intend to establish one and finish the outstanding audits by early 2026.

SUPPLIER CODE OF CONDUCT

A key development this year has been the integration of the Gurit Supplier Code of Conduct into our supplier engagement process. We've asked all 39 suppliers who were targeted for self-assessment to formally sign the Code, reinforcing our commitment to ethical sourcing and human rights. This step not only strengthens our ESG framework but also deepens our relationships with suppliers who share our values.

39 suppliers (100% of those targeted) have committed to Gurit's Supplier Code of Conduct.

Regular communication with key suppliers is maintained through quarterly newsletters and direct engagement. Engaging medium and smaller suppliers remains a challenge, as they are currently outside the supply chain risk assessment process. Building trust is essential, and clearer messaging is needed to emphasize collaboration over fault-finding in sustainability efforts.

GOVERNANCE

HIGHLIGHTS 2025

✔ 100% of sites completed the newly launched ESG internal audit checklist.

✔ Rolled out annual refresher for Antitrust and Anti-bribery Guidelines online training.

✔ Code of Conduct training achieved 95% completion rate.

✔ Updated Code of Conduct

We use best practice in corporate governance.

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

GOVERNANCE AS A CORNERSTONE TO SUCCESS

Corporate governance is integral to Gurit's sustainability efforts, embodying values like accountability, transparency, diversity, risk management, and compliance. This section complements the Corporate Governance and Compensation chapters of our Annual Report. Further details are in the → Gurit Annual Report.

CHALLENGES

The constantly changing regulatory landscape, shaped by jurisdictions with diverse and changing priorities, requires significant resources to navigate. By focusing on our sustainability and proactive risk management, we can navigate periods of uncertainty more effectively and ensure that new and existing employees become, and remain, up to date on relevant topics. This is usually achieved by providing training in multiple languages, formats, and channels. As Gurit was undergoing restructuring in 2024 and 2025, which required extra efforts from the whole workforce, effective communication was essential to encourage employees across the organization to participate in refresher trainings.

GOVERNANCE AND RESPONSIBILITIES

We manage corporate governance and its associated risks and opportunities through our Governance workstream. Oversight of legislative compliance, proactive monitoring of forthcoming regulations, and the adoption of

View our Governance ambitions on p44

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Contributing to the United Nations SDGs

best practice standards are coordinated by the General Counsel in cooperation with the sustainability manager. The Governance workstream collaborates with all the other workstreams to ensure alignment with local and international regulations and best practice standards.

MANAGEMENT SYSTEMS AND POLICIES

Gurit's governance operates through four phases: Prevention, Detection, Reporting, and Response.

PREVENT: POLICIES AND EMPLOYEE AWARENESS

- **Gurit Code of Conduct:** The Gurit Code of Conduct outlines ethical standards and principles to guide decision-making and behavior covering conflict of interest, anti-corruption and bribery, anti-money laundering, antitrust, fair employment practices, health & safety and data privacy. Available in nine languages, it is mandatory for all employees to complete an e-learning course or face-to-face training on our Code of Conduct, with refresher courses available on our Learning Management System. Reminders are published periodically on internal communication channels, and an overview video is available. The training also explains how to report potential violations, ensuring wide accessibility. **By the end of 2025, 95% of the employees completed Code of Conduct training.**
- **Anti-bribery and Anti-corruption:** 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. This is firstly due to us working primarily with private sector entities, 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 other industry sectors. We have a firm zero-tolerance stance against corruption outlined in our Code of Conduct and Anti-Bribery and Corruption Guidelines available in multiple languages, including a clearly defined Gift &

Entertainment Policy. An anti-corruption and anti-bribery course is available to all employees through the Learning Management System. **By the end of 2025, 95% of the targeted employees completed this training.**

- **Antitrust and Fair Competition:** Gurit is committed to fair and legal competition. To prevent anti-competitive behavior, Gurit has issued Antitrust and Fair Competition Guidelines in multiple languages and requires risk-exposed employees to complete an e-learning course. **By the end of 2025, 91% of the targeted employees completed this training.**

DETECT: RISK MANAGEMENT

- **Internal Audits:** The Legal & Compliance and Internal Audit teams collaborate to identify instances of bribery, unfair competition, or fraud. Investigations into these matters are typically spearheaded and coordinated by the Legal & Compliance team. After a pilot phase in 2023, the internal audit checklist has been published and shared annually since 2024 to ensure continuous improvement and compliance across the organization. **All Gurit sites successfully completed the internal audit checklist in 2025.** Based on the findings, an action plan was initiated to enhance communication and address identified non-compliance issues.
- **ESG Risk Integration:** ESG risks were identified in 2023 and align with the results of the double materiality analysis and the identification of the impacts, risks, and opportunities of the ESG financially 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.

In 2024, a further ESG risk identification exercise was conducted, focused on climate-related risks, aligned with the TCFD standards, and human rights risks as part of the Human Rights Due Diligence process. Detailed information can be found in the → **Social** and → **Environment** Chapters of this Report.

REPORT: SEEKING ADVICE AND RAISING CONCERNS

Employees can seek advice or report suspected Code violations through line managers, human resources department, legal department, Group management, or the Audit and Corporate Governance Committee. Local grievance mechanisms are also available. Gurit has a Report-a-Concern policy and reporting channel, to foster 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 channel to report suspected misconduct or alert us about serious risks of wrongdoing affecting people, our organization, society, or the environment.

Gurit's Report-a-Concern process enables anonymous communication through a platform operated by an external partner. Reported issues are managed by our legal & compliance function, who process concerns professionally, with internal or external specialists where required. All requests are treated confidentially.

To ensure company-wide awareness, we regularly communicate the Report-a-Concern policy and reporting channels to employees through internal communication campaigns. The reporting channel and policy are publicly available, at the following web address: → **www.gurit.com/report-a-concern**

RESPOND

In 2025, six concerns were raised via our global Report-a-Concern platform, one to the Chairman of the Audit and Corporate Governance Committee, two to Group management, and no concerns were reported to the local HR. All concerns were addressed.

No violations of the Gurit Code of Conduct were confirmed in 2025.

No incident of corruption or anti-competitive behavior was identified in 2025.

No non-compliance of environmental, social or economic laws and regulations was identified in 2025.

No incidents of discrimination have been reported by our sites in 2025.

No concerns or violations of collective bargaining were reported in 2025.

No legal proceedings were undertaken or are pending, and no fines or non-financial penalties related to non-compliance with anti-corruption, anti-competitive behavior, antitrust and monopoly practices were imposed in 2025.

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

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.

Tax Governance, Control and Risk Management

A tax governance and control framework exist 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.

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.

Financial Assistance Received from Government

During the reporting period (11/2024 - 10/2025), the financial assistance received from governments amounted to approximately CHF 490 000 in total (compared to CHF 1.2 million in 2024). This support was provided by the governments of China, UK, Canada, and Denmark. The financial assistance was primarily related to infrastructure, innovation, and research and development activities.

SUSTAINABLE SUPPLY CHAIN

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 procurement process ensures responsible sourcing in line with international standards. This includes due diligence to maintain ethical, sustainable supply chains for materials and services, as well as risk assessment and mitigation. More information on our supply chain and due diligence process can be found in the → Social chapter.

Our → Supplier Code of Conduct reaffirms and details our commitment to ethical, legal, social and environmental standards; it is communicated to all suppliers, and it is expected that they adhere to it.

→ Terms and Conditions and contractual documents align with good governance and sustainability-related principles, flowing these requirements down to our supply chain. These standards are integral to our due diligence and key for supplier engagement.

CUSTOMER SATISFACTION

Customer satisfaction is a material topic at Gurit, focusing on delivering value to our customers helping them create lightweight, durable structures that meet performance and cost goals.

Ensuring customer safety through onsite technical support, product, and process training related to safe handling is essential. In regions where Gurit does not have an office, we work with distributors who receive training and support from us. More information around customer product safety can be found in the → Safety First chapter.

To stay aligned with market needs, Gurit maintains an open dialogue with customers through surveys, meetings, and updates on business performance, technical advancements, and sustainability. We keep customers up to date through social media channels, newsletters, media releases, events and our website. Our sales and customer service teams have regular contact with our customers.

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. Staff receive mandatory online data protection training, with a dedicated data officer overseeing data privacy law adherence.

No data leaks were identified and no complaints from customers regarding infringements of privacy were received in 2025.

Contact at Gurit regarding data protection:
dataprotectionoffice@gurit.com

APPENDIX

SCOPE OF SUSTAINABILITY DATA AND REPORTING PRACTICE

↗ GRIs: 102-4; 102-5; 102-6; 102-7; 103-2; 103-3; 103-5; 2-2; 2-3;
            2-4; 2-6; 306-2; 306-3; 306-4; 306-5;

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 2025 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, 2024 – October 31, 2025. 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 Gurit (Germany) GmbH, Gurit (USA) Inc. (Bristol), and Gurit Tooling (Hong Kong) Ltd. are currently not covered by our sustainability data collection and greenhouse gas accounting, apart from employee data; these small sites are not considered as material at this time. The entities Gurit Italy S.R.L (Volpiano site, Italy), Fiberline Composites A/S (Denmark), and Gurit Rüzgar Sistemleri Limited Sirketi (Turkey) ceased production in 2025 and were closed. Accordingly, this report includes data corresponding only to the respective production periods at each site.

Gurit does not include any data from Gurit Italy S.R.L (Carmignano site), which was sold in 2025. The site has been excluded from our reporting scope, including retrospective adjustments to the previous years' data.

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 fifth year reported its greenhouse gas accounting on a best-effort basis.

Gurit's Sustainability Report 2025 is published as a standalone document and in parallel as part of the Gurit Annual Report 2025, available on our website. Both the Annual Report and the Sustainability Report contain cross-references and should be consulted together.

We continue to publish this Report in PDF format in line with the statement of the Swiss Federal Council dated 22 September 2025 (https://www.parlament.ch/de/rats-betrieb/suche-curia-vista/geschaeft?AffairId=20257859), who refers to PDF and XBRL as possible publication for-mats for climate related disclosures, leaving the choice to the companies. We continue to monitor the developments of specific digital taxonomies for machine-readable report-ing and will consider implementation once an adequate internationally widely used format for the disclosures under the Swiss Ordinance on Climate Reporting is available.

RESTATEMENTS OF INFORMATION AND RESULTS

To have a consistent data set over time, the greenhouse gas footprint figures for 2020 to 2024 were restated to account for the structural changes of the Gurit Group in 2025, and specifically the site sold in Carmignano.

In 2025, we have updated the electricity emission factors.

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 2025'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 analyze our sustainability performance. In 2024, we moved to monthly reporting by our sites, which gave us insight into the impact of initiatives as they were implemented and has improved data accuracy and quality. This data collection and reporting system is periodically reviewed with each site.

Contact for questions regarding scope of data collection and methodologies applied:
sustainability@gurit.com

Greenhouse Gas Accounting Advisory
Sulytics GmbH

48%	2%	4%	46%
Upstream Scope 3	Scope 1	Scope 2	Downstream Scope 3
purchased goods capital goods fuel & energy activities transportation waste business travel commuting	process emissions	electricity	transportation processing of sold product use of sold products end-of-life
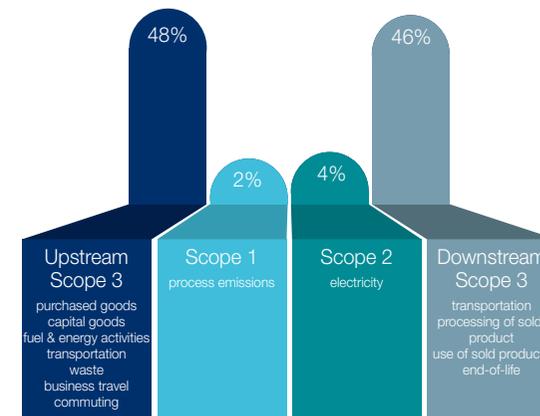
Gurit's GHG emissions, split by Scope

SCOPE 1 (DIRECT EMISSIONS)

						RESULTS IN tCO_2e**			
CATEGORY	HOW DATA IS COLLECTED*	2025 (ANNUAL DEVIATION)	2024 (ANNUAL DEVIATION)	2023 (ANNUAL DEVIATION)	2022 (ANNUAL DEVIATION)	2021 (ANNUAL DEVIATION)	2020	% 2025 SCOPE 1	DATA QUALITY
STATIONARY COMBUSTION Natural gas, LPG, Diesel, Petrol/Gasoline	– Consumption invoices and data from suppliers – Extrapolation to cover 12 months (2 sites) – Energy consumption based on previous years consumption (2 sites)	6 181 (– 6%)	6 545 (– 10%)	7 271 (+ 8%)	6 742 (– 6%)	7 146 (– 15%)	8 391	75.4%	●
MOBILE COMBUSTION Diesel, Petrol/Gasoline, LPG	– Consumption invoices – Consumption assumption estimated based on km and / or based on cost with average fuel price (1 site) – Vehicle energy consumption based on previous years consumption (4 sites) – Extrapolation to cover 12 months (1 site)	631 (– 2%)	643 (+ 9%)	589 (– 9%)	644 (– 13%)	744 (– 29%)	1 051	7.7%	●
PROCESS EMISSIONS N2O, CO2, Cyclopentane, VOC, Others	– Measurement by external supplier (Consulair) / lab (Bureau Veritas) (1 site)	1 065 (– 29%)	1 500 (+ 5%)	1 428 (+ 24%)	1 151 (+ 41%)	814 (+ 32%)	618	13.0%	●
FUGITIVE EMISSIONS Acrylonitrile, R-22, Alkane, Others	– Measured / invoiced – Extrapolation to cover 12 months (1 site)	319 (+ 50%)	212 (– 30%)	303 (+ 44%)	210 (– 18%)	258 (– 66%)	762	3.9%	●
TOTAL SCOPE 1 (Direct emissions)		**8 196 (– 8%)**	**8 900 (– 7%)**	**9 590 (+ 10%)**	**8 747 (– 2%)**	**8 963 (– 17%)**	**10 822**		

SCOPE 2 (ELECTRICITY CONSUMPTION)

						RESULTS IN tCO_2e**			
CATEGORY	HOW DATA IS COLLECTED*	2025 (ANNUAL DEVIATION)	2024 (ANNUAL DEVIATION)	2023 (ANNUAL DEVIATION)	2022 (ANNUAL DEVIATION)	2021 (ANNUAL DEVIATION)	2020	% 2025 SCOPE 2	DATA QUALITY
ELECTRICITY (market based)	– Electricity invoices – Extrapolation to cover 12 months (1 site) – Electricity consumption based on previous year's consumption (3 sites)	20 426 (– 19%)	25 213 (– 1%)	25 528 (– 4%)	26 699 (+ 9%)	24 395 (+ 11%)	22 072	99.5%	●
ELECTRICITY (location based)		32 547 (– 8%)	35 321 (+ 8%)	32 622 (+ 4%)	30 918 (– 2%)	31 726 (+ 9%)	29 038	99.7%	●
DISTRICT HEATING	– Heating invoices – District heating consumption based on 2024 data (1 site)	100 (– 11%)	112 (– 43%)	195 (– 65%)	562 (+ 7%)	523 (– 17%)	630	0.5%	●
TOTAL SCOPE 2 (Electricity consumption, market based)		**20 526 (– 19%)**	**25 325 (– 2%)**	**25 723 (– 6%)**	**27 261 (+ 9%)**	**24 918 (+ 10%)**	**22 702**		
TOTAL SCOPE 2 (Electricity consumption, location based)		**32 647 (– 8%)**	**35 433 (+ 8%)**	**32 818 (+ 4%)**	**31 480 (– 2%)**	**32 249 (+ 9%)**	**29 668**		

* 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 36 Gurit sites for fixed base year approach. Emissions from companies acquired since 2020 are included from the base year (2020) (even if the acquiring company didn't control these sources yet) to the current year (2025). 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.

SCOPE 3 (INDIRECT EMISSIONS)

						RESULTS IN tCO2e**			
CATEGORY	**HOW DATA IS COLLECTED***	**2025 (ANNUAL DEVIATION)**	**2024 (ANNUAL DEVIATION)**	**2023 (ANNUAL DEVIATION)**	**2022 (ANNUAL DEVIATION)**	**2021 (ANNUAL DEVIATION)**	**2020**	**% 2025 SCOPE 3**	**DATA QUALITY**
CAPITAL GOODS Machinery and equipment, computers, vehicles, other	– Capital goods data is provided by finance team	5 374 (– 25%)	7 172 (+ 9%)	6 581 (– 28%)	9 116 (– 29%)	12 887 (+ 4%)	12 370	1.1%	🟢
FUEL AND ENERGY RELATED ACTIVITIES	– Calculated by Sulytics tool acc. data entered by sites for Scopes 1 & 2	5 553 (– 20%)	6 968 (+ 5%)	6 631 (– 22%)	8 452 (+ 31%)	6 441 (– 17%)	7 750	1.2%	🟢
TRANSPORTATION Raw materials	– Calculation based on weight and distance (assumption if data missing)	6 973 (– 31%)	10 127 (– 0.4%)	10 173 (– 13%)	11 725 (– 20%)	14 568 (–)	–	1.5%	🔴
TRANSPORTATION Produced and traded products (upstream)	– For raw materials, based on data received for purchased goods, from global procurement team	7 673 (– 13%)	8 782 (+ 29%)	6 808 (– 26%)	9 195 (– 18%)	11 218 (– 22%)	14 443	1.6%	🟡
TRANSPORTATION Produced and traded products (downstream)	– Transportation of raw materials not correctly assigned in 2020 – Transportation of produced and traded products: split to upstream or downstream depending if the site paid or not paid for the transportation	5 465 (– 12%)	6 238 (– 75%)	24 719 (+ 31%)	18 908 (– 4%)	19 795 (– 6%)	21 051	1.2%	🟡
WASTE Generated in operations	– Measured – Estimation by third party (1 site) – Invoices for waste taken/ recycled by third party – Estimation if the weight of the waste is not measurable – Waste generation based on previous years data (4 sites)	1 810 (+ 10%)	1 649 (– 8%)	1 802 (– 15%)	2 115 (– 3%)	2 182 (– 42%)	3 730	0.4%	🟢
BUSINESS TRAVEL Flights, Accommodation nights	– Exported from Concur – Additional data provided by sites	1 477 (– 27%)	2 034 (+ 18%)	1 722 (+ 3%)	1 679 (+ 2%)	1 652 (+ 14%)	1 450	0.3%	🟢
EMPLOYEES COMMUTING	– Data collected via XLS questionnaire, and upload the results in Sulytics tool – No data collected in 2024, so we have used 2023 data, and extrapolated from this if significant deviation in the number of employees	2 587 (– 25%)	3 436 (– 4%)	3 572 (– 7%)	3 828 (+ 0.3%)	3 817 (– 16%)	4 567	0.5%	🟢
PURCHASED GOODS*	– Data provided by global procurement team	211 450 (– 49%)	416 548 (+ 0.2%)	415 823 (– 22%)	529 727 (– 25%)	704 775 (+ 2%)	689 826	44.6%	🔴
PROCESSING OF SOLD PRODUCTS		399 (– 5%)	420 (– 28%)	579 (– 19%)	715 (– 20 %)	890 (+ 267%)	243	0.1%	🔴
USE OF SOLD PRODUCTS**	– Emissions estimated based on product quantity produced and calculation model implemented in Sulytics tool	219 347 (+ 12%)	196 165 (+ 19%)	165 399 (– 29%)	233 003 (– 10%)	259 690 (– 47%)	491 883	46.2%	🔴
END-OF-LIFE TREATMENT OF SOLD PRODUCTS**	– Emissions estimated based on product quantity produced and calculation model implemented in Sulytics tool	6 253 (– 35%)	9 588 (+ 88%)	5 092 (– 19%)	6 276 (– 1%)	6 352 (– 43%)	11 108	1.3%	🔴
TOTAL SCOPE 3 (Indirect emissions)		**474 361 (– 29%)**	**669 126 (+ 3%)**	**648 900 (– 22%)**	**834 738 (– 20%)**	**1 044 268 (– 17%)**	**1 258 421**		

* In 2020, we started to collect Purchased Goods data. Data collected for 2022 underwent additional checks by the global procurement team; and from 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. Processing and Use of Sold Products have 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. However, based on the quantity of products produced as reported by Gurit sites, we have started to report the results related to these two categories for the first time in 2024.

SIGNIFICANT CHANGES TO THE ORGANIZATION

The list of Gurit Group subsidiaries covered by this Sustainability Report is contained in note 28 of Gurit's Financial Report 2025, pp. 119-120, except for those sites listed as "inactive", "liquidated", or "Holding company". The sites based in Middlefart, Izmir and Volpiano were closed in 2025. Our Carmignano site was sold in April 2025.

NOTES REGARDING OUR GREENHOUSE GAS REPORTING

- 2025 corresponds to the sustainability reporting period 1.11.2024 to 31.10.2025.
- 2024 corresponds to the sustainability reporting period 1.11.2023 to 31.10.2024.
- 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 when comprehensive data was available.

SCOPE 1 – DIRECT EMISSIONS

Under Scope 1, we reported emissions related to Stationary combustion (Natural gas, LPG, Diesel, Petrol /Gasoline), Mobile combustion (Diesel, Petrol/Gasoline, LPG), Process emissions (N2O, CO2, Cyclopentane, Others) and Fugitive emissions (Acrylonitrile, R-22, Alkane, Others). No Compensation Certificates of Verified Carbon Unit (VCU) Retirement have been acquired for the 2025 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' and 'location based' approaches, in accordance with the Greenhouse Gas Protocol Scope 2 Guidance. 'Location-based' reflects the average emissions of the local grid where electricity is consumed; and 'market-based' accounts for emissions based on contractual instruments like renewable energy certificates or power purchase agreements. Since 2023, the emissions related to electricity consumption have not been offset with Compensation Certificates.

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 is 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 the global procurement team. In 2025, data relating to transportation from Gurit sites to customers (downstream) could not be retrieved for locations that ceased operations during the year. To ensure continuity and completeness in reporting, estimates were derived using 2024 transportation data previously reported by each site. These figures were then adjusted proportionally to reflect the respective operational periods of the sites in 2025. 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 team 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, vehicles and product development.
- Purchased Goods: the global procurement team has provided data from November 2024 to October 2025. This includes purchases of raw materials and packaging materials.
- Emissions related to End-of-Life, Processing and Use of Sold Products have been estimated based on key materials data reported by the Gurit production sites. A calculation model has been implemented in the Sulytics data collection tool.

STAKEHOLDER ENGAGEMENT

↗ GRIs: 2-25; 2-29; 3-1; 3-3; 403-7; 102-1; 303-1; 308-1; 308-2; 414-1; 414-2; 408-1; 409-1;

Our key stakeholders include customers, employees, suppliers, the financial community, academia, and the local communities in which we operate, all of whom influence or are impacted by Gurit's business activities. We regularly engage with these stakeholders to capture insights and better understand their expectations, concerns, and needs. This structured approach ensures meaningful interactions and fosters transparency across all stakeholder groups. The table below summarizes the engagement activities conducted in 2025, and the key issues raised.

STAKEHOLDER GROUP	PURPOSE OF ENGAGEMENT	ENGAGEMENT ACTIVITIES	KEY TOPICS RAISED	USE OF FEEDBACK
CUSTOMERS	Report on sustainability performance Position sustainability as a core value Support transparency Measure customer satisfaction Ensure effective quality systems Management of quality claims New product communication and collaboration Contribute to customers' materiality assessments Surveys to customers	Surveys to customers Customer surveys to Gurit Meetings Conferences and events Reports Emails Quarterly newsletters Claim/NCR process	Sustainability progress against goals Emissions and carbon footprint Product development Product quality End of life and circularity LCAs Material topics Customer satisfaction Health & safety	Helps meet customer expectations and requirements Informs procurement strategy Informs new product development plan and priorities Informs material topics Ensures technical support is sufficient
SUPPLIERS	Align sustainability goals Mitigate risk Ensure compliance Resolve and manage quality issues Source more sustainable raw materials Collaborate on sustainable product developments Address sustainability challenges in supply chain Find solutions to operational challenges	Supplier audits and assessments Quarterly newsletter Claims/NCR process Meetings Conferences and events	Sustainability goals Supplier Code of Conduct Terms & conditions Health & safety Quality Delivery performance Human rights & governance Contracts Raw material costs Bio and recycled content Decarbonization in supply chain Managing waste and pollutants Packaging Green energy supply	Informs supplier management Guides supplier development Helps meet ISO requirements Informs purchasing decisions Assists with product development Improves waste and pollution management Improves packaging and reduces landfill Helps progress towards scope 2 goals

STAKEHOLDER GROUP	PURPOSE OF ENGAGEMENT	ENGAGEMENT ACTIVITIES	KEY TOPICS RAISED	USE OF FEEDBACK
EMPLOYEES	Successful onboarding Ensure preparedness for emergencies Remain compliant Manage reported cases of non-compliance Address concerns Identify knowledge gaps Share different perspectives Update on company progress Set and align sustainability objectives Increase awareness of sustainability topics and raise engagement Strengthen relationships and team building Contribute to social impact	Onboarding process Performance monitoring Report-a-Concern platform Training (online and in person) Workshops Internal communication channels (intranet, emails, TVs) Regular Town Halls Workstream meetings Local community projects	Processes and policies Health & Safety Employee concerns KPIs Human rights Regulatory changes Supply chain Strategy Sustainability goals Progress against goals Roadblocks to initiatives Best practice projects Social and environmental topics	Manages HSQE Improves processes Refines compliance strategies Improves training to fill knowledge gaps Use outcomes of discussions to improve policies Maintains company's contribution to local initiatives Concerns can be addressed and mitigated
FINANCIAL COMMUNITY	Inform decision making bodies Align financial and ESG strategies Raise areas of concern Ensure transparency	Annual Report Financial Reports Roadshows AGM Investor calls Corporate website Media releases	Sustainability performance Financial performance and impact Topics of concern	Informs material topics Informs KPI setting Informs strategy
ACADEMIA, RESEARCH CENTERS AND INDUSTRY PEERS	Investigate potential collaboration opportunities Share best practice Advance industry-specific knowledge Share specialist knowledge	Industry events Collaboration projects Meetings	Supply chain engagement Communication of technical data End of Life issues LCA	Initiates collaborative projects Informs on methods for sustainability data collection and reporting Collaboration on methods for sustainability metrics such as LCA, EPD etc
LOCAL COMMUNITIES	Understand local impact and community wellbeing Share Gurit's sustainability goals Share best practice Share learnings Engage community in sustainability issues Build community relationships	In-person meetings/interviews Meetings Workshops Conferences and events Local projects	Environmental impact Economic wellbeing Sustainability goals and initiatives Learnings Net-zero challenges	Action plan to mitigate impacts Influences site level decisions Informs on Gurit's position within the community Explore further collaborations

CLIMATE CHANGE RISK ASSESSMENT METHODOLOGY

↗ GRIs: 2-12; 2-13; 2-14; 2-24; 2-29; 102-2; 201-2

In 2024, we conducted a comprehensive climate-related assessment, including risks and opportunities, in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and in accordance with the Swiss Climate Ordinance. The methodology employed for the risk assessment is detailed below, with the main results of the assessment found in the → Environment chapter.

CLIMATE CHANGE SCENARIOS

Gurit has utilized climate change scenarios to evaluate climate risk impacts and opportunities. Representative Concentration Pathways (RCPs) are climate scenarios predicting future greenhouse gas concentrations and their effects on global warming. Developed by climate scientists, they model how human activities influence greenhouse gases, pollutants, and radiative forcing (Earth's energy uptake), providing trajectories across varying levels of future climate impact.

Gurit has chosen two RCPs to better understand the potential impact of climate change on its locations and to outline the strategies and resilience measures already implemented, both are one of the four core greenhouse gas concentration pathways assessed by the IPCC in its fifth assessment report (AR5).

RCP8.5 assumes that global emissions continue to rise throughout the 21st century, leading to a global mean temperature rise of close to 4°C in 2100.

RCP 2.6 assumes that CO2 emissions start declining by 2020 and reach zero by 2100, leading to a radiative forcing (change in energy flux to the atmosphere due to human activities) of 2.6 W/m2 by 2100. This scenario is likely (66-90% chance) to limit global warming below 2°C by 2100.

PHYSICAL CLIMATE-RELATED METHODOLOGY

Gurit has analyzed the physical climate-related risks which are the impacts of climate change on natural and human systems, driven by changes in the physical environment. These risks are broadly categorized into acute and chronic risks.

We consider the RCP8.5 scenario to quantify the maximum gross climate risk exposure of Gurit production sites. This scenario reflects more rapid warming and significant climate change, with pronounced impacts on critical indicators like river flow, water temperature, and precipitation, providing a comprehensive assessment of worst-case climate risks.

The analysis reported in the Environment chapter evaluates physical climate risks by comparing baseline conditions (1986-2006 for all the risks, except water stress that takes 2024 data) to 2050 projections. Using the Climate Impact Explorer and Aqueduct Water Risk Atlas, we have assessed how climate change impacts—such as temperature, water stress, and wildfires—intensify over time across regions under varying warming scenarios, providing detailed risk insights. All the indicators and KPIs used for the physical climate-related assessment are available in the tool's website.

CLIMATE-RELATED TRANSITION RISKS AND OPPORTUNITIES METHODOLOGY

Gurit has identified climate-related transition risks and opportunities by considering its business, strategy, and financial planning.

We have conducted internal sustainability workshops to define and assess climate-related material risks and opportunities affecting these areas. These workshops also evaluate and connect the identified risks with existing mitigation and resilience measures embedded in the organization's strategy.

Following the workshops, input from the finance and strategy departments were incorporated to quantify financial impacts and align risk assessments with business objectives. The refined analysis was then shared with the Executive Committee (EC) to support informed decision-making and ensure the integration of climate-related risks and opportunities into the organization's strategic planning.

Detailed results of the climate-related transition risks and opportunities can be found in the → Environment chapter.

SAFETY FIRST METRICS

↗ GRIs: 2-27; 403-8; 403-9; 403-10; 416-2; 417-1; 417-2

WORK-RELATED INJURIES AND ILL HEALTH

If an incident occurs, despite our prevention, training and risk management measures, it is reported in our Safety First platform. Our Dallas site, acquired in 2024, is not included in the Safety First data reported here except for the Status of ISO Certification; it will however be integrated in 2026. The primary factors contributing to work-related injuries at Gurit sites include impact with objects, strains or twisting motions, falls on level surfaces and lacerations from tools or machinery.

During the reporting period, one case of work-related ill health has been reported in our Safety First platform and is attributed to allergies.

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 leave longer than 6 months. Gurit recorded no fatalities, no high-consequence work-related injury among workers or contractors, and no recordable work-related injuries among contractors in 2025.

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

	2025		2024		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)	LOST TIME ACCIDENT (LTA)	NON-LOST TIME INJURIES (NLTI)	LOST TIME ACCIDENT (LTA)	NON-LOST TIME INJURIES (NLTI)
Wind Systems	5	21	7	20	5	27	8	48	17	68	16	83
Marine / Industrial	5	58	2	57	6	67	6	92	11	136	13	153
Manufacturing Solutions	2	4	–	5	5	7	1	10	4	15	1	13
Structural Profiles*	–	–	1	1	2	2	–	–	–	–	–	–
Total	**12**	**83**	**10**	**83**	**18**	**103**	**15**	**150**	**32**	**219**	**30**	**249**

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

TYPES OF ACCIDENTS

	2025	2024	2023	2022	2021	2020
FATALITIES						
Wind Systems	–	–	–	–	–	–
Marine / Industrial	–	–	–	–	–	–
Manufacturing Solutions	–	–	–	–	–	–
Structural Profiles*	–	–	–	–	–	–
Total Fatalities	**–**	**–**	**–**	**–**	**–**	**–**
HIGH-CONSEQUENCE WORK-RELATED INJURIES						
Wind Systems	–	–	–	–	1	–
Marine / Industrial	–	–	–	–	–	1
Manufacturing Solutions	–	–	–	–	–	–
Structural Profiles*	–	–	–	–	–	–
Total	**–**	**–**	**–**	**–**	**1**	**1**
RECORDABLE WORK-RELATED INJURIES						
Wind Systems	14	9	7	10	22	19
Marine / Industrial	12	14	19	23	33	32
Manufacturing Solutions	2	–	7	4	11	11
Structural Profiles*	–	2	3	–	–	–
Total	**28**	**25**	**36**	**37**	**66**	**62**

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

NLTIR & LTAR

RATE PER MILLION HOURS WORKED	2025	2024	2023	2022	2021	2020
Lost Time Accident Rate (LTAR)	1.86	1.81	2.90	2.61	5.04	5.37
Non-Lost Time Injuries Rate (NLTIR)	13.15	12.53	16.63	26.26	37.65	35.13
Total Recordable Incident Rate (TRIR)	4.35	4.08	5.97	6.44	11.66	13.23
Lost Time Injury Severity Rate	–	0.15	–	–	0.15	0.15

All the Safety First rates are calculated based on million hours worked.
2022 data does not cover the 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 Structural Profiles business unit (Fiberline Composites A/S) as 100% of the company acquisition was completed in 2023.

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 2025.

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

In 2025, no complaints or violations related to product marketing or labelling were reported during the reporting period. Similarly, in 2024, no cases of non-compliance were recorded.

STATUS OF ISO CERTIFICATION

The status of ISO certification of our Health & Safety, Environmental and Quality Management Systems. In 2025, Gurit Tianjin (China) became the first Gurit site to be awarded ISO 50001.

CERTIFICATION	NUMBER AND % OF PRODUCTION SITES CERTIFIED						% OF EMPLOYEES COVERED IN 2025
	AS OF 31.12.2025	AS OF 31.12.2024	AS OF 31.12.2023	AS OF 31.12.2022	AS OF 31.12.2021	AS OF 31.12.2020	
ISO 9001	17 (89%)	18 (95%)	19 (100%)	19 (95%)	20 (91%)	18 (94%)	85%
ISO 14001	13 (68%)	13 (68%)	13 (68%)	8 (40%)	10 (45%)	9 (47%)	80%
ISO 45001	12 (63%)	12 (63%)	12 (63%)	10 (50%)	10 (45%)	4 (21%)	75%

2020: Total number of production sites: 19; 2021: Total number of production sites: 22; 2022: Total number of production sites: 20.
2023: For the purposes of this data, we have 18 production sites, as our Chennai site is regarded as two separate sites for ISO certification.
2024: For the purposes of this data, we have 19 production sites, as our Chennai site is regarded as three separate sites for ISO certification This table includes Dallas, acquired in 2024, as a production site.
2025: For the purposes of this data, we have 19 production sites, as our Chennai site is regarded as four separate sites for ISO certification.

RESOURCE UTILIZATION METRICS

↗ GRIs: 103-2, 103-3, 103-4, 103-5, 305-7; 306-2; 306-3; 306-4; 306-5; 303-3; 303-4; 303-5;

ENERGY CONSUMPTION

The energy consumption in kilowatts per hour (KWh) is based on data reported by the Group's sites through the Sulytics data collection tool. That includes all the fuels and electricity consumed on site, renewable and non-renewable. Each year corresponds to the sustainability reporting period 1.11 to 31.10.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION

IN KWH	2025	DEVIATION FROM 2024	DEVIATION FROM 2020	2024	2023	2022	2021	2020
STATIONARY COMBUSTION	29 422 777	− 5%	− 25%	30 828 292	33 796 979	38 150 742	33 451 486	39 473 119
Renewable energy sources	–			–	–	7 062 178	–	–
Non-renewable energy sources	29 422 777	− 5%	− 25%	30 828 292	33 796 979	31 088 564	33 451 486	39 473 119
FUEL CONSUMPTION – MOBILE COMBUSTION	2 417 360	− 2%	− 39%	2 478 769	2 276 875	2 493 301	2 885 945	3 994 713
Renewable energy	–			–	–	–	–	–
Non-renewable energy sources	2 417 360	− 2%	−39%	2 478 769	2 276 875	2 493 301	2 885 945	3 994 713
ELECTRICITY	78 177 066	− 7%	+ 1%	83 949 496	79 040 670	82 962 158	83 787 018	77 137 564
Renewable sources (including solar generated by Gurit sites)	34 578 900	+ 16%	+ 39%	29 842 067	26 543 964	28 396 561	28 982 408	24 649 753
Grid-power (non-renewable)	43 598 166	− 19%	− 17%	54 107 429	52 496 706	54 565 597	54 804 610	52 487 810
HEATING AND COOLING	804 226	− 18%	− 78%	976 413	2 875 799	3 291 529	3 061 925	3 691 178
Renewable energy	224 000	− 31%		326 000	1 752 000	–	–	–
Non-renewable energy sources	580 226	− 11%		650 413	1 123 799	3 291 529	3 061 925	3 691 178
TOTAL	**110 821 429**	**− 6%**	**− 11%**	**118 232 970**	**117 990 323**	**126 897 730**	**123 186 374**	**124 296 574**

In 2025, Gurit purchased 33 087 292 kWh of electricity from renewable sources, excluding solar energy generate onsite.
In 2021, Gurit purchased Energy Attribute Certificates (EACs), and no other contractual instruments have been used since that time. Gurit currently sources electricity from certified renewable energy suppliers and is working toward switching most sites to renewable energy by 2030, where commercially available. In markets with limited green tariffs, such as India and China, Gurit has entered into Power Purchase Agreements (PPAs) since 2024 to secure renewable electricity under recognized quality criteria.

DETAILS OF ELECTRICITY CONSUMPTION FROM RENEWABLE SOURCES

TYPE OF RENEWABLE ENERGY	2025 IN KWH	2025 IN %	2024 IN KWH	2024 IN %	2023 IN KWH	2023 IN %	2022 IN KWH	2022 IN %	2021 IN KWH	2021 IN %	2020 IN KWH	2020 IN %
Hydroelectric	13 322 503	39%	12 708 690	43%	13 449 699	51%	16 766 666	59%	19 054 703	66%	17 581 862	71%
Solar, incl. solar generated by Gurit sites	10 525 560	30%	6 827 120	23%	2 134 642	8%	1 937 869	7%	1 372 230	5%	1 071 249	4%
Wind power	282 281	1%	1 581 717	5%	1 467 702	6%	7 080 552	25%	6 062 192	21%	4 997 361	20%
Other renewables	10 448 557	30%	8 724 540	29%	9 491 921	36%	2 611 475	9%	2 493 283	9%	999 282	4%

SELF-GENERATED RENEWABLE ELECTRICITY

All energy generated by Gurit comes from renewable sources, primarily photovoltaic systems.

IN KWH	2025	2024	2023	2022	2021	2020
Total Self-Generated Renewable Electricity	1 379 075	1 292 261	1 354 570	–	–	–
Self-Generated Renewable Electricity consumed On-Site	1 178 802	1 108 627	1 117 789	–	–	–
Self-Generated Renewable Electricity Sold	200 273	183 633	236 781	–	–	–

ENERGY INTENSITY

The energy intensity of electricity consumption (MWh) versus sales (continued business / kCHF) has been calculated since 2020:

RATE PER MILLION HOURS WORKED	2025	2024	2023	2022	2021	2020
Electricity consumption (MWh) versus Sales (continued business / kCHF)	0.25	0.20	0.18	0.17	0.19	0.14

ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION

To fully understand our greenhouse gas footprint, Gurit has started to evaluate 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 prioritize 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:

Upstream
- Purchased goods
- Capital goods
- Fuel- and energy-related activities
- Transportation of raw materials
- Transportation of produced and traded products
- Waste generated in operations
- Business travel
- Employee commuting

Downstream
- Transportation of produced and traded products
- Processing of sold products
- Use of sold products
- End-of-life treatment of products sold

SIGNIFICANT AIR EMISSIONS

IN METRIC TONS	2025	2024	2023	2022	2021	2020
NOx (total nitrogen oxides), process gas	1	2	–	–	–	–
Sulfur oxides (SOX)	–	–	–	–	–	–
Volatile organic compounds (VOC), process gas	43	40	41	56	65	38

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.

WASTE

From November 2024 to October 2025, the weight of waste generated by Gurit sites was 8 866 metric tons, not including the waste reused internally (reported in the 'Reused' lines in the table). This represents a 7% increase over last year. When including the waste reused internally, the total weight of waste generated by Gurit sites was 18 961 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 and reused waste represents 72% of total waste. PET waste and dust from our operations is systematically recovered and recycled back into the adjacent extruder - this data is reported in the 'Reused PET' category in the table.

WASTE QUANTITY BY TYPE OF DISPOSAL

	2025		2024		2023		2022		2021		2020	
IN METRIC TONS	HAZARDOUS WASTE	NON-HAZARDOUS WASTE	HAZARDOUS WASTE	NON-HAZARDOUS WASTE	HAZARDOUS WASTE	NON-HAZARDOUS WASTE	HAZARDOUS WASTE	NON-HAZARDOUS WASTE	HAZARDOUS WASTE	NON-HAZARDOUS WASTE	HAZARDOUS WASTE	NON-HAZARDOUS WASTE
TOTAL WASTE DIRECTED TO DISPOSAL	**740**	**4 588**	**725**	**4 248**	**396**	**5 501**	**345**	**5 711**	**311**	**8 523**	**982**	**10 246**
Landfill	127	2 588	128	2 212	138	2 966	124	3 384	134	4 206	165	4 368
Special treatment	114	36	98	63	55	40	59	66	51	58	691	128
Incineration	499	1 964	499	1 973	203	2 495	162	2 261	126	4 259	126	5 750
TOTAL WASTE DIVERTED FROM DISPOSAL	**10**	**13 623**	**8**	**14 228**	**–**	**14 000**	**–**	**10 473**	**–**	**9 021**	**–**	**3 633**
Recycling	–	3 538	–	3 338	–	2 871	–	4 430	–	9 021	–	3 633
Reused PET	–	10 058	–	10 890	–	10 995	–	6 043	–	–	–	–
Reused waste	10	27	8	–	–	134	–	–	–	–	–	–
SHARE OF WASTE DIVERTED FROM DISPOSAL		**72%**		**74%**		**70%**		**63%**		**51%**		**24%**

Each year corresponds to the sustainability reporting period 1.11 to 31.10.
Gurit reuses a significant quantity of internal plastic waste from co-located kitting sites and its own PET foam production and finishing. In some co-locations, Gurit is able to recycle kitting waste directly, efficiently and with no impact on transportation due to plant design. Sites concerned are Volpiano, Matamoros, Chennai and Tianjin.
10 095 metric tons of waste is internally reused (reported under Reused PET and Reused waste) so not considered for the total waste generated.
Waste data from previous years (2024-2020) has been restated due to the sale of the Carmignano site.

WASTE QUANTITY BY TYPE OF WASTE

IN METRIC TONS	2025	DATA TREND	% OF WASTE	2024	2023	2022	2021	2020
Chemical	25	↘	0.1%	54	40	63	57	120
Commercial and industrial	5 527	↗	29.2%	4 334	4 844	6 309	14 059	6 204
Household residual	74	↘	0.4%	76	68	76	153	129
Metal	200	↗	1.1%	192	212	218	349	263
Paper / paperboard	462	↘	2.4%	653	605	692	686	746
Plastic	794	↘	4.2%	1 230	1 556	1 450	1 212	4 401
Plastic waste reused internally / from co-located sites	*9 874*	↘	*52.1%*	*10 890*	*10 995*	*6 043*	*–*	*–*
Solvent mixtures	3	↘	0.01%	9	16	17	18	26
Wood	895	↘	4.7%	927	554	726	904	1 757
Hazardous	750	↗	4.0%	733	396	345	311	982
Other	357	↗	1.9%	111	611	590	105	232
TOTAL	**18 961**	↘		**19 210**	**19 896**	**16 529**	**17 855**	**14 862**
HAZARDOUS WASTE IN %	**4.0**	↗		**3.8**	**2.0**	**2.1**	**1.7**	**6.6**

Each year corresponds to the sustainability reporting period 1.11 to 31.10.
Reused PET (Plastic waste reused internally / from co-located sites) is not considered for the total waste generated.
An improvement in the data collection and reporting process has resulted in higher hazardous waste data in since 2024.

WATER

Water consumption data is estimated based on the water withdrawal reported from the production sites.

IN LITRES	2025	2024	2023	2022	2021	2020
TOTAL WATER WITHDRAWL	**67 484 566**	**67 726 860**	**71 629 569**	**96 064 641**	**104 672 590**	**96 459 192**
Tap water (municipal water supplies)	44 483 086	50 093 979	48 681 026	65 721 641	95 308 790	86 544 192
Groundwater (drawn directly from well)	17 707 322	10 002 386	7 815 000	14 023 000	8 147 000	9 915 000
Surface water (e.g. taken directly from rivers and lakes)	–	–	–	–	–	–
Total alternative water sources	**5 294 158**	**7 630 494**	**15 133 542**	**16 320 000**	**1 216 800**	**–**
Rainwater	137 704	109 312	120 000	120 000	–	–
Water recycled or reused on site	5 145 654	7 516 640	7 722 000	5 302 000	1 216 800	–
Grey water	10 800	2 271	7 289 271	9 021 000	–	–
Sewage	–	2 271	2 271	1 877 000	–	–
PERCENTAGE ALTERNATIVE WATER SOURCES	**7.84%**	**11.27%**	**21.13%**	**16.99%**	**1.16%**	
WATER DISCHARGE ESTIMATED	**56 887 274**	**52 501 977**	**63 381 197**	**–**	**–**	**–**
WATER CONSUMPTION ESTIMATED	**5 302 476**	**7 708 244**	**1 686 651**	**–**	**–**	**–**
Water withdrawal vs. sales (in CHF)	0.21	0.16	0.16	0.19	0.23	0.17
Water withdrawal vs. sales (in USD)	0.25	0.14	0.14	0.18	0.21	0.16

The total volume of water withdrawal* from areas identified as having high (40%–80%) or extremely high (>80%) baseline water stress is 19 681 000 liters which represents 32% of the total water withdrawal in 2025.

The estimated total water consumption in areas identified as having high (40%–80%) or extremely high (>80%) baseline water stress is 2 674 000 liters which represents 7% of the total water consumption in 2025.

*including tap water (municipal water supplies) groundwater (drawn directly from well) excluding grey water, sewage, water recycled or reused on site

Each year corresponds to the sustainability reporting period 1.11. to 31.10. As for the previous years, we do not have the quantity of water withdrawal for the sales office in Montreal as it is not metered and the cost for water is included in the leasing agreement. Additionally, we could not collect water metrics for our Dallas site.
Collecting water discharge data remains a challenge as often there is no metering, and no specific cost or just a fixed flat fee from the local municipality. If we did not have accurate data, we assumed that for office sites the water discharge is equal to the water withdrawal. For most production sites, as no water is used in any product itself, no heated water or evaporation, we assumed that the water discharge corresponds to 97% of the water withdrawal. In 2024, we conducted further investigation and for three productions sites, due to grass and tree watering, a PET extruder with open water bath and cooling tower generating evaporation, this percentage has been adapted.

CLEANTECH METRICS

R&D EXPENSES

The optimization 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 2026.

R&D FOCUSED ON CLEANTECH APPLICATIONS

In 2025, the following R&D focus areas were 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 cure temperatures or shorter cure times.
- Research and development of manufacturing solutions, with automation efficiency gains benefitting cycle times, reducing energy consumption.

	2025	2024	2023	2022	2021	2020
Actual CHF	4 270 440	6 823 000	8 525 000	8 617 948	8 648 182	7 794 499
As % of net sales	1.3	1.6	1.9	1.7	1.8	1.3

SOCIAL PERFORMANCE METRICS

↗ GRIs: 2-7; 2-8; 405-1; 401-1; 403-5; 404-1; 404-3

WORKFORCE BY EMPLOYMENT CONTRACT

All the workforce data included in this section is based on headcounts as of 31.12.2025.

	2025 MALE	2025 FEMALE	2024 MALE	2024 FEMALE	2023 MALE	2023 FEMALE	2022 MALE	2022 FEMALE	2021 MALE	2021 FEMALE	2020
Permanent contract	1 513	368	1 840	439	1 853	444	1 641	429	1 873	484	2 831
Temporary contract	53	13	53	9	35	11	30	13	73	20	120
GURIT TOTAL WORKFORCE*	**1 566**	**381**	**1 893**	**448**	**1 888**	**455**	**1 671**	**442**	**1 946**	**504**	**2 951**
Apprentices, Interns	13	1	5	3	13	4	3	2	10	5	15
Workers/Contractors**	547		–		274		259		220		174
Full-time	1 549	354	1 874	417	1 867	428	1 652	411	1 912	450	2 860
Part-time	17	27	19	31	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	2025 EMPLOYEES	2025 PERMANENT CONTRACT	2025 TEMPORARY CONTRACT	2024 EMPLOYEES	2024 PERMANENT CONTRACT	2024 TEMPORARY CONTRACT	2023 PERMANENT CONTRACT	2023 TEMPORARY CONTRACT	2022 PERMANENT CONTRACT	2022 TEMPORARY CONTRACT	2021 PERMANENT CONTRACT	2021 TEMPORARY CONTRACT
Americas	495	449	46	489	445	44	476	5	399	–	611	8
Europe	437	425	12	739	725	14	762	25	628	32	757	34
Asia-Pacific	1 015	1 007	8	1 113	1 109	4	1 059	16	1 043	11	989	51

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

EMPLOYEES BY NEW HIRES AND LEAVERS

From January 1 to December 31, 2025, Gurit hired 322 new employees and 656 employees left the company.

	AGE			REGION			GENDER	
	UNDER 30 YEARS	30 TO 50 YEARS	ABOVE 50 YEARS	AMERICAS	ASIA-PACIFIC	EUROPE	MALE	FEMALE
2025								
New employee hires*	149	155	18	178	102	42	258	64
Employees left*	205	320	131	165	200	291	535	121
2024								
New employee hires*	307	257	30	267	246	81	501	93
Employees left*	243	278	52	294	165	114	463	110
2023								
New employee hires*	365	293	27	407	196	82	552	133
Employees left*	279	454	135	329	245	294	663	205
2022								
New employee hires*	273	210	27	106	237	167	416	94
Employees left*	203	463	95	394	215	152	612	149
2021								
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 in 2023 do not include our Structural Profiles site in Tianjin.

EMPLOYEES BY GENDER

	2025 MALE	2025 FEMALE	2024 MALE	2024 FEMALE	2023 MALE	2023 FEMALE	2022 MALE	2022 FEMALE	2021 MALE	2021 FEMALE	2020 MALE	2020 FEMALE
Executive Committee	5	0	7	1	6	–	6	–	8	–	9	–
Senior Management	23	3	27	6	32	4	31	3	37	2	58	15
Extended Senior Management*	10	8	15	7	14	6	13	3	12	5		
Middle Management	153	49	185	52	194	52	180	57	209	62	130	44
Further Staff	1 375	321	1 659	382	1 588	385	1 441	379	1 680	434	2 189	506
TOTAL STAFF	**1 566**	**381**	**1 893**	**448**	**1 834**	**447**	**1 671**	**442**	**1 947**	**503**	**2 386**	**565**
In percent	80%	20%	81%	19%	80%	20%	79%	21%	79%	21%	81%	19%

* New management level created in 2021
Figures shown exclude apprentices, trainees, interns and agency workers/contractors.
Figures shown in 2023 do not include our Structural Profiles site in Tianjin.

EMPLOYEES BY AGE

	2025 AGE UNDER 30 YEARS	2025 AGE 30 TO 50 YEARS	2025 AGE ABOVE 50 YEARS	2024 AGE UNDER 30 YEARS	2024 AGE 30 TO 50 YEARS	2024 AGE ABOVE 50 YEARS	2023 AGE UNDER 30 YEARS	2023 AGE 30 TO 50 YEARS	2023 AGE ABOVE 50 YEARS	2022 AGE UNDER 30 YEARS	2022 AGE 30 TO 50 YEARS	2022 AGE ABOVE 50 YEARS	2021 AGE UNDER 30 YEARS	2021 AGE 30 TO 50 YEARS	2021 AGE ABOVE 50 YEARS	2020 AGE UNDER 30 YEARS	2020 AGE 30 TO 50 YEARS	2020 AGE ABOVE 50 YEARS
Executive Committee	–	1	4	–	3	5	–	2	4	–	2	4	–	4	5	–	4	5
Senior Management	–	17	9	–	20	13	–	25	11	–	21	13	–	28	11	–	49	18
Extended Senior Management*	1	9	8	–	15	7	–	14	6	–	13	3	1	13	3			
Middle Management	5	143	54	12	162	63	12	178	56	11	174	52	12	193	66	6	132	42
Further Staff	397	1 076	223	553	1 218	290	523	1 179	271	419	1 182	219	434	1 411	269	628	1 761	306
TOTAL STAFF	**403**	**1 246**	**298**	**545**	**1 418**	**378**	**535**	**1 398**	**348**	**430**	**1 392**	**291**	**447**	**1 649**	**354**	**634**	**1 946**	**371**
In percent	21%	64%	15%	23%	61%	16%	24%	61%	15%	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 in 2023 do not include our Structural Profiles site in Tianjin.

PERFORMANCE AND CAREER REVIEWS

IN PERCENT	2025	2024	2023	2022	2021	2020
GENDER						
Male	28	22	25	29	23	47
Female	65	51	60	66	55	75
CATEGORY						
Executive Committee	100	100	100	100	100	67
Senior Management	96	81	100	97	87	93
Extended Senior Management*	100	91	100	100		
Middle Management	86	78	98	100	94	91
Other	27	20	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: although in 2023 Gurit became 100% owner of Fiberline Composites, the Fiberline sites were not integrated into the Gurit Group performance and career review process.

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

	2025	2024	2023	2022	2021	2020
GENDER						
Male	10.90	20.48	18.96	21.64	32.14	17.79
Female	12.04	21.51	19.39	28.36	30.14	14.67
CATEGORY						
Executive Management	2.30	5.19	20.80	3.00	4.33	2.13
Senior Management	36.99	88.08	28.03	74.35	41.83	10.43
Extended Senior Management*	43.74	10.63	72.91	17.00		
Middle Management	27.51	47.73	37.24	24.30	34,03	28.04
Other	8.39	16.71	16.49	23.85	31.33	16.19
TOTAL AVERAGE	**11.12**	**20.68**	**19.05**	**25.00**	**31.72**	**16.70**

* New management level created in 2021

DISTRIBUTION OF TRAINING ACCORDING TO TYPE

TYPE OF TRAINING	% OF HOURS OF TRAINING
Health and Safety*	24%
Technical, operations skills	35%
Human resources, Team building, General management	20%
Business Ethics	5%
Administration, finance, legal	1%
Language learning	6%
IT and Software-related	1%
Environmental awareness	5%
General or not specified	2%

* 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

	2025	2024	2023	2022	2021	2020
GENDER						
Male	1.10	2.59	1.49	0.76	2.91	3.19
Female	1.61	3.26	1.66	0.72	6.30	7.01
CATEGORY						
Executive Management	1.75	4.56	3.25	2.82	1.96	1.50
Senior Management	1.59	4.57	2.87	1.79	4.32	3.90
Senior Extended Management*	1.89	4.47	2.85	1.94		
Middle Management	1.35	3.19	1.65	1.56	9.38	4.00
Other	1.18	2.45	1.40	0.97	2.86	4.80

* New management level created in 2021
2023: Fiberline sites not integrated in the Gurit Group Learning Management System.

COURSES COMPLETED IN LEARNING MANAGEMENT SYSTEM

	2025	2024	2023	2022	2021	2020
TOTAL NUMBER OF COURSES	4 357	6 960	2 676	1 801	8 711	2 930

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.

EXTERNAL ASSURANCE

This Sustainability Report has not been subject to external assurance. Gurit has established 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. We are monitoring the legislative requirements and intend to call upon the support of our Internal Audit department as a first step.

↗ GRIs: 102-4; 2-3; 2-5;

GRI REPORTING

GRI

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**

CONTACT FOR SUSTAINABILITY REPORTING QUESTIONS, STAKEHOLDER FEEDBACK AND CONCERNS

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TCFD INDEX

AREAS	DISCLOSURES	PAGE / LINK REFERENCE
GOVERNANCE Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate related risks and opportunities.	40-41, 45-46, 80
	b) Describe management's role in assessing and managing climate related risks and opportunities.	40-41, 45-46, 80
STRATEGY Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term.	40-41, 47-49, 80 → Materiality
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	47-49, 50-53, 80
	c) Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.	47-49, 80
RISK MANAGEMENT Disclose how the organization identifies, assesses, and manages climate-related risks	a) Describe the organization's processes for identifying and assessing climate related risks.	40-41, 80 → Materiality
	b) Describe the organization's processes for managing climate related risks.	41, 46, 47-49, 80
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	40-41, 70, 80
METRICS AND TARGETS Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process.	46, 50-53, 83-86 → Technical statement on Greenhouse Gas accounting
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	50-53, 74-77 → Technical statement on Greenhouse Gas accounting
	c) Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets.	42, 52-53

SWISS CODE OF OBLIGATIONS INDEX

CONTENT REQUIREMENT	SWISS CO	PAGE NUMBERS / WEBSITE LINK
DESCRIPTION OF BUSINESS MODEL	Art 964 b (2)-1	6, 39-44
DESCRIPTION OF THE MAIN NON-FINANCIAL RISKS	Art 964 b (2)-4	41, 47-49, 80
ENVIRONMENTAL MATTERS	Art 964 b (1)	45-57
Description of the main environmental risks	Art 964 b (2)-4	47-49, 80
CO_2 goals	Art 964 b (1)	42-44, 50-53
Description of the policies adopted	Art 964 b (2)-2	46 → Sustainability Policies
Measures taken to implement policies and an assessment of the effectiveness of these measures	Art 964 b (2)-3	42-44, 53, 54-57
Main performance indicators	Art 964 b (2)-5	50-53, 83-87
SOCIAL ISSUES	Art 964 b (1)	58-68
Description of the policies adopted	Art 964 b (2)-2	59, 63 → Sustainability Policies
Measures taken to implement policies and an assessment of the effectiveness of these measures	Art 964 b (2)-3	43, 63-65
Main performance indicators	Art 964 b (2)-5	60-65, 81-82, 88-92
EMPLOYEE-RELATED ISSUES	Art 964 b (1)	58-68
Description of the policies adopted	Art 964 b (2)-2	63
Measures taken to implement policies and an assessment of the effectiveness of these measures	Art 964 b (2)-3	63-65
Main performance indicators	Art 964 b (2)-5	88-92
RESPECT OF HUMAN RIGHTS	Art 964 b (1)	58-68, 69-72
Description of the policies adopted	Art 964 b (2)-2	66 → Sustainability Policies
Measures taken to implement policies and an assessment of the effectiveness of these measures	Art 964 b (2)-3	66-68
Main performance indicators	Art 964 b (2)-5	66-68
ANTI-CORRUPTION	Art 964 b (1)	69-72
Description of the policies adopted	Art 964 b (2)-2	69-70 → Sustainability Policies
Measures taken to implement policies and an assessment of the effectiveness of these measures	Art 964 b (2)-3	69-72
Main performance indicators	Art 964 b (2)-5	69-72

GRI CONTENT INDEX

STATEMENT OF USE

Gurit Holding AG has reported in accordance with the GRI Standards for the reporting period 2025. 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 / LINK REFERENCE
GRI 1: FOUNDATION 2021		
GRI 2: GENERAL DISCLOSURES 2021		
THE ORGANIZATION AND ITS REPORTING PRACTICES		
2-1	Organizational details	6, 15, 102, 119-120
2-2	Entities included in the organization's sustainability reporting	74-77, 119-120
2-3	Reporting period, frequency and contact point	74-77, 92
	Note: Reporting frequency is annual. Reporting period is 1.1 - 31.12 for financial data and 1.11 - 31.10 for sustainability data.	
2-4	Restatements of information	74, 77
2-5	External assurance	92 → Technical statement on greenhouse gas accounting
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	6, 66-68, 77 → Sustainable Supply Chain
2-7	Employees	6, 63-65, 88
	Note: While employee figures are reported by region, disaggregation by gender, contract type, and employment type is not included.	
2-8	Workers who are not employees	88
GOVERNANCE		
2-9	Governance structure and composition	15, 17-22, 40 → Sustainability strategy and organization
2-10	Nomination and selection of the highest governance body	15, 17-22
2-11	Chair of the highest governance body	15, 17-22 → Board of directors

GRI DISCLOSURE	GRI STANDARD TITLE OF DISCLOSURE	PAGE / LINK REFERENCE
2-12	Role of the highest governance body in overseeing the management of impacts	19, 40-41, 46, 59, 66-68, 80 → Stakeholder engagement → Sustainability strategy and organization
2-13	Delegation of responsibility for managing impacts	19, 40-41, 46, 59, 66-68, 80 → Sustainability strategy and organization
2-14	Role of the highest governance body in sustainability reporting	19-21, 40-41, 46, 59, 70, 80 → Risks and Materiality
2-15	Conflicts of interest	14-25, 69-71
2-16	Communication of critical concerns	70-71 → Report-a-Concern
2-17	Collective knowledge of the highest governance body	17-22, 40
2-18	Evaluation of the performance of the highest governance body	17-22, 40-41, 46, 59
2-19	Remuneration policies	27-34, 46, 69
2-20	Process to determine remuneration	27-34, 69
2-21	Annual total compensation ratio	29-34, 63-64, 101
	Note: The annual total compensation ratio is omitted due to differing compensation systems across regions and the lack of a harmonized calculation method.	
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on sustainable development strategy	11-12, 39, 40
2-23	Policy commitments	6, 40, 46, 59, 63, 66-68, 69-70 → Policies, certificates and documents
2-24	Embedding policy commitments	40, 46-49, 59, 63-64, 66-68, 70 ,80 → Policies, certificates and documents
2-25	Processes to remediate negative impacts	40-41, 46-49, 59, 66-69, 79-80 → Policies, certificates and documents → Report-a-Concern Policy
2-26	Mechanisms for seeking advice and raising concerns	70-71
2-27	Compliance with laws and regulations	71, 82
2-28	Membership associations	65

GRI DISCLOSURE	GRI STANDARD TITLE OF DISCLOSURE	PAGE / LINK REFERENCE
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	41, 47-49, 65, 66-68, 78-79, 80 → Stakeholder engagement → Risks and Materiality
2-30	Collective bargaining agreements	65
MATERIAL TOPICS		
GRI 3: MATERIAL TOPICS 2021		
3-1	Process to determine material topics	41, 78-79 → Stakeholder engagement → Materiality
3-2	List of material topics	41 → Risks and Materiality
HEALTH & SAFETY		
3-3	Management of material topics	42-44, 58-60, 78-79 → Safety First
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-1	Occupational health and safety management system	59-62 → Safety First
403-2	Hazard identification, risk assessment, and incident investigation	59-62 → Safety First
403-4	Worker participation, consultation, and communication on occupational health and safety	59-62 → Safety First → Stakeholder engagement
403-5	Worker training on occupational health and safety	59-62, 64, 91 → Safety First → Stakeholder engagement
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships **Note:** Gurit considers health & safety as relevant to suppliers, and considers this in its supplier risk assessment process	59-62, 68, 78-79 → Safety First → Stakeholder engagement
403-8	Workers covered by an occupational health and safety management system **Note:** No workers are excluded from being covered by the Gurit safety management system, so the percentage of employees and workers covered is 100%	59-60, 82

GRI DISCLOSURE	GRI STANDARD TITLE OF DISCLOSURE	PAGE / LINK REFERENCE
403-9	Work-related injuries **Note:** 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.	59-62, 81-82
403-10	Work-related ill health	81-82
GRI 416: CUSTOMER HEALTH AND SAFETY 2016		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	72, 82
ADAPTATION AND MITIGATION OF CLIMATE CHANGE AND POLLUTION		
3-3	Management of material topics	42-53, 66-67, 78-79 → Stakeholder engagement → Greenhouse gas footprint
GRI 102: CLIMATE CHANGE 2025		
102-1	Transition plan for climate change mitigation	31, 40-44, 46-49, 50-57, 65-67, 71, 78-79
102-2	Climate change adaptation plan	40, 42-44, 46-49, 50-53, 56, 66-67, 80
102-4	GHG emissions reduction targets and progress	50-53, 74-77, 92
102-5	Scope 1 GHG emissions	50-53, 74-77 → Greenhouse gas footprint
102-6	Scope 2 GHG emissions	50-53, 74-77 → Greenhouse gas footprint
102-7	Scope 3 GHG emissions **Note:** Biogenic emissions for scope 3 are estimated to be immaterial and representative emission factors are not available.	50-53, 74-77 → Greenhouse gas footprint
102-8	GHG emissions intensity	52
102-10	Carbon credits	50-53
GRI 305: EMISSIONS 2016		
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	85
WASTE, RESOURCE USE AND CIRCULAR ECONOMY		
3-3	Management of material topics	42-46, 53-57, 66-67, 78-79 → Circularity → Stakeholder engagement
GRI 306: WASTE 2020		
306-1	Waste generation and significant waste-related impacts	46, 55

GRI DISCLOSURE	GRI STANDARD TITLE OF DISCLOSURE	PAGE / LINK REFERENCE
306-2	Management of significant waste-related impacts	46, 53-57, 74-76, 85-86
306-3	Waste generated	46, 55, 74-76, 85-86
306-4	Waste diverted from disposal	46, 55, 74-76, 85-86
306-5	Waste directed to disposal	46, 55, 74-76, 85-86
GRI 303: WATER AND EFFLUENTS 2018		
303-1	Interactions with water as a shared resource	42-44, 46, 56, 79-80
303-2	Management of water discharge-related impacts	46, 56
303-3	Water withdrawal	56, 86
	Omission: We do not have a detailed breakdown of total water withdrawal from our sources by Freshwater and Other Water. Reason: 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.	
303-4	Water discharge	56, 86
	Omission: We do not have a detailed breakdown of total water discharge by type of destination or by Freshwater/Other water. Reason: Water discharge data was still difficult to collect as most as the times there is no metering, and no specific cost or just a fixed flat fee from the local municipality. Therefore, we are estimating the total water discharge based on the water withdrawal reported by the sites.	
303-5	Water consumption	56, 86
GRI 101: BIODIVERSITY 2024		
101-4	Identification of biodiversity impacts	56
ENERGY		
3-3	Management of material topics	42, 45-46, 50-53, 55, 66-68, 78-79 → Stakeholder engagement
GRI 103: ENERGY 2025		
103-1	Energy policies and commitments	46-53, 55
103-2	Energy consumption and self-generation within the organization	74-77, 83-84
103-3	Upstream and downstream energy consumption	74-77, 84
103-4	Energy intensity	84
103-5	Reduction in energy consumption	83-84, 74-77

GRI DISCLOSURE	GRI STANDARD TITLE OF DISCLOSURE	PAGE / LINK REFERENCE
RESPONSIBLE SUPPLY CHAIN		
3-3	Management of material topics	42-44, 59-60, 66-68, 70-74, 78-79 → Sustainable Supply Chain
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
308-1	New suppliers that were screened using environmental criteria	50, 53, 68, 78-79
308-2	Negative environmental impacts in the supply chain and actions taken	50, 53, 68, 78-79
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
414-1	New suppliers that were screened using social criteria	68, 78-79
414-2	Negative social impacts in the supply chain and actions taken	68, 78-79
GRI 413: LOCAL COMMUNITIES 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	65
	Omission: We do not have a detailed data regarding the local community impact. Reason: We focused on the implementation of the initiative in most of our Gurit sites and analyzed the main impacts.	
EQUALITY, DIVERSITY AND INCLUSION		
3-3	Management of material topics	42-44, 59-60, 63-65, 78-79 → Risks and Materiality
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	63-64, 90
405-2	Ratio of basic salary and remuneration of women to men	63-64
	Omission: 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.	
WORKING CONDITIONS		
3-3	Management of material topics	42-44, 58-59, 63-64, 78-79
GRI 401: EMPLOYMENT 2016		
401-1	New employee hires and employee turnover	89
	Omission: Employee turnover not reported, we report leavers.	

GRI DISCLOSURE	GRI STANDARD TITLE OF DISCLOSURE	PAGE / LINK REFERENCE
GRI 404: TRAINING AND EDUCATION 2016		
404-1	Average hours of training per year per employee	64, 91-92
404-3	Percentage of employees receiving regular performance and career development reviews	64, 91
GRI 406: NON-DISCRIMINATION 2016		
406-1	Incidents of discrimination and corrective actions taken	63-64, 71
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	65
RESPECT OF HUMAN RIGHTS		
3-3	Management of material topics	42-44, 59, 63, 66-68, 71, 78-79 → Human rights → Stakeholder engagement
GRI 408: CHILD LABOR 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	66-68, 78-79 → Sustainable Supply Chain → Human rights → Stakeholder engagement
GRI 409: FORCED OR COMPULSORY LABOR 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	66-68, 78-79 → Sustainable Supply Chain → Human rights → Stakeholder engagement
LEGAL COMPLIANCE		
3-3	Management of material topics **Note:** See also disclosure 2-27 (p.71, 82)	42-44, 69-70, 78-79
BUSINESS CONDUCT		
3-3	Management of material topics	42-44, 69-70, 78-79
GRI 205: ANTI-CORRUPTION 2016		
205-1	Operations assessed for risk related to corruption **Note:** Selected operations were assessed as part of ordinary internal audit or due diligence procedures	69-71
205-2	Communication and training about anti-corruption policies and procedures **Note:** A breakdown of our employee categories and regions can be found in the employee data in the Social Performance Metrics on page 88.	70

GRI DISCLOSURE	GRI STANDARD TITLE OF DISCLOSURE	PAGE / LINK REFERENCE
205-3	Confirmed incidents of corruption and actions taken	71
GRI 415: PUBLIC POLICY 2016		
415-1	Political contributions	71
GRI 201: ECONOMIC PERFORMANCE 2016		
201-1	Direct economic value generated and distributed	7-13, 99, 65
201-2	Financial implications and other risks and opportunities due to climate change	47-49, 80
201-4	Financial assistance received from government	71
GRI 207: TAX 2019		
207-1	Approach to tax	71
207-2	Tax governance, control, and risk management	71
CUSTOMER SATISFACTION		
3-3	Management of material topics	42-44, 62, 72, 78-79 → Collaborating for better outcomes – employees and customers → Customer satisfaction → Stakeholder engagement
GRI 418: CUSTOMER PRIVACY 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	72
PRODUCT QUALITY AND SOLUTIONS		
3-3	Management of material topics	42-44, 61-62, 72, 78-79 → Collaborating for better outcomes – employees and customers → Customer satisfaction → Stakeholder engagement
GRI 417: MARKETING AND LABELLING 2016		
417-1	Requirements for product and service information and labeling	62, 82
417-2	Incidents of non-compliance concerning product and service information and labelling	82