


The background of the slide is a dense field of bright green, rounded leaves. A large, glowing lightbulb is superimposed in the center, with its base at the bottom and its bulbous part extending upwards. The lightbulb is white and has a subtle glow, suggesting an idea or innovation. The text "Sustainability Strategy & Policy" is written in white, bold, sans-serif font across the middle of the slide, partially overlapping the lightbulb and the leaves.

Sustainability Strategy & Policy

WITH PASSION FOR A SUSTAINABLE FUTURE

1. Gurit Sustainability Strategy

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1. Our Sustainability Strategy
 2. Guiding principles
 3. **Standards** we adhere to
 4. **Implementation:** Gurit's five sustainability pillars and seven implementation workstreams
 5. Sustainability Management Systems & Tools
 6. **Accountability:** Sustainability Organisation
 7. **Relevance:** materiality analysis and risk management
 8. **Transparency:** Sustainability Reporting, Training and Communication
 9. **Embedding** Sustainability into Business Strategy

Sustainability management aims to integrate our sustainability principles and targets into business operations.

Sustainability at Gurit comprises of five pillars: Safety, Environment, Social matters, Corporate Governance and Economic performance.

Gurit implements sustainability by integrating it into its policies, practices, and processes to create long-term benefits for the organisation and our employees while being mindful of conserving and protecting resources.

2. Guiding principles

Our commitments to sustainability

Our vision:
With passion for a sustainable future

Our targets:

We want to achieve

- **Anchor sustainability** across all our activities
- **Best-in-class** sustainability performance
- **Safety first:** zero incidents and healthy & safe workplaces
- **Climate neutrality** primarily through operative measures.

Further commitments:

- **Compliance:** we comply with laws and regulations and are committed to the principles of the UN Global Compact and contribute to the SDGs.
- **Innovation:** we foster the use of clean technologies.
- **We apply a precautionary approach** to environmental challenges.
- **Effective resource utilisation and circular economy:** we prevent pollution, we minimise **waste**, we increase **recycling**; we also manage the effective **use of natural resources** and reduce **emissions**.
- **Accountability:** we set clear targets and report achievement in our annual Sustainability Report.

Enablers to our commitments:

Management Systems & Tools; Training & Internal Communication; Certifications; Adherence to Standards; Dedicated topic-specific policies and guidelines facilitating implementation; Transparent Reporting.

3. Standards Gurit adheres to

Standards, ratings and laws integrated in our Sustainability strategy and reporting



Supporter since 2021

Public, annually renewed commitment to 10 Principles of the UN Global Compact & annual Communication on Progress; UN SDGs



Human Rights



Labour



Environment



Anti-Corruption



GRI compliant since 2020

GRI Reporting Standard

Annual Sustainability Report aligned with Global Reporting Initiative standard

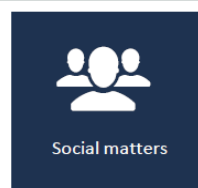


GHG accounting standard

Swiss Code of Obligation, Art. 964 – Transparency on non-financial matters



Environment
(esp. CO2 targets)



Social matters



Employee matters



Human Rights



Anti-Corruption

Compliance with ESG legislation:

- Switzerland (HQ, SIX stock exchange)
- Countries of operation



Taskforce for Climate related Financial Disclosures

- + swiss code of best practice for corporate governance (Economiesuisse)
- + ISO 14001, 9001, 45001 certifications
- + Supply chain risk due diligence / management
- + additional data to satisfy ESG ratings, incl. EU taxonomy and ESG req:
- + CDP climate impact disclosure



Important foundations of our Sustainability Strategy

The Ten Principles of the UN Global Compact and the UN Sustainable Development Goals (SDGs)



Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Universal Declaration of
Human Rights (1948)



Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation

ILO Declaration on
Fundamental Principles
and Rights at Work
(1998)



Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Rio Declaration on
Environment and
Development (1992)



Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

UN Convention Against
Corruption (2003)

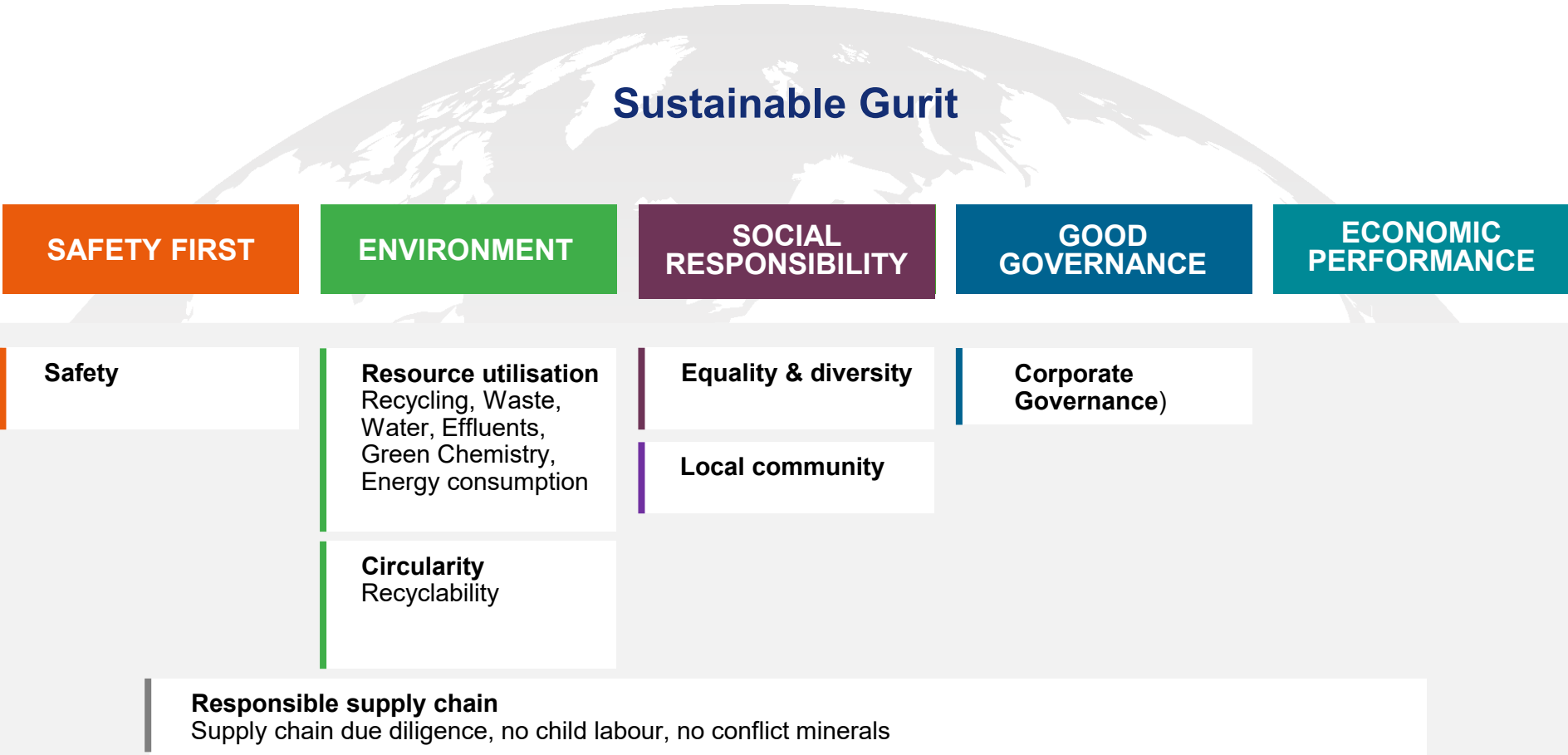


4. Implementation: Gurit's five pillars for a sustainable future



7 workstreams for continuous sustainability improvement

5 Gurit Sustainability pillars:



7 Workstreams

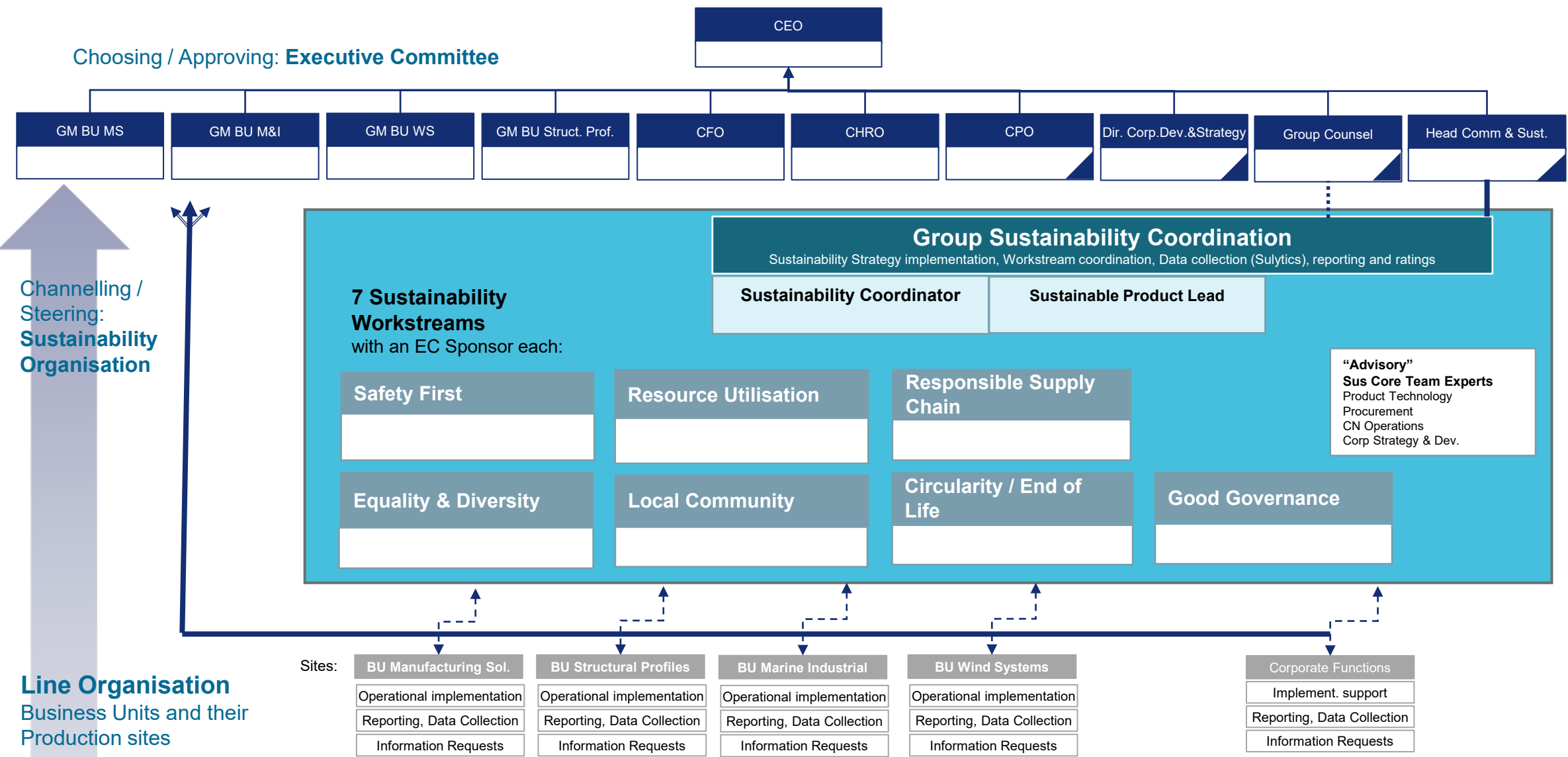
- Sponsored by EC member
- Led by Workstream Lead
- Workstream Members from different sites and BU's

5. Management Systems for Sustainability / ESG performance

Certifications	Standards	Policies	Management Systems, Tools:	Governance
<ul style="list-style-type: none"> ISO 9001 ISO 14001 ISO 45001 	<ul style="list-style-type: none"> GRI UNGC SDG TCFD CDP GHG Protocol 	<ul style="list-style-type: none"> Sustainability Code of Conduct Supplier Code of Conduct Environmental Policy Hazardous Chemicals Management Policy Water Management Guidelines Social Policy 	<ul style="list-style-type: none"> Sustainability data collection tool & process Double Materiality Analysis & Risk Mapping Environmental Impact Assessments Water Risk Assessments Supply chain risk management system Third party risk assessments Annual Targets setting process Accountability: Annual Sustainability Report with targets and report on progress Communication: Monthly internal newsletter on Sustainability, Safety; Sustainability Website Training: Learning Management System IT Security Management system Report a Concern platform Safety Pyramid Safety Walk Self-Assessment of Safety Management System Daily Safety Report Best practice summaries Chemical Safety Platform ESG questionnaires (ratings) 	<ul style="list-style-type: none"> Board (annual) AGM approval of report Sustainability Committee EC (bi-monthly review and annual target setting & review process) Sustainability Manager 7 Sustainability Workstreams (cross-BU, cross-functional) Business Unit General Manager Site Manager Dedicated EHS Managers at Sites

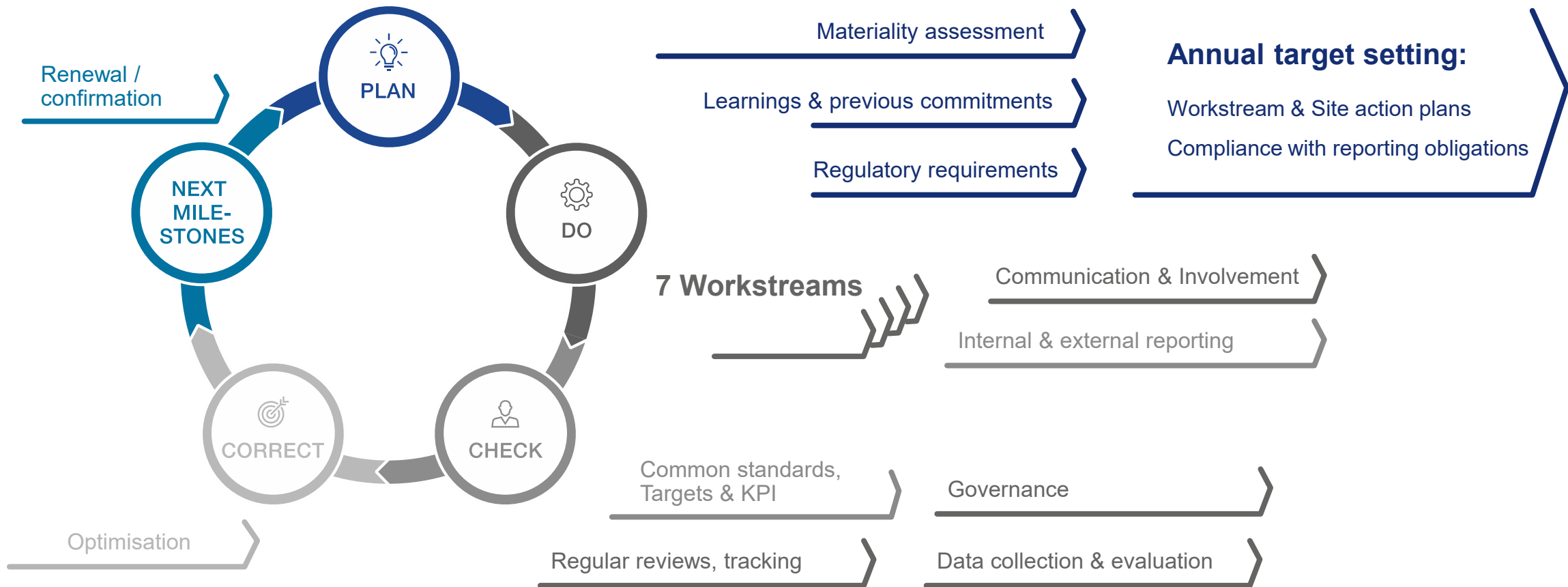


6. Accountability: Sustainability Organization



Sustainability process

Annual review and target setting

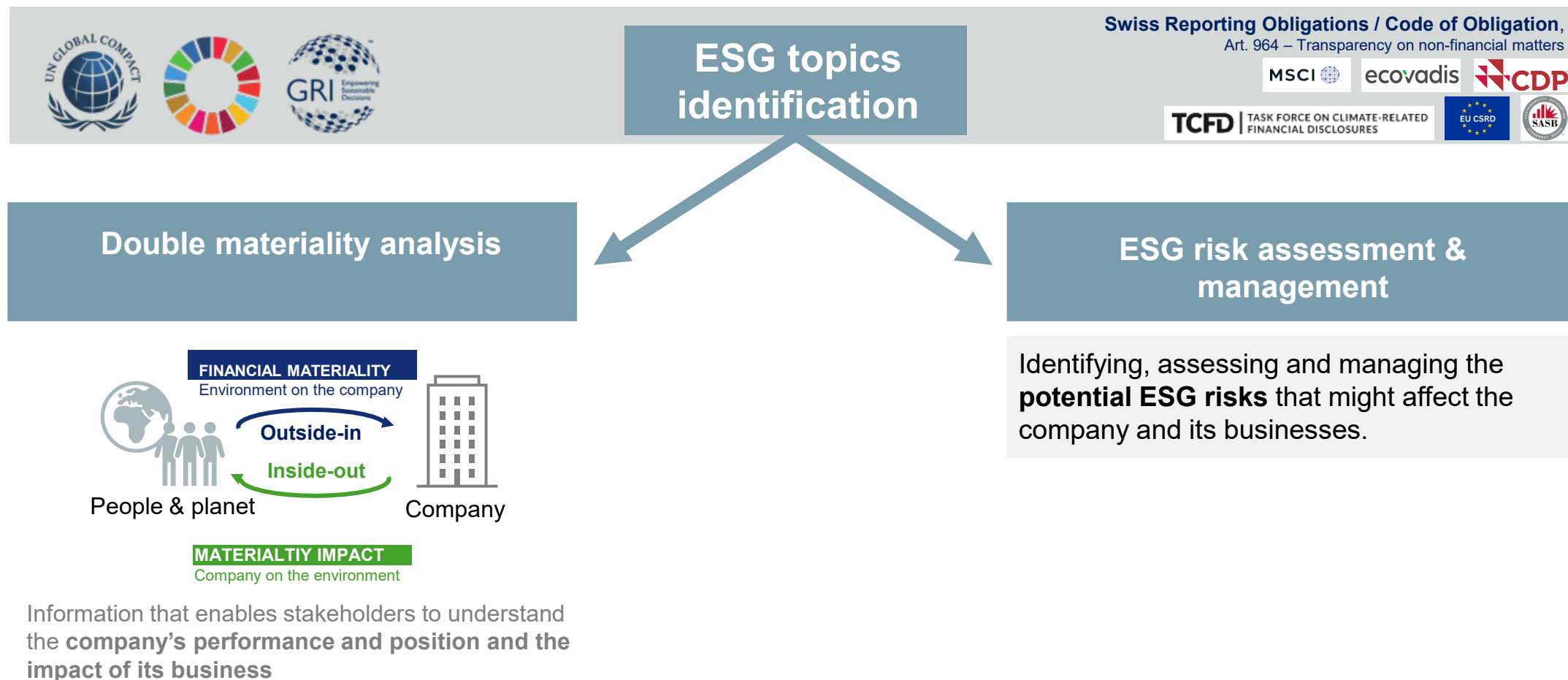


Organisational responsibilities for sustainability

Roles & responsibilities

Role	Responsibility	Action
Board	OVERSEES sustainability strategy	Annual review of strategy & targets Approval of Sustainability Report ESG risk map (bi-annual review)
Executive Committee	DEFINES & CONTROLS: Sustainability strategy, execution/implementation, target setting, measurement/controlling. One Member of Extended EC to oversee and manage Sustainability Coordination.	Bi-monthly / quarterly updates Annual review of targets
Business Unit Manager	IMPLEMENTATION of strategy within BU	Include Group Sustainability targets & KPI in BU Management Meetings and systems.
Site Manager	Local IMPLEMENTATION	Monthly reporting (KPI) Quarterly / annual reporting
Sustainability Manager	COORDINATION of implementation & reporting	Sustainability Report (annual) ESG rating questionnaires
Sustainability workstreams	Cross-functional committees working on standards & KPI setting, reporting; support BU's/sites;	Monthly/Quarterly progress reports & recommendations to EC
Dedicated officers <ul style="list-style-type: none"> ▪ Health & Safety ▪ Environment ▪ Data protection, ... 	Dedicated specialist support functions at BU or site level to support implementation.	Based on site-specific job profiles & Group standards & ISO certification requirements

7. Relevance: Materiality Analysis & Risk Management



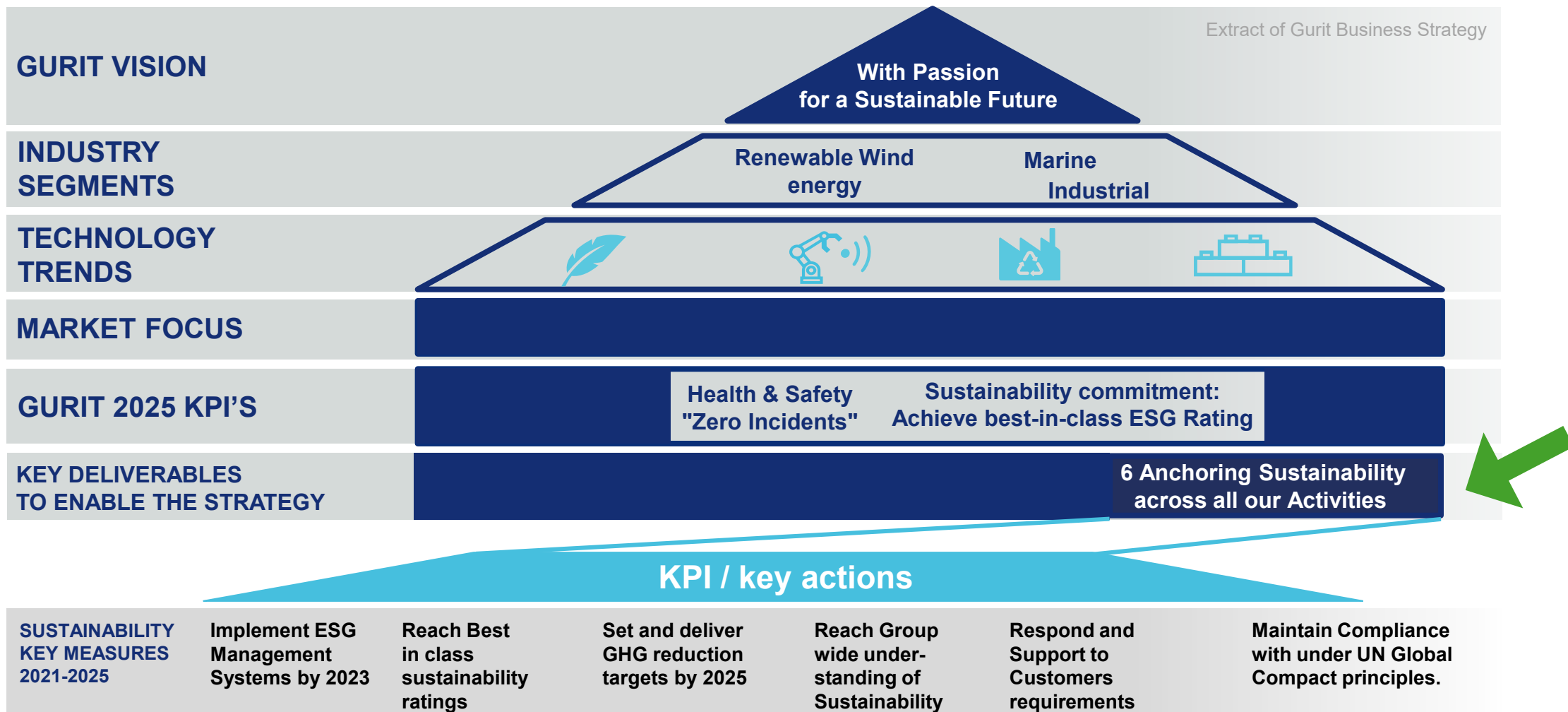
8. Transparency

Reporting & Communication



- Annual Sustainability Reporting
- Internal Sustainability Communication
- Trainings
- Stakeholder engagement and ratings

9. Sustainability embedded within Gurit Business Strategy



Sustainable Gurit

Policies and Guidelines



Sustainable Gurit Policies & Guidelines

SAFETY FIRST

Health & Safety
Management
System &
Guidelines

Hazardous Chemical Management Policy

ENVIRONMENT

Environmental
Policy

Water Mgmt
Guidelines

SOCIAL RESPONSIBILITY

Social Policy

Conflict Minerals
Policy

Modern Slavery
Statement

GOOD GOVERNANCE

Code of Conduct

Supplier Code of
Conduct

Report-a-
Concern Policy

Anti-corruption
and -bribery

Global Procurement Policy

Sustainability Strategy & Policy

Find the latest policy
versions on our website:
www.gurit.com/policies/



Thank you for your attention


Gurit

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Document objective

The purpose of this policy is to set the foundations of Gurit's Sustainability Strategy and the management of the same. By establishing Gurit commitments towards the environment, social matters and good corporate governance, the policy provides orientation and a framework for employees and third-parties to plan and act accordingly. This policy is also a part of Gurit's commitments as supporter of United Nations Global Compact and its Environmental principles and is complemented by related policies and guidelines as outlined above.

This Sustainability Policy applies to all companies that are part of Gurit Group. It is reviewed annually by the Head of Sustainability and the Executive Committee's Sustainability Review Committee. The latest version is published on the Gurit website at www.gurit.com/sustainability or www.gurit.com/policies/

Policy content owner	Thomas Nauer, Head Sustainability
Approver	Mitja Schulz, CEO
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Approver signature	
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