Sustainability Policy

Document objective and scope

The purpose of this policy is to establish the core principles of Gurit's Sustainability Strategy, setting a clear framework for managing and advancing sustainability within the organization.

By establishing Gurit commitments towards the environment, social matters and good corporate governance, the policy serves as a guiding reference for employees and third parties to align their actions and decisions with these values. 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 below.

This Sustainability Policy applies to all companies within the Gurit Group. It is regularly reviewed by the Head of Sustainability and the Executive Committee ensuring its ongoing relevance and alignment with best practices. The latest version is published on Gurit's website at www.gurit.com/sustainability or www.gurit.com/policies/

Related documents

Environment	Social	Governance
Environmental Policy Statement	Social Policy	Code of Conduct
Waste Management Guidelines	Human Rights Due Diligence Policy	Supplier Code of Conduct
Water Management Guidelines	Conflict Minerals Policy	Anti-corruption and bribery guidelines
Hazardous Chemical Management Policy	Modern Slavery Statement	Report a Concern policy
		Antitrust and fair competition guidelines

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

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1- Introduction

At Gurit, sustainability is integral to our business strategy and vision of "with passion for a sustainable future."

Our sustainability commitments are built upon the three pillars of **Environmental, Social, and Governance** (ESG). We are dedicated to **minimizing our environmental footprint** through

efficient resource use and reducing emissions to air, water, and land. Socially, we **prioritize safety**, uphold fundamental **human rights**, and foster an **ethical and inclusive workplace**. We focus on attracting and retaining top talent, while ensuring the **health and well-being** of our employees, subcontractors, external workers, customers, and partners. Strong corporate governance underpins our efforts, with a focus on **accountability, transparency, and compliance**.

Through these commitments, Gurit seeks to drive positive change and create long-term value for our stakeholders, society, and environment.

2- Guidelines

Gurit's sustainability structure and implementation

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.

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

Gurit drives sustainability initiatives through **six cross-functional workstreams** that span business units, sites, and line organizations, 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.
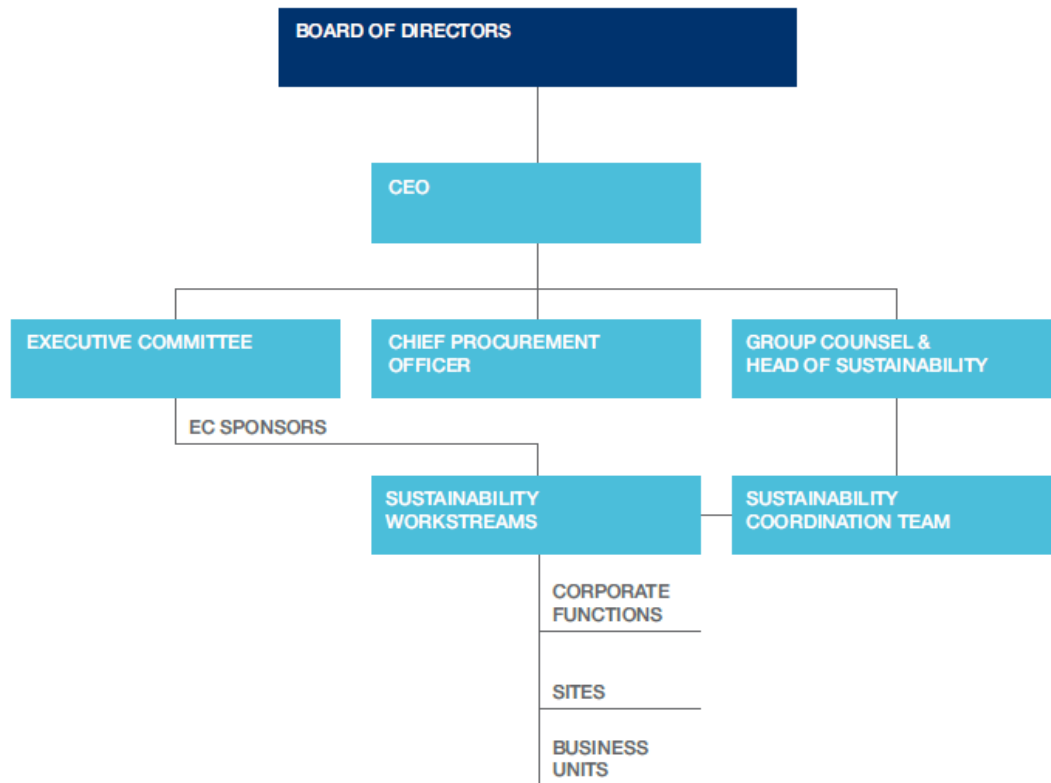
The **Board of Directors** reviews the strategy and approves the annual Sustainability Report, while the **Executive Committee** (EC) is responsible for executing the strategy through the workstreams and with support from the **sustainability coordination team**. **Workstreams** address material issues, set targets approved by the EC, and align actions with the company's mission and KPIs under the guidance of EC Sponsors.

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

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

- Public, annually renewed commitment to the **10 Principles of the UN Global Compact** & annual Communication on Progress; alignment with UN SDGs.
- Annual Sustainability Report aligned with the **Global Reporting Initiative (GRI)** standard.
- Gurit's greenhouse gas emissions are reported in accordance with the **Greenhouse Gas Protocol** and the Greenhouse Gas Accounting Standard.
- With our headquarters located in Switzerland and listing on the SIX Stock Exchange, we comply with **ESG legislation** in all the countries of operation, including Swiss non-financial reporting obligations under Article 964a et seqq. of the Swiss Code of Obligations (CO).
- We are also part of other ratings, standards, and certifications, such as **ISO 14001, ISO 9001, ISO 45001**, and ratings from **ECOVADIS**, **Inrate**, and **MSCI**.

3 – Setting targets and Communication

Sustainability at Gurit is guided by an annual process of target setting. Sustainability targets are defined for each workstream and the detail of the targets and progress towards these targets are reported annually in the Corporate Sustainability Report.
https://www.gurit.com/sustainability-report/

4 – Review, Stakeholder Feedback and Reporting Concerns

These guidelines will be reviewed regularly and updated as is appropriate by the Sustainability Coordination Team. Stakeholders are encouraged to share concerns, complaints, questions, or observations with the Global Sustainability Team via e-mail to: sustainability@gurit.com .
Stakeholders may use the Gurit Group's Report-a-Concern platform available online at: www.gurit.com/report-a-concern, in case of violation of the policy.

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Approver signature	
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5- Appendix

Sustainability Management Systems

Certifications	Standards	Policies	Management Systems, Tools	Governance
ISO 9001 ISO 14001 ISO 45001	GRI UNGC SDG TCFD GHG Protocol	Environmental Policy Statement Waste Management Guidelines Water Management Guidelines Hazardous Chemical Management Policy Social Policy Human Rights Due Diligence Policy Conflict Minerals Policy Modern Slavery Statement Code of Conduct Supplier Code of Conduct Anti-corruption and bribery guidelines Report a Concern policy Antitrust and fair competition guidelines	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) Internal checklist audit	AGM approval of report Board (approval of report and strategy) Sustainability Committee EC (bi-monthly review and annual target setting & review process) Sustainability Coordination team **5 Sustainability Workstreams** (cross-BU, cross-functional) Business Unit General Manager Site Manager Dedicated EHS Managers at Sites

Organisational responsibilities for Sustainability

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 / biannual updates Annual review of targets
Business Unit Manager	IMPLEMENTATION of strategy within BU	Include Group Sustainability targets & KPI in BU Management Meetings and systems. Quarterly data update
Site Manager	Local IMPLEMENTATION	Monthly reporting (KPI) Quarterly / annual reporting
Sustainability Manager	COORDINATION of implementation & reporting	Sustainability Report (annual) ESG rating questionnaires Workstream coordination
Sustainability workstreams	Cross-functional committees working on standards & KPI setting, reporting; support BU's/sites;	Monthly/Quarterly progress reports & recommendations to EC
Dedicated Officers - 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