




Independent limited assurance report on selected sustainability information of Dätwyler Holding AG

To the Board of Directors of Dätwyler Holding AG

We have undertaken a limited assurance engagement on Dätwyler Holding AG's and its subsidiaries (the Group) following selected Sustainability Information in the Sustainability Report for the year 2023 (hereinafter "Sustainability Information").

Our limited assurance on selected Sustainability Information consists of key performance indicators in the areas «Greenhouse gas (CO₂eq) emissions (scope 1 and 2) and greenhouse gas emissions intensity», «Percentage of suppliers that are certified according to sustainable certificates», «Employee commitment», «Accident severity rate» and «Number of confirmed corruption incidents» for the year 2023, which are marked with a checkmark .

Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Sustainability Report 2023 or linked to from the Sustainability Information or from the Sustainability Report 2023, including any images, audio files or embedded videos.

Our Limited Assurance Conclusion

Based on the procedures we have performed as described under the '*Summary of the work we performed as the basis for our assurance conclusion*' and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Sustainability Information in the areas «Greenhouse gas (CO₂eq) emissions (scope 1 and 2) and greenhouse gas emissions intensity» and «Number of confirmed corruption incidents» is not prepared, in all material respects, in accordance with the GRI Sustainability Reporting Standards (GRI SRS) and the Sustainability Information in the categories «Percentage of suppliers that are certified according to sustainable certificates», «Employee commitment» and «Accident severity rate» is not prepared in accordance with the self-developed criteria.

We do not express an assurance conclusion on information in respect of earlier periods or to any other information included in the Sustainability Report, Annual Report or any other Report, including any images, audio files or embedded videos.

Understanding how Dätwyler Holding AG has prepared the Sustainability Information

The GRI SRS have been used as criteria references for the disclosures of «Greenhouse gas (CO₂eq) emissions (scope 1 and 2) and greenhouse gas emissions intensity» and «Number of confirmed corruption incidents». For the areas «Percentage of suppliers that are certified according to sustainable certificates», «Employee commitment» and «Accident severity rate» the self-developed criteria, as disclosed in the chapters «Embedding ESG to improve supply chain sustainability», «Employee surveys» and «Established health and safety management», of the Sustainability Report, were applied. Consequently, the Sustainability Information needs to be read and understood together with the criteria.

Inherent Limitations in Preparing the Sustainability Information

Due to the inherent limitations of any internal control structure, it is possible that errors or irregularities may occur in disclosures of the Sustainability Information and not be detected. Our engagement is not designed to detect all internal control weaknesses in the preparation of the Sustainability Information because the engagement was not performed on a continuous basis throughout the period and the audit procedures performed were on a test basis.



Dätwyler's Responsibilities

The Board of Directors of Dätwyler Holding AG is responsible for:

- Selecting or establishing suitable criteria for preparing the Sustainability Information, taking into account applicable law and regulations related to reporting the Sustainability Information;
- The preparation of the Sustainability Information in accordance with the criteria;
- Designing, implementing and maintaining internal control over information relevant to the preparation of the Sustainability Information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We are responsible for:

- Planning and performing the engagement to obtain limited assurance about whether the Sustainability Information is free from material misstatement, whether due to fraud or error;
- Forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- Reporting our independent conclusion to the Board of Directors of Dätwyler Holding AG.

As we are engaged to form an independent conclusion on the Sustainability Information as prepared by the Board of Directors, we are not permitted to be involved in the preparation of the Sustainability Information as doing so may compromise our independence.

Professional Standards Applied

We performed a limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised) *Assurance Engagements other than Audits or Reviews of Historical Financial Information*, issued by the International Auditing and Assurance Standards Board (IAASB).

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our work was carried out by an independent and multidisciplinary team including assurance practitioners and sustainability experts. We remain solely responsible for our assurance conclusion.

Summary of the Work we Performed as the Basis for our Assurance Conclusion

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Sustainability Information is likely to arise. The procedures we performed were based on our professional judgment. Carrying out our limited assurance engagement on the Sustainability Information included, among others:

- Assessment of the design and implementation of systems, processes and internal controls for determining, processing and monitoring sustainability performance data, including the consolidation of data;



- Inquiries of employees responsible for the determination and consolidation as well as the implementation of internal control procedures regarding the selected disclosures;
- Inspection of selected internal and external documents to determine whether quantitative and qualitative information is supported by sufficient evidence and presented in an accurate and balanced manner; Assessment of the data collection, validation and reporting processes as well as the reliability of the reported data on a test basis and through testing of selected calculations;
- Analytical assessment of the data and trends of the quantitative disclosures included in the scope of the limited assurance engagement;
- Assessment of the consistency of the disclosures applicable to Dätwyler with the other disclosures and key figures and of the overall presentation of the disclosures through critical reading of the Sustainability Report 2023.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

KPMG AG

Silvan Jurt
Licensed Audit Expert

Manuel Odoni
Licensed Audit Expert

Zurich, 5 February 2024

Compliance and Ethics

Datwyler aspires to have an industry-leading ESG/sustainability policy framework that is continuously evaluated and improved. Datwyler's first Code of Conduct—which is binding for all employees at all sites across the Group—was published in 2008. This code mandates that the companies and employees within the Group must respect the national laws, human rights, personal dignity, and privacy of each individual person.

A fair and responsible partner

In its Code of Conduct and with its participation in the UN Global Compact, the Datwyler Group has firmly committed itself to protecting human rights. Additionally, since 2020, sustainability has become one of the Group's key strategic priorities, reinforcing its commitment with people and planet. To put this into practice, topics related to human rights and sustainability have been embedded in various policies and processes within Datwyler Group, such as its Supplier Code of Conduct, internal audits, or its DEI/ Whistleblowing policies, just to name a few. Since 2022, the internal Global Business Continuity Planning (BCP) process includes enhanced focus on risks related to the environment (cf TCFD), human rights (e.g. child labour) and conflict minerals.

First BCP assessments including the increased risk related focus items were conducted in January 2023 and continued throughout the year. Datwyler has zero tolerance for discrimination, humiliation, oppression, harassment, or insults. The Code of Conduct also articulates how to deal with business partners and competitors, strictly prohibiting any special treatment, bribery, or corruption. For example, clear rules are defined in the code for placing orders, awarding sponsorship money, and dealing with conflicts of interest. When dealing with whistleblowing cases, the general requirements of the EU Whistleblowing Directive (Directive (EU) 2019/1937 on the Protection of Persons Who Report Breaches of Union Law) and applicable local laws are followed.

Datwyler had already been offering its employees a whistleblower hotline for reporting code violations since 2009. A visible whistleblowing hotline that is actively utilized builds trust and reduces the risk of potential corruption and other fraud cases. None of the whistleblower reports received in 2023 were in connection with a corruption case¹. Some of the measures adopted to promote awareness and foster compliance include, for example, training on our code of conduct, the implementation of a new digital reporting channel, internal audits, and the improvement of compliance case tracking.

Further, site directors have to confirm, on an annual basis, that they comply with general compliance standards required at group level.

↑↓ 4.4 Risk management and compliance

Datwyler has defined expectations of suppliers in a separate Supplier Code of Conduct. With a publicly available tax strategy, Datwyler assumes its social responsibility and commits not to engage in aggressive tax planning.

1. Assured through KPMG



FOCUS TOPIC

5-year comparison of greenhouse gas emissions (CO₂eq)

	2019	2020	2021	2022	2023
Total scope 1 and 2 (market-based) emissions (tons)	88'704	80'159	78'155	90'478	90'116 ⁵
└ of which scope 1 ¹ (tons)	8'798	12'509	13'285	13'798	13'819 ⁵
└ of which scope 2 ² - market-based (tons)	79'906	67'650	64'870	76'680	76'297 ⁵
└ of which scope 2 - location-based (tons)	–	–	80'419	94'901	101'905 ⁵
Total emissions per net revenue ³ (tons/CHF millions)	96.9	96.1	82.5	78.6	78.3 ⁵
Biogenic emissions ⁴ - outside of scopes tons	1'238	1'207	1'300	1'094	1'038 ⁵
Net revenue (CHF millions)	915.6	834.1	947.6	1'150.6	1'151.5 ⁵

For the reporting of CO₂eq emissions, all 27 production sites are included in 2023. Consolidating GHG emissions is based on the operational control approach. Locations where only office activities take place were excluded due to their low impact. For newly acquired companies, CO₂eq emissions were included in the first full calendar year until 2021. Accordingly, the CO₂eq emissions of the acquired companies Parco (USA) and Bins (Brazil) were included for the first time in 2019, as well as Middletown (USA) in 2020. Since 2022, the newly acquired companies are included right after the successful acquisition. The CO₂eq emissions of the acquired company Xinhui (China) were included for the first time in March 2022 and QSR (USA, Mexico and China) in May 2022. The greenhouse gas inventory was calculated in line with WRI/WBCSD Greenhouse Gas Protocol guidelines. Scope 1: GHG emissions from combustibles. Emission factor used: DEFRA. Scope 2: GHG emissions arising from the production of electricity and district heating purchased by the companies. Emissions factors used: IEA and EPA eGRID. Datwyler has defined 2023 as the base year in order to take into account the full-year data of the most recent acquisitions.

1. GHG emissions reported in scope 1 are from stationary (non-transport) combustion of fossil fuels at the facilities (e.g. boilers, turbines, process heat). Direct GHG emissions associated with fuel combustion from mobile sources (fleet), process-related emissions, and direct fugitive emissions from refrigeration / air conditioning are excluded due to a lack of data and limited materiality. These will be assessed in the future.
2. Results in the table stem from a 'market-based approach' where for 10 sites with 100% renewable electricity, the emissions factors reflect emissions from electricity that sites have purposefully chosen (contractual agreements with electricity providers) and for the rest of the sites the national grid emission factors were used. Under sole consideration of the 'location-based approach' (using national grid emission factors for all sites), greenhouse gas emissions associated with the production of electricity would account for 101'905 t CO₂eq in 2023.
3. The GHG intensity ratio is based on scope 1 and scope 2 (market-based) emissions per net revenue, as this is the best available approximation of the development of production output. Looking at currency-adjusted net revenue for 2023 using the previous year's exchange rates, we were able to reduce total emissions per net revenue by 4.8% compared to 2022.
4. Biogenic emissions reported stem from district heating at the site in Switzerland, which obtains process and heating energy from a nearby wood-fired heating plant, and take into account the direct carbon dioxide (CO₂) impact of burning biomass, assuming 100% conversion of the energy burned. The corresponding methane (CH₄) and nitrous oxide (N₂O) emissions are reported in Scope 2 as of 2023.
5. Assured through KPMG



Our approach

Global standardized guidelines and supplier management processes

Datwyler produces system-critical components that mainly consist of elastomer. Hence, the company primarily buys raw materials such as elastomer materials, plastics, aluminum, metals, and operating supplies. To procure these raw materials, the company works with approximately 400 suppliers worldwide, with about one-third of the purchasing volume sourced from the ten largest suppliers. Approximately 65% of raw materials come from Europe, while 20% and 15% come from Asia and the Americas, respectively.

Datwyler's Global Procurement Team takes pride in its versatility and various fields of expertise. It provides local procurement teams at each site with global standardized guidelines and supplier management processes.

The broad and proven supplier base and the well-established processes prove their worth, especially when faced with ongoing material shortages, site closures, force majeure, etc. These challenges do not affect our ability to supply our customers. Despite these additional efforts in procurement, Datwyler continued to drive forward the further development of the sustainability level of its suppliers, which was launched in 2020:

- Integrating ESG into supplier selection and monitoring practices
- Integrating ESG topics into supplier audits
- Encouraging suppliers to suggest more sustainable products and share ideas
- Exchanging ideas with suppliers and learning from them

Embedding ESG to improve supply chain sustainability

Selection

Datwyler's standard code of conduct for suppliers forms the basis for its ethical and environmentally friendly supply chains. One of Datwyler's goals is to strive for all quality-critical suppliers to sign the Code or present equivalent internal guidelines, and a 2023 analysis revealed that 96%¹ of the quality-critical suppliers were already meeting this requirement. In addition, suppliers must be in compliance with certain ISO norms.

1. Assured through KPMG

Monitoring and development

Datwyler developed its own Supplier Sustainability Assessment program, which is used to monitor the ESG performance of its most important suppliers. In 2023, 65 suppliers were assessed. The program awards points for:

- signing Datwyler's supplier code of conduct
- sustainability certificates (ISO 14001, ISO 45001, ISO 50001)
- quality sustainability reporting (toward GRI, disclosing of energy and water footprints and work-related incidents)
- tier-1 suppliers that have a supplier code of conduct for their supplier base
- a defined position responsible for sustainability

In 2023, the most important suppliers scored 80%¹ of available points (previous year: 71%).

Each quarter, the status of all available supplier certificates is reviewed and updated. Currently, 46%¹ of our quality-critical suppliers are certified according to ISO 14001 (previous year: 43%), 16%¹ according to ISO 45001 (previous year: 16%), and 15%¹ according to ISO 50001 (previous year: 13%). These three certificates are proof that suppliers have a systematic approach to the topics environment, health & safety, and energy. As a customer, we can rely on the efficiency of the systems implemented as they are audited externally.

Auditing

Relevant ESG-related ISO norms are also included in all on-site audits.

Complaint management

Datwyler has a quality complaint management process in which also possible environmental and safety related impacts are being monitored and reported.

Training procurement teams

To ensure that the newest guidelines are met, Datwyler provides annual training for its purchasers. In 2023, refresher training sessions for the purchasing employees were conducted to challenge suppliers in order to strengthen the collaboration and to support Datwyler's sustainability goals.

Personal performance appraisals support development

While individual targets for the award of variable remuneration are a thing of the past at Datwyler, individual targets remain in place to support the personal development of each employee. At least once a year, all leaders and employees engage in a structured dialog to discuss key tasks, Datwyler competences, and to agree on development opportunities both on and off the job.

Employee surveys

Employees who are happy, motivated, and willing to accept change are the backbone of a company because they work hard. They should make up a substantial proportion of the workforce. To measure employee satisfaction and engagement on a range of parameters, Datwyler regularly conducts a comprehensive employee survey, most recently in 2023 for the full group.

To safeguard confidentiality and anonymity while surveying the employees around the globe, Datwyler works in partnership with icommit, which has employee surveying as its core business.

In 2023, we achieved 81% participation rate for the global employee base. All sites and both permanent and temporary employees were invited to take part in the survey. We ran our survey fully digitally so that we could work more sustainably than ever before while shortening the reporting timeline. We published the results in a digital reporting platform, which at the same time serves as a continuous action planning and follow-up tool. All sites were encouraged and supported in disseminating the results in their organizations and empowering local volunteers to collaborate in improvement activities. Some examples of such follow-up initiatives are: improve the Tier structure of Datwyler Production System (DPS) so that we engage more employees on-site; work on internal communication so that we include everyone and make sure relevant information reaches all; further digitalize and publish internal structures and procedures so that these are easy to find at all times.

One key outcome of this survey was the commitment rate, which serves as a component for the variable incentive. To calculate the employee commitment rate, the following statements were used:

- I'm satisfied with what I achieve in my work and I always strive to make improvements
- I feel a strong sense of belonging to this company
- I really care about the future of this company

Employees had to reply to what extent they agree with the statement, resulting in a score of 0 to 100. The overall commitment rate was then calculated as the average of the results of the three statements.

In 2023, we were pleased to have achieved a score of 85¹ (out of 100), maintaining our score of the previous survey in 2020 and exceeding the industry benchmark score of 82. The industry benchmark is defined by icommit and consists of 26 groups in the industry international sector.

1. Assured through KPMG

Employee benefits and recognition

The slogan #FOR YOU serves as an umbrella for a range of benefits and initiatives at Datwyler that support employees and make them feel valued. The program is constantly growing and organized around five pillars:

1. Health
2. Well-being
3. Work environment
4. Ideas/involvement
5. Personal development

Throughout 2023, Datwyler received and assessed bottom-up ideas that were submitted via our innovation platform. One of those ideas dealt with the creation of a human library as a great way to share the knowledge and insights of our employees with the rest of the company. Meanwhile, our Datwyler Human Library is live as a podcast interview series in our Learning Management System (LMS). These interviews aren't just about successes, but also the lessons learned from challenges and setbacks. They serve as a testament to our community's strength.

Full-time equivalents

	2023	2022	Change
Full-time equivalents end of period	8'056	8'596	–6.3 %
└ thereof in Asia	38.6 %	38.7 %	n/a
└ thereof in North and South America	25.4 %	26.1 %	n/a
└ thereof in Switzerland	7.1 %	7.0 %	n/a
└ thereof in rest of Europe	28.9 %	28.2 %	n/a

Established health and safety management

Datwyler is committed to protect the health and safety of all employees, temporary workers, contractors, or visitors by planning, managing, conducting, and supervising its work in compliance with legislation and best practices. One priority of Datwyler's health and safety management is to develop and coordinate health and safety systems and processes to prevent accidents and improve health and safety conditions for everyone present at our sites. To reinforce this ambition, Datwyler established a global objective to further reduce the number of accidents with human impact throughout the organization. A taskforce coordinates global workplace safety and health initiatives in partnership with Human Resource Management. Intercompany initiatives and support are encouraged by this team to strengthen the health and safety knowledge, and to share the practical implementation of actions and processes.

Improving our results will only be successful if all our internal and external colleagues are striving for the highest level of safety awareness. To achieve this, the sites are encouraged to organize trainings, to perform regular internal and external audits, and to encourage employees to report any safety observations. Sharing this information between sites will be more visible in the near future. Datwyler is committed to certify all sites according to the safety standard ISO 45001. These certification audits ensure health and safety compliance, good practices, increased safety awareness, and continuous improvement. Already nine sites are ISO 45001 certified. As these nine sites comprise more than half of Datwyler's employees, they are inspirational in increasing safety awareness for all our Datwyler colleagues worldwide.

In the production sites of the two business areas Healthcare Solutions and Industrial Solutions, there were 1'668 days of absence due to workplace accidents in 2023 (prior year: 1'319). A workplace accident is defined as an event occurring in the professional environment which results in an injury, occupational illness, or fatality of an employee (including temporary workers), while taking local regulatory definitions into account. Datwyler uses the accident severity rate as KPI, which is defined as days of absence due to workplace accidents divided by total hours worked multiplied by 1'000. This figure equates to 0.10 for 2023 (prior year: 0.09). The result shows that further attention is needed. One measure is that in future there will be closer cooperation between the task force and the EHS managers at the sites to analyze and discuss accidents and serious safety problems in order to prevent them from occurring at other sites.

Higher than accident-related absence is absence due to illness. This amounted to 48'508 days in the reporting year (prior year: 48'340). This equates to 5.84 days of illness per full-time equivalent (prior year: 6.37). This value is above the medium-term Datwyler target of four days of absence due to illness a year per full-time equivalent.

The data for accidents and illness includes both permanent and temporary employees and covers all sites. Datwyler is employing systematic absence management and individual consultations to continuously work on further improvement of the work environment aiming to reduce the absence rate and keep employee motivation high.



Employee health and safety is a top priority for Datwyler. Regular training sessions and audits are held, and lessons learned are shared across all sites.

Absences

	2023	2022	Change
Total available working days FTE (TAWD)	2'204'351	1'946'404	+13.3 %

	2023	2022	Change
Total absences other than vacation days	77'724	83'978	-7.4 %
Total absences other than vacation days in % of TAWD	3.5 %	4.3 %	n/a
└ thereof absences due to work related accidents (days)	1'668	1'319	+26.5 %
Work-related accidents in days per FTE (annual average)	0.20	0.17	+15.7 %
Accident severity rate (annual average)	0.10 ¹	0.09	+10.1 %
└ thereof absences due to illness (days)	48'508	48'340	+0.3 %
Illness in days per FTE (annual average)	5.84	6.37	-8.2 %

FTE = Full time equivalent. TAWD = Total available working days.

1. Assured through KPMG



FOCUS TOPIC

GRI 305 EMISSIONS 2016

305-1	Direct (Scope 1) GHG emissions	<u>5-year comparison of greenhouse gas emissions (CO₂eq)</u>	✓
305-2	Energy indirect (Scope 2) GHG emissions	<u>5-year comparison of greenhouse gas emissions (CO₂eq)</u>	✓
305-4	GHG emissions intensity	<u>5-year comparison of greenhouse gas emissions (CO₂eq)</u>	✓
305-5	Reduction of GHG emissions	<u>5-year comparison of greenhouse gas emissions (CO₂eq)</u>	

Eco-design**GRI 3 MATERIAL TOPICS 2021**

3-3	Management of material topics	<u>Eco-design: focus, ambition, targets and our approach</u>
-----	-------------------------------	--------------------------------------------------------------

Resource-friendly production**GRI 3 MATERIAL TOPICS 2021**

3-3	Management of material topics	<u>Resource friendly production: focus, ambition, targets and our approach</u>
-----	-------------------------------	--------------------------------------------------------------------------------

GRI 303 WATER AND EFFLUENTS 2018

303-3	Water withdrawal	<u>5-year comparison of water withdrawal</u>
-------	------------------	----------------------------------------------

GRI 306	WASTE 2020
306-2	Management of significant waste-related impacts <u>Waste disposal</u>

306-3	Waste generated	<u>5-year comparison of waste disposal</u>
306-4	Waste diverted from disposal	<u>5-year comparison of waste disposal</u>
306-5	Waste directed to disposal	<u>5-year comparison of waste disposal</u>

Sustainable supply chain

GRI 3 MATERIAL TOPICS 2021

3-3	Management of material topics	<u>Sustainable supply chain: focus, ambition, targets and our approach</u>
-----	-------------------------------	----------------------------------------------------------------------------

GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

308-1	New suppliers that were screened using environmental criteria	Datwyler's supplier base is quite stable. Six new suppliers were added to the monitoring program in 2023. This involved checking whether they had signed the Supplier Code of Conduct and whether they had an ISO 14001 or ISO 50001 certificate.
-------	---------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Monitoring and development

GRI 414 SUPPLIER SOCIAL ASSESSMENT 2016

414-1	New suppliers that were screened using social criteria	Datwyler's supplier base is quite stable. Six new suppliers were added to the monitoring program in 2023. This involved checking whether they had signed the Supplier Code of Conduct and whether they had an ISO 45001 certificate.
-------	--------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Monitoring and development

DATWYLER KPI

Datwyler KPI	Percentage of suppliers that are certified according to sustainability certificates (ISO 14001, ISO 45001, ISO 50001)	<u>Monitoring and development</u>
--------------	-----------------------------------------------------------------------------------------------------------------------	-----------------------------------




GRI 305 EMISSIONS 2016		
305-3	Other indirect (Scope 3) GHG emissions	<u>Scope 3 analysis</u>

Social


Employer of choice

GRI 3 MATERIAL TOPICS 2021		
3-3	Management of material topics	<u>Employer of choice: focus, ambition, targets and our approach</u>

GRI 401 EMPLOYMENT 2016		
401-1	New employee hires and employee turnover	<u>Employee structure (table)</u>

DATWYLER KPI		
Datwyler KPI	Employee Commitment	<u>Employee surveys</u> 

DATWYLER KPI

Datwyler KPI	Accident severity rate	<u>Absences (table)</u>	
--------------	------------------------	-------------------------	-------------------------------------------------------------------------------------

GRI 404 TRAINING AND EDUCATION 2016

404-2	Programs for upgrading employee skills and transition assistance programs	<u>Learning and development</u>
404-3	Percentage of employees receiving regular performance and career development reviews	<u>Performance management</u>

Value-driven engagement with customers**GRI 3 MATERIAL TOPICS 2021**

3-3	Management of material topics	<u>Value-driven engagement with customers: focus, ambition, targets and our approach</u>
-----	-------------------------------	------------------------------------------------------------------------------------------


GRI 416 CUSTOMER HEALTH AND SAFETY 2016

416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<u>Customer health and safety and chemical compliance</u>
-------	-----------------------------------------------------------------------------------------------	-----------------------------------------------------------

Human rights and equal opportunities**GRI 3 MATERIAL TOPICS 2021**

3-3	Management of material topics	<u>Human rights and equal opportunities: focus, ambition, targets and our approach</u>
-----	-------------------------------	----------------------------------------------------------------------------------------

GRI 205 ANTI-CORRUPTION 2016

205-3	Confirmed incidents of corruption and actions taken	We have no confirmed cases of corruption. We have  no instances of employees being dismissed or disciplined, or contracts with business partners not being renewed or terminated, as a result of corruption. We have no legal proceedings related to allegations of corruption. <u>Compliance and ethics</u>
-------	-----------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

GRI 206 ANTI-COMPETITIVE BEHAVIOR 2016

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<u>Compliance reporting process</u>
-------	---------------------------------------------------------------------------------	-------------------------------------

GRI 408 CHILD LABOR 2016

408-1	Operations and suppliers at significant risk for incidents of child labor	<u>Human rights and equal opportunities: focus, ambition, targets and our approach</u> <u>Human rights due diligence</u>
-------	---------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------

GRI 409 FORCED OR COMPULSORY LABOR 2016

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<u>Human rights and equal opportunities: focus, ambition, targets and our approach</u> <u>Human rights due diligence</u>
-------	------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------

Lead by example**GRI 3 MATERIAL TOPICS 2021**

3-3	Management of material topics	<u>Lead by example</u>
-----	-------------------------------	------------------------