

MOVE HEARTS AND MINDS

SEMPERIT'S
SUSTAINABILITY
STRATEGY 2030

A PRACTICAL GUIDE



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INTRODUCTION

Every day, we face numerous challenges and make countless decisions with different consequences - always in an effort to improve our surroundings, the environment, but also our quality of life. This applies to all things big and small, private and professional, and encompasses almost everything we do. That's how it also works in sustainability. Doing business sustainably means defining new approaches, developing new ideas and making the right decisions that not only reduce negative impacts on society and the environment, but also promote positive outcomes.

The reasons why companies deal with sustainability are manifold and range from purely "because we want to", to risk management and increasing attractiveness for existing and new employees, to opening up new markets and developing

competitive advantages. But no matter why a company is concerned with sustainability or why each and every one of us is motivated to make a contribution, sustainability is no longer a buzzword used for image cultivation, but a serious topic that has become a MUST.

Semperit is a publicly listed company that has been successful – sustainable – for nearly 200 years and stands for quality and reliability. As an international company, we develop, produce and market products in over 100 countries for the Medical and Industrial Sectors. In 2021, Semperit released its first ever Sustainability Strategy. Based on the motto 'Move hearts and minds', our aim is to anchor the multifaceted aspects of sustainability in all areas of our company, but especially in the hearts and minds of our employees.

SEMPERIT IS A PUBLICLY LISTED COMPANY THAT HAS BEEN SUCCESSFUL – SUSTAINABLE – FOR NEARLY 200 YEARS AND STANDS FOR QUALITY AND RELIABILITY.



SEMPERIT GROUP



SEMPERIT AND THE GLOBAL SUSTAINABLE DEVELOPMENT GOALS (SDGS)

In 2015, the “Agenda 2030 for Sustainable Development” was adopted at the summit meeting of the United Nations (UN). All 193 member states of the United Nations committed themselves to work towards implementing Agenda 2030 with its 17 Sustainable Development Goals (SDGs) on a national, regional, and international level by 2030.



We have analysed these 17 Sustainable Development Goals in terms of their significance for our business activities. Although our versatile business activities and product portfolios cover a majority of these goals, we are primarily concentrating on the following, as it is in these areas that we have the greatest influence and can achieve the biggest impact.



SDG 3 **GOOD HEALTH AND WELLBEING**

Health and safety of employees have top priority for our company. With the help of a comprehensive catalogue of services and measures, the occupational health and safety of our employees is constantly being improved.



SDG 5 **GENDER EQUALITY**

Diversity and equal opportunities are integral and indispensable components of our corporate culture. We work hard to avoid all forms of discrimination.



SDG 8 **DECENT WORK AND ECONOMIC GROWTH**

Semperit promotes the local economy and contributes to regional value creation, offering numerous secure jobs and promoting future-oriented work, fair pay and various development opportunities. Furthermore, we respect human rights all along the value chain.



SDG 12 **RESPONSIBLE CONSUMPTION & PRODUCTION**

We are aware of the importance of research and development to drive topics such as resource efficiency, circular economy, and the extension of product life cycles. In addition, Semperit strives to optimise the use of secondary materials, to continuously produce less waste and to keep the internal recycling rate as high as possible.



SDG 13 **CLIMATE ACTION**

We continuously optimize our production processes. In doing so, we focus on using resources more efficiently, promoting the utilisation of clean and environmentally friendly technologies. Furthermore we constantly encourage innovation to extend our product portfolio and minimize negative environmental effects.



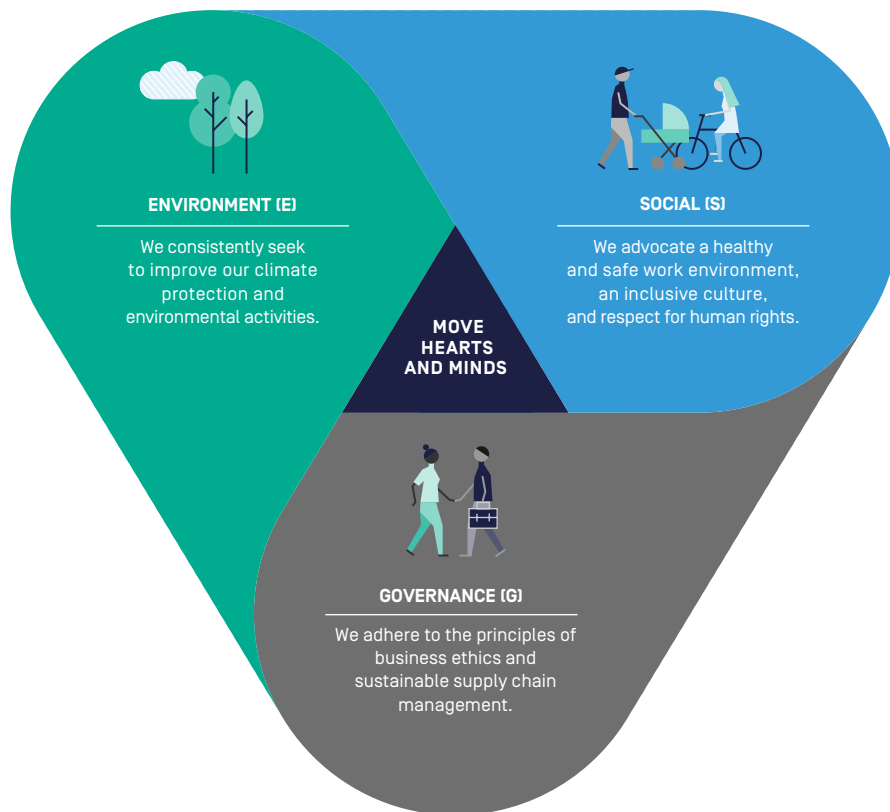
SDG 16 **PEACE, JUSTICE AND STRONG INSTITUTIONS**

Integrity and compliance are the prerequisites and basis for success and sustainable cooperation. Internal compliance mechanisms ensure that there is no place for corruption, bribery or discrimination. External partnerships help us to address important environmental and social issues and make a positive contribution.

MOVE HEARTS AND MINDS – THE BACKBONE OF OUR SUSTAINABILITY STRATEGY 2030

Strategically building on the most important topic areas that are relevant in terms of ESG (Environment, Social, Governance), the Group-wide sustainability strategy covers a wide range of topics and specifies quantitative and qualitative targets we want to achieve. In line with global developments as well as new directives and legislations and also various market-relevant trend, this strategy focuses on the period up to 2030. During this time frame, it is important to create a high level of involvement and successfully promote sustainable changes within the company. Our goals can only be achieved if internal and external stakeholders are involved and if everyone commits to being part of the change.

The overall goal of the strategy is to “move hearts and minds” internally as well as externally, meaning we want to create a basis that addresses our needs (HEART), fulfils industry standards and at the same time leaves room for further development (MIND).



THREE MAIN PILLARS, SEVEN THEMATIC AREAS AND BELOW THEM INDIVIDUAL TARGETS – WHY DO WE ACTUALLY NEED ALL THIS?

Before we deep-dive into our 2030 sustainability targets, we'd like to give you some insights into why we consider and address so many areas and issues. It's actually quite easy to explain, you only have to consider one important and crucial aspect and that is looking at Semperit's ENTIRE value chain. Impact, whether positive or negative, refers not only to what happens inside our production facilities or offices, but also occur up-stream or downstream. This means our actions are never limited to what we might see as part of our daily work.

For example: the materials we use e.g., natural vs synthetic rubber, have an impact on the environmental aspects along our supply chains, how or where we source has an impact on the social conditions of the relevant suppliers or producers. But also downstream, we as Semperit have an impact on our environment and the people. The question here is not only what impact our products have during their usage phase, but also when and how they are disposed. Do they contribute positively or negatively to various developments such as circularity or climate change by, let's say, using less

energy in operations compared to other products or an increased life cycle? And last but not least, let's not forget about the way we do business: Are we a fair and upright business partner as a customer and as a supplier? Do we respect human rights wherever and whenever we do business? And what about our own operations, do we do our utmost to avoid incidents and protect the health and safety of our employees? Do we operate as efficiently as possible, manage our risks and communicate our efforts to all of our stakeholders internally as well as externally? And having said that, what about diversity and inclusion? Do we foster a trustful and transparent working environment?

Yes, there are a lot of questions and issues to keep in mind. And yes, you have to take all these things into account if you want to act sustainably, responsibly and fairly not only as a company but also as an individual. And again - yes, it's complicated and complex, but that's exactly what makes it exciting and shows how many possibilities we have as Semperit to make the world a little bit better, step by step.

CURRENT TOPIC AREAS OF THE SEMPERIT SUSTAINABILITY STRATEGY 2030

ENVIRONMENT (E)



Energy and emissions



Waste and water

SOCIAL (S)



Health and safety



Diversity and inclusion



Respect for human rights

GOVERNANCE (G)



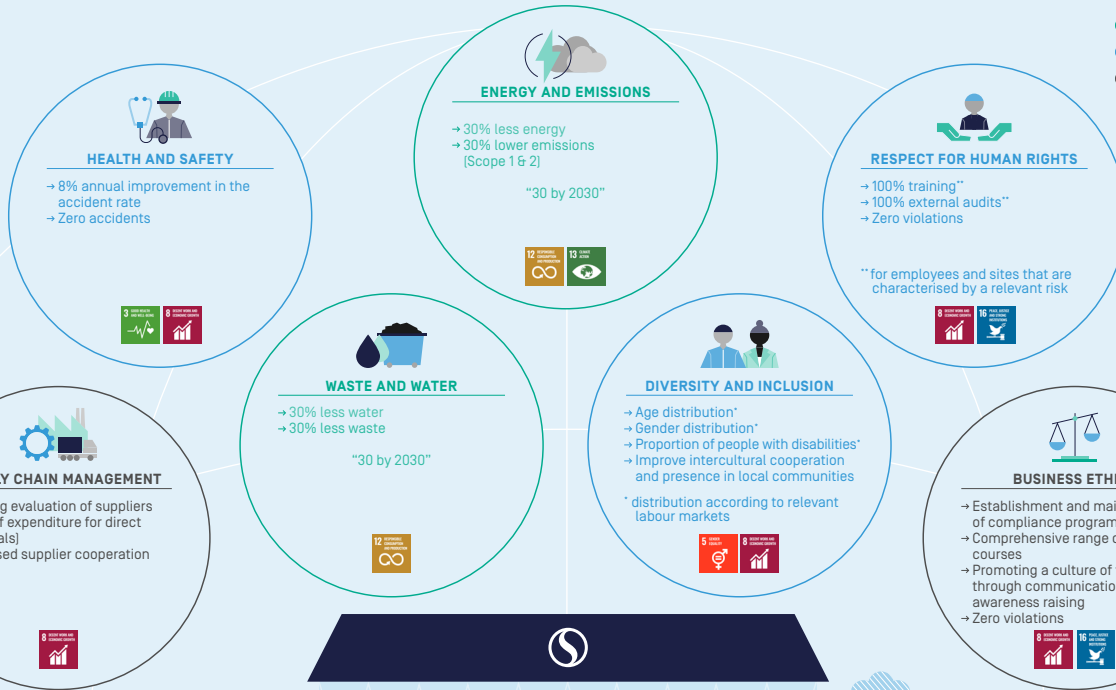
Supply chain management



Business ethics

OVERVIEW: VALUE CHAIN OF SEMPERIT AND RELEVANT TOPICS AND GOALS FOR 2030

- ENVIRONMENT (E)
- SOCIAL (S)
- GOVERNANCE (G)



UPSTREAM

INTERNAL

DOWNSTREAM

TARGETS 2030

ENVIRONMENT (E)

ENERGY AND EMISSIONS

- 30% less energy
- 30% lower emissions

[Scope 1 & 2]

30 by 2030



WASTE AND WATER

- 30% less water
- 30% less waste

30 by 2030



SOCIAL (S)

HEALTH AND SAFETY

- 8–10% annual improvement in the accident rate
- Zero accidents



DIVERSITY AND INCLUSION

- Adapt age distribution to relevant labour markets
- Adapt gender distribution to relevant labour markets
- Adapt proportion of people with disabilities to relevant labour markets
- Improve intercultural cooperation and presence in local communities



RESPECT FOR HUMAN RIGHTS

- 100% training*
- 100% external audits*
- Zero violations



* for employees and sites that are characterised by a relevant risk

GOVERNANCE (G)

SUPPLY CHAIN MANAGEMENT

- Ongoing evaluation of suppliers (80% of expenditure for direct materials – raw materials, packaging materials and trade goods)
- Setting up of a supplier cooperation programme



BUSINESS ETHICS

- Establishment and maintenance of compliance programme
- Comprehensive range of training courses
- Promoting a culture of trust through communication and awareness raising
- Zero violations



LOOKING TO THE FUTURE

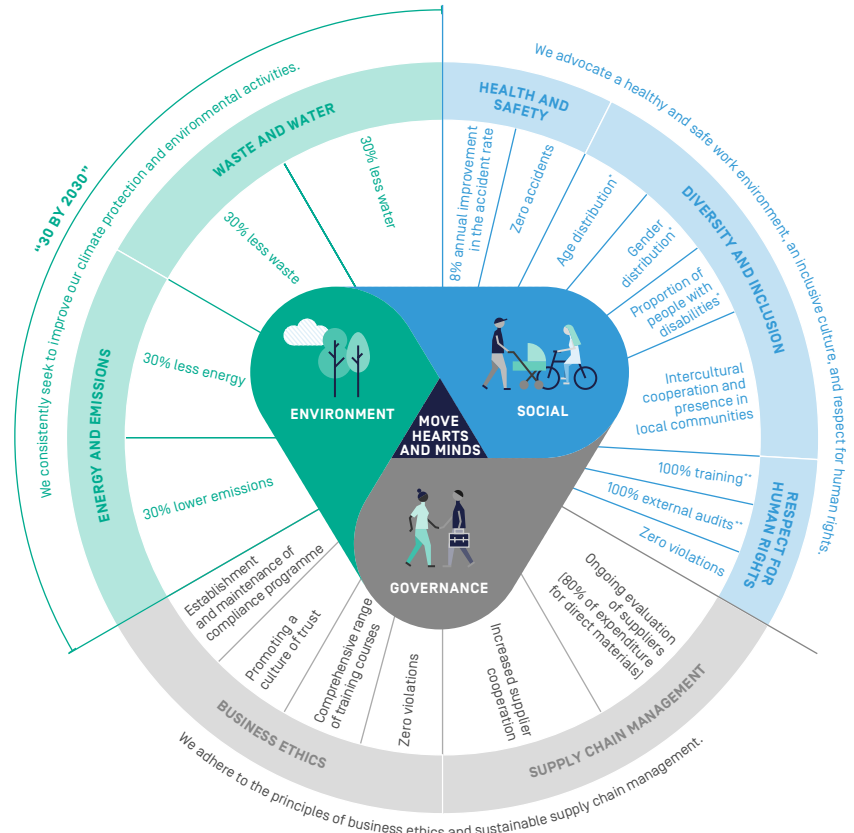
Once a common understanding has been reached and the first signs of success are visible and tangible, the plan is to take further steps. This will pave the way for the post-2030 phase, in which the transformation of the company will occur; the transformation that is necessary for a carbon-free economy where materials are recycled as far as possible. In its next sustainability strategy, which is expected to cover the period 2030 to 2040, Semperit will focus on disruptive changes to both materials and products as well as to production processes and social aspects.

We as Semperit are aware that success in sustainability requires thinking holistically, developing awareness, including all relevant stakeholders, and ensuring that no topic is put on the backburner.

At Semperit, we are conscious of these responsibilities and feel that current internal and external developments alike reinforce our resolve to continue expanding and pushing our sustainability programme. It is clear to us that we do not yet have suitable answers for all questions, but we have set ourselves the task to find these answers and to firmly embed the concept of sustainability in the hearts and minds of all parties involved.

* distribution according to relevant labour markets

** for employees and sites that are characterised by a relevant risk





ENVIRONMENT



Our societies currently face a number of big challenges – first and foremost climate change along with its risks and consequences. The concept of a circular economy (or circularity) is the second-most important topic closely related to climate change; it concerns a range of topics such as selection of raw materials, use of resources and recoverability. But the questions to be solved do not just concern environmental parameters. They also concern the social consequences resulting from both climate change and the increased

use of resources worldwide. Over and above the environmentally relevant challenges, we must also pay attention to social challenges, which include ever-increasing inequality or the ramifications of demographic change and initiate purposeful activities aimed at making a positive contribution. We try to address both sides – the environmental one as well as the social aspects – with our Sustainability Strategy focusing on all three pillars of sustainability: E (environment), S (social) and G (governance).



30 by 2030



30%
less
energy



30%
less
CO₂



30%
less
waste



30%
less
water

OUR COMMITMENT

Our main area of focus within the topic of environment, is our “30 by 2030” initiative. It is rolled out throughout the organization globally and summarizes our environmental targets to save 30% of energy, waste, water and emissions (Scope 1 & Scope 2) by 2030 at the latest. To make this tangible, we have broken down the reduction targets into all production sites and aim to achieve annual savings of 3% in all four highlighted areas.

We are convinced that every employee can and should make a difference! And yes, we’re talking about you too. Only if all sites and each and every one of us proactively contributes and takes action, are we able to accomplish these ambitious but achievable targets.

To track the current status of targets achieved, the relevant key figures for calculating targets are continuously collected and evaluated at site level. This is how we ensure that the site-specific parameters are considered and, if necessary, more measures are taken.

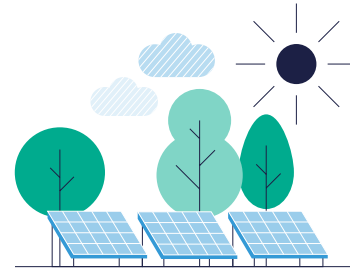
ENERGY

As part of the “30 by 2030” initiative, Semperit is aiming, among other things, to reduce energy consumption in relation to the production volume by 30% by 2030. A clear path has been set to achieve this. Accordingly, the production sites are required to increase their energy efficiency by 3% annually. The necessary Group-wide measures and activities are supported by the “Energy Excellence” programme:



ENERGY EXCELLENCE

The “Energy Excellence” programme was launched in 2021 and focuses on employee training, and developing and implementing energy efficiency projects throughout the Semperit universe. Also, employees’ suggestions for improvement and ideas to increase energy efficiency are collected, analysed, and implemented where possible.



PHOTOVOLTAIC

Around 17% of the Group’s total energy consumption is accounted for by the demand for electrical energy. Semperit intends to generate a certain share of its current electricity consumption with its own PV systems.

GREENHOUSE GAS EMISSIONS

CO2 emissions are the topic of our time, especially when we talk about climate protection. But let's be honest, hardly anyone knows what is really meant by this, or how the "small print" and the various terms such as Scope 1, 2 or 3 are to be understood. To shed some light on this, we would like to explain what Scope 1, Scope 2 and Scope 3 actually stand for:

→ Scope 1 — covers the Green House Gas (GHG) emissions that a company generates directly — for example while running its boilers and vehicles.

→ Scope 2 — are the emissions a company generates indirectly – for example when the electricity or energy it buys for heating and cooling buildings, is being produced on its behalf.

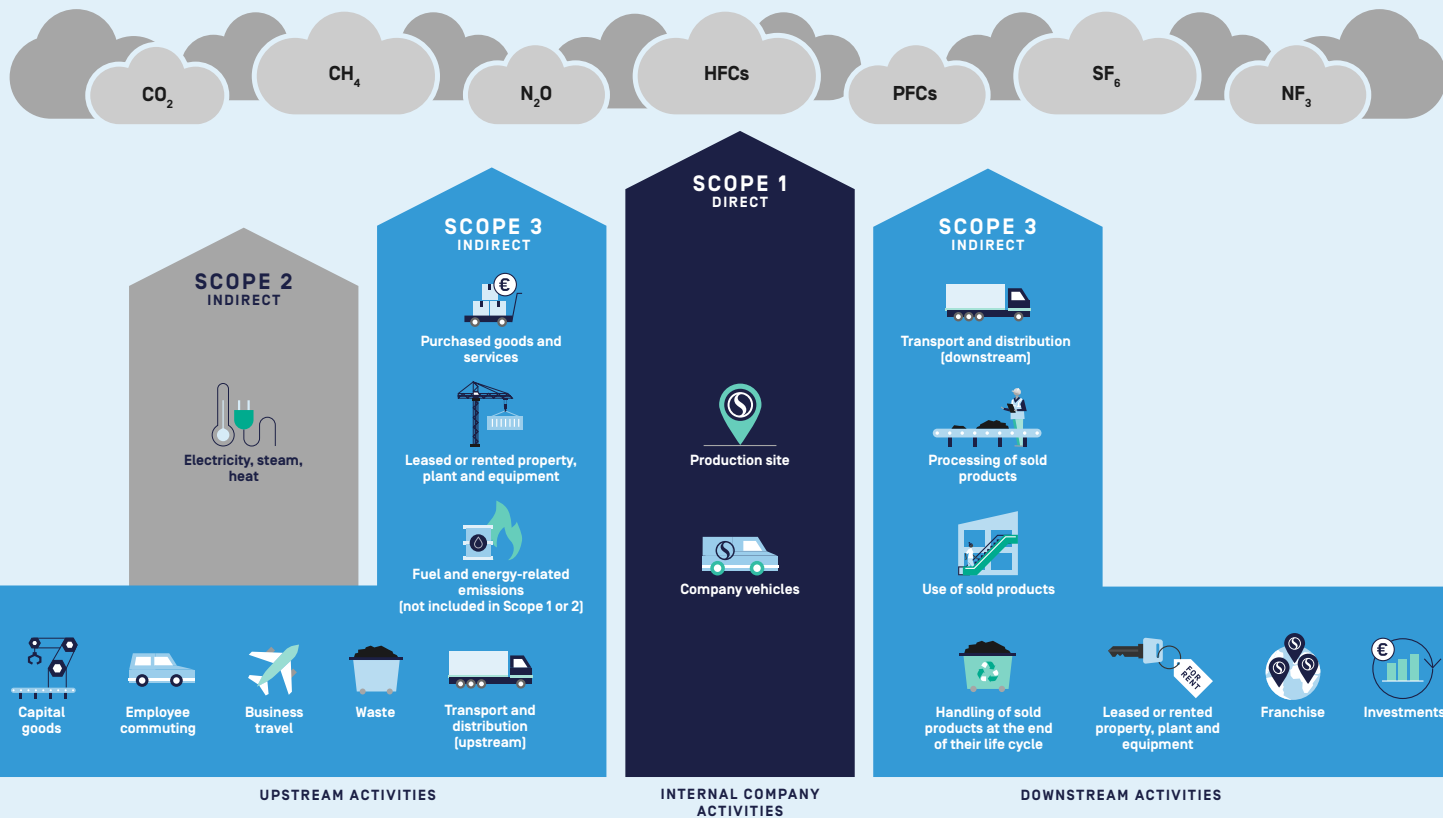
→ Scope 3 — Now here's where it gets tricky. Into this category belong all the emissions the organisation is indirectly responsible for, up and down its value chain. For example, from buying products from its suppliers, and from its products when customers use them. Emissions-wise, Scope 3 is nearly always the biggest share of the overall emissions caused by a company, product or activity.

By 2030, the Semperit Group aims to save 30% of greenhouse gas emissions, including Scope 1 and Scope 2 emissions, per production volume.

In the 2021 reporting year, Semperit achieved its annual target, which is great and can be understood as a first step. But frankly speaking, to seriously reduce our emissions, it will take much more, and that is exactly what we need to address in the coming years.

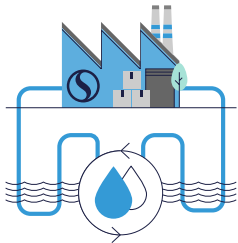
In addition to clearly defined targets and the corresponding monitoring, this also requires further steps, which primarily relate to the largest area - our Scope 3 activities. Semperit is currently working on building up knowledge with the help of various projects in order to use this as a basis for planning further activities to help us reduce our greenhouse gas emissions.

OVERVIEW SCOPE 1, SCOPE 2 AND SCOPE 3



WATER

Water is one of the most important resources on our planet. Without water there would be no life. Access to safe and clean drinking water is essential for human well-being and is considered a fundamental human right by the United Nations. However, global freshwater reserves are increasingly under pressure – not least because of climate change. Careful and economical use of water is thus urgently required.



Most of Semperit's production processes require comparatively little water. It is not a component of its products, but is used in some process steps, such as cleaning or cooling.

The measures taken to achieve the water saving goals relating to the 30 by 2030 initiative vary from segment to segment and are accompanied by process adjustments as well as corresponding innovation performance.

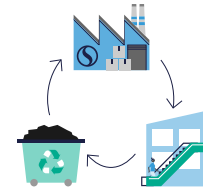
WASTE

The most efficient use of materials along the value chain as well as targeted waste and scrap prevention are important control variables for sustainable production. In the scope of the circular economy, it is important to optimise material flows inside and outside the company plus to recycle materials and products where possible and sensible. Systematic waste management and careful separation in addition to documentation of the various residual and waste materials are a condition for this and an important matter for Semperit of course.

At Semperit, various programmes and activities are used to optimise the use of materials and to reduce waste and scrap. Additionally, product design is crucial for efficient material use. For example, optimised material usage can be achieved by adjusting the thickness of the material or the diameter of the mould.

At the same time, it is important to push the manufacturing processes,

technologically to such an extent that as little scrap and waste as possible are being produced. But talking about product design, it's also important to address topics such as circularity and thus eco-design aspects like the usage of secondary [aka recycled] materials or increasing the reparability or ability to disassemble our products.



Waste management is part of the Groupwide environmental management system. All relevant waste and scrap key figures are continuously collected and are reflected in monthly production reports. The decision-makers analyse the data and derive improvement measures. All waste is collected by certified and approved waste disposal companies and properly recycled, mostly by thermal utilisation.

THE COMBINED MANAGEMENT SYSTEM OF SEMPERIT:

To achieve essential ecological improvements a structured approach is needed in addition to clear objectives and the corresponding desire to optimally control and support all activities. This is ensured through continuous improvement of technological and management processes, a Group-wide environmental management system, as well as training and active contribution of all those involved. The applied principles are captured in the Group-wide guidelines "Resource Management" and "Health, Safety, Environment, Energy, and Quality" and are publicly available on the Semperit Group website. The ISO 14001 certified environmental management system is integrated into the Group-wide "Semperit Combined Management System", which defines the relevant processes, responsibilities, and detailed procedures for implementing internal guidelines. The management systems certified according to ISO 9001, ISO 13485, and ISO 45001 [formerly OHSAS 18001] are also available there and include all employees, processes, and activities on site-level.

COMPANY	SITE	ISO 9001	ISO 13485*	ISO 14001	ISO 45001	ISO 50001
Semperit Technische Produkte Gesellschaft m.b.H.	Austria	●	●	●	●	
Semperit (Shanghai) Rubber & Plastic Products Co. Ltd.	China	●		●	●	
Semperflex Shanghai Ltd.	China	●		●	●	
Semperit Profiles Deggendorf GmbH	Germany	●		●	●	●
Semperit Profiles Leeser GmbH	Germany	●		—	—	●
Semperflex Rivalit GmbH	Germany	●		●	●	
M+R Dichtungstechnik GmbH	Germany	●		●	—	—
Sempertrans India Private Limited	India	●		●	●	
Latexx Partners Berhad	Malaysia	●	●	●	●	
FormTech Engineering [M] Sdn. Bhd.	Malaysia	—	—	—	—	
Sempertrans Betchatów Sp. z o.o.	Poland	●		●	●	
Semperform Kft.	Hungary	●		●	●	
Sempermed Kft.	Hungary	●	●	●	●	
Semperit Industrial Products Inc.	USA	●	—	—	—	—
Semperflex Asia Corporation Ltd.	Thailand	●		●	●	
Semperflex Optimit s.r.o.	Czech Republic	●		●	●	

* ISO 13485 refers to the manufacture of medical devices and thus exclusively to the corresponding production sites.

Companies in grey are not fully integrated into the environmental data management scope.

RESEARCH AND DEVELOPMENT

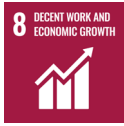
The Research and Development (R&D) team of the Semperit Group continuously works on developing innovative materials and products as well as improving manufacturing processes. The innovation management system implemented throughout the Group is at the heart of all R&D activities and includes systematically identifying potential, selecting appropriate ideas, risk analysis regarding the impact of products on the environment and people, as well as targeted project management.



CORPORATE INNOVATION

In addition to traditional research and development work, Semperit increasingly focuses on implementing standardised Group-wide innovation processes and tools for producing ideas. In 2021, an innovation platform was launched for the first time in the company's history so that ideas can be reported in the initial phase and their development can be monitored further down the line. This ensures that ideas are systematically recorded and, conversely,

their potential is analysed in a structured manner. The ideas are then evaluated and prioritised based on various parameters such as field of application, newness, implementation timeline, and financial potential, and those responsible for preparing internal presentations are supported. In this way, future activities of the Semperit Group can be explored in a targeted manner and the innovative strength of the company systematically strengthened.



Semperit looks back on a long corporate history and with each new employee who begins working at Semperit, the responsibility of Semperit as an employer grows. The company wants to ensure that employees can do their jobs in a healthy and safe way at all times during the workday. This includes consistent accident prevention, providing personal

protective equipment, and having the option of working from home. Active efforts for diversity in the workforce, inclusion of people with disabilities, and safeguarding high social standards as well as human rights are of value to society and also enhance the attractiveness of Semperit as an employer and business partner.



HEALTH & SAFETY

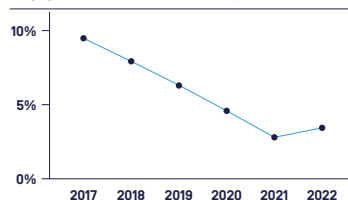
Creating a work environment that is conducive to the health of its employees and taking precautions to protect them from possible accidents, injuries and work-related health issues is a key responsibility for every company. To fulfil this responsibility and retain the individual worker, Semperit has installed a health and safety management system that is continuously being developed further.

The topics of health protection and occupational safety are consolidated organisationally with environment and quality within HSEQ (Health, Safety, Environment, and Quality).

The [HSEQ Policy](#), which is publicly available on the Semperit website (www.semperitgroup.com), defines the Group-wide policies in connection with these topics.

The Sustainability Strategy 2030 includes the quantitative target in the area of health and safety of reducing the Group-wide incident rate by 8% annually. This is to be achieved by consistently continuing the activities described above. This is an ambitious target, as Semperit's accident rate is already well below the industry average, thanks to the comprehensive efforts of recent years.

DEVELOPMENT OF THE ACCIDENT RATE [%]



DIVERSITY & INCLUSION

Diversity and equal opportunity are preconditions for a workplace atmosphere that is productive and based on respect, and therefore are important components of successful employee management. By creating appropriate framework conditions such as flexible structures, employees are given space to adapt their work to their respective life situations. This enables the company to make an active contribution to inclusion.

The topic of "diversity and inclusion" (D&I) also takes up a key component of the Sustainability Strategy 2030. A separate working group was set up to develop specific goals in this area. Under the leadership of Group HR, the working group developed the strategic targets and action plans together with the Executive Board.

During various workshops, four dimensions were defined as most crucial for Semperit in the area of D&I: age, gender, people with disabilities, and intercultural competence. Overarching objectives and initial activities will be defined for each dimension, which are to be pursued further in the coming years.



Culture



Gender



Disability



Age

ADVANCEMENT OF WOMEN

A diversity concept of the Supervisory Board of Semperit AG Holding was concluded in writing on 1 February 2018 and updated in the 2021 reporting year. The Supervisory Board of Semperit AG Holding has been meeting the women's quota of 30%, which became a legal requirement in 2018, since May 2017. The proportion of women at the Executive Board level was also increased. In spring 2020, a female Chief Financial Officer assumed the position for the first time. Flexible working time models in the form of flexible and part-time work as well as special agreements for parents are intended to help continuously increase the percentage of women.



RESPECT FOR HUMAN RIGHTS

Semperit opposes child and forced labour and stands for fair wages as well as freedom of assembly and freedom of expression. Semperit doesn't tolerate discrimination, harassment, and violations of corporate principles, regardless of where in the value chain they occur. Information sharing, training and follow-up activities are designed to ensure that social standards are met and that respect for and protection of human rights are a top priority at all times.

The principles and guidelines of the Semperit Group apply not only to employees but also to suppliers and other business partners. They are a precondition for establishing and continuing business relationships. All business activities must

be conducted in accordance with the UN Guiding Principles on Business and Human Rights and the core labour standards of the International Labour Organization (ILO), as well as in compliance with local laws. Detailed information, for example on the ILO conventions applied, is set out in the Code of Conduct, which can be accessed on the website.

Measures to safeguard and respect human rights can be as wide-ranging as the various aspects of human rights (30 articles in the Human Rights Charter) and can range from addressing the issue proactively with measures to risk assessments and cooperation with partners to solve specific tasks. Semperit primarily focuses here on training and monitoring. Semperit furthermore plans to work on its human rights due diligence obligations in the supply chain more broadly and in-depth than previously. To this end, the company focuses on cooperation with the members of the "Together for Sustainability" initiative. With the area of supply chain management, it is advantageous to join forces in order to create a sustainable impact.

THE SEMPERIT PRINCIPLES



Discrimination of employees is not tolerated. Semperit provides equal opportunities.



Local laws regarding maximum acceptable **working hours** are observed.



Employees are hired based on written **employment contracts** and documented employment relationships in accordance with the law.



Care is taken to ensure appropriate and fair **remuneration** under consideration of local market conditions.



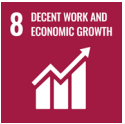
Child labour and other forms of **exploitation** of human beings are not tolerated.



The employees' right of **free formation of opinion** and expression is respected.



GOVERNANCE

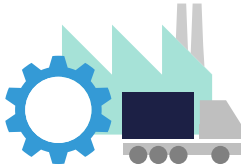


Corporate governance is the system of rules, practices, and processes for directing and controlling an organisation in the interests of all relevant stakeholder groups. This system should reflect the risks and opportunities associated with the company's business activities on the one hand and those that arise for the company as a result of global developments on the other. It is important here not only to consider the interests of stakeholders, but also the ecological limits of the planet.



“Good governance” is broadly understood as a sustainable orientation of corporate governance. It includes protecting human rights, compliance with laws and ethical principles, combating corruption, and promoting transparency and accountability. “Good” running of an international company in this sense requires managers who fulfil their function as role models, and clear guidelines for employees and other stakeholders. Semperit refines these guidelines on an ongoing basis, taking account of developments both inside and outside the

company, and the risks and opportunities arising from such developments. Managers and employees are then given training to make them aware of the guidelines and how to apply them in their day-to-day business. Targeted training and communication also allow Semperit to increase employees' knowledge and awareness of the company's sustainability topics and goals. By incorporating sustainability goals into employees' personal targets, Semperit creates an additional incentive for sustainable development.



SUPPLY CHAIN MANAGEMENT

Purchasing is the remit of the COO (Chief Operating Officer) under the leadership of the Group Head of Procurement and Logistics. The team comprises around 30 employees who work worldwide. The dispatchers for the compound raw materials report to the central Supply Chain Management. The individual sites are responsible for local purchasing and storage management but are centrally consolidated.

Central purchasing is divided into five thematic groups:

→ **Raw materials** Rubber, latex, chemicals, steel, textiles, and packaging

→ **Investment goods** Machines and vehicles

→ **Logistics** Inbound and outbound, logistics, warehousing

→ **Indirect procurement** Office supplies and service providers

→ **Energy** Gas, electricity, and steam

SUPPLIER EVALUATION:

To avoid risks and reduce negative impacts all along the supply chain a systematic process for selecting and evaluating suppliers as well as close cooperation with these companies ensure compliance with our standards. The guidelines and regulations regarding social, ethical, and ecological criteria are described in the Group-wide Supplier Policy available on our website. Semperit expects its suppliers (Tier 1) to comply with these standards and encourages them to take this responsibility into their respective supply chains (Tier N). The Supplier Policy is routinely sent to suppliers with a purchasing volume of over EUR 100,000 with a request for signature.

In addition to the increasing focus on environmental and social criteria when evaluating suppliers and working with

them, incorporating sustainability goals in personal target agreements is helping to ensure that sustainability has an increasingly higher profile in Semperit's supply chain management.

Following the introduction of the EcoVadis platform, in 2021 Semperit invited selected suppliers to have their sustainability performance evaluated using EcoVadis. Plans are to gradually increase the number of suppliers assessed by the external platform over the next few years.

Collecting this metric provides an insight into how the sustainability performance of suppliers is improving year on year. It is therefore an important aspect of Semperit's 2030 target, which focuses not only on the one-off evaluation of suppliers, but also on continued cooperation with them.



SEMPERIT IS A MEMBER OF THE TOGETHER FOR SUSTAINABILITY (TFS) INITIATIVE

SDG 17 "Partnerships for the Goals" makes it clear that in some areas it takes the combined effort and collaboration of multiple stakeholders to make a big difference. With this in mind, Semperit joined the "Together for Sustainability" (TfS) initiative in 2021. More than 30 well-known and internationally active chemical companies have joined forces in this initiative with the aim of making the global supply chains of the chemical industry more sustainable. TfS evaluates the sustainability performance of suppliers with the help of expert opinions and audits, the results of which are made available to all members.

More information is available on www.tfs-initiative.com.

BUSINESS ETHICS

Legal compliance is the foundation of corporate responsibility. The prevention of corruption, bribery and compliance with competition laws are prerequisites for fair competition. It is the task of corporate governance to ensure legal compliance and compliance with internal policies. Semperit's compliance management uses various processes and tools for this purpose. These include training courses and low-threshold access to reporting systems in the event of violations. The general corporate values and in particular the compliance principles form the normative framework.

Compliance with all legal requirements is the foundation of corporate responsibility and thus the basis of our actions. In order to give this principle weight in the Sustainability Strategy 2030, the topic of business ethics was included, and relevant targets defined for the next few years:

- Establishment and maintenance of the Compliance programme
- Offering a comprehensive range of training courses
- Promoting a culture of trust through communication and awareness raising
- Zero violations

With regard to the Compliance programme, continuous steps are taken to expand the programme. Essentially, the aim is to define and flesh out the topic areas that are relevant for Semperit in terms of compliance and then develop, implement, and establish the corresponding tools to manage these areas. The activities undertaken in this respect include the drafting of appropriate policies, the provision of an adequate range

of training courses, far-reaching communication measures, and the expansion of current reporting mechanisms.

As part of the systematic development of the Compliance programme, a new Group-wide Code of Conduct was published at the beginning of 2022. The compact presentation of the most important rules of conduct for our employees and business partners is intended to ensure compliance with the relevant legal requirements and the desired business ethics.

Ongoing employee training is a key cornerstone here, not only enabling content to be shared, but also serving to create awareness. The range of training courses is kept constantly under review in terms of topicality of content and potential new topic areas and expanded accordingly. In addition to the overarching goal of "zero violations", Semperit wants to strengthen a culture of trust.



BUSINESS PARTNER CHECKS:

In order to identify risks in advance before doing business new but also existing partners – no matter if they are suppliers or customers – are subjected to a so called "Business Partner Check". These checks do not only serve to identify risks in advance of a cooperation but foremost allow us to take appropriate measures if and where necessary.

SEMPERIT

MOVE HEARTS AND MINDS

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