



Corporate Policy on Sustainability

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Approver	CEO
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1 Our Commitment

Sustainability is integral to GF's purpose, strategy, and long-term value creation. At GF, we are committed to conducting business responsibly by preventing and mitigating actual and potential adverse impacts on people and the environment, while managing sustainability-related risks and opportunities and creating long-term value for customers, employees, shareholders, business partners, and communities.

GF aligns its sustainability management and reporting practices with relevant laws, regulations, and recognized reporting standards. This includes compliance with the Corporate Sustainability Reporting Directive (CSRD), the European Sustainability Reporting Standards (ESRS), and other applicable sustainability disclosure frameworks in the jurisdictions where GF operates.

2 Purpose

This Policy establishes the principles and commitments that guide sustainability management across GF Group and its Corporate Companies worldwide. With this Policy, we provide the framework for managing sustainability-related impacts, risks, and opportunities, while meeting stakeholder expectations and applicable legal requirements.

3 Scope

This Policy applies to GF and its Corporate Companies worldwide and covers sustainability management across our operations and value chain.

GF expects suppliers and business partners to uphold comparable sustainability standards, as defined in the **GF Code for Business Partners**.

4 Sustainability Governance



The **GF Board of Directors** has ultimate oversight of sustainability matters. Through its **Nomination and Sustainability Committee (NSC)**, it oversees GF's sustainability framework, approves sustainability targets, and reviews progress and performance against sustainability objectives at least annually.

The **Executive Committee (ExCom)** is responsible for implementing GF's sustainability strategy and ensuring that adequate resources, governance structures, and internal controls are in place to support its effective implementation.

The **Chief Sustainability Officer (CSO)** is the owner of this Policy and is responsible for coordinating its implementation, monitoring sustainability performance, and reporting to the NSC. The CSO reports to the **Chief Financial Officer (CFO)**. As a member of ExCom, the CFO oversees sustainability reporting governance, including the associated internal controls and data quality processes.

The **Sustainability Leadership Team**, in collaboration with the **regional Sustainability teams**, is responsible for translating GF's sustainability goals and targets into actionable measures and supporting their implementation across the organization.

Local Managing Directors in collaboration with the **Operations Board** are accountable for sustainability implementation within their respective organizations. They approve appropriate local measures that contribute to GF's sustainability targets, review performance together with the regional Sustainability teams, and assign clear local responsibilities for sustainability-related activities and reporting.

GF reports on its sustainability performance at least annually as part of the Annual Report, providing stakeholders with an overview of the company's material sustainability impacts, risks, opportunities, performance, and progress. In addition, GF responds to customer-specific and capital market-specific sustainability questionnaires and other relevant disclosure requests to meet stakeholder information needs and support transparency.

5 Our Strategic Goals

GF's Sustainability Framework 2030 is closely aligned with Strategy 2030 and is built around four pillars: Products, Planet, People, and Partnerships. Together, these pillars guide GF's efforts to create sustainable value through innovation, responsible operations, and collaboration across its value chain.



6 Our Sustainability Pillars

PRODUCT

GF is committed to creating value through innovative products and solutions that contribute to a more sustainable future and help customers address environmental and social challenges.

2030 target: 80% of sales with social or environmental benefits

Sustainable innovations and solutions for our customers

GF develops innovative products and solutions that help customers improve resource efficiency, reduce negative environmental impacts, create positive environmental impact and address sustainability challenges. Sustainability considerations are integrated throughout the product lifecycle, from design and development to manufacturing, logistics, the use phase, and product end-of-life.

Through continuous innovation and customer collaboration, GF advances solutions that support climate action, water conservation, energy efficiency, circularity, and resilient infrastructure. The company regularly assesses its portfolio to increase the share of products and solutions that deliver measurable social or environmental benefits.

PLANET

GF is committed to minimizing the environmental impact of its operations, products, and value chain. This commitment is supported by **GF's Corporate Policy on Environmental Management** and related **Corporate Environmental Standards**, which provide the framework for managing environmental impacts, improving resource efficiency, reducing emissions, and supporting compliance with applicable environmental regulations. All production sites are required to maintain an ISO 14001 certified Environmental Management System.

2030 target: 10% reduction in water intensity

2030 target: 80% waste recycling rate

2035 target: 63% reduction in absolute Scope 1 and 2 CO₂e emissions

2035 target: 66% reduction in Scope 3 CO₂e emissions per kg of production output

Resource Use and Circular Economy

GF seeks to apply circular economy principles in product innovation, such as reducing resource consumption, minimizing waste, and promoting reuse, repairing, remanufacturing, and recycling. We strive to improve material efficiency, conserve natural resources, and increase the use of more sustainable materials where feasible.

Climate Change

GF reduces greenhouse gas emissions in line with its approved Science Based Targets (SBTi's) and supports the transition to a low-carbon economy. We improve energy efficiency, increase the use of renewable energy, and implement measures that contribute to achieving our climate targets while supporting customers in meeting their climate objectives.

Water Management

GF manages water resources responsibly and seeks to reduce water consumption, particularly **at sites located in regions with high water stress and an annual water consumption exceeding 1,000 m³**. We promote efficient water use, water reuse where feasible, and effective water stewardship practices across our operations. GF ensures compliance with applicable laws and regulations governing wastewater discharge and implementing measures that strengthen water management at sites located in high water-stressed areas.

Biodiversity

GF recognizes the importance of protecting biodiversity and natural ecosystems. We assess and manage biodiversity-related impacts across our operations and value chain and seek to avoid, minimize, and mitigate adverse impacts where relevant. Our management approach is supported by the implementation of our SBTi's and our water intensity target, which contributes to reducing pressures on ecosystems, promoting the responsible use of natural resources, and supporting biodiversity conservation. Through collaboration with stakeholders and the application of science-based approaches, GF supports biodiversity conservation, ecosystem resilience, and broader environmental sustainability objectives.

PEOPLE

GF is committed to foster a safe, inclusive, and engaging workplace where employees can thrive and contribute to the long-term success of the company. Through its people policies, management systems, and corporate culture, GF promotes health and safety, diversity and inclusion, human rights, employee development, and ethical business conduct

2030 target: 30% reduction in LTIFR embedding a zero-harm culture in daily operations

2030 target: 30% of all GF management positions are held by women

Occupational Health & Safety

Protecting people is a fundamental value at GF. In line with GF's **Corporate Policy on Occupational Health and Safety**, we provide safe and healthy working conditions and strive to prevent work-related injuries, illnesses, and unsafe conditions across our operations. GF's Occupational Health & Safety Management System is aligned with ISO 45001 and supported by internal safety standards. Contractors working on behalf of GF are expected to comply with applicable health and safety requirements and applicable regulations in the countries where we operate.

Mental health and well-being

At GF, we recognize that employees' mental health and well-being are essential to a safe and supportive workplace. We are committed to fostering a culture of respect, openness, and care.

Across GF's Flow Solutions business, we promote mental health and well-being by:

- Building organizational capability
- Raising awareness and reducing stigma
- Providing workplace support resources
- Supporting employees experiencing mental health challenges through services such as counseling and employee assistance program

Diversity & Inclusion

GF fosters a diverse, equitable, and inclusive workplace where employees are respected, valued, and empowered to perform at their best. This commitment is guided by **GF's Corporate Policy on Diversity, Engagement and Inclusion**, which establishes the principles for promoting equal opportunities, employee engagement, and a culture of belonging across the organization. GF complies with all applicable local laws and regulations relating to diversity, inclusion, and employment practices.

Human Rights and Labour Rights

GF respects internationally recognized human and labour rights throughout its operations and value chain. We apply a risk-based human rights due diligence approach aligned with applicable international standards and integrate human rights considerations into our business practices and decision-making processes.

These commitments are guided by **GF's Corporate Policy on Human Rights** and embedded in the **GF Code of Conduct**, which defines expectations for employees, and the **GF Code for Business Partners**, which sets expectations for suppliers and business partners. GF also promotes responsible sourcing practices through its **Corporate Policy on Conflict Minerals** and related supply chain requirements.

Fair & Attractive Employer

GF fosters an inclusive, engaging, and high-performing workplace that attracts, develops, and retains talented employees. We strengthen employer attractiveness by cultivating a distinctive corporate culture based on its values and by promoting a strong employer brand that reflects the opportunities, purpose, and value it offers to employees.

GF supports continuous learning and professional development to enable employees to realize their potential and contribute to the company's long-term success. Development initiatives include succession planning for critical positions, mentoring and coaching opportunities, and leadership and management development programs. Through these efforts, GF seeks to build a skilled, motivated, and future-ready workforce while supporting sustainable business growth.

PARTNERSHIPS

GF recognizes that achieving its sustainability objectives requires collaboration across its value chain. The company seeks to establish strategic partnerships with customers, suppliers, industry associations, academic institutions, and other stakeholders to advance innovation, resource efficiency, circularity, and climate action.

2030 target: 10 sustainability collaborations with key customers completed

2030 target: Collaborate with top 10 priority suppliers to accelerate emissions reduction initiatives

Collaboration for impact

GF partners with customers to develop sustainable solutions, reduce environmental impacts across product lifecycles, and create shared value. Through strategic sustainability collaborations, GF seeks to support customers in achieving their sustainability goals while accelerating the transition to a more sustainable economy. GF promotes open dialogue and long-term partnerships built on trust, transparency, and shared responsibility.

Responsible Supply Chain

GF engages suppliers to improve sustainability performance and reduce greenhouse gas emissions across the supply chain. Suppliers are assessed through due diligence, sustainability assessments, and ESG risk-based monitoring processes. All suppliers and business partners are expected to comply with the **GF Code for Business Partners** and uphold its requirements relating to ethics, human rights, labour standards, environmental protection, and responsible business conduct.

7 Our commitments Beyond the Sustainability Framework 2030

Business Conduct

GF conducts business with integrity, responsibility, and respect for people, society, and the environment. We adhere to the highest legal and ethical standards and promote responsible conduct in both the physical and digital spheres.

The globally applicable **GF Code of Conduct** defines our values, ethical principles, and expected standards of behavior for all employees. Through the **GF Code for Business Partners**, we extend the same

principles and expectations to our business partners and suppliers, supporting sustainable business practices and long-term value creation.

Community Engagement

GF is committed to being a responsible corporate citizen and creating positive social impact in the communities where it operates. We contribute our expertise, resources, and capabilities to support sustainable development and address societal and environmental challenges.

GF focuses its community engagement efforts on local initiatives and selected strategic partnerships that align with its sustainability priorities, including access to safe water, disaster preparedness and relief, and the protection and restoration of natural habitats and biodiversity. Through these activities, GF aims to create lasting value for communities while strengthening employee engagement and fostering a culture of social responsibility.

GF Water Foundation

The GF Water Foundation advances GF's commitment to improving access to sustainable water solutions for vulnerable communities worldwide. The Foundation leverages GF's expertise, resources, and long-term partnerships to support projects that deliver measurable and lasting impact.

The GF Water Foundation Policy defines the Foundation's purpose, governance structure, funding principles, and framework for the management and oversight of its activities.

8 Related documents

- [Code of Conduct](#)
- [Code for Business Partners](#)
- [Corporate Policy on Environmental Management](#)
- Corporate Environmental Standards
- Corporate Policy on Occupational Health and Safety
- [Corporate Policy on Diversity, Engagement and Inclusion](#)
- [Corporate Policy on Human Rights](#)
- [Corporate Policy on Conflict Minerals](#)
- [GF Water Foundation Policy](#)
- [Corporate Policy on E-Mobility](#)

9 Disclaimer

This Corporate Policy is subject to change and does not constitute the basis for any claims by any employees or third parties with regard to Georg Fischer AG or any of its corporate companies.