



KAEFER GROUP SUSTAINABILITY/ESG POLICY

At KAEFER we put sustainability at the heart of our strategy and daily work, committed to achieve lasting benefits for our employees and society. Our mindset helps us to develop innovative solutions to global challenges and our ambition to integrate environmental protection, social responsibility and good governance (ESG) in our entire value chain is key to create additional value for our stakeholders and long-term resilience for our business.

To achieve our overall objectives as well as contributing to the targets of the UN Sustainable Development Goals (SDG's), all KAEFER business units incorporate the following commitments in their business activities through local processes and create a dialogue with their business partners to ensure their adherence along the supply chain and all activities.

ENVIRONMENT

Caring about the environment means taking action to protect it:

- > We have the long-term ambition to enable our customers to become carbon neutral, fulfilling net zero throughout our value chain by 2050
- > We strive for a waste-free business environment, pursuing the concept of circularity by reducing, reusing, and recycling

SOCIAL

Health and Safety are our utmost priority. In addition, we work hard to offer the best possible opportunities for personal and professional development for everyone within the group:

- > We strive for zero work-related incidents by caring for the well-being and safety of our employees and everyone we work with
- > We are the employer of choice, offering excellent development opportunities, supporting personal growth, and embracing diversity
 - > We live the KAEFER values through leadership and social dialogue with no tolerance of harassment and discrimination
 - > We embrace diversity of cultures, religions, sexual orientation, gender, physical and mental ability, social background as well as age
 - > We support career development opportunities and promote prosperous talents
 - > We provide tailor-made education and training to leverage the full potential of every employee

GOVERNANCE

KAEFER commits to transparency and compliance by adhering to designated guidelines, rules and procedures. This governance aims to prevent, monitor and resolve conduct or illegal practices which violate law, ethical and business standards. KAEFER pursues long-term success in order to support the sustainable transition:

- > We are the reliable facilitator for the transition to a sustainable future – to the benefit of our clients and society
- > We reject all forms of corruption and shape a business environment based on trust and integrity
- > We expect our suppliers to share the same values and meet the standards, we have implemented and live in our company. We have zero tolerance for human rights violations or environmental hazards and are aiming for decarbonisation of our supply chain by 2050

It is everyone's responsibility to work towards the commitments within this policy supporting our overall sustainability and ESG ambitions.

Dr. Roland Gärber
(CEO)

Sandro Barrach
(COO)

Karsten Wirth
(CFO)