

DIRECTIVE

No.	2022.000097
Revision No.	0
Summary	This Directive is a statement of Sulzer's commitment towards Sustainability, Environment, Safety and Health
Area	Sustainability, Environment, Safety, Health
Approved by	Frederic Lalanne, CEO; Armand Sohet, Chief HR & Sustainability Officer
Effective Date	9/1/2022
Valid for	Sulzer worldwide
Doc. Name	Sustainability_Directive_en
Replaces	-
Pages	3
Language	English
Issued by	GF ESH
Author	Thomas Robisco

Sustainability directive

1 Purpose

This sustainability directive forms the basis of Sulzer's sustainability management commitment to support Sulzer's efforts to conduct its business activities in compliance with the sustainability strategy and with applicable laws, regulations, standards, and high ethical standards.

2 Addressees

All Sulzer legal entities, employees, and organizations under Sulzer's management control worldwide.

3 Definitions

ESG: Environment, Social, Governance

ESH: Environment, Safety and Health

Sustainability: development that meets the needs of the present without compromising the ability of future generations to meet their own needs, encompassing three dimensions: environment, social and governance (ESG).

4 Sustainability commitment

At Sulzer, we aim to be a responsible corporate citizen and harness the power of fluid engineering to make life better, safer, and more sustainable. Our expertise in pumping, agitation, mixing, separation, and application technologies for fluids powers applications that enable economies across the world to become more sustainable.

The world mega trends that are applicable to Sulzer are:

- climate change as it generates both physical and transitional risks,
- urbanization as it generates more demand in energy and water consumption leading to increased needs for wastewater treatment,
- scarcity of non-renewable materials, water and energy as it generates access and environmental challenges.

DIRECTIVE

2022.000097 Sustainability directive | 9/1/2022

Page 2 of 3

Accordingly, our sustainability strategy is based on 4 pillars that are:

- minimize our carbon footprint,
- enable a low-carbon society,
- engage our employees and communities,
- govern according to best practices.

The sustainability agenda is embedded into the Sulzer group governance and all business activities to benefit the society and nature namely by protecting the environment and preventing pollution either directly by our own operations or indirectly by the value chain we operate in.

This requires a high level of engagement both internally and externally. We aim at involving all our employees in the sustainability journey, empowering them to reduce our footprint and deliver leading ESG solutions to society. As a company, we provide the conditions to be safe and well along our career, fostering the professional development.

We partner with our ecosystem, from customers, suppliers to contractors, to jointly address the mega trends and become environmental neutral. We all act with the highest level of integrity, starting by complying with applicable obligations, respect human rights and promote inclusion.

Our ambition is that our products and offerings are always designed and serviced to be innovative, energy efficient, repairable, and recyclable enabling a circular economy.

We regularly engage with our stakeholders to learn, gain insights, and share the value Sulzer brings to society.

We commit to continuously improve by regularly reviewing our performance and the efficiency of our management systems, learn and adapt.

5 Effective Date

September 01, 2022

Signatures

Frederic Lalanne
Chief Executive OfficerArmand Sohet
Chief HR & Sustainability Officer

DIRECTIVE

2022.000097 Sustainability directive | 9/1/2022

Page 3 of 3

6 Other related documents

Following documents are related to this Directive or with its context:

- QESH Policy / Directive 2015.000012
- Human rights directive 2022.000096
- Due Diligence Supply Chain (ESG) directive 2022.000095