

GROGLASS' SUSTAINABILITY POLICY

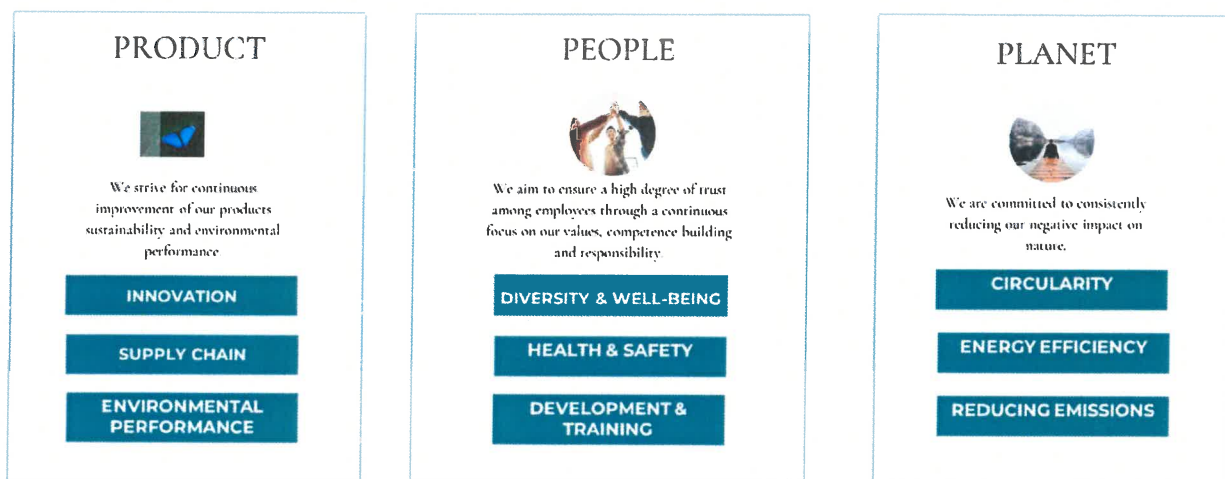
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INTEGRATING SUSTAINABILITY INTO OUR BUSINESS STRATEGY AND OPERATIONS

At Groglass, we are committed to conducting business responsibly, minimizing negative impacts on the environment, society, and people, while driving positive impact through our selection of products. We recognize that sustainability goes beyond basic compliance with regulatory requirements; it is a key competitive advantage, instrumental for the future growth of Groglass.

OUR SUSTAINABILITY PILLAR OBJECTIVES

Through our sustainability goals covering product, people, and planet, we aim to safeguard the world's treasures, starting with our natural resources and extending to our priceless cultural and artistic heritage.



Product

Objective: We strive for continuous improvement of our products' sustainability and environmental performance.

Levers:

- *Innovation* – We aspire to further integrate sustainability into the design process and develop innovations that address sustainability challenges while maintaining excellent quality.
- *Environmental performance* – We aim to minimise our product environmental impact based on the results of Life Cycle Analyses and publish Environmental Product Declarations (EPD) for a growing share of our product portfolio.
- *Supply chain* – We commit to source all materials according to our environmental and social standards.

People

Objective: We aim to ensure a high degree of trust among our employees through a continuous focus on values, competence building, and responsibility.

Levers:

- *Engagement and wellbeing* – We commit to create an inclusive and empowering workplace that promotes well-being and values the contributions of every employee. We are committed to providing equal opportunities for professional growth, fostering a culture of respect and belonging, and prioritizing wellbeing and mental health of our employees.
- *Health and safety* – We guarantee a safe workplace for our employees through adhering to the highest safety standards and ensuring that all employees are educated on safe working practices.
- *Development and training* – We aspire to train and upskill employees as well as provide and ensure participation in various leadership development initiatives for Groglass' managers.

Planet

Objective: We are committed to consistently reducing our negative impact on nature.

Levers:

- *Circularity* – We are seeking to further improve Groglass' environmental impact by implementing circular economy principles through the production process.
- *Energy efficiency* – Our mission is to reduce our negative impact by promoting sustainable energy practices by increasing renewable energy usage, improving energy efficiency, and implementing energy recovery projects.
- *Reducing emissions* – We are dedicated to implementing measures that reduce our carbon footprint by identifying further reduction opportunities and increasing climate resilience.

IMPLEMENTATION

Groglass' sustainability performance, company-wide commitment, and coordination of initiatives across business units are overseen by the Management Board. It is responsible for meeting and fulfilling the sustainability goals and commitments of Groglass. This Sustainability Policy and its associated goals are reviewed annually with all changes being approved by the supervisory board, the highest decision-making body.



Sergejs Kostjucenko
Chief Executive Officer
Groglass



Romans Safarevics
Chief Operating Officer
Groglass