

# MOVE HEARTS AND MINDS

SUSTAINABILITY  
STRATEGY 2030

BOOKLET 2025

SEMPERIT 



WE KEEP  
INDUSTRIES  
**RUNNING**  
AND THE WORLD  
IN MOTION

# SEMPERIT

## MOVE HEARTS AND MINDS

Version 3 – 06/2026



SUSTAINABILITY  
STATEMENT 2025



SEMPERIT  
SUSTAINABILITY  
WEBSITE



## CONTACT

sustainability@semperitgroup.com  
Am Belvedere 10  
1100 Vienna, Austria  
Tel.: +43 1 79 777-0  
[www.semperitgroup.com](http://www.semperitgroup.com)

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**SUSTAINABILITY  
STATEMENT 2025**

starting on page 69



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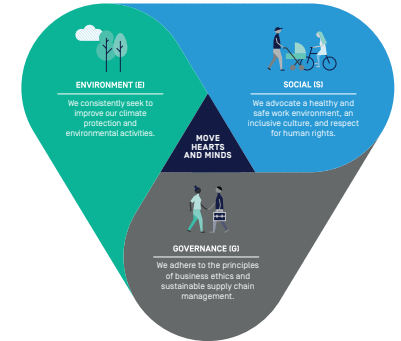
# INTRODUCTION



**SEMPERIT  
ECOVADIS  
RECOGNITION  
PROFILE**

Semperit is a publicly listed company with a rich history and a strong global presence. For more than two centuries, we are committed to quality and reliability, providing high quality products to industries around the world. By marketing our products in over 100 countries, we develop, produce, and supply specialized elastomer solutions that cater to a wide range of industrial applications. With innovation at our core, we help businesses work smarter and more efficiently. Today more than ever, sustainability is a central component of corporate responsibility. The Semperit Group actively embraces this responsibility and is committed to transparent, future-oriented reporting. After eight years of sustainability reporting, in 2025 Semperit is continuing its integrated reporting for the second year in a row. In this report, we offer comprehensive insights into our business activities and our financial and non-financial performance to all our stakeholders, and show how we meet our environmental, social and governance commitments. We do this not only out of regulatory necessity, but also because we firmly believe that sustainability is fundamental to the long-term success of our company.

Our Sustainability Statement has been prepared based on the Corporate Sustainability Reporting Directive (CSRD) under the European Sustainability Reporting Standards (ESRS) and includes all the key information on our strategies and goals, as well as our measures and initiatives for managing ESG impacts, risks and opportunities. It reflects not only our internal concepts and activities, but also the impact of our business activities along our value chain – from our suppliers and production sites to our customers. For us, sustainable business means creating long-term value and acting responsibly to reduce negative impacts on society and the environment, but also promote positive outcomes. 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 trends, 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. Semperit's Sustainability Strategy based on the motto 'Move hearts and minds', aims to anchor the multifaceted aspects of sustainability in all areas of our company, but especially in the hearts and minds of our employees. 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).



Per 19030-958 07  
Siamo la soluzione a soluzioni

# SUSTAINABLE DEVELOPMENT GOALS (SDGS)



The 2030 Agenda for Sustainable Development, adopted by all United Nations (UN) members in 2015, created 17 world Sustainable Development Goals (SDGs). The aim of these global goals is peace and prosperity for people and the planet – while tackling climate change and working to preserve oceans and forests. The SDGs highlight the connections between the environmental, social and economic aspects of sustainable development. Although Semperit's various business activities and product portfolios cover a majority of the 17 SDGs, it is primarily concentrating on the following, as these have the greatest influence and can achieve the biggest impact in their respective areas.

## SDG 3: GOOD HEALTH AND WELL-BEING



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 more than 4000 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 optimize 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 utilization of clean and environmentally friendly technologies and energy from renewable sources. Furthermore we continuously foster innovation to expand our product portfolio while actively reducing negative environmental impacts.

## 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.

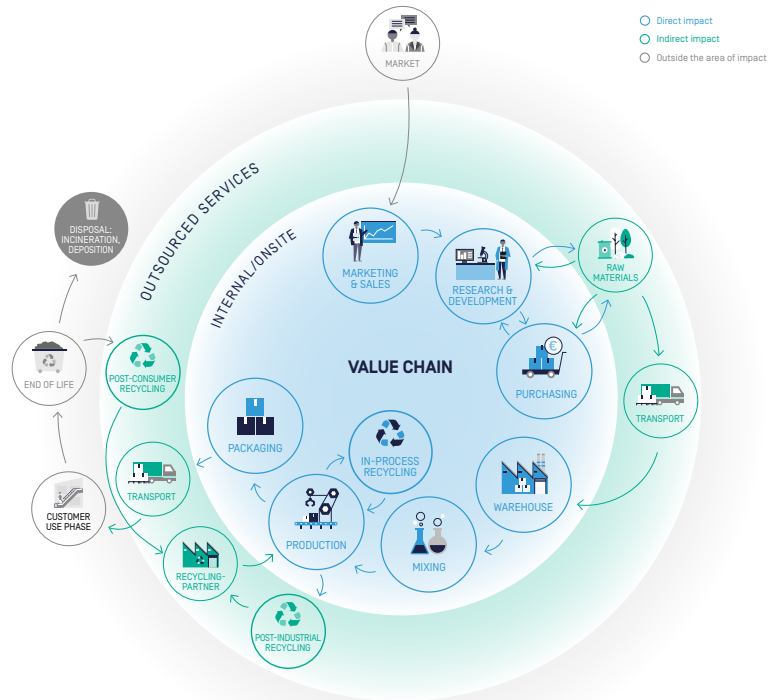


# VALUE CHAIN OF THE SEMPERIT GROUP

The value chain of the Semperit Group comprises several steps and processes, ranging from the procurement of raw materials and production to the customer use phase and recycling. The social, ecological and economic impacts (inside-out perspective) arise not only within the company's own sites, but also in upstream and downstream areas of the value chain.

Likewise, the risks and opportunities arising from the upstream and downstream processes of the value chain have a financial impact on the company (outside-in). Semperit's sustainability management, the process of materiality analysis and the identification of impacts, ESG risks and opportunities, as well as the Sustainability Strategy 2030, cover these areas and the related business relationships with suppliers, customers and other stakeholder groups.

Semperit acts as a component supplier to original equipment manufacturers (OEMs), system manufacturers and distributors in the B2B sector without direct sales and has no contact with end consumers.





# TARGETS 2030



## ENVIRONMENT (E)

### Performance indicators



### Targets 2030

Category	Performance indicators	Targets 2030
Energy and emissions	Energy consumption per good product <sup>1</sup> compared to 2023	-5%
	Emissions (Scope 1 and Scope 2) per good product <sup>1</sup> compared to 2023	-10%
Circular economy	Waste per good product <sup>1</sup> compared to 2023	-7%
Pollution	Pollutant emissions of European sites below EU pollutant thresholds set by the E-PRTR	100% p.a.



## SOCIAL (S)

### Performance indicators



### Targets 2030

Category	Performance indicators	Targets 2030
Occupational safety	Incident rate in the company	-8% p.a.
	Total female ratio	+0.5 PP <sup>2</sup> p.a.
Diversity and inclusion	Female ratio in leadership	+1 PP p.a.
	Female ratio in senior leadership	+1 PP p.a.
Responsibility in the value chain	Rate of employee trainings on responsible behavior in the value chain	95% p.a.



## GOVERNANCE (G)

### Performance indicators



### Targets 2030

Category	Performance indicators	Targets 2030
Supplier management	Proportion of total expenditures attributable to EcoVadis-certified suppliers	75%
Compliance	Violations of compliance-related laws and regulations	0 p.a.
Corporate culture	Submitted improvement suggestions from employees	-

<sup>1</sup> Good product is a unit of output that has been produced during the reporting period and marketed or stored for future sale.

<sup>2</sup> PP = percentage point



# SUSTAINABILITY POLICIES

Semperit Group has established several key policies to manage employee- and environmental-related impacts, risks, and opportunities. These policies reflect the company's commitment to combat climate change and create high social and labor standards for a safe, fair, inclusive, and supportive work environment:

**HSEQ Policy** outlines the expectations and principles for health, safety, environment, and quality across the Group. It provides the framework for energy and emission reduction projects. It also includes measures to prevent occupational accidents and ensure the physical integrity of all persons working within or for Semperit.

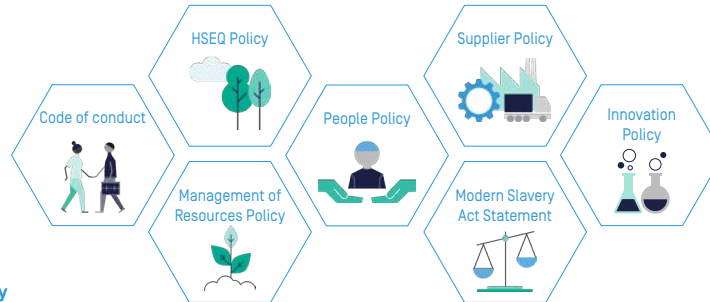
**The Code of Conduct** provides a comprehensive framework for ethical behavior, human rights, and compliance issues. It includes guidelines on labor rights, cybersecurity as well as provisions for whistleblowing and reporting misconduct.

**Management of Resources Policy** emphasizes the importance of efficient resource use to enhance customer satisfaction and protect the environment, aiming for optimized business processes and sustainable production practices.

**Supplier Policy** sets out relevant obligations for business partners, especially workers in the value chain with regard to human rights and labor standards. It also contains strict anti-corruption requirements in the area of business integrity and ethics. The policy aligns with international standards such as the UN Global Compact, ILO (International Labour Organization) conventions, and the OECD (Organization for Economic Co-operation and Development) Guidelines for Multinational Enterprises.



**SUSTAINABILITY  
POLICIES**



**People Policy** covers topics like secure employment, fair working conditions, equal pay, gender equality, training and skills development and social dialog. It emphasizes the importance of the protection of employees and promoting equal opportunities and diversity. Semperit committed to enhancing diversity and inclusion in the **Charter of Diversity** which completes the People Policy.

**Innovation Policy** emphasizes the company's commitment to developing innovative products, processes, and materials. It focuses on continuous improvement of processes and technology, and constantly investigating more sustainable raw materials in order to minimize the environmental impact, particularly pollution of air, water and soil due to emissions, hazardous substances or micro-plastics.

**Modern Slavery Act statement** outlines strategies to prevent modern slavery and human trafficking, emphasizing compliance with international frameworks like the UN Guiding Principles on Business and Human Rights and the ILO Core Labor Standards.





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**ENVIRONMENT**



# CLIMATE CHANGE

## STRATEGY & TARGETS

The Semperit Group's strategy for climate change focuses on reducing greenhouse gas (GHG) emissions, enhancing energy efficiency, and gradually substituting critical primary materials with recycled materials. The company continued to integrate climate-relevant targets into Group-wide revenue and investment decisions to develop resilient, sustainable, and future-proof business models. Continuous improvements are achieved through process and product innovation, internal knowledge building, and an established prevention and emergency system to avoid environmentally harmful incidents.

## KEY INITIATIVES



- **Climate change mitigation and adaptation:** Site-specific climate risk prevention and adaptation measures such as flood reservoirs (Odry, CZ) or flood protection (Hat Yai, TH) and annual reviews of risk assessments. The identified material climate risks water stress or temperature increases are specifically addressed by modernizing affected facilities through installation of recirculating water systems or air conditioning systems.
- **Energy Excellence Program:** This program focuses on energy efficiency measures such as machine replacement, building insulation, installation of LED lights, motion sensors, and automation. Various optimization projects implemented in 2025 resulted in significant energy and CO<sub>2</sub> savings, such as reuse of condensation water from vulcanization or a new, energy-efficient dust separator.

### EMISSIONS SCOPE 1 & 2 REDUCTION

	Target	Interim target	Base year	Base value	Target achievement 2024	Target achievement 2025
	<b>10% reduction in Scope 1 and Scope 2 emissions per good product<sup>1</sup> by 2030 compared to 2023</b>	1.4% reduction in Scope 1 and Scope 2 emissions per good product <sup>1</sup> per year	2023	0.876 kg CO <sub>2</sub> equivalents per good product <sup>1</sup>	2.1% reduction in Scope 1 and Scope 2 emissions per good product <sup>1</sup> by 2030	0.8% reduction in Scope 1 and Scope 2 emissions per good product <sup>1</sup> by 2030

### ENERGY REDUCTION

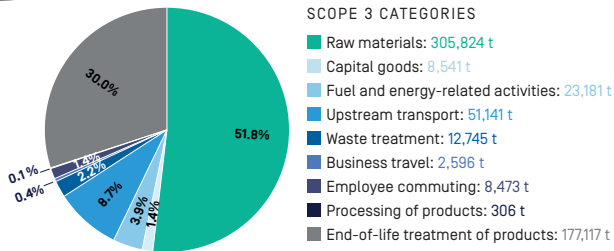
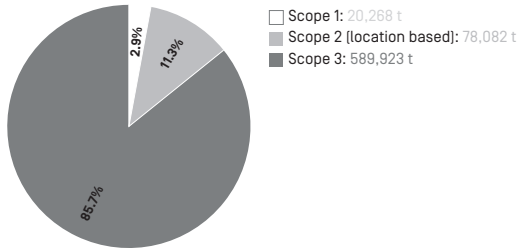
	Target	Interim target	Base year	Base value	Target achievement 2024	Target achievement 2025
	<b>5% energy reduction per good product<sup>1</sup> by 2030 compared to 2023</b>	0.7% energy reduction per good product <sup>1</sup> per year	2023	2.48 kWh per good product <sup>1</sup>	+3.9% energy increase per good product <sup>1</sup>	+2.4% energy increase per good product <sup>1</sup>

<sup>1</sup> Good product is a unit of output that has been produced during the reporting period and marketed or stored for future sale.



## KEY PERFORMANCE INDICATORS

### 2025 GHG EMISSIONS (IN TONS CO<sub>2</sub>E)



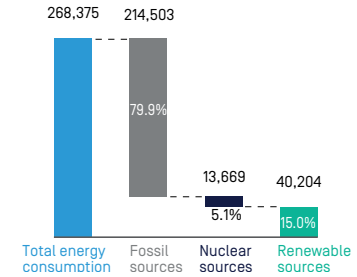
#### Scope 1 and Scope 2 emissions

→ Absolute reduction of 4.7% in Scope 1 emissions and 18.0% in Scope 2 emissions (location-based) in 2025

#### Scope 3 emissions

→ Absolute reduction of 11% in scope 3 emissions results mainly from the overall reduced production output, waste/by-product reclassification and lower capex in 2025

### 2025 ENERGY CONSUMPTION BY SOURCE (IN MWH)



Energy from own photovoltaic systems	2025	Of total electricity	Of total energy
Total installed system output	5 MWp <sup>1</sup>		
PV electricity production	4,613 MWh		
PV electricity consumption	4,390 MWh	3.4%	1.6%
PV electricity sales	222 MWh		

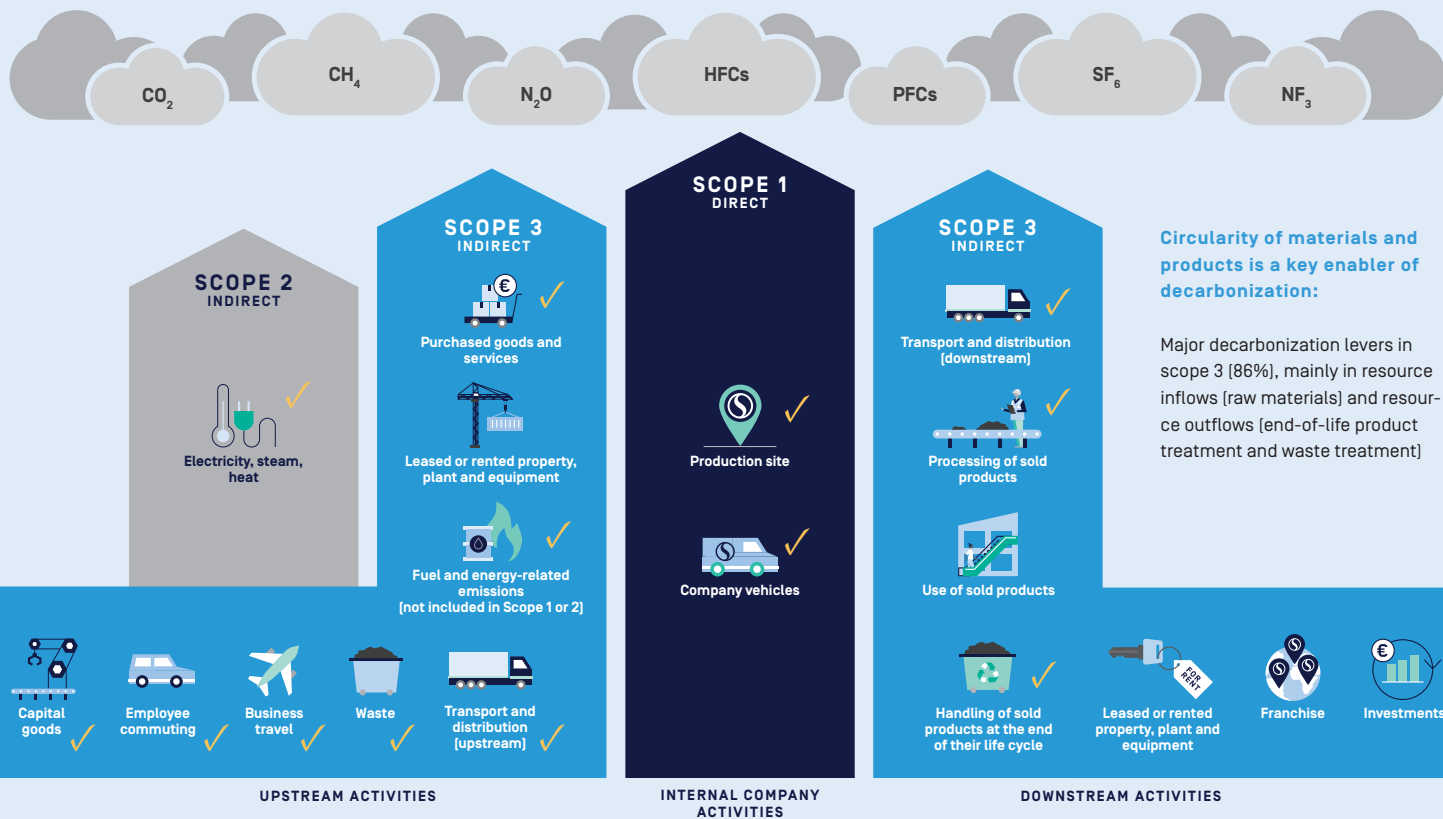
<sup>1</sup> Megawatt-peak

#### Renewable energy

→ In 2025, 3.4% of the total electricity consumption were covered by the company's own photovoltaic systems



## OVERVIEW SCOPE 1, SCOPE 2 AND SCOPE 3



✓ Scope 3 categories relevant for Semperit – reported in 2025



# POLLUTION

## STRATEGY

The Semperit Group's strategy for managing pollution focuses on compliance with environmental regulations to protect the environment and the health of employees and local residents, while avoiding legal sanctions and reputational damage. The company emphasizes the importance of monitoring and reducing emissions, investing in infrastructure at production sites, and ensuring the efficient and sparing use of non-renewable, fossil, and synthetic materials. Semperit aims to gradually increase the use of recycled and biological materials to minimize negative impacts along the value chain.

## KEY PERFORMANCE INDICATORS

- **Microplastics:** The amount of synthetic polymer microparticles used was 2.7 tons, representing 2.3% of the total volume of raw materials purchased.
- **Environmental incidents:** The number of environmental incidents is tracked and visualized at site and Group level, with focus on continuous improvement and risk mitigation.

## KEY INITIATIVES



- **Vision of „zero accidents“:** Semperit aims to achieve zero accidents in environmental protection and occupational safety. Each site is required to steer production processes to avoid violations of environmental protection laws and extraordinary impact on the environment, health and quality of life of employees and residents.
- **Avoidance of substances of very high concern:** Substituting harmful substances, using best available techniques, and renewing filter systems to reduce noise and air pollution
- **Operational excellence initiatives:** Focus on process efficiency and waste minimization to reduce pollution.
- **Monitoring and compliance:** Regular monitoring of pollutant levels, compliance with legal and regulatory requirements (including REACH and Seveso III Directive), and reporting to local and national authorities.
- **Protection of local residents:** To protect any affected communities and the immediate environment, most measures are implemented directly at the production sites – including active cooperation and regular exchange with local authorities; modernization of central infrastructure and informing affected local communities (residents and municipalities) about measures and potential impacts.

### POLLUTANT LEVELS

Target	Base year	Base value	Target achievement 2024	Target achievement 2025
100% of European sites below EU pollutant thresholds	-	-	100%	100%






# RESOURCE USE AND CIRCULAR ECONOMY

## STRATEGY & TARGETS

The Semperit Group's strategy for resource use and circular economy focuses on optimizing material flows and to reuse and recycle materials and products where possible. This future-oriented sustainable production strives for enhancing waste management to achieve closed material and product cycles. As first step, Semperit is continuously striving to reduce the global demand for primary resources by substituting them with sustainable alternatives, such as biological or recycled raw materials. This strategy supports the expansion of circular approaches within the rubber industry and aims to achieve even long-term cost savings through the application of circular economy principles, including longevity, durability, and reparability of materials and products.



### WASTE REDUCTION

Target	Interim target	Base year	Base value	Target achievement 2024	Target achievement 2025
 <b>7% waste reduction per good product<sup>1</sup> by 2030 compared to 2023</b>	1% waste reduction per good product <sup>1</sup> per year	2023	0.132kg per good product <sup>1</sup>	9.1% waste reduction per good product <sup>1</sup>	20.0% waste reduction per good product <sup>1</sup>

### SUSTAINABILITY IN THE SUPPLY CHAIN

Target	Interim targets	Base year	Base value	Target achievement 2024	Target achievement 2025
 <b>75% of expenditure covered by EcoVadis-certified suppliers by 2030</b>	2024: 45% 2025: 50% 2026: 55% 2027: 60% 2028: 65% 2029: 70% 2030: 75%	2023	42% of expenditure covered by EcoVadis-certified suppliers	47% of expenditure covered by EcoVadis-certified suppliers [+5 PP above the previous year; +3 PP above the interim target in 2024]	51% of expenditure covered by EcoVadis-certified suppliers [+4 PP above the previous year; +1PP above the interim target in 2025]

<sup>1</sup> Good product is a unit of output that has been produced during the reporting period and marketed or stored for future sale.



MAXSTON  
→  
1700  
1900

MAXSTON  
→  
1000  
1500  
2200

MAXSTON  
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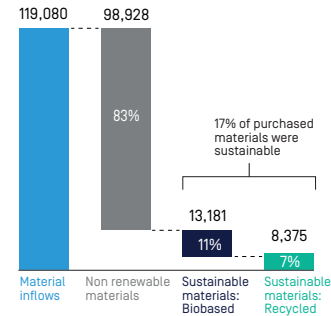
## KEY INITIATIVES

- **Continuous research and development (R&D):** Ongoing development of innovative and circular materials and products, improvement of manufacturing processes, and close cooperation with customers to optimize circular production processes.
- **Circularity initiative:** A cross-divisional program focusing on scaling the use of sustainable recycled and biological materials, especially the reuse of granulated materials in Semperit products. Additionally it promotes internal and external recycling of waste and by-products along the circularity principles of the nine "Rs": Refuse, Rethink, Reduce, Reuse, Repair, Refurbish, Remanufacture and Repurpose, Recycle. By optimizing production processes and developing new products, resource efficiency should be continuously increased, and the amount of waste reduced.
- **Sustainable procurement:** Promoting sustainability in the raw material supply chain by asking suppliers to undergo an EcoVadis rating and focusing on the use of biological elastomers and natural rubbers that meet ecological and social criteria.



## KEY PERFORMANCE INDICATORS

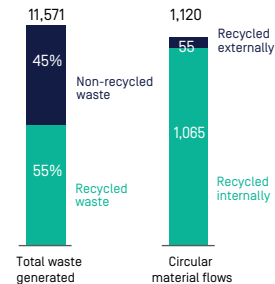
### MATERIAL INFLOWS (IN TONS)



### Sustainable raw materials

- In 2025, 16.9% of total raw materials (incl. packaging) used were classified as sustainable (material that is either biobased or recycled or both).

### MATERIAL OUTFLOWS (IN TONS)



### Waste reduction achievement

- 11% reduction in tons of total waste, driven by internal recycling efforts, output optimization, and improved material classification.
- 10 new external recycling partners in 2025.

### Waste diverted to recycling

- 55% of all waste was diverted to external recycling, an increase of 8% compared to the previous year, showing strong progress toward circular resource use.







# OWN WORKFORCE

## STRATEGY

Semperit Group's strategy for its own workforce is centered around fostering a modern, healthy, and supportive corporate culture. This strategy is integral to the company's broader corporate strategy, which focuses on high-quality elastomer products and applications for industry. The workforce strategy aims to attract and retain employees by offering an attractive and secure workplace, thereby ensuring their expertise, commitment, and loyalty.



## KEY AREAS OF FOCUS

- **Training and development:** Semperit is committed to providing continuous learning opportunities for its employees. This includes both mandatory and voluntary training programs designed to enhance skills and knowledge, ensuring that employees can meet the complex requirements of the industrial labor market.
- **Occupational health and safety:** The company prioritizes the health and safety of its employees through comprehensive safety programs and initiatives. This includes daily safety meetings, focused safety campaigns, and the implementation of safety management systems like ISO 45001.
- **Diversity and inclusion:** Semperit actively promotes diversity and inclusion within its workforce. This involves setting specific targets for increasing the representation of women in various roles, establishing D&I councils, and continuously strengthening initiatives like the Women International Network to support and empower female employees.

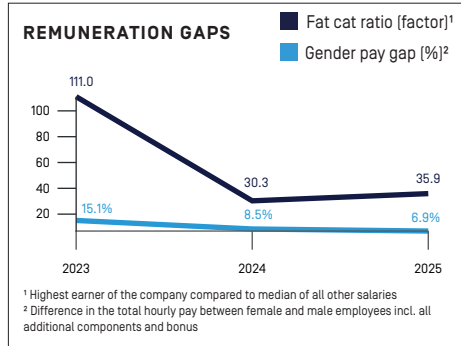
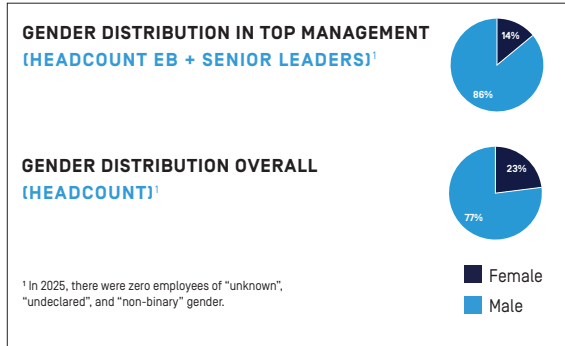
## KEY INITIATIVES

- Wide range of mandatory and voluntary training
- People Days and People Development Talks
- Graduate Trainee Program and New Horizon Academy
- Leadership Operating System (LOS)
- Training and workshops in various languages
- „Safety first“ campaigns with training and workshops in various languages
- ISO 45001 health and safety management system
- Regular hazard and risk assessments
- Designated safety officers at each site
- Monthly reporting on unsafe actions and conditions
- D&I Global and Local Councils
- D&I initiatives with a focus on gender, age, disability and cultural inclusion
- Women International Network
- Gender pay gap analysis and measures

See detailed Information on D&I [page 35]



## KEY PERFORMANCE INDICATORS & TARGETS



**OTHER**

- **Employee turnover rate:** 13.2% in 2025
- **Training coverage:** In total, 89.9% of all employees were covered by training programs (98% of white collars and 86% of blue collars) - 46,448 training hours total, 11 hours average per employee
- **Disability:** 1% of employees

### D&I TARGETS – FEMALE RATIO

Target	Base year	Base value	Target achievement 2024	Target achievement 2025
+ 0.5 PP annual increase of female ratio overall	Previous year	2023: 23.7%	+ 0.8 PP increase: 24.5% female ratio overall	- 0.6 PP decrease: 23.8% female ratio overall
+ 1 PP annual increase of female ratio in leadership	Previous year	2023: 12.7%	+ 2.4 PP increase: 15.2% female ratio in leadership	+ 1.1 PP increase: 16.2% female ratio in leadership
+ 1 PP annual increase of female ratio in senior leadership	Previous year	2023: 11.1%	+ 3.2 PP increase: 14.3% female ratio in senior leadership	- 0.4 PP decrease: 13.9% female ratio in senior leadership



### HEALTH & SAFETY – INCIDENT RATE

Target	Base year	Base value	Target achievement 2024	Target achievement 2025
8% reduction of the incident rate annually	Previous year	2023: 11.64	36.9% reduction of the incident rate compared to the previous year	27.4% reduction of the incident rate compared to the previous year







The Semperit Group is dedicated to fostering a diverse and inclusive workplace, recognizing diversity as a driver of innovation and business success. Emphasis is placed on equal opportunities to create an environment where all employees feel valued and respected.

## MONITORING AND REPORTING

- Continuous monitoring of diversity metrics to track progress.
- Regular reporting on D&I initiatives and outcomes to ensure transparency and accountability.

## COMMUNITY ENGAGEMENT

- Collaboration with external organizations and schools to promote diversity and inclusion beyond the company.
- Participation in initiatives that support underrepresented groups in the broader community.

[CHARTER OF DIVERSITY](#)



## KEY AREAS OF FOCUS

D&I Global and Local Councils – focus groups of dedicated employees across organizational hierarchies, functions, sites and business areas, focusing on identifying and implementing D&I initiatives with a focus on gender, age, disability and cultural inclusion.



CULTURE

### Cultural diversity:

- Promotion of a multicultural workforce to enhance creativity and problem-solving.
- Encouragement of cross-cultural collaboration and understanding.



AGE

### Age diversity

- Initiatives to ensure equal treatment of all age groups.



GENDER

### Gender diversity

- Initiatives to increase the representation of women in leadership positions, like the Women International Network (dedicated network initiative with a focus on inclusion, empowerment and inspiration of female colleagues in their daily work)
- Support for work-life balance through flexible working arrangements and parental leave policies.
- Policies to support all employees and ensure a discrimination-free workplace.
- Training and Development: Regular training sessions on diversity and inclusion topics for all employees, leadership development programs to cultivate inclusive leadership skills.
- IV Diversity Award SPEKTRUM in the category of gender equality (October 2025)



DISABILITY

### Disability diversity

- Continued implementation of the “disability inclusion approach” with the key areas accessibility, awareness raising and advocacy



# WORKERS IN THE VALUE CHAIN

## STRATEGY & TARGETS

Semperit Group's strategy for workers in the value chain focuses on ensuring fair wages, freedom of assembly, freedom of expression, and the protection of human rights, particularly health and safety. The company is committed to zero tolerance of child and forced labor and maintaining high social standards and human rights throughout its value chain by implementing information, training, and measures such as assessments and audits of business partners.

## KEY PERFORMANCE INDICATORS


→ see KPI under G1 Business Conduct on page 43

## KEY INITIATIVES


→ see key initiatives under G1 Business Conduct on page 41



### SUSTAINABILITY IN THE SUPPLY CHAIN

Target	Base year	Base value	Target achievement 2024	Target achievement 2025
 <p>75% of expenditure covered by EcoVadis-certified suppliers by 2030</p>	2023	42% of expenditure covered by EcoVadis-certified suppliers	47% of expenditure covered by EcoVadis-certified suppliers (+5 PP above the previous year; +3 PP above the interim target in 2024)	51% of expenditure covered by EcoVadis-certified suppliers (+4 PP above the previous year; +1 PP above the interim target in 2025)

### RESPONSIBLE BUSINESS CONDUCT IN THE VALUE CHAIN

Target	Base year	Base value	Target achievement 2024	Target achievement 2025
 <p>95% completion rate of trainings on responsible conduct in the value chain assigned to white collar employees p.a.</p>	-	-	No target set	95.7% completion rate of assigned trainings





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**GOVERNANCE**



# BUSINESS CONDUCT

## STRATEGY

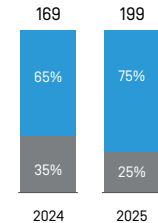


Semperit Group's strategy for business conduct is designed to balance the interests of stakeholders, protect the environment, and ensure long-term economic success. The company aims to anchor and manage sustainability throughout the entire value chain by defining values, principles, rules, and regulations. The groupwide Compliance Management System is used to prevent potential misconduct, detect violations at an early stage and take appropriate measures to mitigate potential consequences.

## KEY INITIATIVES

- **Leadership Operating System [LOS]:** A framework to translate corporate culture, values, and standards into concrete leadership principles and everyday behaviors.
- **Whistleblowing mechanisms:** Providing channels such as the SemperLine hotline for reporting concerns and violations, available in multiple languages and accessible worldwide to all internal and external stakeholders.
- **Compliance trainings:** Mandatory and voluntary training programs for employees on topics such as anti-corruption & anti-bribery, conflicts of interest and due diligence processes.
- **Together for Sustainability [TfS]:** Participation in the TfS initiative to improve sustainability in the chemical industry supply chain through supplier assessments, on-site audits, and corrective action plans.

- Suppliers with improved EcoVadis score in the reporting year
- Suppliers without improvement in the reporting year



- **Risk mapping and Business Partner Checks:** Performing business partner due diligence based on risk mapping and supplier assessments & ESG audits to ensure compliance with human rights and labor standards.
  - Business Partner Checks of all new suppliers or suppliers especially in high-risk countries (according to the Transparency International Corruption Index <55). Exceptions apply to suppliers with annual revenue of less than EUR 100,000.
  - Suppliers with purchasing volume > 300,000 EUR requested to confirm their commitment to ecological, ethical and social sustainability by signing the Supplier Policy or by submitting an equivalent policy or code of conduct.
  - Use of EcoVadis ratings and TfS on-site audits to ensure that sustainability commitment is implemented in practice.



## KEY PERFORMANCE INDICATORS & TARGETS

→ **Whistleblower reports:** 29 reports received through the SemperLine hotline and other channels, indicating awareness and trust in the reporting mechanisms. No confirmed incidents of corruption or bribery and human rights violations in 2025.

→ **Supplier audits:** 1 TfS (Together for Sustainability) audit and 2 on-site audits at suppliers to evaluate compliance with ESG criteria in 2025.



**SEMPERIT ECOVADIS  
RECOGNITION PROFILE**


### CORPORATE CULTURE

Measurable KPI	Base year	Base value	Progress 2024	Progress 2025
 Number of submitted improvement suggestions from employees	-	-	1,949 improvement suggestions submitted	1,978 improvement suggestions submitted

### BUSINESS CONDUCT

Target	Base year	Base value	Target achievement 2024	Target achievement 2025
 0 legally confirmed violations of compliance-relevant laws and regulations p.a.	-	-	0 legally confirmed violations of compliance-relevant laws and regulations	0 legally confirmed violations of compliance-relevant laws and regulations

### SUSTAINABILITY IN THE SUPPLY CHAIN

Target	Base year	Base value	Target achievement 2024	Target achievement 2025
 75% of expenditure covered by EcoVadis-certified suppliers by 2030	2023	42% of expenditure covered by EcoVadis-certified suppliers	47% of expenditure covered by EcoVadis-certified suppliers (+5 PP above the previous year; +3 PP above the interim target in 2024)	51% of expenditure covered by EcoVadis-certified suppliers (+4 PP above the previous year; +1 PP above the interim target in 2025)

