

| | | |
|---|--|-----------------|
| Glaston Corporation | Effective Date: | Version: |
| | 1 January 2024 | 1.0 |
| <i>Sustainability Policy</i> | Page: | |
| | 1 of 6 | |
| Applicable to: All organizational units | Issued by: | |
| | Group Sustainability | |
| | Approved by: | |
| | Glaston Corporation Board of Directors | |



SUSTAINABILITY POLICY

PUBLIC

1 General and purpose

Glaston's Sustainability Policy (hereinafter "Policy") describes the high-level principles, priorities and governance of sustainability within Glaston Group. Sustainability covers all environmental, social and governance related matters that have an impact on our current and future business as well as the impacts that our own operations and value chain have on the environment and people.

Glaston creates value by providing technologies that enable the processing of glass into safe and energy-efficient glass solutions. Our business is strongly supported by the ambitions to mitigate climate change and improve the safety of the built environment and mobility industry. These global trends also set the foundation for the long-term, sustainable and profitable growth of our business. Our role is to continue to develop cutting-edge technological solutions for sustainable glass processing while at the same time ensuring that our operations and value-chain meet the constantly increasing expectations for sustainability. Sustainability covering environmental, social and governance topics is an integral part of our operations throughout the organization. We strive to continuously increase the positive impacts of our business and technologies and minimize the negative impact of our operations. We also encourage our value chain to increase its positive and reduce its negative impact on the environment and people.

This policy is applicable to all Glaston employees, businesses and Group Companies.

2 Relationship with other policies and commitments

Glaston's daily operations are guided by the Group's Code of Conduct, which sets our commitment to conduct our business in compliance with applicable laws and regulations, responsibly and in an ethically sustainable way in every business situation and transaction. Glaston is also committed to respect human rights and basic labor rights as set out in the internationally-recognized standards such as the UN Guiding Principles on Business and Human Rights and OECD's Guidelines for Multinational Enterprises. Glaston is basing its sustainability work on the selected United Nations Sustainable Development Goals (SDG) and is a member of the UN Global Compact Network in Finland.

In addition to this Policy, the management of sustainability related matters within our business and our value chain are mainly guided by the following Group-level policies:

- Glaston Code of Conduct and Supplier Code of Conduct
- People Policy (new policy is being prepared)
- Environmental and Climate Change Policy (new policy is being prepared)
- Human Rights Policy (new policy is being prepared)
- Anti-Bribery and Anti-Corruption Policy
- Purchasing Guidelines
- Health & Safety Policy
- IT Security Policy
- Tax Policy

3 Sustainability targets and roadmap

In order to manage sustainability impactfully Glaston needs to focus on the sustainability related matters that are material. We perform a materiality assessment in order to define the most important sustainability related positive and negative impacts as well as risks and opportunities. The materiality assessment is performed at least every three years according to the double materiality approach. For our materiality assessment, we seek to utilize available science-based data and frameworks and conduct regular dialogue with our key stakeholders.

For the material topics Glaston defines key-performance-indicators (KPIs), sets improvement targets and creates a roadmap of actions to reach those targets. Selected KPIs are part of the Group's strategic targets and can be included as targets in management incentives. We can also define KPIs, set targets and plan actions for additional sustainability related topics that are not considered material, but still relevant. We follow our performance and reassess our plans continuously. We report about our progress at least annually.

In the latest double materiality assessment, the material topics identified were climate change and our own workforce.

Glaston's purpose is to build a better tomorrow through safer, smarter, and more energy-efficient glass solutions. Glass can enable significant energy and CO₂ savings in buildings as well as be a key component for photovoltaic systems. At the same time, we recognize that glass production and glass processing are energy-intensive processes. This means that climate change is both a material risk and opportunity for the glass value chain and thus for Glaston as well. We want to be a frontrunner among the glass processing equipment companies and have set emission reduction targets that are in line with the Science-Based-Targets-Initiative (SBTi). Any product related sustainability data is to be based on facts that can be verified.

As a technology leader Glaston is relying on its knowledgeable people and their ability to innovate new products, serve current customers and attract new customers on a global basis. Employee engagement is thus a material topic and a strategic target for us. The key is to provide our employees with a safe and inclusive workplace with plenty of opportunities to gain new skills and competencies.

4 Organization and responsibilities related to sustainability

Everyone at Glaston has a role and can contribute to our sustainability goals. The responsibility for Glaston's sustainability agenda is shared among several organizational levels and functions.

4.1 Glaston Board of Directors and Annual General Meeting

Glaston's Board of Directors (Board) is the highest decision-making body for sustainability matters. The Board decides on our sustainability strategy as part of the Group's business strategy including strategic target setting for sustainability matters. The Board reviews our sustainability performance at least annually and the head of the Sustainability Function participates in this session. The Board approves the annual sustainability report and is responsible for ensuring that the sustainability reporting is sufficiently monitored. The Board decides on the target setting of

Glaston's short-term and long-term incentives and whether they include any sustainability related KPIs. The Board also approves all sustainability related policies and the outcome of the double materiality assessment.

The Annual General Meeting (AGM) adopts the annual sustainability report as part of the financial statements and appoints the sustainability report assurance provider.

4.2 Board's Audit Committee and People and Remuneration Committee

The Board's Audit Committee supports the Board in its responsibilities to monitor and evaluate the sustainability reporting, the effectiveness of internal controls and the risk management of the reporting process. The Audit Committee monitors the assurance process in all of their meetings and prepares the Board's proposal of the assurance provider to the AGM. The Audit Committee can engage external sustainability advisors to support the Board or Audit Committee in fulfilling their sustainability related duties. The Committee also reviews all sustainability related policies before Board approval.

The Board's People and Remuneration Committee prepares the target setting of Glaston's long-term incentives and the target setting principles of short-term incentives for Board approval. This includes the evaluation of whether the KPIs should include sustainability related targets.

4.3 Glaston CEO and Executive Leadership Team

The Group CEO has the overall responsibility for implementing the Group's sustainability agenda as part of the overall strategy execution and is responsible for ensuring that the Group's operations are conducted in accordance with this Policy. The CEO is responsible for setting up a proper organization for the sustainability work and securing needed internal and external resources and expertise.

The Group CEO is further responsible for organizing Glaston's sustainability reporting so that it meets all laws and regulations. The CEO is responsible for delivering to the Board and assurance provider all the information they need for performing their duties. The CEO also approves the annual sustainability report.

The Executive Leadership Team (ELT) is responsible for taking into consideration the sustainability related impacts, risks and opportunities in Glaston's business strategy. The ELT evaluates and approves Glaston's strategic direction, materiality assessment, target setting and performance as well as risk assessments within sustainability matters. The ELT level follow-up of sustainability performance takes place at a minimum bi-annually and the head of the Sustainability Function participates in this session. The ELT approves sustainability related instructions and guidelines as well as decides on policies to be sent to the Board for approval. ELT members are responsible for allocating sufficient resources in their organizations for Glaston's sustainability work.

4.4 Glaston CFO and Sustainability Function

Glaston CFO is responsible for the sustainability topics at the ELT level and is managing the Group's Sustainability Function. The Head of Sustainability Function manages Glaston's

sustainability work that is implemented in applicable functions and Group Companies. In addition, Sustainability Function is responsible for the environmental and climate change matters Group-wide in cooperation with business areas and functions. The Sustainability Function works together with external experts whenever needed.

The CFO oversees the sustainability reporting and Glaston Finance Function is responsible for analyzing the risks related to the reporting process and setting up internal controls to manage those risks.

4.5 Glaston Sustainability Working Group

Glaston Sustainability Working Group coordinates sustainability development in Glaston and each of its members is responsible for some sustainability related topic(s) Group-wide. Majority of the social topics are owned by Group HR and governance topics by Group Legal. The Sustainability Working Group follows up Glaston's sustainability action plans at a minimum quarterly and prepares reports, KPIs, targets and policies for ELT and Board decision-making. They are also responsible for conducting the double materiality assessment and sustainability risk assessments regularly. The Sustainability Working Group or its sub-group selects external service providers for sustainability work and reporting.

4.6 Glaston Business Areas, Functions and Group Companies

The implementation of sustainability work is done by Glaston functions and Group Companies. The key functions besides Sustainability are Operations, Human Resources, Sourcing & Supply Chain, Automation & Innovation, Group Legal and Product Management. These functions are responsible for taking the planned actions, reporting on their performance and providing data for the sustainability reporting. All Glaston managers and employees are responsible for taking into account Glaston's sustainability targets in their daily work and reporting about any non-compliance to their managers, local HR, Group Legal or through the Glaston whistleblowing channel.

Glaston Group companies are in active dialogue with their local communities and we support social activities with local communities, especially in the areas of education and well-being of children and youth.

5 Reporting and disclosure

Glaston reports on its sustainability performance in accordance with applicable laws and regulations including from 2024 onwards the reporting according to European Union's Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS). Our Sustainability Statement is part of the Annual Report and the CSRD disclosures part of the Report of the Board of Directors within Financial Statements.

In addition, Glaston reports on its performance to United Nations Global Compact and the Science Based Targets climate organization SBTi.

Glaston's sustainability reporting gives the true picture of our business and operations and the reporting processes have sufficient controls. We are also open about the uncertainties and assumptions related to the sustainability data we provide.

6 Review

This policy will be reviewed annually and adjusted as needed. Any material changes in this policy will be approved by the Board. Other changes can be approved by the CEO.