

Sustainability policy for Nu Glass Group

List of contents

1. General.....	1
2. Governance.....	1
3. Nu Glass Guiding Principles	1
4. Practical Steps In order to Put These Principles into Practice	1

1. General

- 1.1. The present Policy is valid for the parent Company (Nu Glass SA) as well as for the subsidiaries which are owned or controlled, directly or indirectly, by the sole Nu Glass SA (hereafter “NU GLASS group company/ies”).
- 1.2. The Nu Glass Sustainability policy gives employees, as well as NU GLASS group companies, guidelines for promoting sustainability practices and priorities. This policy applies to all employees.
- 1.3. The present policy may be updated from time to time.
- 1.4. Every NU GLASS group company is authorized to implement a more restrictive internal policy.

2. Governance

- 2.1. It is the responsibility of the CEO to communicate the present policy and to ensure its integration in the NU GLASS group companies, according to the local markets conditions and regulations.
- 2.2. In under no circumstances must the rules, as set up in the present policy, be amended without the Board approval.

3. Nu Glass Guiding Principles

- 3.1. To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- 3.2. To integrate sustainability considerations into all our business decisions.
- 3.3. Committed to maximize the positive impact on society and the environment, we incite our employees, partners and customers to integrate sustainability into their core strategy right from the start.
- 3.4. Committed to limiting its carbon footprint by supporting sustainable and ecological ways of working.

4. Practical Steps In order to Put These Principles into Practice

- 4.1. Strong sustainability processes, most notably in waste management, energy consumption and mobility, are employed in order to reduce the environmental impact of our infrastructures and activities.

4.2. Our internal operations are supported by cross-functional team comprising members of all our departments and of course our executive management to encourage our companies and their employees to have a greener mindset at work.

4.3. Eco-friendly transport and compensation

- Always prioritize eco-friendly transports (bike, train) for all company (employees) and program related transports.
- For international programs where flights are used (trip of more than 6h), compensate the impact of our international flights with CO2 carbon capture.
- Avoid unnecessary travel by making use of instant messaging, video and audio conferencing, telephone, and email

4.4. Decrease of paper print to a minimum

- Only print documents when necessary
- Using and promoting digital signatures for all documentation
- Adopting digital marketing guidelines

4.5. Sustainable events promotion

- Prioritizing reusable equipment's and materials
- Increase the requirement to 100% environmentally friendly catering (decrease meat based menus, promote plant based option such as Planted, ...)

4.6. Make it a practice to turn off lights when you leave a room that isn't being used

4.7. Use coffee cups that can be washed and reused instead of paper cups

4.8. Offer employees the opportunity to work from home once a week

This policy has been updated on March 1st 2023 (Version 1) and approved by the Board of the Company.

Signatories

Luc BURNIER (CEO):

Vincent KELLER (Chairman):