

DIRECTIVE

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Summary	This directive is a summary of Sulzer's commitment towards Quality, Environment, Safety and Health
Area	Quality, Environment, Safety and Health
Approved by	Suzanne Thoma, CEO; Alina Halank, Chief Sustainability Officer
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QESH Policy

1 Purpose

This directive is Sulzer's top management commitment to Quality, Environment, Safety and Health (QESH). It describes how QESH contributes and is embedded in Sulzer's corporate strategy.

2 Addressees

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

3 Definitions

ESG:	Environment, Social, Governance
QESH:	Quality, Environment, Safety and Health. This includes occupational and process safety as well as energy.
QESH/ESG leadership team:	Comprising the Senior ESG Manager on group level and the heads of QESH in the three divisions.
Process safety:	Disciplined framework for managing the integrity of operating systems and processes that handle hazardous substances.
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).
Worker:	Person who performs work for and under the supervision of Sulzer (i.e.: employees, agency workers, apprentices, contractors, home workers, interns, self-employed persons, subcontractors, volunteers).

4 QESH Commitment

Sulzer is committed to:

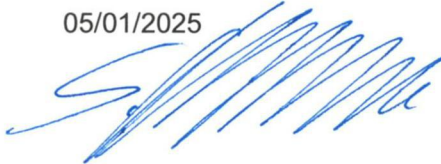
- Comply with the applicable laws, regulations and Sulzer QESH guidelines and handbooks,
- take appropriate actions and measures of identified material impacts, risks and opportunities,
- satisfy client's requirements,
- consult relevant stakeholders and promote workers' participation,
- protect the environment and communities in which Sulzer operates from the impacts of its own operations, products, and services,
- protect workers by providing a safe and healthy work environment aiming at preventing any injury and illness,
- perform risk assessments using the hierarchy of controls to prevent and minimize impacts, risks, defects and respond to incidents,
- prevent inefficiency and waste in processes by promoting lean principles,
- not accept defects by following the right quality behavior «do not accept, do not create and do not forward a defect»,
- be transparent and disclose relevant information to stakeholders.

To meet the commitments, Sulzer provides the relevant resources to achieve the objectives and targets, audit its practices and continuously improves the performance and management systems.

To drive the defined commitments globally in the organization, additional and more specific guidelines and handbooks are developed, including specific targets and measures, aligned with the management and related functions.

5 Effective Date

05/01/2025



Suzanne Thoma
Chief Executive Officer



Alina Halank
Chief Sustainability Officer