

Agfa-Gevaert Group Sustainability Management Policy

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1. Scope

This policy lays down the foundation of the Agfa-Gevaert Group's sustainability management and it applies to all the entities that are part of the Agfa-Gevaert Group.

2. Purpose

The principles listed in this policy are intended as a high level guiding framework, deployed at every level of the organization.

Long term, company-wide objectives are also set in this policy, while specific actions to achieve them and intermediate milestones are defined at business level and their relevance is regularly revised.

3. Policy

3.1 Policy statement

Agfa strives for sustainable growth, where 'sustainable' considers the balance between three interlinked dimensions – economic, social and environmental.

We manage sustainability on the basis of the following principles:

- To do business in a responsible and transparent way, our business strategy accounts for our broader impacts on the environment and on society at large.
- As a consequence, sustainability is an integral part of the overall business strategy. Therefore, actions are prioritized and progress is assessed also on the basis of the operating context, both company specific (financial results, customer demands,...) and external (supply chain status, geopolitical,...).
- We work by continuously improving our processes, where complying with legal requirements is solely the starting point for further optimization to fulfil our own sense of responsibility.

3.2 Objectives and targets

In the long(er) term, we want to be a climate neutral organization, offering a sustainable and innovative portfolio to our customers and provide all employees with a safe, inspiring, diverse and inclusive work environment with equal opportunities to thrive.

To realize this vision, we prioritize areas for actions, which we describe using the framework provided by the 17 United Nations Sustainable Development Goals (SDGs). Through an iterative exercise of materiality assessment, we identify those goals where our business can have a direct impact. For these prioritized goals, we set targets and define action plans to achieve them.

Realizing our vision, requires synergetic efforts at company level. Our core values are reflected in the Group's Code of Conduct (CoC). To support the translation of the CoC into clear day-to-day processes, we rely on a series of policies and corporate guidelines, both at global and local level. Each policy has a clear scope and control mechanism and it is regularly revised to ensure that it positively contributes to the SDGs we prioritize.

What follows, is a list of the key principles at the basis of the policies of relevance for the sustainability strategy at Group level, rolled out in support of the business as a whole. This list is complemented by business specific and product specific policies.

3.3 Safety, Health and Environment

The principles of Agfa's Safety, Health and Environment (SHE) policy are:

- Comprehensive environmental protection and occupational safety are given the same priority as customer orientation, high product quality and commercial efficiency.
- Agfa is committed to systematically developing safe and environmentally acceptable products and production processes. Products are designed, developed and manufactured so as to minimize the impact upon the environment and the occupational safety and health risks of the production process, the transportation, the storage and the customer use, as well as the waste treatment at the end of the life cycle.
- Agfa will advise its customers, its employees and the authorities with an evaluation of its products and manufacturing processes, in all matters pertaining to health, safety and environment.

3.4 Diversity, Equality and Inclusion

The principles of Agfa's Diversity, Equality and Inclusion (DEI) policy are:

- Zero tolerance towards any discrimination on the basis of race, religion, political opinion, colour, sex, gender, age, national origin, disability or any other classification declared to be impermissible by law.
- Agfa hires, promotes and retains diverse talent that mirrors the communities in which it operates.
- Agfa builds the skills and knowledge of its people so that they are inclusive of people with diverse backgrounds.

3.5 Learning and Development

The principles of Agfa's Learning and Development policy are:

- Employee development is a joint, on-going effort to enhance employee's knowledge, skills, and abilities. Successful employee development requires a balance between an individual's career needs and goals and those of the organization or regulatory requirements.
- Training is regarded as any formally or informally structured initiative to transfer and distribute knowledge between people in order to ensure the intended audience is able to adequately execute their assigned tasks and jobs.
- Agfa establishes, implements and maintains documented processes, procedures and/or learning & development practices to manage the training and development of employees, contractors and dealers.

3.6 Greenhouse Gases Emissions and Energy

The principles of Agfa's Greenhouse Gases Emissions (GHGs) and Energy policy are:

- Agfa strives towards a higher energy efficiency and CO2 reductions in all aspects of operational management;
- Agfa investigates all environmental and energy aspects of project development at an early stage, taking the best available techniques and practices with highest economic viability into account.
- Agfa considers energy efficiency an important aspect in the analysis and purchase of products and services.
- In addition to product and service innovation, Agfa sees collaboration with suppliers, customers, academia and concerned stakeholders as one of the means to reduce its overall emissions.

3.7 Sustainable Procurement

The principles of Agfa's Sustainable Procurement policy are:

- Environmental and social requirements are included in our suppliers' assessment.
- Agfa strives to source from suppliers who align with its values and adhere to Agfa's Code of Conduct, which means – among other things, that we expect our suppliers to ensure they follow the rules of the ILO Convention, to recognize the right to free association of employees, to provide fair remuneration and to take responsibility for the safety and health of their employees.
- Agfa ensures that additional relevant requirements are taken into account for specific product categories, should they be used in any of its products, e.g. regarding the sourcing of conflict minerals.

4. Accountability

Each of the policies listed above has a defined governance mechanism.

In addition, the sustainability governance is fully integrated into the Group's governance structure.

- The Board of Directors (BoD) entrusts the CEO, supported by the Executive Management Team (EMT), to steer and supervise the implementation of Agfa's Sustainability mission and work programme.
- The Executive Management Team (EMT) is responsible for the approval of Agfa's sustainability mission and work programme.
- The Head of Sustainability leads the Corporate Sustainability Office, which coordinates the daily roll-out of all the activities in cooperation with all the relevant departments.
- The Corporate Sustainability Office relies on the strategic advice of the Sustainability Advisory Group to ensure synergy and cooperation between departments. This group is composed of high-level managers leading teams across different business functions (i.e. R&D, Procurement, Communications, Human Resources, Corporate Risk,...) and acting as sustainability ambassadors.
- Internal control and risk management systems are set up by the Executive Management, with a view to ensuring that the main risks (including those relating to compliance with existing legislation and regulations) are properly identified, managed and disclosed.
- The Agfa-Gevaert Group progress towards achieving its sustainability targets is one of the parameters defining the Annual Global Bonus of the Group top executives (EMT and n-1 level).

Agfa informs its stakeholders at least on a yearly basis on the performance of all its sustainability processes via the Group's Annual Report.

5. Revision History

Version #	Author	Change	Date
1.0	Agfa Corporate Sustainability Office	First version	November 2022