



AMANNGIRRBACH

Sustainability / ESG Policy

Amann Girschbach
Status: December 2021

This Sustainability /ESG policy describes how we consider sustainability in our business, across our full value chain and applies to all companies of the Amann Girschbach Group as well as all branches and operating sites belonging to the Group (hereinafter together: "**Amann Girschbach**" or the "**company**").

As a pioneer in dental CAD/CAM technology Amann Girschbach is one of the leading innovators and preferred full-service providers in digital dental prosthetics. We produce premium machinery and consumables that are used to make dental prosthetics. With our innovative and high-quality products, we want to improve the oral and dental health and well-being of people all around the world.

Environmental and Social responsibility, and good Governance (ESG) each represent essential aspects of good business conduct. Sustainability in itself is to our understanding the potential to produce and consume within the regenerative capacity of the earth. Sustainability is an aspect of our business, and as such, we aim to shape our business in a way that has a license to operate in a future-proof world.

To show our commitment, we adhere to the UN Global Compact's ten principles, and where relevant support the UN Sustainable Development Goals.

These principles and goals form the basis of our objectives and our focus on ensuring sustainability in environmental, social and governance aspects to create added value for everyone, beyond the regular activities of our business.

Keeping a focus on sustainability is extremely important in this context, to not compromise the quality of life of future generations and to appreciate and preserve the planet that we value.

Sustainability at Amann Girschbach covers environmental, social and governance dimensions. Through this policy we specifically commit to the below in these three dimensions.

Environmental

We acknowledge that our business activities might have adverse environmental impacts and may to a greater or lesser extent contribute to issues such as climate change, resource depletion, waste and pollution. Our aim is to monitor energy and carbon footprint more carefully and neutralise these impacts as much as possible in our entire value chain.

Amann Girschbach is committed to reducing its carbon footprint. Examples of our environmental strategy include a plastic-free packaging solution for consumables which is fully recyclable yet fully functional. We are implementing energy efficiency measures,



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developing a decarbonisation strategy, and encouraging environmental consciousness among employees, clients, suppliers, and also in the extended value chain. Amann Girschbach aims to minimize the company car and business travel footprint through implementing a range of measures including acquisition of electric or hybrid cars for the company fleet, investing in video conferencing equipment and facilitating working from home.

Amann Girschbach is committed to shift towards a sustainable, low energy-intensive and low-carbon economy by extending the lifetime of our products, improving the efficient use of materials and allowing for refurbished CAD/CAM products where possible and recycling/reusing (packaging) materials.

Amann Girschbach is committed to reduce its environmental impact through environmentally conscious management of its sites, by means of ecologically optimized purchase, production and distribution processes and including energy efficiency and renewable energy.

Social

Amann Girschbach values its employees' health and safety, as well as the health and safety in the extended value chain.

Amann Girschbach continues to ensure high levels of product quality & safety. The quality management system is certified according to ISO 9001 and ISO 13485.

Prosthetic production machinery will be further digitalized, thereby creating high-speed and fully automated processes. Amann Girschbach is committed to improve machinery and automated processes and to maximize access to cost effective high-end dental prosthetics for patients.

Amann Girschbach is committed to act in accordance with internationally recognised human rights. Amann Girschbach supports the abolition of child labour and other forms of forced labour and actively works to prevent this at business partners' operations as well.

Amann Girschbach recognises the need for social justice and sees its role as being an equal and inclusive employer.

Amann Girschbach is committed to be a fair employer that cares for the wellbeing of its employees. Opportunities should be accessible for everyone, regardless of gender, sexual orientation, age, colour, ethnic origin, religion, disability or trade union affiliation.

Amann Girschbach is committed to continuously improving diversity and inclusion in its workforce through amongst others its talent development practices, recruiting procedures and leadership development programs

Amann Girschbach is committed to improve well-being at the workplace by trainings and by providing necessary tools and technical instructions to its employees allowing to perform their daily work professionally and with safety.



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Amann Girrbach is engaged in charitable activities supporting and helping underprivileged children and as well supporting childcare centres.

Governance

Amann Girrbach has a focus on good corporate governance and business integrity, as well as on fair and justified management. Our Code of Conduct and ABC policy form the foundation of our responsible actions.

Amann Girrbach is committed to transparent business practices to which all employees in each of its operating locations must adhere to. All employees are receiving respective trainings and confirm that they are familiar with the policies.

Amann Girrbach is committed to the protection of personal data belonging to customers, users, and employees.

If there is any (suspected) possible misconduct, for example a violation of applicable law or the Code of Conduct, employees as well as business partners and other third parties can submit a report to the compliance office or via the [Amann Girrbach Whistleblower Channel](#). The Whistleblower channel is hosted by an independent third party. Reports through this channel can also be made fully anonymously at the discretion of the reporter.

Report on Progress

Amann Girrbach conducts annual Sustainability/ESG reports to ensure that we keep challenging ourselves in our efforts to contribute to a sustainable and future-proof world, as outlined in this policy. In this report, we will strive to integrate sustainability in all of our business aspects, in line with the views expressed in this policy.

Sustainability/ESG reports are published on www.amanngirrbach.com.