

## Sustainability Commitments

We are on a mission

At Mirka we have a passion for innovation and a mission to give people the opportunity to perform better. This way of working that we call the Mirka Way, has been guiding our growth and development as a family-owned company for over 80 years.

In a world facing climate change, biodiversity loss and social inequalities, we believe our mission has never been more critical. These challenges call for more sustainable practices.

We are fully committed to the green transition. Our sustainability vision focuses on three key areas: a cleaner environment, creating a positive social impact and advancing circularity. For each of these focus areas, we've set specific, actionable targets. To achieve our first target, we aim to reduce our greenhouse gas emissions by 55% by 2035. This goal is closely tied to optimizing the responsible use of raw materials. Our primary target in social responsibility is to ensure occupational health and safety by achieving zero workplace accidents in our facilities and providing our customers with ergonomic solutions while striving to protect them from harmful substances. Furthermore, we believe that the key to more sustainable practices lies in circularity. With this in mind, we have set an ambitious target that 70% of our products will be recyclable by 2035, and the entire lifecycle will be taken into consideration already in the development phase to ensure reusability or recyclability.

However, we believe the best way to contribute to a more sustainable future is by supporting our customers in their sustainability efforts. We see this as a shared journey where we are dedicated to providing the solutions, expertise, and support our customers need. Whether it's through innovative solutions, expert guidance, or collaborative partnerships, we are here to help our customers in achieving their goals.

We believe transparency and accountability are crucial in building and maintaining trust. By openly communicating about our sustainability initiatives, progress and challenges we aim to create an environment that encourages discussion and collaboration. Mirka has signed the SBTi (Science Based Targets Initiative), we report our sustainability practices through EcoVadis and CDP (Carbon Disclosure Project), and we take an active leadership role in driving the SEAM program (Sustainable European Abrasive Manufacturers).

We see an urgent need to reshape the industry, lead by example and inspire to a meaningful change.

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