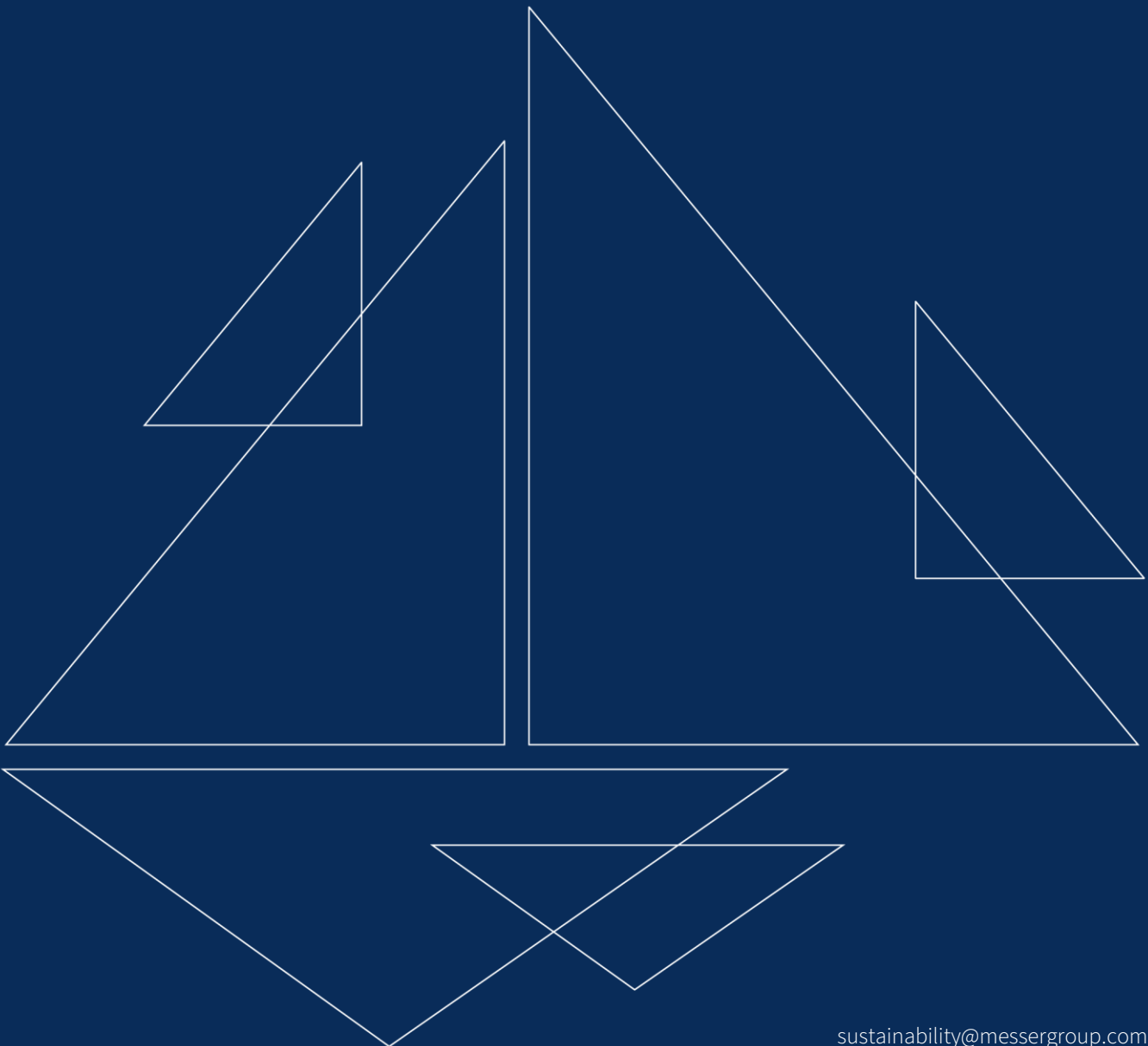


# Corporate Sustainability Commitments



Messer is the world's largest privately held specialist for industrial, medical and specialty gases. We are fully aware of our responsibility for sustainability, and we actively do our part to help protect our planet, value people, and promote best business practices.

Sustainability is at the core of our business strategy, and we are taking concrete actions in our day-to-day operations to make progress and create value for Messer and our customers.

### How we help protect our planet

Through more than 125 years of entrepreneurship and innovation, Messer has sustained its commitment to the planet. We continue to help protect our environment, conserve resources, and improve the efficiency of our processes:

- We optimize energy consumption through operational projects.
- We identify and mitigate climate-related risks to our assets and operations.
- We actively increase the use of renewable energy in our plants and sourcing.
- We increase fuel efficiency and optimize our logistics.
- We develop innovative gas applications that help our customers use resources more efficiently and reduce their carbon footprint.
- We responsibly manage water, waste, and refrigerants in our operations.

### How we value people

Messer's strength lies in the people working at our sites and across our value chain. We focus every day on cultivating a culture of safety, diversity, inclusion, and respect.

We foster a health and safety mindset:

- We practice behaviors that prevent accidents and injuries.
- We care about the health, safety, and rights of our employees and workers across our value chain.
- We promote physical and mental health as well as work-life balance for our employees.
- We support workers' ability to advocate for their health and safety.

We promote employee development, diversity, inclusion, and mutual respect:

- We invest in our employees and encourage everyone to reach their highest potential through education, training, and career development.
- We promote an inclusive mindset to build a great place to work. We value different points of view and identities, enabling an entrepreneurial, agile, creative environment, where everyone can thrive.
- We positively impact the communities where we live and work through engagements at both corporate and local levels.
- We value our stakeholders, engage in discussions, and communicate about Messer's environmental, social and governance related programs, progress, and achievements.



## How we operate

At Messer, we act with a high degree of integrity in everything we do. Our operational strategy and processes are geared towards providing an excellent platform for growth, value creation, and entrepreneurial agility, enabling us to be the partner of choice for our customers and employees.

We are committed to compliance, good governance, and ethical business conduct:

- We have a global Compliance Management, Risk Management, and are setting up a global Internal Controls framework that forms a basis for each Messer entity to meet its business requirements in strict compliance with laws and regulations.
- We expect management and all employees to act with integrity in compliance with the Messer Code of Conduct and the Compliance Policies.
- We provide training for our workforce to promote behaviors that support our values and ethical business conduct.
- We define our expectations and demands on our business partners precisely in the Messer Business Partner Code of Conduct and expect them to be met (do business ethically, respect human rights, and reduce risk in our business).
- We provide confidential mechanisms to report concerns, manage corrective action, and protect whistleblowers.
- We safeguard the data and information of Messer stakeholders, including our employees, customers, business partners and suppliers.
- Our data privacy policies ensure that data is managed in a legally compliant manner.
- Our technical infrastructure and policies protect Messer against unauthorized access and cyberattacks and we train employees to support good cybersecurity practices.

## Bad Soden, August 19, 2024

Messer SE & Co. KGaA

<b>Bernd Eulitz</b>	<b>Helmut Kaschenz</b>	<b>Dr. Werner Hickel</b>	<b>Virginia Esly</b>	<b>Elena Skvortsova</b>	<b>Patricia Hargil</b>
CEO	CFO	COO Asia	COO Europe	COO Americas	CSO

