

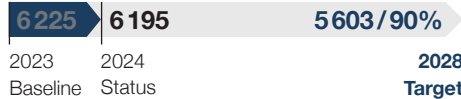
ESG TARGETS 2024–2028

Target status: = achieved = on track = missed

Climate Protection

Greenhouse gas emissions and energy efficiency

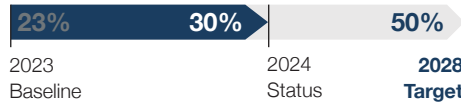
Reduction of CO₂ emissions (Scope 1 and Scope 2) by 10% by 2028.¹



Reduction in energy consumption by 2% per year (in MWh per CHF 1 million in revenues).



50% of electricity consumption from renewable sources by 2028.



Status



Product life cycle management

Eco-design check for all newly developed products from 2025.

The Komax Group expanded the scope of this target significantly in 2024, and modified its implementation approach accordingly. The new focus lies on the conducting of life cycle assessments for all products in the portfolio. Preparations were made in 2024 to launch a pilot assessment with an initial product in 2025. Based on the results, processes will be reworked and the eco-design check implemented. For this reason, in 2025 there will not yet be any eco-design checks for all newly developed products.

Implementation of the circular economy concept through the creation of recycling options – all products recyclable from 2028.

With effect from 2025, the Komax Group is starting the process of assessing the life cycles of products in its portfolio (see eco-design check target). Recycling – as one phase of the life cycle – plays an important role here.

Status



¹ The target was raised significantly in 2024 – from steady CO₂ emissions until 2028 to a reduction of 10%.

² Due to the decline in revenues of 16% and the acquisition of Hosver, more energy per revenue unit was consumed in 2024.

Responsibility

Workplace safety and well-being

Realization of the vision of zero workplace accidents – accident rate (LTIR) to be halved by 2028.¹



Employee motivation level above average compared with peer industrial companies at all sites (data collected in a three-year cycle via ValueQuest survey).²

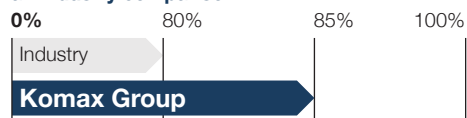


Status



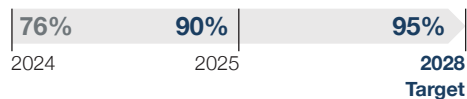
Customer relations

Above-average customer satisfaction in an industry comparison.³



On-time delivery achieved on over 90% of all orders from 2025, rising to over 95% from 2028.

The Komax Group established processes for systematic data capture in 2024 so as to calculate a Group-wide metric.



Status



¹ Baseline is the average LTIR ratio for 2022 and 2023: 4.2.

² 2023 result. No survey took place in 2024; new assessment in 2025.

³ Based on the customer survey carried out in 2024 in Europe, North America, and Asia.

ESG TARGETS 2024–2028

Target status: ✓✓✓ = achieved ✓✓ = on track ✓ = missed

Fairness

Business ethics and compliance

100% of employees complete and pass Code of Conduct training courses at least every two years.

The Code of Conduct underwent a comprehensive revision in 2024. Group-wide training on the new Code of Conduct will start in the first quarter of 2025, and must be completed by all staff on an annual basis.

Status



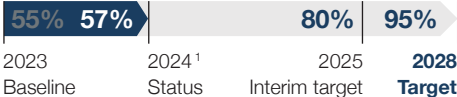
Introduction of guidelines on human rights, bribery, and corruption by the end of 2024.

The guidelines were introduced across the Group in 2024 and can be found at www.komaxgroup.com/integrity.



Supply chain risk management

Code of Conduct signed by 80% of suppliers (by purchasing volume) by 2025, rising to over 95% by 2028.



Status



Annual audit of existing and/or potential new suppliers based on a risk matrix approach.

The risk matrix approach was implemented in 2024. This approach will be used for selecting suppliers for the audits from 2025 onward.



¹ A new Code of Conduct for suppliers was drawn up in 2024, which is why the signing of the "old" Code was no longer pursued.