

## FIVE-YEAR OVERVIEW ESG KEY FIGURES

		2025	Δ in %	2024	Δ in %	2023	Δ in %	2022	Δ in %	2021
<b>CO<sub>2</sub> emissions (Scope 1 + 2)<sup>1,2</sup></b>	<b>tCO<sub>2</sub>e</b>	<b>5 835</b>	<b>-10.8%</b>	<b>6 542</b>	<b>5.4%</b>	<b>6 206</b>	<b>1.7%</b>	<b>6 104</b>	<b>66.7%</b>	<b>3 662</b>
Scope 1 <sup>3</sup>		2 779	-8.4%	3 033	-1.9%	3 091	7.9%	2 866	-	-
Scope 2 <sup>4</sup>		3 056	-12.9%	3 509	12.6%	3 115	-3.8%	3 238	-	-
<b>Energy consumption (Scope 1 + 2)</b>	<b>MWh</b>	<b>26 962</b>	<b>-2.8%</b>	<b>27 730</b>	<b>0.9%</b>	<b>27 486</b>	<b>5.8%</b>	<b>25 989</b>	<b>79.3%</b>	<b>14 494</b>
Scope 1 (Heating and fuel, own energy sources)		13 264	-7.1%	14 274	-0.0%	14 279	13.4%	12 588	161.8%	4 808
Scope 2 (Electricity and heat)		13 698	1.8%	13 456	1.9%	13 207	-1.4%	13 401	38.4%	9 686
<b>Electricity mix</b>	<b>MWh</b>									
Water power		4 284	199.1%	1 432	10.9%	1 291	4.4%	1 237	20.4%	1 027
Wind power		765	-7.2%	825	34.8%	612	-1.6%	622	49.5%	416
Solar power		1 602	25.4%	1 278	40.1%	912	4.7%	871	87.3%	465
Biomass		81	6.8%	76	72.3%	44	238.5%	13	160.0%	5
Nuclear power		1 046	-76.7%	4 491	-7.4%	4 847	0.1%	4 844	27.6%	3 797
Coal		1 962	-1.2%	1 987	64.1%	1 211	21.7%	995	55.7%	639
Natural gas		1 695	-1.1%	1 713	-23.9%	2 251	50.9%	1 492	30.5%	1 143
Unknown sources		217	-26.4%	295	-68.2%	929	-60.7%	2 363	7.5%	2 199
<b>Share of renewable energy</b>	<b>%</b>	<b>58</b>	<b>93.3%</b>	<b>30</b>	<b>30.4%</b>	<b>23</b>	<b>21.1%</b>	<b>19</b>	<b>-5.0%</b>	<b>20</b>
Emission intensity <sup>5</sup>	tCO <sub>2</sub> e/CHF 1 million	10.04	-3.3%	10.38	25.4%	8.28	18.1%	7.01	-	-
Energy intensity <sup>5</sup>	MWh/CHF 1 million	46.41	5.5%	43.98	20.3%	36.55	-14.7%	42.86	-	-
<b>Materials usage (raw and filling material)</b>	<b>metric ton</b>	<b>1 750</b>	<b>20.4%</b>	<b>1 453</b>	<b>-26.5%</b>	<b>1 978</b>	<b>-10.2%</b>	<b>2 203</b>	<b>104.7%</b>	<b>1 076</b>
Renewable		1 006	16.6%	863	-32.2%	1 272	-13.4%	1 468	-	-
Non-renewable		744	26.1%	590	-16.4%	706	-3.9%	735	-	-
<b>Water usage</b>	<b>m<sup>3</sup></b>	<b>40 661</b>	<b>0.1%</b>	<b>40 620</b>	<b>10.7%</b>	<b>36 678</b>	<b>-14.1%</b>	<b>42 677</b>	<b>133.2%</b>	<b>18 298</b>
<b>Waste</b>	<b>metric ton</b>	<b>1 082</b>	<b>7.7%</b>	<b>1 005</b>	<b>-4.7%</b>	<b>1 055</b>	<b>-40.5%</b>	<b>1 772</b>	<b>194.8%</b>	<b>601</b>
Non-hazardous waste		994	8.3%	918	-6.3%	980	-42.0%	1 690.0	-	-
Hazardous waste		88	1.1%	87	16.0%	75	-8.5%	82.0	-	-
Recycling and energy recovery rate <sup>6</sup>	%	70	6.1%	66	3.1%	64	20.8%	53	-	-

<sup>1</sup> The calculation basis for the various reporting years has been slightly adjusted to further improve data quality.

<sup>2</sup> The greenhouse gas inventory was prepared in accordance with the Greenhouse Gas Protocol.

<sup>3</sup> Heating and fuel, own energy sources. Emission factors from "DEFRA" were used for the calculation of emissions from heating fuels and motor fuels.

<sup>4</sup> Electricity and heat. Emissions for 2025 and 2024 are reported as "market-based." The corresponding emission factors come from local electricity suppliers. Previous emissions are reported as "location-based" using IEA emission factors.

<sup>5</sup> The intensities for 2025 and 2024 are reported according to the "market-based" approach, previous according to the "location-based" approach using IEA emission factors.

<sup>6</sup> Energy recovery relates to incineration to generate district heat or electricity.

		2025	Δ in %	2024	Δ in %	2023	Δ in %	2022	Δ in %	2021
<b>Social key figures</b>										
Employees as at 31 December <sup>7</sup>	FTE	3 061	-9.2%	3 373	0.1%	3 369	3.1%	3 267	58.2%	2 065
Employees as at 31 December <sup>8</sup>	Headcount	3 167	-9.4%	3 496	0.2%	3 490	2.9%	3 390	59.8%	2 121
of which male		2 508	-9.6%	2 774	0.3%	2 766	2.0%	2 713	-	-
of which female		659	-8.7%	722	-0.3%	724	6.9%	677	-	-
Proportion of women	%	20.8	0.5%	20.7	0.0%	20.7	3.5%	20.0	8.1%	18.5
Apprentices, trainees	Number	149	-8.0%	162	-8.5%	177	14.9%	154	52.5%	101
Hires	Number	629	33.0%	473	-32.5%	701	-	-	-	-
Departures	Number	726	27.1%	571	-7.5%	617	-	-	-	-
Retirements	Number	42	68.0%	25	-41.9%	43	-	-	-	-
Voluntary turnover rate <sup>9</sup>	%	10.4	14.3%	9.1	-17.3%	11.0	34.1%	8.2	-20.4%	10.3
Response rate for employee engagement survey	%	86	-	-	-	87	-	-	-	-
Employee motivation score	x/100 points	74/100	-	-	-	75/100	-	-	-	76/100
Occupational accidents	Number	35	-16.7%	42	75.0%	24	-20.0%	30	-	-
Lost Time Injury Rate (LTIR) <sup>10</sup>	Rate	5.73	-13.1%	6.59	80.1%	3.66	-23.6%	4.79	-	-
Employees covered with management systems	%									
ISO 9001		83.9	-7.3%	90.5	19.2%	75.9	-1.7%	77.2	0.8%	76.6
ISO 14001		50.2	23.6%	40.6	20.1%	33.8	17.0%	28.9	-29.0%	40.7
ISO 45001		34.5	67.5%	20.6	-1.4%	20.9	-2.3%	21.4	-28.2%	29.8
Others		7.7	-4.9%	8.1	52.8%	5.3	1.9%	5.2	-30.7%	7.5
<b>Governance key figures</b>										
Signing of Code of Conduct (suppliers)	% of purchasing volume	86	50.9%	57	3.6%	55	-	-	-	-
Suppliers with an ESG rating	% of purchasing volume	64	77.8%	36	-	-	-	-	-	-
Customer satisfaction (CSAT)	%	85	0.0%	85	-	-	-	-	-	-
Customer satisfaction (Net Promoter Score)	Score	36	9.1%	33	-	-	-	-	-	-

<sup>7</sup> FTE (full-time equivalents) of all employees directly employed by the Komax Group, with the exception of external employees on their own account (contractors), as well as apprentices and trainees.

<sup>8</sup> Headcount of all employees directly employed by the Komax Group, with the exception of external employees on their own account (contractors), as well as apprentices and trainees.

<sup>9</sup> Changes initiated by employees.

<sup>10</sup> Number of occupational accidents with lost time (1 day or more) per 1 million working hours.