

ESG TARGETS 2024–2028

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

 Climate Protection

Greenhouse gas emissions and energy efficiency

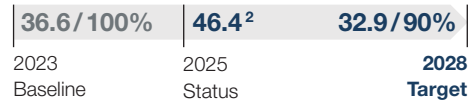
Reduction of Scope 1 CO<sub>2</sub> emissions by 10% by 2028.<sup>1</sup>



Status



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



Status



Reduction of Scope 2 CO<sub>2</sub> emissions by 10% by 2028.<sup>1</sup>



50% of electricity consumption from renewable sources by 2028.



Product life cycle management

**Ecodesign check for all newly developed products from 2027 onward.**

In 2024, the Komax Group adjusted its approach to implementing this target and focused on conducting life cycle analyses for its product portfolio. In 2025, a pilot analysis was carried out with the first products. Based on the findings, an ecodesign check will be developed and implemented in 2026, which will be applied to all newly developed products from 2027 onward. The target was therefore postponed by two years.



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

In 2025, the Komax Group began analyzing the product life cycle of its portfolio (see ecodesign check target). This analysis showed that recycling plays a marginal role in terms of the products' total emissions. The target will therefore not be pursued further.



<sup>1</sup> To increase accuracy, different external emission factors than previously used were applied to calculate CO<sub>2</sub> emissions. The baseline value for 2023 was recalculated using these factors.

<sup>2</sup> Due to a 23% decline in revenues compared to the base year 2023, more energy was consumed per unit of revenues in 2025. In absolute terms, energy consumption decreased by 1.9% compared to the base year.

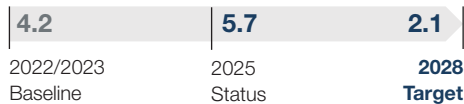
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Responsibility

Workplace safety and well-being

Realization of the vision of zero workplace accidents – accident rate (LTIR) to be halved by 2028.<sup>1</sup>



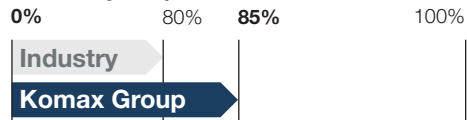
Employee motivation level above average compared with peer industrial companies at all sites (data collected in a three-year cycle via ValueQuest survey).<sup>2</sup>



Status

Customer relations

Above-average customer satisfaction in an industry comparison.<sup>3</sup>



Status

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



Status

<sup>1</sup> Baseline is the average LTIR ratio for 2022 and 2023: 4.2.

<sup>2</sup> Despite a very challenging market situation, which led to numerous restructuring measures, employee motivation reached the level of the peer group.

<sup>3</sup> Based on the customer survey carried out in 2025 in Europe, North America, and Asia.

Fairness

Business ethics and compliance

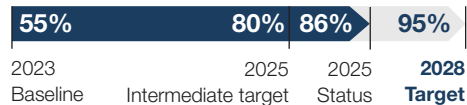
100% of employees complete and pass Code of Conduct training courses at least every two years.

In the reporting year, as planned, 100% of all employees successfully completed training on the Code of Conduct. The training will now take place annually.

Status

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.

A risk matrix approach was implemented in 2024, which has been used since 2025 to select suppliers for audits.

Status