

# Addendum

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## Addendum 1: Scope and methodology

### Scope of the Non-financial report

HUBER+SUHNER collects data within the operational scope of the HUBER+SUHNER Group, including its subsidiaries. Our reporting period for social and governance data is the calendar year 2024. The same applies to environmental data; however, in cases of expected disproportionate delays in evaluation, the data for December 2024 were estimated. HUBER+SUHNER estimates the deviation from the calendar year period to be less than  $\pm 5\%$ . We continuously strive to improve data quality and granularity.

### Assurance

Ernst & Young Ltd performed a limited assurance engagement on selected EPIs for 2024 ([see Addendum 5 : Independent assurance report \(EY\)](#)).

### Social data

The data describing the HUBER+SUHNER workforce reflect the characteristics of the workforce as of 31 December, 2024. The total number of employees includes all individuals with a HUBER+SUHNER contract, including both permanent and temporary employees.

### Environmental data

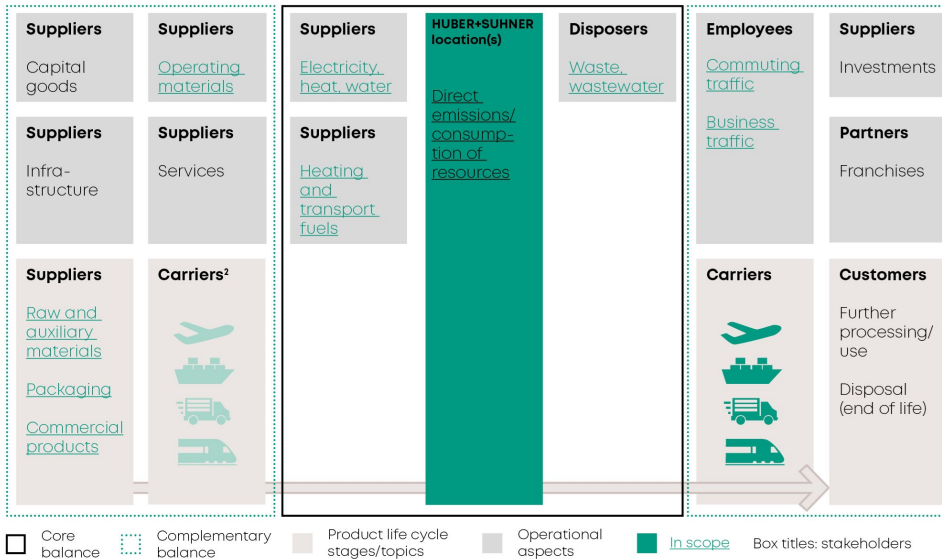
Since 2022, all entities under full operational control of the HUBER+SUHNER Group have at least reported data on energy consumption and employee commuting. Data on raw materials, transport within the Group, customer deliveries, and business travel were sourced from central systems. It is estimated that over 95% [1] of the company's environmental impact has been captured based on production employee numbers and manufacturing activities. HUBER+SUHNER employs an inventory analysis using input-output models, treating each production site as a unit where energy and materials enter (input) and emissions, waste, wastewater, and products are generated (output).

### Life cycle assessment

Since 2009, HUBER+SUHNER has conducted annual life cycle assessment (LCA) to assess its environmental performance quantitatively. Since 2019, it has also evaluated significant environmental aspects as per ISO 14001 standards. This process is outlined in the company's environmental management procedures and follows the LCA phases defined by ISO 14040.

Direct emissions and the consumption of resources as well as electricity, heat, water, heating and transport fuels, and waste and wastewater (core balance) are in scope of the LCA as are raw, auxiliary, operating and packaging materials as well as commercial goods, commuting and business traffic, and the transport of materials and products (complementary balance) as shown in figure 1 below. Materials and commercial goods are sourced from external suppliers, with the exception of certain plastic compounds, which are manufactured at the Pfäffikon, Switzerland compounding facility and processed at the Changzhou, China, and Pfäffikon and Herisau plants in Switzerland. The quantities processed or consumed were taken from the ERP system (purchasing data).

Figure 1: Scope of the LCA



[1] "Cradle to gate" plus "transport to customers".

[2] Swiss Eco-Factors 2021 according to the Ecological Scarcity Method. Methodological fundamentals and their application in Switzerland. Environmental studies no. 2121, Bern, 2021

**Method**

HUBER+SUHNER has delivered all relevant data to sinum AG (St. Gallen, Switzerland), which is responsible for calculating the environmental and carbon footprint. The environmental footprint evaluation is conducted according to ISO 14040. The LCIA method for the environmental footprint is the Ecological Scarcity [2]. The carbon footprint evaluation complies with the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (revised edition). Global warming potential factors aligned with the Sixth Assessment Report of the United Nations Intergovernmental Panel on Climate Change have been used, as recommended by the Greenhouse Gas (GHG) Protocol and CDP; GHGs accounted for were carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF<sub>6</sub>), and nitrogen trifluoride (NF<sub>3</sub>) as listed in the amended Annex A to the Kyoto Protocol. The footprints were calculated by using expert system REGIS and ecoinvent database version v3.11. Performance data shown in the [environmental performance indicator \(EPI\) table](#) GRI standards 301, 302, 303, 305 and 306. Intensity data always refer to the added value generated as a measure of the economic performance. The added value has been calculated from profit before tax and depreciation plus personnel costs minus other financial results. The added value for the years 2020–2024 is displayed at the bottom of the [environmental performance indicators \(EPIs\) table](#).

**GHG inventory: screening 2023**

In 2023, we conducted a comprehensive screening of all Scope 3 categories, including capital goods, use phase, and end-of-life. Due to significant uncertainty in data quality, these categories have not been reported in our inventory for the time being and are not covered by the SBTi-approved 2030 Scope 3 climate target. We remain committed to improving data quality.

## Addendum 2: Declaration of performance Scope 1+2 CO<sub>2</sub>-eq emissions

Performance Scope 1+2. Declaration of performance in accordance with CDP Reporting (Questions C7.9, C7.9ab). Emissions performance calculations were market-based. Compared to the previous reporting year the scope 1+2 emissions of the HUBER+SUHNER Group decreased 21 % corresponding to 1,607 t CO<sub>2</sub>eq.

| Reason                                  | Change in emissions [t CO <sub>2</sub> -eq] | Direction of change | Emissions value [%] | Comments  |
|---|---|---------------------|---------------------|---|
|   |   |                     |                     | Purchase of renewable energy:<br>CH: 21.67 GWh (hydro power, 2023: 15.97 GWh) CH: 0.51 GWh (biogas, 2023: 0.49 GWh)<br>CN: 3.46 GWh (solar power, 2023: 3.5 GWh)<br>IN: 0.0 GWh (wind power, 2023: 0.6 GWh)<br>PL: 4.18 GWh (wind power, 2023: 1.83 GWh)<br>DE: 0.7 GWh (hydro power, 2023: 0.6 GWh) US/MY/UK/TN: 2.52 GWh (sun, hydro and wind power, 2023: 0.57 GWh)<br>Self-generated electricity:<br>CN: 1.34 GWh (solar power, 2023: 1.44 GWh)<br>CH: 0.62 GWh (solar power, 2023: 0.53 GWh) UK/DE/PL: 0.13 GWh (solar power 2023: 0.05 GWh).                                    |
| Change in renewable energy consumption  | 2 107                                       | Decreased           | 27.2                |   |
| Other emissions reduction activities    | 175   | Decreased           | 2.3                 | Various energy efficiency initiatives have been undertaken and are ongoing at all HUBER+SUHNER sites, including the optimization of control and steering mechanisms, the implementation of closed-loop cooling systems, and the utilization of heat recovery.   |
| Divestment                              | 0   | No change           | 0                   | No divestments.   |
| Acquisitions                            | 0   | No change           | 0                   | No acquisitions.  |
| Mergers                                 | 0   | No change           | 0                   | No mergers.   |
| Change in output                        | 964   | Increased           | 12.5                | Site-specific calculations were conducted using net sales data, with the significant increase in net sales in India being the primary contributing factor. Only production-related emissions, particularly those from electricity, were considered.   |
| Change in methodology                   | 108   | Increased           | 1.4                 | Change from ecoinvent database version v3.10 to version v3.11   |
| Change in boundary                      | 0   | No change           | 0                   | No change in boundary.  |
| Change in physical operating conditions | 82  | Decreased           | 1.1                 | The number of heating degree days has decreased in Switzerland and at most international sites.   |
| Unidentified                            | 0   | No change           | 0                   | No unidentified changes.  |
| Other                                   | 315   | Decreased           | 4.1                 | Following a request from the Swiss government to transition from natural gas to heating oil where feasible, this initiative was subsequently revoked. The management of SF <sub>6</sub> emissions in Switzerland and China is ongoing, with continuous monitoring and adaptive measures in place. Additionally, district heating at the Pfäffikon site in Switzerland, supplied by municipal utilities with an annually varying share of energy sources, was assigned a higher CO <sub>2</sub> emission factor. Changes in refrigerant emissions into the air are also accounted for. |

## Addendum 3: Detailed environmental performance indicators (2020–2024)

Ernst & Young Ltd performed a limited assurance engagement on selected environmental performance indicators (EPIs) marked with ► for 2024. Ernst & Young Ltd also performed a limited assurance engagement on the same set of key performance indicators (KPIs) every year between 2020 and 2023.

| EPIs                           |     | 2020        | 2021        | 2022        | 2023        | 2024        | Difference<br>2023/2024         | Difference<br>2020/2024         | GRI        |
|--------------------------------|-----|-------------|-------------|-------------|-------------|-------------|---------------------------------|---------------------------------|------------|
| <b>Energy ►</b>                |     |             |             |             |             |             |                                 |                                 | <b>302</b> |
| Total energy                   | MWh | 48 180      | 54 540      | 57 297      | 52 865      | 53 320      | +1%                             | +11%                            |            |
| renewable                      | %   | 21%         | 26%         | 38%         | 52%         | 69%         | +16                             | +48                             |            |
| Purchased electricity          | MWh | 37 186      | 42 296      | 43 264      | 38 925      | 39 901      | +3%                             | +7%                             |            |
| renewable                      | %   | 24%         | 29%         | 40%         | 59%         | 82%         | +22                             | +58                             |            |
| Purchased heat                 | MWh | 2 831       | 3 324       | 3 211       | 3 238       | 2 848       | (12%)                           | +1%                             |            |
| renewable                      | %   | 37%         | 37%         | 72%         | 61%         | 49%         | (12)                            | +12                             |            |
| Self-generated electricity     | MWh | 78          | 66          | 1 780       | 2 022       | 2 084       | +3%                             | +2 577%                         |            |
| renewable                      | %   | 100%        | 100%        | 100%        | 100%        | 100%        | +0                              | +0                              |            |
| Total fuel                     | MWh | 8 084       | 8 854       | 9 042       | 8 680       | 8 488       | (2%)                            | +5%                             |            |
| renewable                      | %   | 3%          | 2%          | 6%          | 6%          | 7%          | +0                              | +4                              |            |
| Natural gas                    | MWh | 5 236       | 5 564       | 5 471       | 3 271       | 4 896       | +50%                            | (6%)                            |            |
| Biogas                         | %   | –           | –           | 6%          | 15%         | 10%         | (5)                             | +10                             |            |
| Heating oil                    | MWh | 1 327       | 1 637       | 1 847       | 3 663       | 1 446       | (61%)                           | +9%                             |            |
| Diesel                         | MWh | 972         | 1 022       | 1 368       | 1 462       | 1 826       | +25%                            | +88%                            |            |
| Petrol                         | MWh | 332         | 455         | 177         | 222         | 256         | +15%                            | (23%)                           |            |
| Wood                           | MWh | 217         | 177         | 178         | 62          | 65          | +3%                             | (70%)                           |            |
| <b>Water ►</b>                 |     |             |             |             |             |             |                                 |                                 | <b>303</b> |
| Total water                    | m3  | 915 933     | 979 079     | 925 796     | 677 027     | 249 380     | (63%)                           | (73%)                           |            |
| Tap water                      | m3  | 64 299      | 70 498      | 72 420      | 70 207      | 61 420      | (13%)                           | (4%)                            |            |
| other water (PL, CH)           | m3  | 87 654      | 99 614      | 64 786      | 55 990      | 56 099      | +0%                             | (36%)                           |            |
| lake water (CH)                | m3  | 763 980     | 808 967     | 788 590     | 550 830     | 131 860     | (76%)                           | (83%)                           |            |
| <b>Materials ►</b>             |     |             |             |             |             |             |                                 |                                 | <b>301</b> |
| Total materials                | t   | 17 374      | 21 544      | 27 783      | 26 865      | 30 820      | +15%                            | +77%                            |            |
| renewable (cardboard and wood) | %   | 18%         | 16%         | 11%         | 11%         | 10%         | (0)                             | (8)                             |            |
| Solvents                       | kg  | 15 563      | 13 846      | 17 056      | 15 505      | 25 616      | +65%                            | +65%                            |            |
| SF6                            | kg  | 27          | 46          | 14          | 14          | 19          | +39%                            | (30%)                           |            |
| Refrigerants                   | kg  | 264         | 305         | 611         | 377         | 144         | (62%)                           | (45%)                           |            |
| Copper                         | t   | 7 569       | 8 715       | 8 159       | 7 404       | 6 801       | (8%)                            | (10%)                           |            |
| Plastics                       | t   | 4 860       | 6 179       | 5 489       | 4 278       | 4 165       | (3%)                            | (14%)                           |            |
| Glass fibre*                   | t   | 23          | 239         | 223         | 146         | 153         | +5%                             | +572%                           |            |
| Packaging                      | t   | 4 200       | 4 377       | 5 157       | 4 013       | 4 533       | +13%                            | +8%                             |            |
| renewable (cardboard and wood) | %   | 76%         | 77%         | 57%         | 72%         | 71%         | (1)                             | (5)                             |            |
| <b>EPIs</b>                    |     | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>Difference<br/>2023/2024</b> | <b>Difference<br/>2020/2024</b> | <b>GRI</b> |
| <b>Waste ►</b>                 |     |             |             |             |             |             |                                 |                                 | <b>306</b> |
| Total                          | t   | 3 941       | 5 285       | 4 449       | 4 221       | 3 811       | (10%)                           | (3%)                            |            |
| Municipal waste (incineration) | t   | 175         | 198         | 156         | 164         | 185         | +13%                            | +6%                             |            |
| Municipal waste (landfill)     | t   | 170         | 189         | 194         | 197         | 179         | (9%)                            | +5%                             |            |
| Inert waste (landfill CH)      | t   | 2           | 5           | 0.3         | 7.9         | 0.9         | (88%)                           | (53%)                           |            |
| Hazardous waste                | t   | 450         | 474         | 424         | 416         | 482         | +16%                            | +7%                             |            |
| Waste (energy recovery)        | t   | 576         | 648         | 632         | 661         | 653         | (1%)                            | +13%                            |            |

|                                |             |         |         |           |           |         |       |            |
|--------------------------------|-------------|---------|---------|-----------|-----------|---------|-------|------------|
| Recycling                      | t           | 2 568   | 3 772   | 3 043     | 2 775     | 2 312   | (17%) | (10%)      |
| <b>Business travel</b>         |             |         |         |           |           |         |       |            |
| Total**                        | Mio.<br>km  | 1.8     | 2.0     | 9.0       | 13.9      | 12.2    | (12%) | +564%      |
| Car (expenses, rented)         | %           | 33%     | 23%     | 3%        | 8%        | 9%      | +2    | (24)       |
| Aircraft                       | %           | 67%     | 77%     | 96%       | 86%       | 86%     | (0)   | +19        |
| <b>Product transport***</b>    |             |         |         |           |           |         |       |            |
| Total                          | Mio.<br>tkm | 76      | 94      | 101       | 67        | 69      | +3%   | (9%)       |
| Trucks                         | %           | 30%     | 31%     | 35%       | 34%       | 44%     | +10   | +14        |
| Sea freight                    | %           | 56%     | 27%     | 41%       | 44%       | 35%     | (9)   | (21)       |
| Air freight                    | %           | 13%     | 32%     | 21%       | 23%       | 21%     | (1)   | +8         |
| Rail freight                   | %           | 1%      | 11%     | 3%        | 0%        | 0%      | +0    | (1)        |
| <b>GHG emissions (CO2eq) ►</b> |             |         |         |           |           |         |       | <b>305</b> |
| Scope 1                        | tCO2eq      | 2 802   | 3 692   | 3 572     | 3 638     | 3 150   | (13%) | +12%       |
| Scope 2 (market-based)         | tCO2eq      | 8 401   | 7 824   | 5 931     | 4 097     | 2 978   | (27%) | (65%)      |
| Scope 2 (location-based)       | tCO2eq      | 10 975  | 11 345  | 9 274     | 8 862     | 10 016  | +13%  | (9%)       |
| Scope 3                        | tCO2eq      | 84 296  | 121 878 | 182 454   | 189 920   | 209 384 | +10%  | +148%      |
| <b>Environmental impact</b>    |             |         |         |           |           |         |       | <b>305</b> |
| Core balance                   | Mio. EP     | 24 484  | 26 710  | 23 598    | 19 510    | 18 395  | (6%)  | (25%)      |
| Total balance                  | Mio. EP     | 576 288 | 769 979 | 1 094 431 | 1 042 317 | 935 366 | (10%) | +62%       |
| <b>References</b>              |             |         |         |           |           |         |       |            |
| Added value                    | Mio.<br>CHF | 352     | 417     | 420       | 386       | 409     | +6%   | +16%       |

\* glass fibre plus aramid yarn

\*\* excluding km own vehicles (included in fuels)

\*\*\* 2021 including Transport (intercompany)

Environmental impact: all figures 2020 - 2021 calculated using ecoinvent database version v38, 2022 v391, 2023 v310, 2024 v311  
GHG emissions: values according to published GHG Inventories. Used ecoinvent database versions: 2018 v35, 2019 v36, 2020 v371, 2021 v38, 2022 v391, 2024 v311; based on IPCC2013 (2020-2021) and IPCC2021 for 2022, 2023 and 2024.

#### Scope 3

In 2020, packaging data in Switzerland was newly collected.

Adjustments (as shown below) lead to significant increase in Scope 3 compared to previous year. However, the difference between the recalculated 2020 total is < -1% despite the expansion of the corporate standard (see below).

- Expansion of the corporate standard and data collection (i.e. commuting and packaging data).

As part of the expansion of Scope 3, data on commercial products, product use and EoL (end of life of products) will be included in the company model in the medium term. Furthermore, the existing data collection/quality will be continuously improved wherever possible.

In 2021, the system boundaries were expanded to include, for the first time, part of the commercial products purchased. The quality and the granularity of the collected goods transport data (transport to customers and within the production network) have been significantly improved. The same applies to metal and polymer data. In 2022 raw material and commercial goods data from new central data source, so the modelling could be extended and the data granularity and quality was further improved.

## Addendum 4: Indices

### Index Swiss Code of Obligations Art. 964 b

The table below shows the disclosures reported in accordance with the requirements of Art. 964b of the Swiss Code of Obligations (Swiss CO).

| Topics                      | Disclosure                           | Location   | Page              |
|-----------------------------|--------------------------------------|--|-------------------|
| <b>General Requirements</b> |                                      |  |                   |
| Business model              | Description of the business model    | <a href="#">Our value chain: How we create and distribute value;</a><br><a href="#">Our fundamentals</a>                           | 121-122;<br>24-28 |
|                             | Policies adopted                     | <a href="#">Environment</a>  | 125-129           |
|                             | Measures taken to implement policies | <a href="#">Environment</a>  | 125-129           |
| Environmental matters       | Risks related                        | <a href="#">Sustainability strategy: Environment;</a><br><a href="#">Addendum 3: Detailed environmental performance indicators</a> | 122;<br>129       |
|                             | Performance indicators               | <a href="#">Environment</a>  | 125-128           |
|                             | Policies adopted                     | <a href="#">Social</a>   | 130-135           |
| Social issues               | Measures taken to implement policies | <a href="#">Social</a>   | 130-135           |
|                             | Risks related                        | <a href="#">Sustainability strategy</a>  | 122               |
|                             | Performance indicators               | <a href="#">Social</a>   | 130-135           |
| Employee-related issues     | Policies adopted                     | <a href="#">Social</a>   | 130-134           |
|                             | Measures taken to implement policies | <a href="#">Social</a>   | 130-134           |
|                             | Risks related                        | <a href="#">Sustainability strategy</a>  | 122               |
| Respect for human rights    | Performance indicators               | <a href="#">Social</a>   | 130-134           |
|                             | Policies adopted                     | <a href="#">Responsible supply chains</a>  | 138-139           |
|                             | Measures taken to implement policies | <a href="#">Responsible supply chains</a>  | 138-139           |
| Combating corruption        | Risks related                        | <a href="#">Sustainability strategy</a>  | 122               |
|                             | Performance indicators               | <a href="#">Responsible supply chains</a>  | 138-139           |
|                             | Policies adopted                     | <a href="#">Governance: Business conduct</a>   | 136-137           |
| Combating corruption        | Measures taken to implement policies | <a href="#">Governance: Business conduct</a>   | 136-137           |
|                             | Risks related                        | <a href="#">Sustainability strategy</a>  | 122               |
|                             | Performance indicators               | <a href="#">Governance: Business conduct</a>   | 136-137           |

\* Applying Art. 964b of the Swiss Code of Obligations, the topics listed below were identified as being material under the Swiss CO. Based on Swiss CO Art. 964b paragraph 1, HUBER+SUHNER considers all topics in scope for non-financial reporting that are material from an impact and financial perspective (see [materiality matrix](#)).

## Index Framework 'Recommendations of the Task Force on Climate-related Financial Disclosures'

The table below presents the disclosures made in compliance with the Swiss Ordinance on Climate Disclosures. This ordinance mandates, under Article 964b of the Swiss Code of Obligations (Swiss CO), that organisations disclose climate-related risks in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (Article 3).

| TCFD recommendation   | Recommended disclosures   | Location  | Page              |
|---|---|---|-------------------|
| <b>Governance</b>   |   |   |                   |
| Disclose the organisation's governance around climate-related risks and opportunities.  | a. Describe the Board's oversight of climate-related risks and opportunities.   | <a href="#">Sustainability Governance</a>   | 123               |
|   | b. Describe management's role in assessing and managing climate-related risks and opportunities.  | <a href="#">Sustainability Governance</a>   | 123               |
| <b>Strategy</b>   |   |   |                   |
| Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning. | a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term.                                 | <a href="#">Risk management;</a><br><a href="#">Environment</a>   | 20-21;<br>129     |
|   | b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning.                          | <a href="#">Sustainability strategy;</a><br><a href="#">Environment</a>                                   | 121-122;<br>128   |
|   | c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2 °C or lower scenario. | <a href="#">Sustainability strategy;</a><br><a href="#">Environment</a>                                   | 122;<br>128-129   |
| <b>Risk management</b>  |   |   |                   |
| Disclose how the organisation identifies, assesses and manages climate-related risks.   | a. Describe the organisation's processes for identifying and assessing climate-related risks.   | <a href="#">Risk management;</a><br><a href="#">Environment</a>   | 20-21;<br>129     |
|   | b. Describe the organisation's processes for managing climate-related risks.  | <a href="#">Risk management;</a><br><a href="#">Environment</a>   | 20-21;<br>126-127 |
|   | c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management.       | <a href="#">Risk management;</a><br><a href="#">Environment</a>   | 20-21;<br>129     |
| <b>Metrics and targets</b>  |   |   |                   |
| Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.  | a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.     | <a href="#">Risk management;</a><br><a href="#">Environment</a>   | 20-21;<br>127-129 |
|   | b. Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and the related risks.  | <a href="#">Environment;</a><br><a href="#">Addendum 3: Detailed environmental performance indicators</a> | 127-128;<br>145   |
|   | c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.                           | <a href="#">Environment;</a><br><a href="#">Addendum 3: Detailed environmental performance indicators</a> | 127-128;<br>145   |



## Index: Global Reporting Initiative (GRI)

Ernst & Young Ltd performed a limited assurance engagement on selected environmental KPIs aligned with the GRI Standards for 2024, these are summarized below.

| GRI standard                                  | Disclosure   | Location  | Page        |
|---|--|---|-------------|
| <b>Materials</b>                              |  |   |             |
| GRI 301: Materials 2016                       | 301-1 Materials used by weight or volume           | <a href="#">Addendum 3: Detailed environmental performance indicators</a>   | 144         |
| <b>Energy</b>                                 |  |   |             |
| GRI 302: Energy 2016                          | 302-1 Energy consumption within the organization   | <a href="#">Environment: Resource use; Addendum 3: Detailed environmental performance indicators</a>              | 126;<br>144 |
| <b>Water</b>                                  |  |   |             |
|   | 303-3 Water withdrawal                             | <a href="#">Environment: Resource use; Addendum 3: Detailed environmental performance indicators</a>              | 126;<br>144 |
| GRI 303: Water and Effluents 2018             | 303-5 Water consumption                            | <a href="#">Addendum 3: Detailed environmental performance indicators</a>   | 144         |
| <b>Emissions</b>                              |  |   |             |
|   | 305-1 Direct (Scope 1) GHG emissions               | <a href="#">Environment: Climate change mitigation; Addendum 3: Detailed environmental performance indicators</a> | 127;<br>145 |
|   | 305-2 Energy indirect (Scope 2) GHG emissions      | <a href="#">Environment: Climate change mitigation; Addendum 3: Detailed environmental performance indicators</a> | 127;<br>145 |
| GRI 305: Emissions 2016                       | 305-3 Other indirect (Scope 3) GHG emissions       | <a href="#">Environment: Climate change mitigation; Addendum 3: Detailed environmental performance indicators</a> | 127;<br>145 |
| <b>Waste</b>                                  |  |   |             |
| GRI 306: Waste 2020                           | 306-3 Waste generated                              | <a href="#">Addendum 3: Detailed environmental performance indicators</a>   | 144         |
| <b>Occupational health and safety</b>         |  |   |             |
| GRI 403: Occupational Health and Safety 2018  | 403-9 Work-related injuries                        | <a href="#">Social: Our own workforce</a>   | 132         |
| <b>Diversity and equal opportunity</b>        |  |   |             |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | <a href="#">Social: Our own workforce</a>   | 129         |



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To the Management of  
**HUBER+SUHNER AG, Herisau**

Zurich, 11 February 2025

## **Independent assurance report on selected sustainability disclosures and indicators in the annual report**

We have been engaged to perform assurance procedures to provide limited assurance on selected disclosures and indicators included in HUBER+SUHNER AG's (the Company's) Annual Report 2024 for the reporting period from 1 January 2024 to 31 December 2024 (the Report).

Our limited assurance engagement focused on selected disclosures and indicators presented in Non-financial Report 2024 included in the Annual Report and marked with the check mark ►. An overview of the selected indicators is attached in the Appendix to our independent assurance report.

We did not perform assurance procedures on other information included in the Report, other than as described in the preceding paragraph, and accordingly, we do not express a conclusion on that information.

### **Applicable criteria**

The Company defined as applicable criteria (the Applicable Criteria):  
Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) presented on the GRI homepage.

### **Inherent limitations**

The accuracy and completeness of selected disclosures and indicators are subject to inherent limitations given their nature and methods for determining, calculating and estimating such data. In addition, the quantification of the non-financial matters indicators is subject to inherent uncertainty because of incomplete scientific knowledge used to determine factors related to the emissions factors and the values needed to combine e.g. emissions of different gases. Our assurance report should therefore be read in connection with the Company's non-financial report, its definitions and procedures on non-financial matters reporting therein.

### **Responsibility of the Management**

The Management is responsible for the selection of the Applicable Criteria and for the preparation and presentation, in all material respects, of the selected disclosures and indicators in accordance with the Applicable Criteria. This responsibility includes the design, implementation, and maintenance of internal control relevant to the preparation of the selected disclosures and indicators that are free from material misstatement, whether due to fraud or error.



### **Independence and quality control**

We have complied with the independence and other ethical requirements of the *International Code of Ethics for Professional Accountants (including International Independence Standards)* of the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies *International Standard on Quality Management 1*, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### **Our responsibility**

Our responsibility is to express a conclusion on the selected disclosures and indicators based on the evidence we have obtained.

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the selected disclosures and are free from material misstatement, whether due to fraud or error.

### **Summary of work performed**

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

The Greenhouse Gas (GHG) quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs. Additionally, GHG procedures are subject to estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

Our limited assurance procedures included, amongst others, the following work:

- Assessment of the suitability of the Applicable Criteria and their consistent application
- Interviews with relevant personnel to understand the business and reporting process, including the sustainability strategy, principles and management
- Interviews with the Company's key personnel to understand the non-financial reporting system during the reporting period, including the process for collecting, collating and reporting the disclosures and indicators
- Checking that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Applicable Criteria



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- Analytical review procedures to support the reasonableness of the data
- Identifying and testing assumptions supporting calculations
- Testing, on a sample basis, underlying source information to check the accuracy of the data

We have not carried out any work on data other than outlined in the paragraph above. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusions.

**Conclusion**

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the selected disclosures and indicators in the Report of the Company have not been prepared, in all material respects, in accordance with the Applicable Criteria.

Ernst & Young Ltd



Mark Vesper  
(Qualified Signature)  
Executive in charge



Kim Bischof  
(Qualified Signature)  
Manager



**Appendix: Key Performance Indicators in assurance scope**

**Limited assurance**

GRI Indicators

- ▶ Scope 1 GHG emissions (GRI 305-1)
- ▶ Scope 2 GHG emissions (market-based) (GRI 305-2)
- ▶ Scope 2 GHG emissions (location-based) (GRI 305-2)
- ▶ Scope 3 GHG emissions (GRI 305-3)
- ▶ Gender Distribution (GRI 405-1)
- ▶ Lost-time injury frequency rate total (GRI 403-9)
- ▶ Lost-time injury frequency rate in production/warehouse (GRI 403-9)
- ▶ Environmental performance indicators for energy (GRI 302)

| Energy                     | Unit |
|----------------------------|------|
| Total energy               | MWh  |
| renewable                  | %    |
| Purchased electricity      | MWh  |
| renewable                  | %    |
| Purchased heat             | MWh  |
| renewable                  | %    |
| Self-generated electricity | MWh  |
| renewable                  | %    |
| Total fuel                 | MWh  |
| renewable                  | %    |
| Natural gas                | MWh  |
| Biogas                     | %    |
| Heating oil                | MWh  |
| Diesel                     | MWh  |
| Petrol                     | MWh  |
| Wood                       | MWh  |

- ▶ Environmental performance indicators for water (GRI 303)

| Water                | Unit |
|----------------------|------|
| Total water          | m3   |
| Tap water            | m3   |
| other water (PL, CH) | m3   |
| lake water (CH)      | m3   |

- ▶ Environmental performance indicators for materials (GRI 301)

| Materials                      | Unit |
|--------------------------------|------|
| Total materials                | t    |
| renewable (cardboard and wood) | %    |
| Solvents                       | kg   |
| SF6                            | kg   |
| Refrigerants                   | kg   |
| Copper                         | t    |
| Plastics                       | t    |
| Glass fibre                    | t    |
| Packaging                      | t    |
| renewable (cardboard and wood) | %    |



▶ Environmental performance indicators for waste (GRI 306)

| Waste                          | Unit |
|--------------------------------|------|
| Total                          | t    |
| Municipal waste (incineration) | t    |
| Municipal waste (landfill)     | t    |
| Inert waste (landfill CH)      | t    |
| Hazardous waste                | t    |
| Waste (energy recovery)        | t    |
| Recycling                      | t    |

Indicators based on Huber+Suhner's own criteria

- ▶ Intensity Water Withdrawal
- ▶ Energy Intensity
- ▶ Intensity waste sent to landfill / incineration