Non-financial Report

HUBER+SUHNER Group Sustainability Statement

Non-financial key figures

Group

	2025	2024	Baseline	2024 Δ	Baseline Δ
Scope 1+2 (market-based) in tCO2-eq Target: -55% by 2030	6'631	6'128	7'735	8.3%	(14.3%)
Scope 3 in tCO2-eq Target: -25% by 2030	161'044	209'384	189'920	(23.1%)	(15.2%)
Intensity waste sent to landfill/incineration (kg/net revenue) Target: -25% by 2030	1.7	1.7	1.8	1.5%[1)]	(3.0%)[2)]
Energy intensity (MWh/net revenue) Target: -15% by 2030	61	60	63.2	2.7%[1)]	(3.1%)[2)]
LTIR (Occupational accidents with lost time per one million hours worked per year) Target: ≤3.0 annually	6	2.6	n.a.	3.4	–
Average training per employee per year in hours Target: ≥16 hours	15	17	n.a.	(12%)	–
Management and expert positions filled with with a mix of internal and external talents Target: 40–60% annually	52%	54%	n.a.	(2)	–
Participation in online compliance training per year Target: ≥95% annually	98%	98%	n.a.	–	–

1) Energy intensity and the intensity of waste sent to landfill/incineration were previously calculated relative to added value. Using added value as the reference, we observe a 6.3% decrease in waste sent to landfill/incineration and a 5.2% decrease in energy intensity.

2) When referenced against added value, waste sent to landfill/incineration declined by 5%, while energy intensity was reduced by 5.5% compared to the baseline.

General information

Basis for preparation of the Group Sustainability Statement

BP-1; BP-2

General basis: This Group Sustainability Statement has been prepared on a consolidated basis for the year ending 31 December 2025, with reference to the European Union's Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) Sector agnostic Set 1. This report does not claim full compliance with all ESRS requirements, as the standards were under revision at the time of publication. For the 2025 reporting year, we have no legal obligation to report under ESRS and do so voluntarily. The Group Sustainability Statement presents all required disclosures on material matters, supplemented by information on certain non-material topics. The Group Sustainability Statement encompasses upstream and downstream activities, as well as the company's own operations, as illustrated in Table 1.

Unless otherwise stated, the sustainability performance data and information included in this statement are reported based on the same consolidation principles as the financial statements, which include HUBER+SUHNER AG (the parent company) and its controlled subsidiaries. We disclose the list of companies and corresponding geographies included in its consolidation perimeter as part of the financial statements.

For environmental data, all major entities report, at a minimum, their energy consumption and employee commuting figures for carbon footprint calculations. Data from two office locations in France and Spain and one joint venture in France are not included, as their estimated contribution is below 1% of the company's total carbon footprint.

In 2024, we relocated from our former production and warehouse facility in Taufkirchen, DE, to rented office space in Unterhaching, DE. Until the sale of the Taufkirchen site is finalised, data from both locations will continue to be consolidated. Starting in 2025, we will also begin reporting on our new production site in Pisary, PL which serves as an extension of our Krzeszowice, PL, operations and focuses on the same product family. The Pisary facility officially opened in June 2025 and commenced operations in August 2025.

While there were no acquisitions or divestments in 2025, we increased our stake in BKtel Photonics strengthening our strategic position. This change had no impact on reporting.

Confidentiality: We did not use the exemption of omitting the disclosure of information related to intellectual property, know-how, or innovation results. Furthermore, we have not used the exemption for impending developments or matters in course of negotiation.

Time horizons: HUBER+SUHNER has defined specific time horizons for its sustainability statement: short term (up to one year), medium term (one to five years), and long term (over five years). Where appropriate, different time horizons may be applied than those set out in ESRS 1. Specific time intervals have also been established for setting and reviewing sustainability targets.

Significant estimates and judgements: To prepare for the CSRD, we aligned our data reporting with applicable ESRS definitions and requirements. Restatements, if applicable, are detailed in the Methodologies and assumptions sections regarding the relevant data points. This sustainability statement relies on significant estimates and judgments, particularly when data is collected annually, extrapolated, using fast-close methods, or otherwise estimated. Greenhouse gas emissions (GHG) calculations involve inherent uncertainty due to limitations in scientific data, emission factors, and the conversion of different gases into comparable values. Wherever possible, estimates are based on recognised third-party databases and methodologies. All forward-looking information is subject to uncertainty, and estimates are reviewed regularly and updated as needed. For further details on the estimates and judgements applied, please refer to Methodologies and assumptions in topical sections.

Phased-in data points: In 2025, we focused on gathering information for the initially mandatory disclosures and chose to make use of the phased-in approach outlined in ESRS 1 Appendix C. This approach will be reviewed in line with the planned adoption of the revised ESRS in 2026. In addition to the phased-in data points, this also includes upstream pollution impacts (ESRS E-2) and disclosures under Regulation (EU) 2019/2088 (EU Taxonomy).

External assurance: In 2025, the chapters E1 Climate change and S1 Own workforce were subject to a voluntary limited assurance. The engagement was conducted by Ernst & Young Ltd in accordance with applicable assurance standards. The scope and results of the engagement are outlined in Addendum 2.

Mandatory reporting requirements: This report has been prepared in accordance with the Swiss Code of Obligations (CO) and includes the non-financial disclosure as required by Article 964a et seq. It also addresses the due diligence and transparency obligations under Articles 964j to 964l, specifically relating to the sourcing of minerals and metals from conflict-affected areas and risks associated with child labour. Climate-related disclosures are governed by the Swiss Ordinance on Climate Disclosures, which sets out the reporting requirements under Article 964b CO. These matters are covered in accordance with the ESRS, specifically ESRS 2 and ESRS E1. For a detailed overview of the disclosures in accordance with the requirements of Art. 964b of the CO please refer to Addendum 1. In the absence of a clear XBRL taxonomy for the evolving ESRS standards, we fulfil the machine-readability requirement set by the Swiss Climate Ordinance by providing this report as an online PDF with clear references to the relevant ESRS standards. We continue to closely monitor regulatory developments at both the Swiss and EU level to ensure compliance with any additional requirements.

Sustainability governance

GOV-1; GOV-2; GOV-3

Our sustainability governance structure ensures that due diligence outcomes, policies, and the effectiveness of actions are transparently communicated and aligned with the company's sustainability objectives.

Board and management composition: The Board of Directors consisted of eight members – three women and five men – with women accounting for 38%. All members were non-executive, and all were independent (i.e., had no role in Executive Group Management, no significant business ties with HUBER+SUHNER, and no service on its EGM or affiliates in the past three financial years). The EGM comprised six members – one woman and five men – with women accounting for 17% of the team. All were executive members. HUBER+SUHNER had no direct representation of employees or workers on the BoD or EGM. For details on our EGM and BoD composition, relevant expertise and skills, please refer to our Corporate Governance Statement.

All members of the EGM and BoD contribute significant expertise in compliance and business conduct, based on their extensive executive experience. This is reinforced by several board members' legal qualifications, as well as academic backgrounds in engineering or sciences, backed by professional experience, and personal interest in environmental topics. Social, public policy, and economics know-how are also represented, ensuring a well-rounded approach to sustainable and ethical decision-making.

Roles and responsibilities: Sustainability is actively governed by the EGM and BoD through regular, structured engagement. The Head of Global Sustainability reports regularly to the EGM on sustainability issues, the implementation of the sustainability strategy, performance outcomes, and associated risks. An annual management review further assesses global sustainability policies and processes.

Key sustainability matters are presented to the BoD by the Chief Executive of Officer (CEO) or Head of Global Sustainability for information, consultation, and, when necessary, endorsement. Through the Audit Committee, which also oversees the integrity of sustainability processes, controls, audits, and disclosures, the BoD receives biannual updates focused on key performance indicators (KPIs), targets, and reporting obligations. The Nomination and Compensation Committee (NCC) is responsible for ensuring effective succession planning and selection process, overseeing remuneration policies and fostering diversity in governance bodies. Material sustainability topics are regularly reviewed by both the EGM and the BoD to support informed decision-making and strategic planning. Annual risk assessments, including compliance risk, presented to the BoD by the Chief Financial Officer (CFO), further strengthen oversight of legal, regulatory, and sustainability-related risks.

The company's sustainability strategy is fully integrated into its business plan, addressing material impacts, risks, and opportunities (IROs). These factors, including potential trade-offs, are considered in key decisions at the management level. Material sustainability risks are embedded in the company's risk management framework.

Remuneration: As part of our Remuneration policy, the EGM participates in short-term incentive programmes linked to progress on our sustainability strategy, with partial payouts available for partial achievement. In 2025, all members of the EGM were assigned individual sustainability targets. For most, these targets accounted for 10% of their variable compensation within the individual performance component of their incentive plans. These targets are designed to address and manage material sustainability IROs. The BoD and EGM also receive annual long-term compensation in the form of company shares. The number of shares granted is influenced by the company's strategic priorities, with the climate transition plan being a factor.

GOV-4

Statement of due diligence: Our due diligence system is designed to uphold responsible business conduct and promote sustainable practices across all levels of operation. The process is rooted in key governance instruments and aligns with internationally recognised standards. Its core elements include:

- **Embedding responsible business conduct**: Ethical conduct and sustainability principles are integrated into the company's foundational frameworks, including the Code of Conduct (CoC), Supplier Code of Conduct, and Procurement policy. These policies serve as the backbone of our compliance and responsible sourcing strategy, ensuring due diligence is anchored in day-to-day decision-making processes.
- **Identifying and assessing adverse impacts**: We apply a risk-based approach using tools such as the Double Materiality Assessment (DMA), supplier-level evaluations, and an open-access whistleblowing platform. This enables early identification of environmental and human rights risks across the supply chain, guiding the prioritisation of issues that require active management.
- **Engaging with affected stakeholders**: Although our 2025 due diligence did not identify any actual or likely adverse impacts among direct suppliers, we recognise that some risks in the supply chain may not be immediately visible. We continue to monitor our operations, and our grievance mechanism is available to all potentially affected stakeholders.
- **Taking action to address identified impacts**: Concrete measures are implemented to mitigate and manage risks. These include the application of our Supplier Code of Conduct and a structured supplier sustainability rating, supporting continuous improvement and alignment with our expectations.
- **Tracking effectiveness and communicating progress**: Metrics on Key Performance Indicators (KPIs) are collected and reviewed continuously to measure the impact of our actions. These insights promote internal oversight and external transparency, reinforcing accountability and driving refinements where needed.

Core elements of our due diligence assessment, in accordance with Articles 964j to 964l CO, focus on the sourcing of minerals and metals from conflict-affected areas and the risks related to child labour. Based on our assessments and due diligence as outlined above, there are currently no reasonable grounds to suspect child and/or forced labour, nor that metals and minerals originate from conflict-affected or high-risk areas.

GOV-5

Risk management and controls over sustainability reporting: Responsibility for data collection is shared across teams. Corporate Controlling oversees social and governance data, while the global sustainability team manages environmental data and consolidates all information into a comprehensive report. This structure, established by the EGM, reflects the company's proactive approach to evolving sustainability reporting requirements. To meet increasing compliance demands, we have allocated dedicated resources to strengthen our sustainability governance and reporting frameworks, particularly by enhancing data collection processes and internal controls. These controls cover planned actions, collected data, and KPIs related to environmental and occupational health and safety topics.

The BoD, Audit Committee, and EGM regularly review material risks and internal controls to ensure the integrity and reliability of our integrated reporting process.

Strategy, business model and value chain

SBM-1; SBM-2; SBM-3

Information on our business model, strategy, products, and services can be found in the Management Report. Our strategy and business model are designed to be resilient and sustainable. As detailed in the relevant sections of this report, we actively work to minimise our negative impacts while preserving and enhancing positive outcomes in line with our sustainability strategy and defined objectives. Through a diversified supplier base and proactive monitoring of market conditions, we have effectively limited risks related to the supply of raw materials, including copper. At present, these actions have no material financial impact.

HUBER+SUHNER uses a bottom-up approach for sustainability strategy development. This means that sites and functions within the company develop their own strategies with guidance from the global sustainability team, which are then combined at the Group level, where the strategy is approved by the EGM. In this context, we continuously engage with key internal and external stakeholders such as employees, customers, suppliers, investors, and shareholders to gather valuable insights and feedback. The scope and frequency of engagement vary by stakeholder group.

Materiality assessment

IRO-1

In 2024, HUBER+SUHNER with the support of an external consultant initiated the Double Materiality Assessment (DMA) by defining its context and scope. This foundational step included mapping activities, products, services, and locations, and outlining how these elements are interconnected within our business model. A value chain mapping was conducted to prioritise key suppliers and materials. The second step of the DMA process involved identifying the IROs. In line with the European Financial Reporting Advisory Group's (EFRAG) recommendations and guidelines, we used the list of sustainability matters outlined in ESRS 1 (AR16), covering environmental, social, and governance (ESG) topics. These sustainability matters were systematically screened against predefined criteria to determine their potential materiality within the defined context and scope. In addition to this, company-specific IROs were identified and incorporated into the list. This screening process was informed by the previous DMA, interviews with key stakeholders, desktop research, and relevant reports. In the third step of the process, both potential and actual negative and positive impacts, along with financial risks and opportunities across multiple time horizons, were assessed and scored, again with the help of relevant internal and external stakeholders. Impact materiality and financial materiality were determined based on the assessment of all positive and negative impacts, as well as opportunities and risks, for each sustainability topic across all covered subsidiaries.

The score of the sustainability topics corresponds with the maximum score on impact materiality and financial materiality of the underlying IROs. This means that a topic is material as soon as at least one underlying IRO exceeds the materiality threshold. A total of 101 IROs were identified, of which eleven were deemed materially important. Overall, the DMA process identified seven sustainability topics of material significance to HUBER+SUHNER.

The fourth step of the process included calibration and validation of assessment of IROs through internal workshops with key stakeholders and the EGM. The calibration of topics included discussions on dependencies and how to account for them during the assessment. Relevant disclosure requirements (DR) and data points were identified based on material matters at the sub-sub-topic level, extending down to individual data points. The results of the DMA were presented to and endorsed by both- the EGM and the BoD.

Table 1 in Addendum 1 outlines all disclosure requirements (DRs) addressed in the preparation of this sustainability statement, along with the corresponding sections where each disclosure can be found.

The table below provides a brief overview of the material IROs. More comprehensive details on the IROs, including their current and anticipated effects, our responses or planned actions, as well as associated policies, targets, and metrics, are discussed in the topical sections of this statement.

Table 1: Presentation of the material IROs

SBM-3

ESRS	IRO	Time horizon	Value chain	Description
	Actual positive impact	MT	Upstream / Own operations / Downstream	Optimised logistics flow with "regional-for-regional" model, promoting local suppliers sourcing and leading to a positive environmental impact
ESRS E1 Climate change: Climate change mitigation	Actual negative impact	ST	Upstream	Scope 3 emissions linked to operations in upstream value chain from material sourcing
	Actual negative impact	ST	Own operations	Direct emissions linked to H+S own operations (related to scope 1 and 2)
ESRS E1 Climate change: Energy	Actual positive impact	LT	Own operations	Implementing energy-saving initiatives and the procurement and generation of renewables
ESRS E2 Pollution: Pollution of air; Pollution of water; Pollution of soil	Actual negative impact	MT	Upstream	Air pollution from particles (heavy metals)
ESRS E5 Circular economy: Resources inflows, including resource use	Risk	MT	Upstream / Own operations	Dependence on virgin copper

ESRS E5 Circular economy: Waste	Actual negative impact	ST	Own operations / Downstream	Waste generation in manufacturing processes and further processing including scrap waste
ESRS G1 Business conduct: Corruption and bribery	Actual positive impact	MT	Own operations	Implementing a comprehensive company-wide compliance training programme on anti-bribery, conflict of interest, and non-competition to reduce organisational risks (especially for at-risk functions)
ESRS S1	Actual positive impact	LT	Own operations	Implementing health and safety initiatives for workplace safety and employee well-being
Own workforce: Working conditions	Actual positive impact	LT	Own operations	Optimised employee turnover rates across various operating countries
ESRS S1 Own workforce: Equal treatment and opportunities for all	Actual positive impact	MT	Own operations	Fostering internal talent and agility through strategic development and role innovation

*ST= short term < one year; MT = medium term one to five years; LT = long term > five years
The IROs are based on the materiality assessment conducted in 2024

Environment

E1 Climate change

Topic	Relevant IRO	Key policies	Targets	Management focus
ESRS E1 Climate change	• Climate change mitigation • Energy management	Environmental Management Policy; Energy Policy; Supplier Code of Conduct; Code of Conduct; Procurement Policy	• 55% Scope 1+2 reduction by 2030 and 25% Scope 3 reduction by 2030 from 2023 • Net-zero by 2050 • 15% reduction in energy intensity by 2030 from 2021	• Addressing climate change • Lowering energy intensity

Policies

ESRS 2 MDR-P; E1-2

Decarbonisation is a strategic priority for us, driven by our Environmental Management- and Energy Policies, which align with International Organization for Standardiazation (ISO) 14001 and ISO 50001 standards. These policies are the foundation of our efforts to mitigate climate change, enhance resource and energy efficiency, and promote the use of renewable energy. Our commitment extends across the entire value chain and is reinforced through our Procurement Policy, Supplier Code of Conduct and Product Evolution Process (PEP). We collaborate closely with suppliers and customers to address climate impacts. We evaluate the effectiveness of our policies using clearly defined metrics and targets. Progress is continuously reviewed through site-level meetings, process reviews, and audits to ensure continuous improvement.

Targets

ESRS 2 MDRT-T; E1-1; E1-3; E1-4

In 2016, we committed to a science-based GHG reduction target for Scope 1+2 and 3 emissions by 2025, validated by Science Based Targets initiative (SBTi) experts. Originally aligned with the 2 °C goal, the target for Scope 1+2 was revised in 2019 to meet the stricter 1.5 °C criteria. As the original target period concludes in 2025, we submitted updated targets covering all three scopes in 2024. These were approved by the SBTi in January 2025 and set us on a clear path toward achieving net-zero emissions by 2050. To support our climate targets, we employ a 1.5 °C climate scenario as a strategic framework to navigate developments across dimensions, like technology, market, and policy. This scenario informs key decarbonisation levers, such as efficiency of our own operations, sustainable supply chain, and our product portfolio.

Table 2: GHG emissions reduction targets

Net-zero target (2050) (2023 baseline)		**Baseline**	**2024**	**2025**	**Baseline Δ abs.**	**Baseline Δ [%]**	**SBTi validated**
-90% in Scope 1+2 (market-based) 1.5 °C trajectory	tCO2-eq	7'735	6'128	6'631	(1'104)	(14%)	Yes
-90% in Scope 3 1.5 °C trajectory	tCO2-eq	248'141	267'605	226'044	(22'097)	(9%)	Yes
2030 (near-term) (2023 baseline)							
-55% absolute emissions Scope 1+2 (market-based) 1.5 °C trajectory	tCO2-eq	7'735	6'128	6'631	(1'104)	(14%)	Yes
-25% absolute emissions Scope 3 2 °C trajectory	tCO2-eq	189'920	209'384	161'044	(28'876)	(15%)	Yes
2025 target (2015 baseline)							
-50% emission intensity Scope 1+2 (market-based) 1.5 °C trajectory	tCO2-eq/ MCHF [1)]	56	15	16	(41)	(73%)	Yes
-30% emission intensity Scope 3 2 °C trajectory	tCO2-eq/ MCHF [1)]	158	495[2)]	359	201	128%	Yes

1) The first SBTi target used added value (VA) as a basis; Scope 3 increased due to refined accounting since 2017.

2) Updated post-publication weight calculations corrected the prior value (513).

In addition to our emissions reduction targets, we have committed to reducing our global energy intensity by 15% by 2030, using 2021 as the baseline year.

In 2024, we set 2023 as our baseline year for the new near-term climate targets. The baseline – 7'735 tCO2eq in Scope 1+2, 189'920 tCO2eq in Scope 3 – reflects our current organisational structure and strategic direction, enabling more accurate progress tracking. It covers 99% of Scope 1+2 emissions and 74% of Scope 3 emissions across our global upstream and downstream operations. The target boundary includes land-related emissions and removals from bioenergy feedstocks.

In 2023, we conducted a comprehensive Scope 3 screening covering 97% of our total emissions. Due to data quality limitations, we exclude capital goods, use phase, and end-of-life (EOL) from our SBTi-approved 2030 Scope 3 target, though we remain committed to improving data accuracy. Unlike many electronics firms, we primarily supply passive components with minimal use-phase emissions – mainly power cables used in Europe's low-emission rail sector. Active components, such as antennas and optical equipment, represent a small portion of our portfolio. The baseline for our net-zero target is 248'141 tCO_2-eq and also covers the use-phase.

Our ability to meet the 2030 target for Scope 3 depends on several external factors beyond our direct control. These include the pace of transformation across the value chain, the availability and demand for low-carbon materials, and access to reliable supplier data. These elements are critical in shaping our emissions reduction pathway and underscore the importance of collaboration and transparency throughout our supply chain.

Actions and resources: climate transition plan

ESRS 2 MDR-A; E1-1; E1-2; E1-3; E1-4; E1-6; E1-7; E1-8
Our climate transition plan, which was approved by the EGM and BoD in 2024, is fully embedded in our business strategy. The plan initially focuses on reducing emissions in line with our validated SBTi targets by 2030, and from 2040 to 2050, we will address remaining emissions through targeted reductions and carbon removals. All significant financial requirements, including capital allocation for targeted reduction measures, are embedded within our standard budgeting and investment processes. This ensures that consistent decision-making criteria are applied across all initiatives.

To determine targeted decarbonisation measures for our Scope 1 and 2 emissions, a cross-functional team conducted a detailed assessment of our five largest and highest-emitting sites. The team identified a range of emission reduction opportunities with the potential to reduce emissions by approximately 5'500 tCO_2-eq by 2030, along with the corresponding emissions reduction costs. As a result of this initiative, we plan to invest CHF 3 million in capital expenditures (CAPEX) through 2030, along with an additional annual operating investment of CHF 450'000 to upgrade production processes and infrastructure and further reduce emissions. Our Scope 1+2 target focus on renewable energy generation, waste heat recovery for heat integration, energy efficiency improvements, as well as process redesign and electrification. In 2025, we implemented transition plan projects with an investment of CHF 1.25 million. The resulting Scope 1 and 2 emission reductions could not yet be reliably quantified for 2025, as several measures will only deliver measurable impacts in subsequent years. We align our Scope 3 reduction efforts with our sourcing policies, focusing on Purchased goods and services, the largest contributor. Our regional-for-regional sourcing strategy helps keep transport emissions low, while continuous improvement initiatives under our lean management programme support material reduction.

We have mitigated the risk of locked-in emissions in our product portfolio, as we have no significant capital expenditure (CAPEX) investments in fossil fuel–related economic activities. On the infrastructure side, we have ceased investments in fossil fuel heating systems and are phasing out existing ones.

We apply a shadow carbon price to guide the Group's broader decision-making process, assessing the financial impact of carbon emissions and influencing decisions accordingly. The fixed price was increased to CHF 750 per ton CO_2 in 2022, reflecting the cost of permanent removal. The carbon price serves exclusively as a management tool to guide decision-making. Being indicative and not based on actual emission costs, the GHG volumes in Scopes 1 to 3 covered by the scheme cannot yet be disclosed; however, we are refining the methodology to enable more detailed and transparent reporting in the future.

In 2025, our largest Polish factory achieved ISO 50001 certification, enhancing energy efficiency and reducing costs. We do not currently plan to systematically use biofuels and therefore report no relevant biogenic Scope 1 emissions. 75% of location-based Scope 2 emissions were offset by EACs, fully comprised of unbundled Renewable Energy Certificates.

Table 3: Climate mitigation actions

Decarbonisation levers	Description	Actions 2025	Base year [tCO2-eq]	Change 2025 [tCO2-eq]
Reduction of process emissions: Monitoring SF6 and other process chemical emissions	• Advanced SF6 monitoring and data collection	Advanced monitoring system for early leak detection	344	(259)
Material efficiency and consumption reduction: Refrigerants	• Overall maintenance of extrusion chillers due to machine ageing, to reduce risk of refrigerant leakage • Replacement of existing refrigerants	Continuous maintenance	828	n.a.[1]
Electrification in own operations: Electrifying heating systems and recovering waste heat	Investing in electrification, with a particular emphasis on heating systems, and prioritising heat pumps with heat recovery where feasible	Feasibility study new heating Tczew, PL	1'486	n.a.
Electrification in own operations: Fleet decarbonisation	Decarbonising our fleet: pool vehicles, sales cars, forklifts, and small trucks	CHF 370'000 invested in fleet vehicles and charging infrastructure	481	(140)[1]
Renewable electricity usage in own operations: Global renewable sourcing and generation	• Commit to sourcing 100% renewable electricity by 2030 • Onsite generation through PV installations	Consumed electricity now 92% renewable; additional PV in Pfäffikon, CH	4'097	(1'374)
Supply chain decarbonisation: Supplier engagement	• Supplier engagement programme to collect data on climate actions and product details • Increasing the use of recycled content • Substituting materials with lower carbon alternatives	Engagement with 140 suppliers; strategic sourcing of lower-carbon materials for testing	156'920	(3'800)
Supply chain decarbonisation: Regional supply	We aim to follow the "regional-for-regional" approach to strengthen local supplier relationships and shorten transport routes	88–96% of suppliers were regional to our receiving site	13'744	(1'448)
Material efficiency and consumption reduction: Scrap reduction	Ongoing operational improvements to cut resource use	5 projects to reduce material use	156'920	(500)[2]

1) Actions are planned for 2025 to 2030; although some were implemented in 2025, further emission reductions are expected as of 2026.

2) Estimated emission reductions from scrap reduction are derived from avoided material use and the related cost savings at sites where this data is available.

Metrics

ESRS 2 MDR-M; E1-5

Energy consumption and mix

We have set a target to reduce our energy intensity by 15% by 2030 compared with 2021 levels. Since 2021, energy intensity decreased by 3% relative to net revenue, and by 6% relative to value added compared with the baseline year. These results were achieved in a context of increased energy demand resulting from the ramp-up of additional energy-intensive production lines at two sites. At the same time, global renewable energy consumption rose by 9%, reaching 76%.

Table 4: Energy consumption and mix

Energy consumption and mix		2024	2025	Change
Fuel consumption from coal and coal products	MWh	–	–	–
Fuel consumption from crude oil and petroleum products	MWh	3'578	2'790	(22%)
Fuel consumption from natural gas	MWh	4'382	4'796	9%
Other fossil sources	MWh	–	–	–
Purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh	5'337	5'159	(3%)
Total fossil energy consumption	**MWh**	**13'297**	**12'744**	**(4%)**

Share of fossil sources	**%**	**25**	**24**	**-1**
Consumption from nuclear sources	**MWh**	**3'495**	**5**	**(100%)**
Share of consumption from nuclear sources	**%**	**7**	**–**	**(7)**
Fuel consumption for renewable sources	MWh	563	579	3%
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	33'929	37'325	10%
Consumption of self-generated non-fuel renewable energy	MWh	2'084	2'261	9%
Total renewable energy consumption	**MWh**	**36'576**	**40'165**	**10%**
Share of renewable sources	**%**	**69**	**76**	**7**
Total energy consumption	**MWh**	**53'368**	**52'915**	**(1%)**

Energy intensity in high climate impact sectors

Table 5: Energy intensity per net revenue

Energy intensity per revenue		**2024**	**2025**
Net revenue from high impact activities	MCHF	894	864
Energy consumption high climate impact activities[1)]	MWh	53368	52915
Energy intensity in high climate impact activities	MWh/MCHF	60	61

1) Encompasses all production activities: electronic wires, fiber-optic cables, and other electrical equipment.

GHG emissions

ESRS 2 MDR-M; E1-6

In 2025, we reduced our absolute GHG emissions by 22% compared with the prior year. This was driven by decreases in Scope 2 and Scope 3 emissions in line with our climate targets. Scope 1 emissions increased due to higher use of emission-intensive production materials at one of our sites. As shown in Table 2, we achieved a 73% reduction in Scope 1+2 emissions intensity against our SBTi near-term target (2017).

Table 6: GHG emissions

GHG emissions		**2024**	**2025**	**Change**
Scope 1	**tCO2-eq**	**3'150**	**3'909**	**24%**
Thereof GHG emissions from regulated emission trading scheme	tCO2-eq	–	–	–
Scope 2 (market-based)	**tCO2-eq**	**2'978**	**2'723**	**(9%)**
Scope 2 (location-based)	**tCO2-eq**	**10'016**	**10'759**	**7%**
(Significant) Scope 3	**tCO2-eq**	**209'384**	**161'044**	**(23%)**
1: Purchased goods and services	tCO2-eq	177'306	128'001	(28%)
3: Fuel and energy-related activities	tCO2-eq	2'542	2'010	(21%)
4: Upstream transportation and distribution	tCO2-eq	15'693	14'245	(9%)
5: Waste generated in operations	tCO2-eq	1'262	1'028	(19%)
6: Business traveling	tCO2-eq	1'819	2'833	56%
7: Employee commuting	tCO2-eq	6'973	7'656	10%
9: Downstream transport	tCO2-eq	3'790	5'271	39%
Total market-based	**tCO2-eq**	**215'512**	**167'676**	**(22%)**
Total location-based	**tCO2-eq**	**222'550**	**175'712**	**(21%)**
Total net revenue	**MCHF**	**894**	**864**	**(3%)**
Total GHG emissions (location-based) per net revenue	**tCO2-eq/ MCHF**	**246**	**203**	**(17%)**
Total GHG emissions (market-based) per net revenue	**tCO2-eq/ MCHF**	**238**	**194**	**(18%)**

Not included: Capital Goods, Processing of sold products, Use of sold products, End of life treatment of sold products, Downstream leased assets, Franchises, Investments, Other. Further details are included in the methodologies and assumptions.

In accordance with ESRS 1 Chapter 3.7 and AR 41, we have assessed the potential for disaggregating GHG emissions by operational or geographical dimensions. Given the integrated structure and nature of our operations, we do not believe such a split would provide meaningful additional information.

Biogenic emissions of CO2 from combustion of biomass not included in Scope 1+2 were 516 tCO2-eq.

Methodologies and assumptions

E1-5; E1-6

Our reporting period is the calendar year 2025. In cases of expected disproportionate delays in evaluation, the data for December 2025 were estimated. We estimate the deviation from the calendar year period to be less than ±5%. We continuously strive to improve data quality and granularity.

In 2025, the definition of "intensity value" was updated from "added value" to "net revenue" ("net sales" in the financial report). Previously, "added value" was used to calculate GHG and energy intensity.

All entities under the full operational control of HUBER+SUHNER Group have reported at a minimum their energy consumption and employee commuting data for carbon footprint calculations. Energy consumption reporting includes all fuels used in manufacturing processes, heating, and in both owned and leased vehicles. For certain rented buildings, energy usage is estimated based on floor area. The electricity mix is estimated based on the mix declared by suppliers, using the previous year as a proxy, along with the EACs procured. We apply an inventory analysis based on input-output models. Each production site is considered a unit into which energy and materials enter (input) and from which emissions, waste, wastewater, and products are generated (output).

Based on our 2023 screening, we report only the material Scope 3 categories that meet sufficient data quality standards with a reasonable level of certainty. Seven of the 15 categories are included in our emissions inventory (see Table 6). The remaining categories – also excluded from our SBTi target – each contribute less than 5% of total Scope 3 emissions but carry high uncertainties, particularly regarding the use-phase emissions of power cables, where end-use applications are unclear. Additionally, some categories are not applicable, as we do not engage in franchising and have no leases or investments.

For Scope 3 emissions, we apply tailored, data-driven methods to each category, ensuring accurate, transparent reporting that reflects the unique characteristics of each source. Purchased goods and services are primarily sourced externally, with certain plastic compounds produced in Pfäffikon (CH) and processed in Pfäffikon (CH), Changzhou (CN) and Herisau (CH). Quantities are tracked through the Enterprise Resource Planning (ERP) system.

Upstream transport and distribution emissions are calculated based on transport distances between supplier sites and our locations, determined using postal codes. Air freight is the primary source of emissions in this category. Emissions from waste are calculated based on site-level waste volumes, categorised by type, using 100% company-specific data to ensure accuracy and consistency. Data for business travel is collected via a centralised travel system and spend management tools, using 100% activity-specific data from transport providers. Commuting emissions are driven mainly by car use, with site-specific patterns and home-office setups taken into account. Emissions from downstream transport are calculated based on centralised supply chain data, covering air, rail, road, and marine transport. Air freight and trucking are the main contributors. We use the latest activity data to measure and disclose emissions. Relevant data is provided to an external service that calculates the carbon footprint.

Global warming potentials (GWP) factors from the Sixth Assessment Report of the UN Intergovernmental Panel on Climate Change (IPCC) have been applied, in line with recommendations from the Greenhouse Gas (GHG) Protocol and Carbon Disclosure Project (CDP). The GHGs accounted for include carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF_6), and nitrogen trifluoride (NF_3), as listed in the amended Annex A of the Kyoto Protocol. Emissions are expressed in tCO_2-eq for standardised reporting. Calculations are performed using the expert system REGIS. Emission factors are derived from published GHG inventories and current ecoinvent versions, with IPCC2013 used before 2022 and IPCC2021 from 2022 onwards. We updated the 2025 background data using v3.12 of the ecoinvent data, released at the end of 2025. The percentage of Scope 3 GHG emissions calculated using primary data is 36%.

The Group does not have any GHG emissions subject to regulated emissions trading schemes. However, HUBER+SUHNER AG is a participant in the Swiss Energie-Agentur der Wirtschaft (EnAW) programme, which supports long-term agreements focused on energy efficiency and CO_2 reduction targets.

We quantify CAPEX based on actions in our transition plan and major investments outside it. Ongoing upgrades to processes and infrastructure at all sites, aimed at improving resource efficiency, are not captured within this CAPEX. We are not yet able to quantify the impact of these measures on operational expenditures (OPEX). Future disclosures will provide greater transparency.

E5 Resource use and circular economy

Topic	Relevant IRO	Key policies	Targets	Management focus
ESRS E5 Resource use and circular economy	• Resources inflows, including resource use • Waste	Environmental Policy; Procurement Policy	25% reduction of waste sent to landfill and incineration by 2030	Lowering intensity of resource use by 2030

Policies

ESRS 2 MDR-P; E5-1

We engaged diverse stakeholders across the value chain to map the Group's IRO landscape. The DMA identified key issues: reliance on virgin copper and waste from production. Details are in the General information.

HUBER+SUHNER manages resource use and circular economy impacts through its Environmental Policy, which promotes the efficient use of materials, energy and water. The policy incorporates life cycle assessment (LCA) to evaluate environmental impacts across the entire value chain, including internal operations as well as upstream and downstream activities. Eco-design principles are embedded into our product development process to support innovation, reduce material consumption, lower environmental impacts, and promote the adoption of more sustainable materials. While our Procurement Policy does not explicitly reference resource use or the circular economy, it aligns with our Supplier Code of Conduct, which requires suppliers to apply principles of resource efficiency, including for raw materials and packaging. The Code also outlines supplier obligations to manage waste responsibly and to avoid environmentally harmful disposal practices.

We ensure compliance with Restriction of Hazardous Substances (RoHS), Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), and Waste Electrical and Electronic Equipment (WEEE) regulations through a range of measures. We maintain up-to-date substance usage records and manage material safety by leveraging supplier data and cross-functional collaboration. To support transparency and regulatory compliance, documentation is made available to relevant customers.

Targets

ESRS 2 MDRT-T; E5-3

We are committed to increasing the proportion of waste diverted from disposal, with the goal of reducing reliance on landfill and incineration. To support this commitment, we have set a target to reduce the intensity of waste sent to landfill or incineration by 25% by 2030, using 2021 as the baseline year (see Table 8).

As part of our product development process, we are committed to decreasing the use of primary raw materials. We closely collaborate with suppliers to improve the measurement of material inflows, optimise the amount and the associated environmental impacts. These efforts support the development of future targets for resource efficiency. Furthermore, we are defining new objectives to reduce the environmental footprint of our packaging and packaging waste, in alignment with the EU Packaging and Packaging Waste Regulation (PPWR).

Actions and resources

ESRS 2 MDR-A; E5-2; E5-6

We are committed to reducing resource consumption through targeted initiatives. Our efforts center on eco-design and material efficiency to ensure responsible resource use across the value chain. For each key area outlined below, we set specific objectives and maintain a consolidated action plan at the group level.

Eco-design and material efficiency in our products: Although our cables and cable systems typically are designed for long lifecycles, we continuously strive to extend product longevity to enhance quality, safety, and reliability while also reducing environmental impact. Our products are designed to be lightweight to minimise material use wherever possible. In 2025, we launched cables made from 100% recycled copper. These cables meet industry standards while significantly reducing environmental impact without compromising performance.

Eco-design and material efficiency in packaging: We apply the same eco-design and material efficiency principles to packaging development as we do to product design. Our ecoPack project specifically targets the creation of more sustainable, resource-efficient, and cost-effective secondary packaging. This is achieved by using eco-friendly materials and optimising space through a "Tetris" approach that strategically arranges items to maximise efficiency. In addition to secondary packaging, we are reducing the environmental impact of primary packaging by gradually replacing single-use plastics with more sustainable materials such as paper and cardboard.

Many of our cable products are delivered on cable drums designed for up to eight reuses, making their integration into a circular system a natural and sustainable choice. In 2025, HUBER+SUHNER, in collaboration with Axjo, launched a pilot project in Germany for a circular system of cable drums used in cable transportation. By returning, repairing, and recycling drums, we significantly reduce material consumption, waste, and emissions throughout the value chain.

Waste minimisation, in particular hazardous waste: For several years, HUBER+SUHNER has established internal and external targets to increase the proportion of recycled waste, thereby reducing the volume sent to landfill or incineration. As part of our continuous improvement efforts, we also focus on the conscious use of resources to minimise scrap generated throughout every production process.

Anticipated financial effects from material resource use: Copper is a key resource in our power cables. However, global copper demand may exceed mine production in the future, a situation compounded by declining ore grades, regulatory and environmental challenges, and weather-related disruptions. Additionally, the availability of high-quality scrap copper is currently limited. These factors could impact the global supply and pricing of copper, potentially leading to supply chain disruptions and increased costs. To mitigate this risk, we employ a proactive, risk-based sourcing strategy and long-term supply agreements. In parallel, we are working on copper replacement solutions for certain applications. Copper availability posed no constraints in 2025 and consequently had no financial implications.

Metrics

ESRS 2 MDR-M; E5-4

Resource inflow

The company has identified its major resource inflows across operations as follows: metals, in particular copper, as well as plastics and glass fibre. For product packaging, the primary materials are wood and cardboard.

Water plays only a limited role in the company's global operations. Based on the European Union's definition of critical raw materials, the company uses significant amounts of copper and aluminium. HUBER+SUHNER has not identified any significant amounts of rare earth elements under this definition.

Table 7: Material inflow

Materials		**2024**	**2025**
Metals	t	7'107	7'504
Copper	t	6'801	7'172
Brass	t	210	225
Tin	t	23	32
Other		73	75
Plastics	t	4'165	4'444
Glass fibre	t	153	230
Packaging	t	4'533	3'800
Chemicals	t	547	558
Commercial products	t	14'314	8'349
Total materials	**t**	**30'819**	**24'885**

Material consumption declined by 19% in 2025, largely as a result of the completion of a major project in India.

The estimated recycled content for key materials is as follows: approximately 30% for copper, based on the standard copper grades we source; approximately 99.9% for the standard tin used; 0% for glass fibre; approximately 80% for silver; and approximately 72% for gold. All brass scrap and certain compounds are reprocessed through a closed-loop supplier take-back arrangement and are therefore diverted from disposal. Renewable resources are currently only accounted for in packaging, with an assumed share of 72% (PY 71%).

Resource outflow

E5-5

In 2025, the intensity of waste sent to landfill or incineration increased by 1% relative to net revenue compared with the previous year (the prior year was measured relative to value added: -6%). Overall, waste sent to landfill/ incineration decreased by 3% compared with the 2021 baseline (-5% on a value-added basis). Despite the current trend, ongoing development projects are expected to deliver the necessary improvements, and we remain confident in achieving our target to reduce the intensity of waste sent to landfill/incineration by 25%.

Table 8: Waste from own operations

Waste type		2024	2025	Change
Waste generated	**t**	**3'811**	**3'864**	**1%**
Hazardous waste generated	**t**	**482**	**386**	**(20%)**
Hazardous waste diverted from disposal	t	–	–	–
-diverted from disposal due to preparation for reuse	t	–	–	–
-diverted from disposal due to recycling	t	–	–	–
-diverted from disposal due to other recovery operations	t	–	–	–
Hazardous waste directed to disposal	t	482	386	(20%)
-directed to disposal by incineration	t	–	–	–
-directed to disposal by landfilling	t	–	–	–
-directed to disposal by other disposal operations	t	–	–	–
Non-hazardous waste generated	**t**	**3'330**	**3'478**	**4%**
Non-hazardous waste diverted from disposal	t	2'965	3'158	6%
-diverted from disposal due to preparation for reuse	t	–	–	–
-diverted from disposal due to recycling	t	2'312	2'394	4%
-diverted from disposal due to other recovery operations	t	653	763	17%
Non-hazardous waste directed to disposal	t	364	321	(12%)
-directed to disposal by incineration	t	185	148	(20%)
-directed to disposal by landfilling	t	180	173	(4%)
-directed to disposal by other disposal operations	t	–	–	–
Non-recycled waste	**t**	**1'500**	**1'470**	**(2%)**
Percentage of non-recycled waste (%)	**%**	**39%**	**38%**	**(1)**

Methodologies and assumptions

E5-4; E5-5

Our reporting period aligns with the calendar year 2025. In cases where significant delays in evaluation were anticipated, data for December 2025 were estimated. We estimate the deviation from the calendar-year period to be less than ±5%. We are committed to continuously improving the quality and granularity of our data.

For material inflow, the disclosure is based on the recorded purchases of HUBER+SUHNER main raw materials during the reporting period. The percentage of renewable materials, such as wood, used is calculated using the total weight of biological materials and the total weight of raw materials.

Due to the diversity of our product portfolio and supplier base, we are currently unable to reliably quantify the total weight and proportion of secondary materials used in the manufacture of our products. This limitation reflects incomplete supplier-level data rather than an absence of secondary material use. We remain committed to improving data availability and quality through ongoing supplier engagement, with the aim of enabling more comprehensive disclosure in future reporting periods.

The proportion of recycled components in purchased raw materials reported here is based on primary data provided by suppliers. However, certification of recycled content remains limited, and the data is subject to uncertainty.

Waste data was gathered from our production and office sites. Based on feedback from these locations, we estimate that 90% of the reported data reflects actual measured weights, while 10% is estimated using data from comparable sites, activities, and employee numbers. Treatment methods are determined using a combination of reported treatment categories and type-based assumptions, particularly for smaller facilities where detailed data may be limited. Our waste prevention efforts include process optimization, product design enhancements, and a spool return program; however, precise quantification of waste prevented remains challenging at this time.

In 2025, the definition of “intensity value” was revised from “added value” to “net revenue” (“net sales” in the Financial Report).

Social

S1 Own workforce

Topic	Relevant IRO	Key policies	Targets	Management focus
ESRS S1 Own Workforce	• Implementing health and safety-initiatives for workplace safety and employee well-being • Fostering internal talent and agility through strategic development and role innovation • Optimised employee turnover rates across various operating countries	Health and Safety Policy; Social and Human Resource Policy; Code of Conduct	• Lost-time injury rate (LTIR) ≤3 • ≥16 training hours per employee annually • Fill management and expert positions with a 40 to 60% mix of internal and external talents	• Healthy and safe work environment • Fostering a skilled workforce with an agile mindset • Maintaining a workforce with a balanced mix of internal and external career paths

Policies

ESRS 2 MDR-P; ESRS 2 SBM 3; G1-1; S1-1; S1-2

At HUBER+SUHNER, we are committed to managing material impacts on our workforce through a comprehensive range of policies. They are designed to identify, prevent, and mitigate potential risks and impacts, while also addressing potential opportunities for improvement. Each policy is owned and approved by the relevant functions.

Our Code of Conduct as well as Social and Human Resource Policy emphasise our commitment to fostering respectful interaction and preventing any misconduct in the workplace. We are also dedicated to upholding fundamental human and labour rights, guided by international standards such as the International Bill of Human Rights, the International Labour Organisation (ILO), Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. These commitments include freedom of association and collective bargaining, the elimination of forced and child labour, non-discrimination and equal opportunity, fair wages, and secure employment.

The Social and Human Resource Policy is reinforced through regular communication on our intranet and other channels. Our Code of Conduct is supported by training and regular internal and external communication to ensure all employees understand and adhere to our ethical standards and practices.

We are committed to ensuring the health and safety of all employees by adhering to international principles and local requirements, while continuously improving our occupational health and safety (OHS) management system. The company proactively identifies and mitigates workplace accidents and promotes safety both in and outside of the workplace. Our OHS system and policy adhere to the ISO 45001 standard, ensuring continuous improvement of our health and safety practices. The policy outlines a structured approach to hazard identification, risk assessment, and proactive management.

Our compliance system also includes a grievance mechanism via an independent and secure whistleblowing platform provided by a third party. The platform offers all employees worldwide a reporting channel to easily raise alleged violations or breaches of the Code of Conduct or our Social and Human Resource Policy by phone or in writing. For further information on grievance mechanism refer to G1-1.

Targets

ESRS 2 MDR-T; S1-5

Our strategy was developed with input from the Human Resources (HR) department, employee representatives, the EGM, and the the BoD. Where relevant, targets were discussed within the relevant sustainability communities that include representatives from various sites. Alongside our day-to-day activities, we prioritise three key management objectives aligned with the identified IROs, each

supported by specific targets. All our IROs positively impact our employees.

Ensuring a healthy and safe work environment: In 2021, we set a target to reduce our LTIR to ≤3 and remain committed to maintaining this goal annually going forward.

Fostering a skilled workforce with an agile mindset: In support of our commitment to employee development, we have set an annual target of ≥16 training hours per employee annually.

Maintaining a workforce with a balanced mix of internal and external career paths: We aim to fill 40–60% of management and expert roles through internal promotions each year, with the remainder recruited externally. This balanced approach supports the development of internal talent while adding new ideas and skills from outside the company.

Actions and resources

ESRS 2 MDR-A; ESRS 2 MDR-M; S1-4

Our policies and processes provide a clear framework for minimising risks and driving positive outcomes. To support our key management objectives, we not only set clear targets but also maintain a Group-level activity list, reviewed quarterly, to track progress and performance.

For these initiatives, we leverage various organisational resources such as HR and talent management, dedicated training, and OHS teams to create a positive work environment and attract and retain skilled employees. As these efforts are part of daily operations, they are classified as operating expenses (OpEx), not capital expenditures (CAPEX).

Fostering a healthy and safe work environment: We are dedicated to protecting our workforce by promoting a strong safety culture, enhancing hazard identification and risk management, and aligning globally with ISO 45001 standards. OHS training is embedded in onboarding and reinforced through regular training and awareness campaigns. We use a standardised process for hazard identification and implement site-specific action plans to mitigate risks. Continuous employee engagement and routine safety drills drive ongoing improvement across sites. Global knowledge sharing and adherence to local regulations support consistent and effective safety practices.

Fostering a skilled workforce with an agile mindset: To develop and maintain a skilled and agile workforce, we focus on effective onboarding, continuous training, career development, and retention initiatives. These include internal mobility opportunities and ongoing learning programmes that equip our employees with the core skills and knowledge needed for both current and future roles. We support new hires with structured onboarding, while our internships and apprenticeship programmes are designed to develop early-career talent.

A diverse, multi-stream training portfolio fosters a learning culture, combining technical, soft skills, and leadership development.

Among many other trainings, regular cybersecurity training helps employees stay informed on evolving threats, protecting both company and personal data. Programmes like GoLean! promote operational excellence and digital adoption.

Maintaining a workforce with a balanced mix of internal and external career paths: We are committed to creating a workplace where employees feel valued, supported, and empowered to grow. Our efforts focus on enhancing engagement and satisfaction while addressing the root causes of unwanted turnover.

Targeted retention strategies, informed by exit interview insights and regular salary benchmarking at our larger sites, help address turnover and strengthen employee engagement. Additionally, individual development paths and talent initiatives support both retention and employee growth. Regular employee surveys and open feedback channels guide improvements, while our corporate values and leadership principles shape a strong, inclusive culture. To support well-being and engagement, we offer competitive benefits and a platform for continuous improvement through employee-driven ideas, with a special focus on our production teams. Community engagement initiatives connect employees to a broader purpose.

Community engagement: We aim to ensure that our practices do not cause or contribute to significant negative impacts on our workforce and the communities where we operate. Local teams lead community initiatives tailored to regional needs, following our global framework. In 2025, 217 community projects were supported with 17 of HUBER+SUHNER Group companies participating. The projects were funded with CHF 521'000 from both the operating business and the HUBER+SUHNER Foundation.

Engagement

ESRS 2 MDR-A; S1-1; S1-2; S1-3

Engaging with our employees is a priority for HUBER+SUHNER. Engagement for us comes in various forms and taking into account different local operating conditions and regulations, we create and maintain trust with trade unions via collective bargaining and works council agreements. Employee representatives are engaged at local levels, with dedicated meetings represent interests of workers on workplace-related issues and negotiate with management. The CHRO, part of the EGM, oversees all engagement initiatives.

We value employee feedback and regularly gather insights through a biannual global survey. The results are analysed by the EGM, managers, and teams to identify strengths and areas for improvement. In addition, we have a sounding board comprising of employees from various levels across segments and corporate functions. This group meets at least once a year with the EGM to provide diverse perspectives and insights, helping to identify potential challenges and opportunities, and supporting informed decision-making.

As part of our continuous improvement efforts, employees in production are encouraged to submit ideas, which are reviewed by department heads and local idea management teams. Decisions are communicated transparently through idea boards, and effectiveness is monitored based on participation levels, implementation rates, and timelines. In particular, we promote strong health and safety practices by actively involving employees in consultation processes at all production and warehousing sites.

Metrics

We track effectiveness of our actions through KPIs such as training hours, management and expert-level positions filled by internal candidates, and LTIR. Quarterly sustainability community meetings review these outcomes, fostering transparency, accountability, and ongoing dialogue across the organisation.

Employee characteristics

ESRS 2 MDR-M; S1-6

The following section provides an overview of the characteristics of HUBER+SUHNER employees (headcount (HC)). For related information, refer to the Key Figures in the financial statements.

Table 9: Number of employees (HC) by country

2025	
Country	**HC**
Switzerland	1'099
Poland	970
China	471
Germany	294
United Kingdom	244
United States of America	199
Tunisia	381
Costa Rica	97
Malaysia	79
India	211
Other[1)]	111
Total[2)]	**4'156**

1) Other: This excludes Australia, France, Singapore, and Spain which are below the threshold of 50 employees.

2) Unlike the financial and management reports, the headcount reported here excludes apprentices but includes other temporary employees, provided they hold a HUBER+SUHNER contract.

The number of employees who left the company in 2025 was 595. Our employee turnover rate is 15%.

In 2025, we achieved our target by filling 52% of management and expert-level positions through internal promotions, in line with our objective of 40–60%.

Table 10: Employee (HC) by contract type and gender

2025		
	Temporary	**Permanent**
Male	16	2'344
Female	23	1'773
Total	**39**	**4'117**

Our workforce is to a large extent made up of permanent employees, which supports attracting and retaining a knowledgeable and experienced workforce. This structure enables us to consistently invest in employee development, ensuring continuity and operational efficiency.

Table 11: Employee (HC) by employment type and gender

2025			
	Full-time	**Part-time**	**Non-guarantee hours**
Male	2'268	92	1
Female	1'682	114	4
Total	**3'950**	**206**	**5**

Diversity

ESRS 2 MDR-M; S1-9

In 2025, women accounted for 43% of the workforce. Women held approximately 31% of managerial positions, with representation also above 30% at Board and top management levels.

Table 12: Employee gender distribution

2025		
Board of Directors		
	Total HC	5
Male	%	63
	Total HC	3
Female	%	38
Extended executive management		
	Total HC	6
Male	%	67
	Total HC	3
Female	%	33
Managerial positions		
	Total HC	384
Male	%	69
	Total HC	171
Female	%	31
Total employees		
	Total HC	2'360
Male	%	57
	Total HC	1'796
Female	%	43

Table 13: Employees (HC) by age groups

2025	
Age groups	**HC**
<30 years	602
30 to 50 years	2'519
>50 years	1'035
Total	**4'156**

Social protection

ESRS 2 MDR-M; S1-11

Both employees and non-employees in our workforce are covered by social protection programmes or specific benefits for income loss from sickness, unemployment, injury, disability, parental leave, and retirement, with limited exceptions. In India, (11% of the workforce), no governmental unemployment and retirement coverage exists, and HUBER+SUHNER offers no alternative programme.

Working hours at all our sites comply with or are less than the legal work week or industry standards. HUBER+SUHNER has implemented flexible working hours in most production sites, determining working hours on an annual or multi-year basis.

Training and skill development

ESRS 2 MDR-M; S1-13

As part of our regular performance and career development process, we regularly assess each employee's internal and external training needs.

Table 14: Participation in regular performance and career development review

2025		
Male	Total HC	2'174
Female	Total HC	1'568
	Total HC	**3'742**
Total	**%**	**90**[1)]

1) Minor deviations arise from fluctuations during the five-month period in which these reviews are conducted. The figures presented here refer to the period from Nov. 2024 to Mar. 2025.

In line with our 2025 goal of providing each employee with 16 hours of annual training, we delivered an average of 15 hours per employee and remain committed to meeting this target.

Table 15: Average number of training hours per employee

	2024	**2025**
Male	n.a.[1)]	14
Female	n.a.[1)]	16
Total	**17**	**15**

1) Data was collected globally for the first time in 2025.

Non-employee characteristics

ESRS 2 MDR-M; S1-7

The total number of non-employees in the workforce at HUBER+SUHNER was 976. The total number of self-employed people was 14 and the number of temporary employees from an employment agency in the workforce was 962. The temporary agency workers, who are not part of the core workforce, primarily serve in production roles. They were engaged to support periods of increased workload or to cover for employee absences due to illness or vacation.

Health and safety

ESRS 2 MDR-M; S1-14

In 2025, an LTIR of 6 was recorded, exceeding the target of ≤3.0 and representing a significant increase compared with 2024, primarily attributable to two sites. The severity rate decreased to 60, indicating a general reduction in injury severity. We take this matter seriously and are reviewing the contributing factors and initiating targeted actions at the relevant sites.

In 2025, our entire workforce was covered by an OHS management system. Of these, 35% were covered by an externally certified system, with two additional sites having achieved certification in 2025.

Table 16: Occupational health and safety metrics

		2024	2025
Workforce covered by OHS management system	%	n.a.[1]	100
Workforce covered by externally certified OHS management system	%	12	35
Number of fatalities among employees	HC	–	–
Number of fatalities among workers working at our sites	HC	–	–
Total number of LTIs	Total	19	45
Lost days from injuries	Total	454	453
LTIR total	Total	2.6	6
Total number of cases of work-related ill health	Total	n.a.[1]	7
Lost days from sickness	Total	34'187	37'365
Absence rate due to sickness	%	3.3	4

1) Data was collected globally for the first time in 2025.

Methodologies and assumptions

ESRS 2 MDR-A; G1-1; S1-3; S1-6; S1-11; S1-13; S1-14

Headcount data – by country, gender, contract type, and employment type – is based on figures from our internal HR management system recorded in December of the reporting period. This number encompasses both permanent and temporary HUBER+SUHNER staff, including individuals who are currently on leave. Temporary employees refer to those with a HUBER+SUHNER employment contract for a limited duration or to those working on project-based work, typically under 1'000 hours or one year. Unlike the Financial and Management Reports, we include temporary agency workers with a HUBER+SUHNER contract, but exclude apprentices from the employee count.

Countries where HUBER+SUHNER has at least 50 employees are listed separately in Table 10. The remaining employees are consolidated under the category "Other."

Non-employee workers include internships, apprenticeships and persons provided by companies mainly engaged in employment activities. Headcount data for non-employees is equally recorded in our HR management system.

Managerial positions are roles where a person oversees the job functions of another person or a group of people. Top Management refers to our Extended EGM, comprising the CEO, the three market segment Chief Operating Officers (COO)s, the CFO, Chief Human Resources Officer (CHRO), Chief Information Officer (CIO), Chief Communications Officer (CCO), and the Head of M&A and Group Strategy.

Turnover calculations are based on the December headcount of the reporting year. The annual employee turnover rate is calculated by dividing the number of employees who left the group during the reporting period by the average number of employees for the same period.

Participation in performance and career development reviews is tracked through our HR management system. Where complete data on training hours, especially for external programmes, is unavailable, estimates are derived from associated costs.

We report the total number of lost-time injuries (LTI) sustained by our employees during working hours. An LTI is defined as any injury sustained by an employee while on the job that prevents them from performing their duties for at least one full day or shift. The number of days lost to work-related injuries represents the total calendar days our workforce was absent due to injuries or fatalities resulting from work-related accidents. This includes both the first and last full days of absence. The LTIR is calculated by multiplying the number of LTIs during the reporting period by 1'000'000, then dividing by the total number of hours worked by production employees. The absence rate due to sickness is calculated by dividing the total number of hours absent due to sickness by the total planned working hours. Fatalities refer to the number of employees and other workers at our sites who have lost their lives due to work-related incidents or occupational illnesses. We are currently unable to reliably capture non-lost-time injuries globally and will continue improving our data quality. OHS data, particularly LTIs, are continuously monitored at the site level and reported to headquarters on a quarterly basis.

Governance

G1 Governance

Topic	Relevant IRO	Key policies	Targets	Management focus
ESRS G1 Governance	Addressing corruption and bribery through prevention and detection measures including training	Code of Conduct Anti-Bribery and Anti-Corruption Policy Compliance system	>95% of employees globally participate in the annual compliance training	• Maintaining a workforce with a balanced mix of internal and external career paths • Combating corruption and bribery

Policies

ESRS 2 MDR-P; ESRS 2 GOV-1; S1-3; S1-8; G1-1

Our commitment to ethics is anchored in a comprehensive set of internal policies and processes that establish clear expectations and promote responsible business practices. These policies ensure compliance with all applicable laws and regulations while fostering a culture of integrity and accountability and include our Code of Conduct, Supplier Code of Conduct, Anti-Bribery and Anti-Corruption Policy, Compliance System, Fair Competition Policy, Data Governance Policy, Social and Human Resources Policy, Data Protection Policy and SpeakUp Guidelines. All policies are implemented by means of a management system and accessible via our intranet and, when relevant, are shared externally through our website. Our commitment to ethical business conduct applies to all aspects of our operations, including internal processes and our interactions with customers and suppliers.

Our Group-wide compliance programme offers a structured framework to prevent compliance risks and detect potential violations. Key compliance areas relevant to the group are organised within our “Compliance House”. Designated compliance officers, alongside site management at the subsidiary level, regularly review the applicable rules for their specific compliance topics, ensuring alignment with our internal commitments and requirements. Each year, key compliance topics are summarised in a compliance report, which is incorporated into our risk report and presented to the BoD by the Group Compliance Officer.

HUBER+SUHNER requires all office employees to complete mandatory onboarding compliance training, tailored specifically for our organisation. Delivered through e-learning, this training provides a comprehensive introduction to the Code of Conduct and the compliance programme, highlighting key ethical principles and best practices. Upon completion, employees must pass an assessment to demonstrate their understanding.

To uphold our governance standards and ensure effective oversight, we maintain an independent grievance mechanism enabling early identification of and accountability for all forms of misconduct, including human rights and labour law violations and other breaches of ethical business practice. Implemented through a whistleblowing platform, it allows employees and external stakeholders to report concerns anonymously, safely and without fear of retaliation. The whistleblowing platform is accessible 24/7 and supports multiple languages. Upon receiving a report, and if it is deemed admissible, the Whistleblowing Steering Committee promptly initiates an investigation. The committee includes representatives from Legal, Human Resources, and Corporate Communications. All cases are addressed promptly, independently, and with objectivity. The committee provides feedback to the relevant managers, who are responsible for reviewing and approving the final case resolutions and any remediation measures. A monthly report is compiled to track all potential violations of the Code of Conduct. Relevant cases are reviewed during biannual compliance meetings and, when applicable, documented in the annual compliance report. For further information on our grievance mechanism refer to S1-3.

Targets

Each year, a key compliance topic is selected based on its relevance for a company-wide online training. The goal is to achieve a participation rate of over 95% among all office and indirect production employees. We exceeded our goal, achieving 98% participation among office and indirect production employees.

Actions and resources

ESRS 2 MDR-A; ESRS 2 GOV 1; G1-1; G1-3

HUBER+SUHNER has a zero-tolerance policy towards corruption and bribery. Our anti-bribery, anti-corruption, and compliance policies include clear procedures for the prevention, detection, and resolution of potential violations. The Whistleblowing Steering Committee is dedicated to promptly and thoroughly investigating all allegations of bribery or corruption.

The EGM oversees compliance with ethical business practices and the bribery and corruption risk system. As part of our ongoing commitment to mitigating corruption and bribery risks, sites are required to develop gift and hospitality guidelines, establish a gift register along with a registration and approval process. Our internal audit team verifies approvals, scrutinises transactions, and evaluates controls to identify unusual payments or potential conflicts of interest. They also investigate discrepancies and gather insights to uncover signs of corruption and bribery.

We have identified certain functions with elevated corruption risks. Sales activities are particularly vulnerable due to high transaction volumes and frequent interactions with government and public sector entities across multiple countries. Procurement processes also carry inherent risks given the scale and value of transactions. To mitigate these risks, both areas are governed by robust policies that ensure transparency, integrity, and regulatory compliance. Third-party sales agents are subject to strict controls and oversight. Additionally, mergers and acquisitions undergo enhanced due diligence to prevent acquiring corruption liabilities and to avoid conflicts of interest.

In 2025, we conducted a company-wide training on bribery and corruption, which included management and covered all risk functions. The Board did not undergo mandatory anti-corruption and anti-bribery training in 2025, as compliance expertise is a core requirement for its members.

Following the company-wide training on corruption and bribery conducted in 2025, which included at-risk functions, the focus remains on implementing regular, targeted trainings to address identified risks.

Metrics

ESRS 2 MDR-M; G1-4

Incidents of corruption or bribery: in 2025, HUBER+SUHNER reported no incidents, convictions, or fines related to violations of anti-corruption or anti-bribery laws, nor any breaches of related procedures and standards. Consequently, no actions such as dismissals or disciplinary measures were necessary.

Table 17: Company-wide annual compliance training

Compliance focus topics	Year	Participation [%]
Data protection	2022	97%
Human rights due diligence	2023	97%
Sexual harassment	2024	98%
Anti-bribery and Anti-corruption[1)]	2025	98%

1) Includes all functions identified as being at risk for bribery and corruption.

Table 18: Reported cases of misconduct

2025	
Reports of non-compliance with the CoC	**Number**
Total number of reports	24
Substantiated reports of non-compliance	2
Non-substantiated reports of non-compliance	21
Reports still under investigation[1)]	1

1) Reports still under investigation as per 31 December 2025.

Methodologies and assumptions

The number of employees participating in the annual company-wide compliance training is derived from the training platform and calculated as the percentage of all office and indirect production employees.

Reports of non-compliance include all cases received through our grievance mechanism. These are categorised into substantiated and non-substantiated reports. Any reports still under investigation as of 31 December 2025 are classified as pending investigation.

Glossary Non-financial Report

Abbreviation	Definition
BoD	Board of Directors
CAPEX	capital expenditure
CDP	global non-profit that runs the world's environmental disclosure system for companies (formerly Carbon Disclosure Project)
CEO	Chief Executive Officer
CH4	methane
CFO	Chief Financial Officer
CHRO	Chief Human Resources Officer
CIO	Chief Information Officer
CCO	Chief Communications Officer
CoC	Code of Conduct
COO/COOs	Chief Operating Officer(s)
CO2	carbon dioxide
CO2-eq	carbon dioxide equivalent
CSRD	Corporate Sustainability Reporting Directive
DMA	double materiality assessment
DR/ DRs	disclosure requirements
EACs	energy attribute certificates
EFRAG	European Financial Reporting Advisory Group's
EGM	Executive Group Management
EnaW	Swiss Energie-Agentur der Wirtschaft
EOL	end-of-life
ERP	Enterprise Resource Planning
ESG	environmental, social and governance
ESRS	European Sustainability Reporting Standards
EU	European Union
GHG/ GHGs	greenhouse gas
GOV	governance
GWP	global warming potentials
HC	headcount
HFCs	hydrofluorocarbons
HR	human resources
ILO	International Labour Organisation
IPCC	Intergovernmental Panels on Climate Change
IRO/IROs	Impacts, Risks, and Opportunities
ISO	International Organization for Standardization
KPIs	Key Performance Indicators
LCA	life cycle assessment
LTI/LTIs	lost-time injury/ lost-time injuries
LTIR	lost-time injury rate
M&A	mergers and acquisitions
MDR-A	minimum disclosure requirements regarding action
MDR-M	minimum disclosure requirements regarding metrics
MDR-P	minimum disclosure requirements regarding policies
MDR-T	minimum disclosure requirements regarding targets
MWH	megawatt hours
NCC	The Nomination and Compensation Committee
N2O	nitrous oxide
NF3	nitrogen trifluoride
OECD	Organisation for Economic Co-operation and Development
OHS	occupational health and safety
OpEx	operating expense

PEP	product evolution process
PFCs	perfluorocarbons
PPWR	Packaging and Packaging Waste Regulation
PV	photovoltaic
PY	previous year
REACH	registration, evaluation, authorisation and restriction of chemicals
RoHS	Restriction of Hazardous Substances
SBM	strategy, business model and value chain
SBTi	Science Based Target initiative
SF6	sulphur hexafluoride
CO	Swiss Code of Obligations
t	tons
TCFD	Task Force on Climate-related Financial Disclosures
T/CHF	tons/Swiss francs
tCO2-eq	tons/carbon dioxide equivalent
TÜV	Technischer Überwachungsverein
WEEE	Waste Electrical and Electronic Equipment
XBRL	eXtensible Business Reporting Language

Addendum

Addendum 1: Sustainability Indices

Table 1: ESRS index

List of disclosure requirements (DRs) and references

The table below outlines the material DRs that have informed the preparation of this sustainability statement. It serves as a guide to help locate information within the statement related to specific disclosure requirements.

BP-2; IRO 2

DR	Location of reference
General information	
BP-1; BP-2	General information: Basis for preparation of the Group Sustainability Statement
GOV-1; GOV-2; GOV-3	General information: Sustainability governance; Corporate governance: Board of Directors (BoD); Corporate governance: Executive Group Management (EGM)
GOV-4	General information: Statement of due diligence
GOV-5	General information: Risk management and controls over sustainability reporting
SBM-1; SBM-2; SBM-3	General information: Strategy, business model and value chain
IRO-1	General information: Materiality assessment
IRO-2	General information: Table 1 Presentation of the material IROs
Environment	
E1 Climate change	
ESRS 2 IRO-1	Climate change
E1-1	Climate change: Actions and resources
E1-2	Climate change: Policies
E1-3	Climate change: Table 3 Climate mitigation actions
E1-4	Climate change: Targets
E1-5	Climate change: Energy consumption and mix
E1-6	Climate change: GHG emissions
E1-7	Climate change: Actions and resources
E1-8	Climate change: Actions and resources
E2 Pollution	
ESRS 2 IRO-1; E2-1; E2-2; E2-3; E2-4; E2-6	General information: Basis for preparation of the Group Sustainability Statement
E5 Resource use and circular economy	
ESRS 2 IRO-1	Resource use and circular economy
E5-1	Resource use and circular economy: Policies
E5-2	Resource use and circular economy: Actions and resources
E5-3	Resource use and circular economy: Targets
E5-4	Resource use and circular economy: Resource inflow
E5-5	Resource use and circular economy: Waste
E5-6	Resource use and circular economy: Actions and resources
Social	
S1 Own workforce	
ESRS 2 IRO-1	Own workforce
S1-1; ESRS 2 SBM-3	Own workforce: Policies
S1-2	Own workforce: Engagement
S1-3	Own workforce: Methodologies and assumptions
S1-4	Own workforce: Actions and resources
S1-5	Own workforce: Targets
S1-6	Own workforce: Employee characteristics
S1-7	Own workforce: Non-employee characteristics
S1-9	Own workforce: Diversity
S1-11	Own workforce: Social protection
S1-13	Own workforce: Training and skill development
S1-14	Own workforce: Health and safety

Governance	
G1 Business conduct	
ESRS 2 GOV-1	General information: Sustainability governance; Corporate governance: Board of Directors; Corporate governance: Executive Group Management
ESRS 2 IRO-1	Business conduct
G1-1	Business conduct: Policies
G1-3	Business conduct: Actions and resources
G1-4	Business conduct: Metrics

Table 2: 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 (CO).

Topics	**Disclosure**	**Location**
General Requirements		
Business model	Description of the business model	General information: Basis for preparation of the Group Sustainability Statement Our fundamentals
Environmental matters	Policies adopted	Environment: Climate changePolicies Environment: Resource use and circular economy Policies
	Measures taken to implement policies	Environment - Climate change:Actions and resources Environment - Resource use and circular economy: Actions and resources
	Risks related	General information: Materiality assessment
	Performance indicators	Environment - Climate change:Metrics Environment - Resource use and circular economy: Metrics
Social issues	Policies adopted	Social: Policies
	Measures taken to implement policies	Social: Actions and resources
	Risks related	General information: Materiality assessment
	Performance indicators	Social: Metrics
Employee-related issues	Policies adopted	Social: Policies
	Measures taken to implement policies	Social: Actions and resources
	Risks related	General information: Materiality assessment
	Performance indicators	Social: Metrics
Respect for human rights	Policies adopted	Social: Policies
	Measures taken to implement policies	Social: Actions and resources
	Risks related	General information: Materiality assessment
	Performance indicators	Social: Metrics
Combating corruption	Policies adopted	Governance: Policies
	Measures taken to implement policies	Governance: Actions and resources
	Risks related	General information: Materiality assessment
	Performance indicators	Governance: Metrics

Note: Applying Art. 964b of the CO, the topics listed below were identified as being material under the CO. Based on 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).

Table 3: 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 (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
Governance		
Disclose the organisation's governance around climate-related risks and opportunities.	a. Describe the Board's oversight of climate-related risks and opportunities.	General information: Sustainability governance
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	General information: Sustainability governance
Strategy		
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.	Risk management General information: Materiality assessment
	b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning.	Risk management General information: Materiality assessment
	c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2 °C or lower scenario.	Risk management Environment
Risk management		
Disclose how the organisation identifies, assesses and manages climate-related risks.	a. Describe the organisation's processes for identifying and assessing climate-related risks.	Risk management General information: Materiality assessment
	b. Describe the organisation's processes for managing climate-related risks.	Risk management General information: Materiality assessment
	c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management.	Risk management General information: Materiality assessment
Metrics and targets		
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.	Risk management General information: Materiality assessment
	b. Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and the related risks.	General information: Materiality assessment Environment
	c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	General information: Basis for preparation of the Group Sustainability Statement Environment

Addendum 2: Scope for limited assurance

Table 1: Disclosures included in limited assurance

Limited assurance on selected sustainability information was performed by Ernst & Young Ltd (EY). The table below summarizes the disclosure requirements included in the scope of the limited assurance engagement. The data points are aligned with the ESRS implementation guidance issued by EFRAG. Further details on the procedures performed and the conclusion of the engagement are provided in the independent assurance report (Addendum 3).

ID	Description	P.	ID	Description	P.
E1.IRO-1_01	Description of process in relation to impacts on climate change	121	E1-3_01	Decarbonisation lever type	123
E1-1_01	Disclosure of transition plan for climate change mitigation	122	E1-3_03	Achieved GHG emission reductions	123
E1-1_02	Explanation of how targets are compatible with limiting of global warming to 1.5° C in line with Paris Agreement	121	E1-3_04	Expected GHG emission reductions	123
E1-1_03	Disclosure of decarbonisation levers and key actions	123	E1-3_05	Explanation of extent to which ability to implement action depends on availability and allocation of resources	121-122
E1-1_04	Disclosure of significant operational expenditures (OpEx) and (or) capital expenditures (Capex) required for implementation of action plan	122	E1-4_01	Disclosure of whether and how GHG emissions reduction targets and (or) any other targets have been set to manage material climate-related impacts, risks and opportunities	121-122
E1-1_05	Financial resources allocated to action plan (OpEx) & Financial resources allocated to action plan (Capex) & Explanation of how transition plan is embedded in and aligned with overall business strategy and financial planning	125	E1-4_02	Tables: Multiple Dimensions (baseline year and targets; GHG Types, Scope 3 Categories, Decarbonisation levers, entity-specific denominators for intensity value)	121-124
E1-1_06	Financial resources allocated to action plan (Capex)	122	E1-4_05	Intensity value of total Greenhouse gas emissions reduction	121
E1-1_07	Explanation of potential locked-in GHG emissions from key assets and products and of how locked-in GHG emissions may jeopardise achievement of GHG emission reduction targets and drive transition risk	122	E1-4_06	Absolute value of Scope 1 Greenhouse gas emissions reduction	121
E1-1_13	Explanation of how transition plan is embedded in and aligned with overall business strategy and financial planning	122	E1-4_12	Absolute value of market-based Scope 2 Greenhouse gas emissions reduction	121
E1-1_14	Transition plan is approved by administrative, management and supervisory bodies	122	E1-4_15	Absolute value of Scope 3 Greenhouse gas emissions reduction	121
E1-1_15	Explanation of progress in implementing transition plan	122	E1-4_16	Percentage of Scope 3 Greenhouse gas emissions reduction (as of emissions of base year)	121
E1.MDR-P_01-06	Policies in place to manage its material impacts, risks and opportunities related to climate change mitigation and adaptation	121	E1-4_17	Intensity value of Scope 3 Greenhouse gas emissions reduction	121
E1-2_01	Sustainability matters addressed by policy for climate change	121	E1-4_18	Explanation of how consistency of GHG emission reduction targets with GHG inventory boundaries has been ensured	122
E1.MDR-T_01-13	Tracking effectiveness of policies and actions through targets	121	E1-4_20	Description of how it has been ensured that baseline value is representative in terms of activities covered and influences from external factors	122
E1.MDR-A_01-12	Actions and Resources related to climate change mitigation and adaptation	122	E1-4_22	GHG emission reduction target is science based and compatible with limiting global warming to 1.5° C	121

E1-4_23	Description of expected decarbonisation levers and their overall quantitative contributions to achieve GHG emission reduction target	121-123	E1-5_21	Disclosure of reconciliation to relevant line item or notes in financial statements of net revenue from activities in high climate impact sectors	124
E1-4_24	Diverse range of climate scenarios have been considered to detect relevant environmental, societal, technology, market and policy-related developments and determine decarbonisation levers	121-123	E1-6_01	Gross Scopes 1, 2, 3 and Total GHG emissions - GHG emissions per scope [table]	124
E1-5_01	Total energy consumption related to own operations	124	E1-6_02	Gross Scopes 1, 2, 3 and Total GHG emissions - financial and operational control [table]	124
E1-5_02	Total energy consumption from fossil sources	123	E1-6_03	Disaggregation of GHG emissions - by country, operating segments, economic activity, subsidiary, GHG category or source type	124
E1-5_03	Total energy consumption from nuclear sources	124	E1-6_04	Gross Scopes 1, 2, 3 and Total GHG emissions - Scope 3 GHG emissions (GHG Protocol) [table]	124
E1-5_04	Percentage of energy consumption from nuclear sources in total energy consumption	124	E1-6_06	Gross Scopes 1, 2, 3 and Total GHG emissions - total GHG emissions - value chain [table]	124
E1-5_05	Total energy consumption from renewable sources	124	E1-6_07	Gross Scope 1 greenhouse gas emissions	124
E1-5_06	Fuel consumption from renewable sources	124	E1-6_08	Percentage of Scope 1 GHG emissions from regulated emission trading schemes	124
E1-5_07	Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	124	E1-6_09	Gross location-based Scope 2 greenhouse gas emissions	124
E1-5_08	Consumption of self-generated non-fuel renewable energy	124	E1-6_10	Gross market-based Scope 2 greenhouse gas emissions	124
E1-5_09	Percentage of renewable sources in total energy consumption	124	E1-6_11	Gross Scope 3 greenhouse gas emissions	124
E1-5_10	Fuel consumption from coal and coal products	123	E1-6_12	Total GHG emissions location based	124
E1-5_11	Fuel consumption from crude oil and petroleum products	123	E1-6_13	Total GHG emissions market based	124
E1-5_12	Fuel consumption from natural gas	123	E1-6_14	Disclosure of significant changes in definition of what constitutes reporting undertaking and its value chain and explanation of their effect on year-to year comparability of reported GHG emissions	125
E1-5_14	Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	123	E1-6_15	Disclosure of methodologies, significant assumptions and emissions factors used to calculate or measure GHG emissions	125
E1-5_15	Percentage of fossil sources in total energy consumption	124	E1-6_16	Disclosure of the effects of significant events and changes in circumstances (relevant to its GHG emissions) that occur between the reporting dates of the entities in its value chain and the date of the undertaking's general purpose financial statements	125
E1-5_18	Energy intensity from activities in high climate impact sectors (total energy consumption per net revenue)	124	E1-6_17	Biogenic emissions of CO2 from the combustion or biodegradation of biomass not included in Scope 1 GHG emissions	124
E1-5_19	Total energy consumption from activities in high climate impact sectors	124			
E1-5_20	High climate impact sectors used to determine energy intensity	124	E1-6_18	Percentage of contractual instruments, Scope 2 GHG emissions	122

E1-6_19	Disclosure of types of contractual instruments, Scope 2 GHG emissions	122	E1-8_05	Description of critical assumptions made to determine carbon price applied	122
E1-6_21	Percentage of contractual instruments used for sale and purchase of energy bundled with attributes about energy generation in relation to Scope 2 GHG emissions	122	E1-8_09	Disclosure of whether and how carbon price used in internal carbon pricing scheme is consistent with carbon price used in financial statements	122
E1-6_23	Disclosure of types of contractual instruments used for sale and purchase of energy bundled with attributes about energy generation or for unbundled energy attribute claims	122	S1-1_01	Policies to manage material impacts, risks and opportunities related to its own workforce Policies to manage material impacts, risks and opportunities related to own workforce, including for specific groups within workforce or all own workforce	129
E1-6_24	Biogenic emissions of CO2 from combustion or bio-degradation of biomass not included in Scope 2 GHG emissions	124	S1-1_03	Description of relevant human rights policy commitments relevant to own workforce	129
E1-6_25	Percentage of GHG Scope 3 calculated using primary data	125	S1-1_04	Disclosure of general approach in relation to respect for human rights including labour rights, of people in its own workforce	129
E1-6_26	Disclosure of why Scope 3 GHG emissions category has been excluded	124-125	S1-1_05	Disclosure of general approach in relation to engagement with people in its own workforce	131
E1-6_27	List of Scope 3 GHG emissions categories included in inventory	124	S1-1_06	Disclosure of general approach in relation to measures to provide and (or) enable remedy for human rights impacts	129
E1-6_29	Disclosure of reporting boundaries considered and calculation methods for estimating Scope 3 GHG emissions	125	S1-1_07	Disclosure of whether and how policies are aligned with relevant internationally recognised instruments	129
E1-6_30	GHG emissions intensity, location-based (total GHG emissions per net revenue)	124	S1-1_09	Workplace accident prevention policy or management system is in place	129
E1-6_31	GHG emissions intensity, market-based (total GHG emissions per net revenue)	124	S1-2_01	Disclosure of whether and how perspectives of own workforce inform decisions or activities aimed at managing actual and potential impacts	131
E1-6_32	Disclosure of reconciliation to financial statements of net revenue used for calculation of GHG emissions intensity	125	S1-2_02	Engagement occurs with own workforce or their representatives	131
E1-6_33	Net revenue	124	S1-2_03	Disclosure of stage at which engagement occurs, type of engagement and frequency of engagement	131
E1-6_34	Net revenue used to calculate GHG intensity	124-125	S1-2_04	Disclosure of function and most senior role within undertaking that has operational responsibility for ensuring that engagement happens and that results inform undertakings approach	131
E1-8_01	Carbon pricing scheme by type	122	S1-2_05	Disclosure of Global Framework Agreement or other agreements related to respect of human rights of workers	129
E1-8_02	Type of internal carbon pricing scheme	122	S1-2_06	Disclosure of how effectiveness of engagement with its own workforce is assessed	131
E1-8_03	Description of specific scope of application of carbon pricing scheme	122	S1-3_01	Disclosure of general approach to and processes for providing or contributing to remedy where undertaking has caused or contributed to a material negative impact on people in its own workforce	129-131
E1-8_04	Carbon price applied for each metric tonne of greenhouse gas emission	122	S1-3_02	Disclosure of specific channels in place for its own workforce to raise concerns or needs directly with undertaking and have them addressed & Disclosure of processes through which undertaking supports or requires availability of channels	129

S1-3_05	Grievance or complaints handling mechanisms related to employee matters exist	129	S1-6_05	Characteristics of undertaking's employees - information on employees by contract type and gender [table]	131
S1-3_07	Disclosure of how issues raised and addressed are tracked and monitored and how effectiveness of channels is ensured	129	S1-6_12	Percentage of employee turnover	131
S1-3_08	Disclosure of whether and how it is assessed that its own workforce is aware of and trust structures or processes as way to raise their concerns or needs and have them addressed	129	S1-6_13	Description of methodologies and assumptions used to compile data (employees)	133
S1-3_09	Policies regarding protection against retaliation for individuals that use channels to raise concerns or needs are in place	129	S1-6_14	Employees numbers are reported in head count or full-time equivalent	131
S1.MDR-A_01-12	Action plans and resources to manage its material impacts, risks, and opportunities related to its own workforce [see ESRS 2 - MDR-A]	130	S1-6_15	Employees numbers are reported at end of reporting period/average/other methodology	131
S1-4_03	Description of additional initiatives or actions with primary purpose of delivering positive impacts for own workforce	130	S1-6_17	Disclosure of cross-reference of information reported under paragraph 50 (a) [number of employees] to most representative number in financial statements	133
S1-4_04	Description of how effectiveness of actions and initiatives in delivering outcomes for own workforce is tracked and assessed	130	S1-7_01	Number of non-employees in own workforce	132
S1-4_09	Description of how effectiveness of actions and initiatives in delivering outcomes for own workforce is tracked and assessed	130	S1-7_02	Number of non-employees in own workforce - self-employed people	132
S1.MDR-T_01-13	Targets set to manage material impacts, risks and opportunities related to own workforce [see ESRS 2 - MDR-T]	129-130	S1-7_03	Number of non-employees in own workforce - people provided by undertakings primarily engaged in employment activities	132
S1-5_01	Disclosure of whether and how own workforce or workforce' representatives were engaged directly in setting targets	129-130	S1-7_06	Description of methodologies and assumptions used to compile data (nonemployees)	133
S1-5_02	Disclosure of whether and how own workforce or workforce' representatives were engaged directly in tracking performance against targets	129-130	S1-7_07	Non-employees numbers are reported in head count/full time equivalent	132
S1-5_03	Disclosure of whether and how own workforce or workforce' representatives were engaged directly in identifying lessons or improvements as result of undertakings performance	129-130	S1-7_08	Non-employees numbers are reported at end of reporting period/average/other methodology	132
S1-6_01	Characteristics of undertaking's employees - number of employees by gender [table]	131	S1-7_09	Disclosure of contextual information necessary to understand data (non-employee workers)	133
S1-6_04	Characteristics of undertaking's employees - number of employees in countries with 50 or more employees representing at least 10% of total number of employees [table]	131	S1-7_10	Description of basis of preparation of non-employees estimated number	133

S1-9_01	Gender distribution Number of employees (head count) at top management level	132	S1-11_09	Disclosure of types of employees who are not covered by social protection, through public programs or through benefits offered, against loss of income due to employment injury and acquired disability	132
S1-9_02	Percentage of employees at top management level	132	S1-11_10	Disclosure of types of employees who are not covered by social protection, through public programs or through benefits offered, against loss of income due to maternity leave	132
S1-9_03	Distribution of employees (head count) under 30 years old	132	S1-11_11	Disclosure of types of employees who are not covered by social protection, through public programs or through benefits offered, against loss of income due to retirement	132
S1-9_04	Distribution of employees (head count) between 30 and 50 years old	132	S1-13_01	Training and skills development indicators gender [table]	132
S1-9_05	Distribution of employees (head count) over 50 years old	132	S1-13_02	Percentage of employees that participated in regular performance and career development reviews	132
S1-9_06	Disclosure of own definition of top management used	133	S1-13_03	Average number of training hours by gender [table]	132
S1-11_01	All employees in own workforce are covered by social protection, through public programs or through benefits offered, against loss of income due to sickness	132	S1-13_04	Average number of training hours per person for employees	132
S1-11_02	All employees in own workforce are covered by social protection, through public programs or through benefits offered, against loss of income due to unemployment starting from when own worker is working for undertaking	132	S1-14_01	People covered by Health and management systems	133
S1-11_03	All employees in own workforce are covered by social protection, through public programs or through benefits offered, against loss of income due to employment injury and acquired disability	132	S1-14_02	Number of fatalities due to work-related injuries and work-related ill health (own workforce)	133
S1-11_04	All employees in own workforce are covered by social protection, through public programs or through benefits offered, against loss of income due to parental leave	132	S1-14_03	Number of fatalities as result of work-related injuries and work-related ill health of other workers	133
S1-11_05	All employees in own workforce are covered by social protection, through public programs or through benefits offered, against loss of income due to retirement	132	S1-14_04	Number of recordable work-related accidents (own workforce)	133
S1-11_06	Social protection employees by country by types of events and type of employees [including non-employees]	132	S1-14_05	Rate of recordable work-related accidents	133
S1-11_07	Disclosure of types of employees who are not covered by social protection, through public programs or through benefits offered, against loss of income due to sickness	132	S1-14_06	Number of cases of recordable work-related ill health of employees	133
S1-11_08	Disclosure of types of employees who are not covered by social protection, through public programs or through benefits offered, against loss of income due to unemployment starting from when own worker is working for undertaking	132	S1-14_07	Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health related to employees	133

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To the Management of

Huber+Suhner AG, Herisau

Basle, 4 March 2026

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 2025 for the reporting period from 1 January 2025 to 31 December 2025 (the Report).

Our limited assurance engagement focused on selected disclosures and indicators (including GHG emissions) presented in the Addendum 2: Scope for limited assurance on page 142 and 146 of the Non-financial Report 2025 included in the Annual 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):

- European Sustainability Reporting Standards (Sector agnostic Set 1 ESRS) presented on the ESRS homepage.

Inherent limitations
The accuracy and completeness of selected disclosures and indicators (including GHG emissions) 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 (including GHG emissions) 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.

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Independence and quality management
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 ISQM 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 disclosures and indicators (including GHG emissions) 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 (Revised). This standard requires that we plan and perform this engagement to obtain limited assurance about whether the disclosures, indicators and non-financial information (including GHG emissions) 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.

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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
- 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 (including GHG emissions) in the Report of the Company have not been prepared, in all material respects, in accordance with the Applicable Criteria.

Ernst & Young Ltd

Mark Veser
Executive in charge

Kim Bischof
Manager