

ESG TARGETS 2024–2028

 Climate Protection

Greenhouse gas emissions and energy efficiency

Steady CO₂ emissions (Scope 1 and Scope 2) by 2028, despite strong growth.



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



¹ Excluding one-time effect on revenues (CHF +10.9 million).

50% of electricity consumption from renewable sources by 2028.



Product life cycle management

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

The Komax Group started preparations for implementing eco-design checks in 2023.

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

The Komax Group is testing various concepts for offering customers the possibility of recycling the products sold to them at the end of these products' useful lifespan.

 Responsibility

Workplace safety and well-being

Realization of the vision of zero workplace accidents – accident rate to be halved by 2028.

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

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



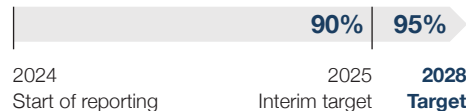
Customer relations

Above-average customer satisfaction in an industry comparison.

The Komax Group is working on a concept that will allow customer satisfaction data to be captured on a continuous basis Group-wide from 2025.

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

The Komax Group is working on processes and the systematic capture of data at all production sites to report a Group-wide metric from 2025.



 Fairness

Business ethics and compliance

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

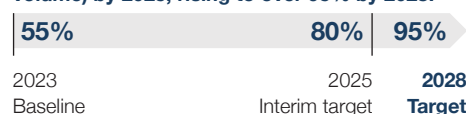
Regular Code of Conduct training is planned for 2024.

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

The Komax Group is working on various Group-wide guidelines that are expected to come into force by the end of 2024.

Supply chain risk management

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



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

The risk matrix approach shall be implemented in 2024.