

ESG REPORT

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SUSTAINABLE, SOCIAL, AND RESPONSIBLE

Environmentally sustainable business practices along with socially-oriented and responsible company management are core elements of the Komax Group's corporate strategy. They are incorporated into both the Komax Group's long-term targets and its operating activities. The Komax Group is determined to develop its competencies in questions of sustainability on an ongoing basis – for the benefit of all stakeholders and the environment.

The goal of the Komax Group is to ensure sustainable development of business on the basis of a long-term strategy, so that future generations can also benefit from the impact of the company. The Komax Group fundamentally rejects any notion of making profits at the cost of the environment and society. The company is committed to environmentally-friendly production methods and adopts a responsible approach to the use of natural resources. The Komax Group is deeply committed to its employees, offering

them a respectful, appreciation-based working atmosphere in which they are given freedom of maneuver and the opportunity to engage in inspiring exchanges. Far from being empty phrases, these principles have been applied by the Komax Group for decades. In keeping with these principles, the Komax Group has clearly defined its corporate purpose. On top of this are five core values that form essential parts of the company's identity.

PURPOSE – WHAT DRIVES THE KOMAX GROUP FORWARD

For decades now, the Komax Group has been known for its innovative products and leading market position. But what drives the company as it goes about its business? What does the company want to achieve, and what contribution does the Komax Group make to society? The purpose of the Komax Group can be summarized in just a few words:

As a driver of innovation and market leader in automated wire processing, we develop and produce intelligent, reliable, and optimally cost-effective wiring solutions for smart mobility and smart city applications. We work closely with our customers to make life simpler, more convenient, and safer.

The Komax Group understands smart mobility to mean the increasingly multifaceted nature of the mobility offering for end customers. Be it bicycles, cars, or public transport – many of these forms of transport increasingly rely on electrical drive systems and a higher number of electronic components. Wherever electricity is used, wires are required, and wherever wires are installed, areas of application arise for the Komax Group. Smart city solutions support the optimum usage of this mobility spectrum, e. g., through traffic guidance systems or intelligent electricity usage, distribution, and storage systems. All these solutions need cables, be it for transmitting power or transferring data. With its automated manufacturing solutions, the Komax Group helps to drive forward these megatrends.

Five core values

All business processes in the Komax Group are aligned with five core values (see page 56). These core values are fundamental elements of the identity of the Komax Group, and are enshrined in its Code of Conduct. They form the basis for environmentally sustainable business development as well as socially-oriented and responsible corporate governance.

Ongoing development of ESG activities

In recent years, the Komax Group has worked continuously on its development in the three ESG dimensions – Environment, Social, and Governance. At the initiative of the Board of Directors, the Komax Group elaborated an ESG strategy in the reporting year that will be formally adopted in 2023.

It is based on a comprehensive materiality analysis, which drew on numerous interviews, surveys, and discussions with a wide range of internal and external stakeholders (Board of Directors, Executive Committee, employees, investors, analysts, customers, etc.). During this

process, strong long-term customer relationships, a pronounced and practiced set of corporate ethics, and satisfied employees were identified as material elements. In addition, energy-efficient and environmentally-friendly production processes, sustainable products and supply chains, and a sparing use of valuable resources were defined as the top priorities. Placing the focus on areas where the Komax Group can make the greatest difference contributes significantly to sustainable and responsible business processes, while at the same time minimizing risks and increasing the company's appeal in the eyes of customers, suppliers, employees, and other stakeholders.

In 2021/2022, the Komax Group established processes for compiling and communicating relevant environmental data, such as CO₂ emissions. Thanks to the combination with the Schleuniger Group, the Komax Group now has 14 new sites in Europe, North America, and Asia. This has also necessitated the compilation of further data, a task which is not yet complete. Accordingly, detailed overarching data for the much larger Komax Group will be communicated over the course of 2023. This also includes ESG targets, which will likewise be reviewed due to the combination and the associated overhaul of company strategy.

THE FIVE CORE VALUES OF THE KOMAX GROUP



INNOVATION

As a pioneering and visionary company, we ensure that our business activity has a long-term focus. We are always open to new ideas and regularly re-examine our approach. This includes looking beyond our immediate concerns. We are willing to take risks – on the basis of knowledge and understanding – in order to reinforce our leadership in terms of innovation. Following new paths can lead to mistakes. We realize and tolerate this because it gives us an opportunity to become even better. We are increasing our lead by continuing to press ahead with innovations proactively, quickly, and determinedly while remaining committed to our usual high quality standards.



CUSTOMER FOCUS

The varying needs of our customers are at the center of our activities. We listen to them carefully and ask the right questions. Understanding their requirements enables us to keep on improving. We strive to ensure that our solutions offer our customers added value, so that they can increase their efficiency and productivity and thus gain a competitive advantage. We are close to our customers, communicate actively, and foster friendly, long-term relationships and partnerships based on respect and esteem.



SUCCESS

We pursue ambitious targets and make an effort to achieve them every day. As a market and technology leader we make high demands of ourselves and strive to find the best solution for our customers. Our long history of success encourages us to continue the success story and create sustainable value. This benefits our customers, employees, and investors. We want all these stakeholders to share equally in our success. We nurture competent, committed employees who enable us to retain loyal, satisfied customers.



QUALITY

Our day-to-day work is driven by quality and a willingness to examine what we do critically. We provide our customers with solutions that fully meet our quality requirements and supply what we have agreed. This commitment lies at the heart of our long-term, trusting customer relationships. Our efforts to keep on getting better include always delivering the agreed quality and actively asking customers how we can improve further. It is clear to us that this creates trust, which is of inestimable value.



RESPONSIBILITY

We take our responsibility towards our customers, employees, and investors seriously and act as a reliable, trustworthy partner. Our integrity and ability to keep to our agreements and meet our deadlines make us stand out from the crowd. We keep our word and ensure that our partners and colleagues do so too. A strong sense of shared responsibility is important to us and we are careful to foster it. We take responsibility for our actions, make decisions, and carry them out. If we pass our responsibility on to others, we do so deliberately and ensure that they assume it in turn.

In addition, the Komax Group negotiated a new syndicated loan facility in the 2022 financial year, which will ensure the company has the long-term financial freedom of maneuver to ensure sustainable company development. The rate of interest payable on the loan is linked to an ESG component. A bonus/malus system based on the company's ESG rating was agreed with the banks making up the syndicate.

At the proposal of the Board of Directors, the Annual General Meeting of 13 April 2022 decided that the registration and voting rights restriction

of 15% previously in force would be rescinded without replacement. This will have the effect of strengthening the Komax Group's corporate governance, in keeping with the principle "one share, one vote."

Finally, the Board of Directors will appoint a Sustainability and Innovation Committee following the next Annual General Meeting in order to take even greater account of the strategic principle of sustainable company development.

SUSTAINABLE PRODUCTS AND PROCESSES

Long product lifecycles

A key feature of the machines developed by the Komax Group is their extraordinarily high quality and longevity. The Group's own global service network and its collaboration with partners ensures that these machines are professionally maintained. This has a positive impact on their performance, value retention, and lifespan, as well as saving resources. Komax also ensures servicing and the availability of upgrades and replacement parts well beyond the end of any guarantee periods. Thanks to their modular construction, the machines can usually be adapted to new technological developments or changing needs. As a result, numerous products have been used by customers for decades.

Lower consumption of resources for new developments

When developing new machinery, the Komax Group takes care to ensure that the consumption of resources is continuously reduced – both in the production process and during the life cycles of the machines at the factories of its customers. In recent years, the company has placed a particular emphasis on electricity consumption.

Moreover, the wire processing solutions delivered by the Komax Group do not contain any environmentally damaging components. The automation of processes can itself help to save resources – such as in the taping area, where customers of the Komax Group use up to 25% less adhesive tape than they would with manual processing.

Back in 2011, the Komax Group launched its “Oekomax” program in Switzerland, with the aim of continually reducing the impact of its products on the environment. Ever since, a team comprising employees from various areas of the company has been tackling sustainability issues. This includes making employees aware of the need to adopt a sparing approach to resources, and elaborating ideas for further increasing the energy efficiency of newly developed machines.

The Komax Group commissions independent market research companies to carry out customer satisfaction analysis on a regular basis. For example, this involves assessing customers'

degree of loyalty and the extent to which the company meets their expectations. Customer feedback on potential areas of improvement is particularly valuable to the Komax Group and is incorporated into new developments.

Cleantech – contributing to clean mobility

In a few years' time, over 30% of new cars around the world will be powered by electricity. With its innovative solutions for the processing of high-voltage cables for electric vehicles, the Komax Group is making an important contribution to this transition to e-mobility. A proprietary center of competence for electro-mobility in Hungary is seeing a clear and substantial increase in demand for automation solutions for the processing of high-voltage cables thanks to the fast-growing market for electric and hybrid vehicles. The serial production of complex high-voltage cables in the necessary quantities requires great precision and efficiency. For this reason, the automation of these processes is becoming ever more important.

For many years now, the Komax Group has been able to offer a portfolio of solutions covering the entire value chain – from the processing of high-voltage cables through to the testing of the final harnesses – and it continues to expand this portfolio on an ongoing basis. Included in its portfolio are solutions for processing individual high-voltage cables, alongside machines that enable entire wire harnesses to be manufactured for electric vehicles on a fully automated basis. In addition, adaptronic in particular offers testing systems for the testing of high-voltage cables.

Sustainability in production

A significant proportion of the value creation delivered by the Komax Group lies in engineering services. The majority of components are manufactured and supplied by third parties, which means that actual production at the Komax Group primarily comprises the assembly of components. Accordingly, the Komax Group generates relatively few emissions in its own production processes compared to other industrial companies.

Highly automated, state-of-the-art production systems are used for the strategically important components that the Komax Group manufactures in-house. These are based on lean management concepts, and are designed to

avoid errors and minimize waste. The careful and efficient use of resources has top priority. Wherever possible, waste materials and wastewater are recycled or disposed of appropriately. What's more, optimization programs are designed to ensure that waste volumes are reduced on an ongoing basis.

Certifications and integrated management systems

The majority of the production locations of the Komax Group, namely in Brazil, China, Germany, France, Mexico, Switzerland, Tunisia, Türkiye, Hungary, and the US, are ISO 9001 certified. This also includes the newly acquired sites of the Schleuniger Group. In addition, Komax AG's sites in Dierikon and Rotkreuz, Komax SLE in Grafenau, Komax Testing Germany in Porta Westfalica, and Komax Romania Trading in Bucharest all have ISO 14001 certification. These five sites employ just under 1 000 people. All have integrated management systems that encompass company processes, the environment, health protection, and workplace safety. The sites of Komax AG and Komax Romania Trading are also ISO 45001 certified.

Environmentally sustainable site development

Wherever possible, the Komax Group uses renewable energies such as solar or hydro power at its sites. At its Swiss production locations, the company draws electricity from its own photovoltaic systems, from "blue" electricity – which is derived 100% from hydropower – and from natural power obtained through Central Switzerland's RegioMix scheme. The Komax Group has a photovoltaic power plant on the roof of its Dierikon newbuild, which was first occupied in 2020. This produces some 180 MWh of electrical power annually, or 10-15% of the building's total energy requirement. This enabled the Komax Group to save more than 300 tons of CO₂ in Dierikon in 2022 alone.

To save further resources, the Komax Group opted for a climate-friendly, low-tech approach on this site, which entails using technical solutions such as artificial ventilation, illumination, and motorized shading sparingly in the new building. The internal courtyard plays a key role here, as it brings plenty of light to the inner zone. Acting as a vertical chimney, it allows warm air to rise and thereby stimulates natural ventilation via the outer facade. The louvers of the facade

20
sites
ISO 9001
certified

Country	Company	Certification
Brazil	Komax Testing Brasil Ltda.	ISO 9001
China	Komax (Shanghai) Co., Ltd.	ISO 9001
	Schleuniger Machinery (Tianjin) Co., Ltd.	ISO 9001
Germany	adaptronic Prüftechnik GmbH	ISO 9001
	Komax SLE GmbH & Co. KG	ISO 9001 ISO 14001 DE AEOC 104360
	Komax Testing Germany GmbH	ISO 9001 ISO 14001
	Schleuniger GmbH	ISO 9001
France	Komax Laselec SA	ISO 9001
Mexico	Komax de México, S. de R.L. de C.V.	ISO 9001
	Komax Testing México, S. de R.L. de C.V.	ISO 9001
Austria	Komax Austria GmbH	ISO 9001
Romania	Komax Romania Trading S.R.L.	ISO 9001 ISO 14001 ISO 45001
Switzerland	Komax AG	ISO 9001 ISO 14001 ISO 45001
	Schleuniger AG	ISO 9001
Czech Republic	Komax Czech Republic Trading s.r.o.	ISO 9001
Tunisia	Komax Testing Tunisia sarl	ISO 9001
Türkiye	Komax Testing Türkiye Test Sistemleri San. Ltd. Şti.	ISO 9001
Hungary	Komax Hungary Kft.	ISO 9001
USA	Cirris Inc.	ISO 9001
	Komax Corporation	ISO 9001

At its newbuild headquarters in Dierikon, which were occupied in 2020, the Komax Group pursues a low-tech, climate-friendly approach.



of the newbuild prevent excessive penetration of sunlight during the summer months, while still allowing in sufficient daylight at all times. All of these solutions are possible thanks to state-of-the-art industrial architecture with little reliance on complex technology. In Thun, some 30% of the site's energy needs are provided by the photovoltaic power plant, with the remaining 70% drawn from clean hydropower.

In 2021, the Komax Group purchased land with a production and office building very close to its headquarters in Dierikon. This is now being fully refurbished, and will incorporate another photovoltaic power plant encompassing around 580 m².

The Komax Group uses district heating in Dierikon. Its newbuild, the building acquired in 2021, and the company's existing structures all use this form of heating, which is carbon-neutral.

In 2022, further measures were implemented to reduce energy consumption. In its older buildings at the Dierikon site, the Komax Group is now consistently replacing all remaining fluorescent light bulbs with LED. 100 old lights were removed from the production area in the reporting year, and the conversion of the office areas to LED lighting will follow in 2023. The old lightbulbs at the newly acquired Thun site have also been replaced by LED. This will reduce total energy consumption at the site by 1% annually.

Even though it will entail an increase in elect-

ricity consumption, the Komax Group is promoting electro-mobility at its sites in Dierikon, Rotkreuz, and Radevormwald. All these sites now have charging stations available for use by employees and customers for electric vehicles. Flexible working from home arrangements and the mobility bonus introduced at the Dierikon and Rotkreuz sites in 2017 contributed to a reduction in CO₂ emissions. All employees at these locations who forego motorized private transport on their journey to and from work receive monthly bonuses of CHF 100.

Sustainable supply chains

A significant proportion of the components built into the Komax Group's products are manufactured by suppliers. For that reason, sustainability in the supply chain is particularly important to the Komax Group. The company relies on long-term partnerships with suppliers who have sustainable business processes in place and whose products meet rigorous environmental criteria. This is reviewed on a regular basis through audits. All new and existing partners are evaluated according to the same criteria. These include the status of integration of sustainable business processes, quality, price, procurement chain, and deadline reliability, as well as production processes and applied technologies. Furthermore, in a Code of Conduct drawn up for its suppliers, the Komax Group

obliges these parties to comply with legislation and to act in an environmentally conscious and ethical way. If violations are uncovered, a supplier's contract may be immediately terminated as a result.

The Komax Group reduces the burden on the environment through efficient supplier management. In order to better evaluate the sustainability of its supply chain and take expedient measures, the company has been working with EcoVadis since 2021.

In collaboration with Bossard, a leading logistics company for industrial assembly and connection solutions, the Komax Group has also been reducing its annual CO₂ emissions at Swiss locations in the procurement of Class C items. These are materials with a low item value and high procurement volume, such as screws. As the Komax Group is part of the broad network of Bossard customers who share a common supplier base, shipments and transport routes can be consolidated, thereby reducing the consumption of fuel. Overall, the Group's CO₂ emissions have been reduced by around a quarter thanks to the consolidation of deliveries through Bossard.

Last but not least, energy efficiency, environmental friendliness, and the sparing use of re-

sources on the part of the provider are key decision-making criteria alongside investment volumes when it comes to evaluating and selecting new production sites.

PROMOTING PEOPLE AND CONTRIBUTING TO THE GENERAL GOOD

The Komax family is growing

At the end of 2022, the Komax Group employed 3 390 people worldwide (2021: 2 121). As a result of the combination with Schleuniger, 1 070 new employees were integrated into the Komax family. The Komax Group is also actively integrating the different corporate cultures step by step, ensuring regular transparent communication and arranging get-togethers at which colleagues of both Komax and Schleuniger can get to know each other better, both personally and professionally.

Personnel expenses in the year under review amounted to CHF 209.3 million, corresponding to a year-on-year increase of 32.4% (2021: CHF 158.0 million).

2022	Switzerland ¹	Europe ¹	Americas ¹	Asia ¹	Africa ¹	Total
Production	397	512	122	136	102	1 269
Research and development	224	94	19	23	0	360
Engineering	75	190	39	35	14	353
Marketing and sales	180	199	105	90	20	594
Service	46	113	106	85	21	371
Administration ²	148	160	63	59	13	443
Total headcount as at 31 December 2022	1 070	1 268	454	428	170	3 390

2021	Switzerland	Europe	Americas	Asia	Africa	Total
Production	233	302	86	73	80	774
Research and development	134	57	5	26	0	222
Engineering	40	116	33	16	15	220
Marketing and sales	134	138	59	58	21	410
Service	30	74	63	61	17	245
Administration ²	70	98	41	29	12	250
Total headcount as at 31 December 2021	641	785	287	263	145	2 121

¹ The individual companies and their locations are listed on pages 133/134.

² Including management and IT.

The Komax Group is an attractive employer

The Komax Group offers its employees numerous opportunities to develop. As a driving force in the market, it gives them the opportunity to work in an international environment, shape the industry, and design their own path to entrepreneurial and personal success. The inspiring working environment is characterized by equality of opportunity, equal treatment, attractive workplaces, and a healthy work-life balance. Here the Komax Group relies on three principles: the opportunity to actively shape things, responsibility, and solidarity.

The Komax Group's excellent reputation as an attractive employer is based above all on its special corporate culture.

The proportion of women in the Group's global workforce stood at 20.0% in the reporting year (2021: 18.5%), which is a good level for a technology company active in the automotive industry. The main reason for the relatively low proportion of women in the workforce is the significant number of technical jobs. The Komax Group's fluctuation rate has been at a pleasingly low level for many years, and shows that employees enjoy their work at the Komax Group. In 2022 this rate stood at 8.2% (2021: 10.3%). Viewed over the long term, this is nonetheless a high figure for the Komax Group.

The appeal of the Komax Group as an employer is reflected in the company's surveys of employee satisfaction, which are conducted every three years at more than 50 company locations worldwide. The surveys are implemented on a staggered basis. In 2022, 130 employees working for seven predominantly smaller companies took part. Of these respondents, 68% stated that they viewed themselves as ambassadors for the Komax Group and felt an exceptionally strong tie to both the company and their work. In addition, employees have a high level of motivation. It is 78 out of 100 points, which is a good result compared to other internationally active companies.

1%
of all personnel
expenses spent
for employee
development

SCOPE TO CREATE CHANGE – WE FACILITATE DEVELOPMENT

We give our employees the room to pursue their tasks and develop as individuals. Everyone counts. The status quo should be challenged, the proven further developed and something new created.

RESPONSIBILITY – WE TAKE AND DELEGATE RESPONSIBILITY, WHICH FORMS COMMITMENT BETWEEN US

Room to maneuver requires commitment and shared responsibility on the part of every employee. We challenge our employees. Everyone has to answer for their performance.

TOGETHERNESS – WE MAINTAIN AN INSPIRING TOGETHERNESS

We maintain a valued working atmosphere with an international character. A sense of togetherness is very important to us. Every employee is part of the whole. The strong sense for community models our team culture, which is characterized by mutual respect and togetherness.

Actively promoting staff development

As part of an active staff development policy, the Komax Group organizes regular management seminars and further training events for its employees, as well as providing financial support for individual training activities. The Komax Group channels around 1% of all personnel expenses into this aspect of human resources.

A good example of this was the internal "Innovation Days" in 2022 for employees working in development: 330 specialists from eight countries received training and enjoyed interdisciplinary discussions while attending a total of 52 courses. In this way, participants were able to devote some 2 000 working hours to their further training. The Komax Group encourages this kind of international exchange so that staff can gain new experiences and expand their career perspectives.

Fair employment conditions

The Komax Group pays salaries in line with market rates, and offers social benefits typical for the industry and the relevant country. Both Komax and Schleuniger have carried out equal pay analysis in Switzerland, and have had this reviewed and certified by independent parties. Such analysis have confirmed that the Komax Group pays women and men an equal wage for equal work. Fair pay is of crucial importance to the Komax Group.

Health and safety has the highest priority

It goes without saying that the Komax Group meets all statutory requirements worldwide in terms of the conditions of its workplaces. The health and safety of its workforce are key factors for the Komax Group in its quest for operational excellence. Internal processes are regularly scrutinized for health and safety risks, and employees at the individual production sites are made aware of potential workplace risks in a targeted way. The low number of occupational accidents over a period of many years is testament to the success of these schemes. But the Komax Group is not content to rest there – it has set itself the target of continuing to reduce workplace accidents. The mid- and long-term targets in this area are published together with the communication of the ESG strategy.

the Schleuniger Group. But even without this development, the Komax Group would have significantly increased the number of training positions for apprentices in the last five years – from 79 to 91.

During their training, young people get an insight into the various departments' activities and thus get to know and understand the numerous processes that take place in a company. The Komax Group has state-of-the-art workstations as well as well-equipped mechanical workshops and assembly areas for the specific apprenticeship subjects. The budding professionals are supervised by trainers who possess strong technical and teaching skills as well as sensitivity to the social needs of young people.

In addition to professional training, the Komax Group also offers apprentices a number of inte-

“The corporate culture of the Komax Group is characterized by mutual respect, trust, and quality awareness. It allows employees to realize their full potential.”

Sandra Keller, Vice President Global Human Resources

fit@work

In addition, the Komax Group actively promotes the health of its workforce at its various locations. At Komax in Switzerland, for example, employees benefit from the occupational health management initiative “fit@work.” The focal points of this initiative are movement, nutrition, and relaxation. The Komax Group helps its employees to improve their physical and mental fitness with a multifaceted offering that encompasses free sports offers, fruit initiatives, workshops, and specialist talks. A key element of fit@work is the employee health survey, which is conducted every three years.

resting benefits such as language courses, cultural events, preventive health measures, and its own team-building events. Once apprentices have completed their training, the Komax Group helps them make the transition into full professional life, either at the site where they trained or at one of the company's locations abroad. Moreover, the company supports the specialists it has trained in their professional development and further vocational training.

**YOUNG
COMMUNITY**

Major investment in tomorrow's workforce

To ensure that the Komax Group retains its leading position in the future, the company is firmly committed to training future specialists. In 2022, 82 apprentices were undergoing training in nine professions (2021: 55 apprentices) at the company's sites in Switzerland, while the equivalent figure in Germany was 51 apprentices (2021: 46 apprentices). The strong year-on-year increase is explained by the combination with

Young Community@Komax – the platform for young employees

In order to better understand the needs of its younger employees (those under 30) and thereby provide them with more targeted support, the Komax Group founded the Young Community in Switzerland in 2018. The Young Community is a cross-functional, informal network comprising around 50 employees in the under-30s age group. It offers its members a platform on which they can communicate their needs in respect of their employer and working environment, and draw up potential solutions for these issues.

“Our young apprentices take on responsibility at an early stage, for example by accompanying the entire development of a machine – from the idea through to production maturity.”

Michael Gehrig, Head of Vocational Training, Dierikon and Rotkreuz sites

The Young Community’s steering committee discusses the themes that it has worked on with the CEO of the Komax Group once a year, and acts as a direct line of communication between younger employees and their employer throughout the year.

A multifaceted program involving workshops, specialist talks, and events to strengthen the Community is spread across the year. A core component is the promotion of knowledge exchange and an understanding of the different activities pursued at the Komax Group. This is achieved, for example, by two members of the Young Community exchanging roles for half a day. The Komax Group is convinced that the valuable ideas and suggestions coming from the Young Community can help it to develop further as an employer and provide new stimuli. This is vital, not least in terms of remaining attractive to young, talented employees in an increasingly digitalized world of work.

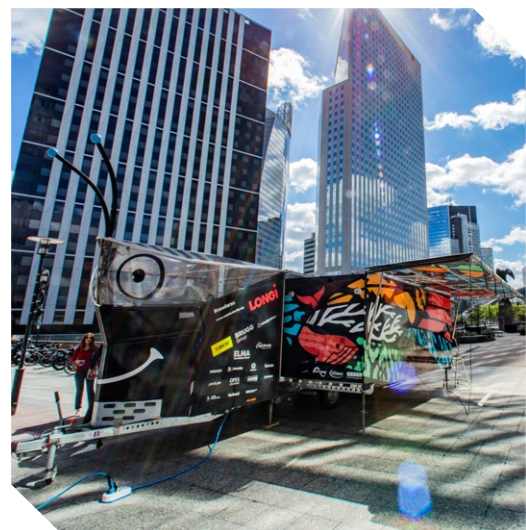
Support for local projects at different locations

The Komax Group is interested in the wellbeing of more than just its employees. In keeping with its corporate purpose, the company is keen to make a contribution to society, and to make life simpler, safer, and more convenient. It achieves this not only through its business strategy, but also by actively supporting a whole range of projects.

Partner to a visionary project – Solar Butterfly

One project that combines the key themes of electro-mobility, environmental protection, and a responsible approach to natural resources is Solar Butterfly. The Komax Group is therefore proud to be a partner of this future-oriented project initiated by Louis Palmer. A visionary in the sustainable lifestyle area, Palmer was the first person to circumnavigate the globe in a solar taxi in 2007–2008. He was designated a UNEP Champion of the Earth by the UN Environment Programme, and awarded the European Solar Prize.

Solar Butterfly, the first ever solar-powered mobile home to travel around the world.



The Solar Butterfly is the first-ever solar-powered mobile home to travel around the world. It is a self-sufficient tiny house, designed to sensitize people all around the world to climate change while at the same time highlighting the available solutions. The Komax Group is not only supporting the project financially, but also played an important role in the construction of the Solar Butterfly. At the assembly stage, apprentices from the Automation and Mechanics areas took on tasks such as the wiring of solar panels, working in the area of pneumatics and drive technology, and the configuration and programming of control panels.

Contributing to regional development at different locations

The Komax Group is not just an important employer in many of the regions in which it is active – it is also committed to activities in a whole range of areas, including education, sports, the arts, and social involvement. Switzerland has long suffered from a shortage of young people entering the MINT professions (mathematics, IT, natural sciences, and technology). For this reason, the Komax Group supports various initiatives in the Lucerne and Zug cantons in Switzerland, such as “A fascination with technology” and “MINT on the move”. In addition, it also takes

“We are fascinated by the idea of the Solar Butterfly. This project combines themes of great importance to us – electro-mobility and sustainability – in a most impressive way.”

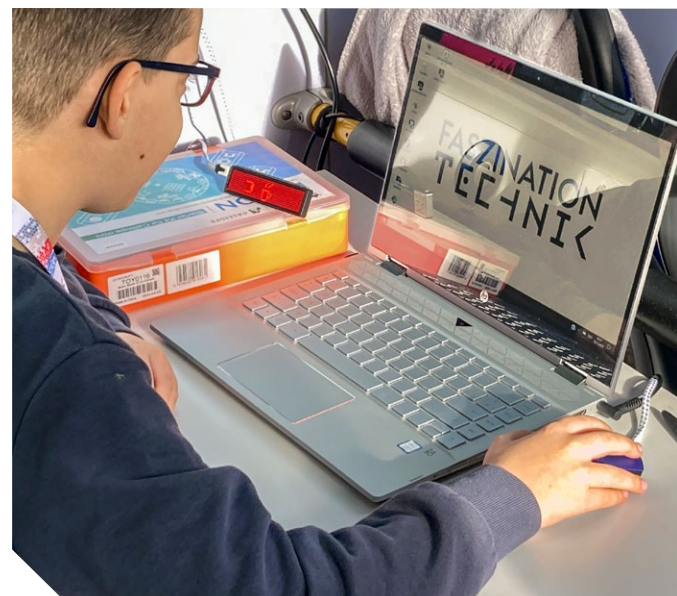
Matijas Meyer, CEO Komax Group

Measuring ten meters in length and weighing 2.8 tons, the Solar Butterfly “Larso” is a kind of mobile home towed by an electric engine. All the power required for this tiny house and its towing vehicle is produced by solar panels. At the press of a button, the panels unfold to cover an area of 120 m², which gives the impression of a butterfly.

The adventure began in Geneva on 23 May 2022, and has since taken Solar Butterfly across Europe and up to the North Cap. “Larso” has now racked up more than 25 000 kilometers and visited 27 countries. In 2023 its odyssey will continue to further destinations in Europe, and then to North and Central America in the second half of the year. Its global itinerary will see it ultimately visit 90 countries and travel more than 200 000 kilometers. Solar Butterfly will be advertising sustainability projects at hundreds of events during this period. The World Tour will end on 12 December 2025 in Paris to mark the tenth anniversary of the Paris Agreement on climate change. For more information please see solarbutterfly.org.

part in the girls@science and boys@science study weeks organized by the Swiss Youth in Science Foundation aimed at encouraging young people to enter the MINT professions.

At its site in Thun, the Komax Group supports “TRANSfair Gastronomy”, a social enter-



The initiative “A fascination with technology” is supported by the Komax Group in order to enthuse young people about technology and natural science.



Apprentices from the 2022 Training Camp on the bridge they built themselves in Obersaxen.

prise that offers mentally impaired people professional and social integration and support. In addition, the same site takes part in the “2 times Christmas” initiative by the Swiss Red Cross, donating school materials as well as numerous presents contributed by staff to people in need.

Following a coronavirus-related hiatus in previous years, 2022 then finally saw the return of the Apprentice Camp in Switzerland. This one-week event is designed to bring apprentices from the Dierikon and Rotkreuz sites closer together, as well as to promote social solidarity. In 2022, 45 apprentices helped to maintain hiking trails, bike trails, and rest areas in the municipality of Obersaxen, Switzerland, as well as build a bridge and a set of steps, among other things.

But the company’s locations in other regions have also been contributing to the general good and providing support where it is urgently needed. For example, together with the organization “Share4love”, Schleuniger in China drew up a donation plan for a primary school in Mao Jiaping village in the province of Guizhou, providing children with 2 000 books, shelves, desks, chairs, and play facilities, among other things. Komax Shanghai employs people with special needs, and was one of the first partners of the Inclusion Factory, a Chinese company that helps people with special needs to obtain work and thereby play a role in society.

GOVERNANCE – TAKING RESPONSIBILITY

Code of Conduct – the ethical principles of the Komax Group

As a globally active market leader in its field, the Komax Group has a special responsibility toward its customers, suppliers, employees, and the communities in which it works. The Komax Group takes this responsibility very seriously, and has therefore drawn up a strict Code of Conduct. This Code of Conduct is binding for all employees worldwide. It is built on the ethical principles that the Komax Group has been applying for many years. The code defines key rules of conduct for dealing with confidential information and living up to essential core values such as reliability, credibility, integrity, equality of opportunity, health and safety, and sustainability. It is published in 16 languages and reviewed at regular intervals (www.komaxgroup.com/organization).

New employees receive special training in this area in order to make them aware of these rules of conduct, and all employees have to repeat this training on a regular basis. Violations of this code are not tolerated, and will have corresponding consequences for the employees

concerned. Anyone who becomes aware of a violation may report this to their line manager, to the HR department, or to the independent external whistleblowing service.

In its commercial relationships, the Komax Group sets great store by respect, decency, social responsibility, and consistent adherence to international guidelines and laws. For this reason, the Komax Group has drawn up special codes of conduct for both suppliers and business partners, and where possible makes compliance with these codes a contractual obligation. Key elements here include compliance with all local and international laws, a ban on corruption and bribery, fair competition, and the respecting of human rights. Violations of the Code of Conduct are consistently admonished and may result in immediate termination of a contract.

Raising awareness of and minimizing risks

Responsible corporate governance geared around long-term success also encompasses appropriate risk management. The risks associated with the Komax Group's commercial activities are systematically identified, analyzed, monitored, and managed on an annual basis through an institutionalized risk management function. These risks are amalgamated into thematic groups and prioritized in a risk matrix according to the likelihood of occurrence and the potential to have an impact on the company. They include general external risks (e. g., pandemic and epidemic risks), operating and financial risks, risks arising in connection with corporate governance and trade compliance, and IT risks. The Executive Committee bears operational responsibility for risk management. In addition, key individual risks are controlled by pro-

cess managers who take concrete measures and monitor their implementation. Further information on risk management can be found from page 128 onwards of the Financial Report.

Data protection in the age of digitalization

The Komax Group attaches great importance to the protection of both commercial and personal data. It has therefore taken measures to ensure that all its own data, as well as that of customers, suppliers, and employees, is protected to the greatest extent possible. In addition to detailed data protection guidelines, the Komax Group has also implemented technical security measures such as the encryption and pseudonymization of data, data logging/recording, access restrictions, and the storage of security copies.

Furthermore, the company has been improving data security with the assistance of external partners through regular penetration tests (simulated external attacks), and has 24/7 monitoring in place 365 days a year thanks to its Security Operations Center (SOC).

All software platforms from external service providers (SaaS) used by the Komax Group since 2022 are repeatedly scanned for weaknesses. Existing security measures are adjusted on an ongoing basis in line with technological developments. All employees are obliged to participate in regular cybersecurity training sessions. In the same context, the Komax Group has been conducting phishing awareness training since mid-2022, involving simulated email attacks, in order to raise awareness of this issue among employees.

You can find further information on governance at the Komax Group in the Corporate Governance Report on pages 67–84.

24/7
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