SUSTAINABILITY

SUSTAINABILITY AT SCHWEITER TECHNOLOGIES

INTRODUCTION

The present Sustainability Report has been prepared in accordance with the GRI Standards and reflects the Group's ongoing commitment to transparency and accountability in environmental, social, and governance (ESG) matters. As a part of continuous improvement in sustainability reporting and performance, Schweiter Technologies has conducted a double materiality assessment in line with the principles of the European Sustainability Reporting Standards (ESRS) for the year under review. This assessment considers both the impact of the organization on sustainability matters and financial implications, such as risks and opportunities, of those matters on the company.

While this report remains formally aligned with the GRI Standards, it also integrates the new material ESRS sustainability matters (so-called AR 16 subtopics). Schweiter Technologies has structured its current report accordingly and included basic information on the newly assessed impacts, risks and opportunities (IROs). Schweiter Technologies views this as an opportunity to gradually build internal capacity and Group-wide systems for comprehensive sustainability disclosure in line with evolving European regulatory expectations.

The scope of this Sustainability Report is congruent with Schweiter Technologies' financial reporting. The Jiangsu ZNL location in Changzhou, China, belonging to 3A Composites Architecture & Display Asia-Pacific, was excluded from non-financial reporting in the current period as it was newly acquired.

BUSINESS MODEL

Schweiter Technologies AG is the holding company of the global 3A Composites Group, operating at production sites, distribution facilities, and administrative buildings in Europe, the Americas, and the Asia-Pacific region, with a workforce of some 4 200 employees.

The business of Schweiter Technologies comprises the development, production, and distribution of high-quality composites, paper and synthetic sheets, lightweight boards, and core materials based on balsa wood, aluminum, paper sheets, and synthetic foams. These materials are used in lightweight applications, primarily in the areas of visual communication, architecture, wind energy, industry, and bus construction. Typical products are composite sheets for displays, façade and roof panels, foam boards used in vehicles, ships and furniture; and rotor blades for wind turbines as well as functional composite parts for industry applications.

The Schweiter Group is active in four main business areas:

- **3A Composites Display**
  3A Composites Display is a global manufacturer of products used in digital and screen printing, exhibition stand building, shop design and shop window decoration, interior design, photo mounting, signage, POS/POP displays and furniture construction and more.
- **3A Composites Core Materials**
  3A Core Materials is a global leader in sandwich composite technology. The portfolio consists of high-performance, lightweight core materials either made of recyclable polymers (e.g., PET) or from wood planted in company-owned operations.
- **3A Composites Architecture**
  3A Composites is a global manufacturer of aluminum composite panels for façades and construction applications. Their exceptional weather resistance, durability, and lightweight properties make them suitable for installation in diverse locations and conditions.
- **3A Composites Transport & Industry**
  3A Composites Industry manufactures cast and extruded synthetic sheets, aluminum composite materials, and lightweight foam boards for sectors including agricultural and commercial vehicles, caravans, sanitary ware, furniture, and shipbuilding. They also produce integrated lightweight systems with advanced composite materials, offering adaptable solutions to

support sustainable mobility across various vehicle types.

Key raw materials for 3A Composites products are aluminum, synthetic materials, wood, and paper-based materials. The majority of balsa wood for wind turbine blades and applications in the marine, automotive, building and construction and industrial sectors is grown by 3A Composites Core Materials on its own plantations in Ecuador and Papua New Guinea. These plantations, where around one-third of Schweiter Technologies' own workforce is employed, are 100% FSC®-certified.

The most important sales markets are Europe (57% of net sales), America (31% of net sales), and Asia-Pacific (12% of net sales). Further information on the sales structure is available in the Financial Report of this Annual Report.

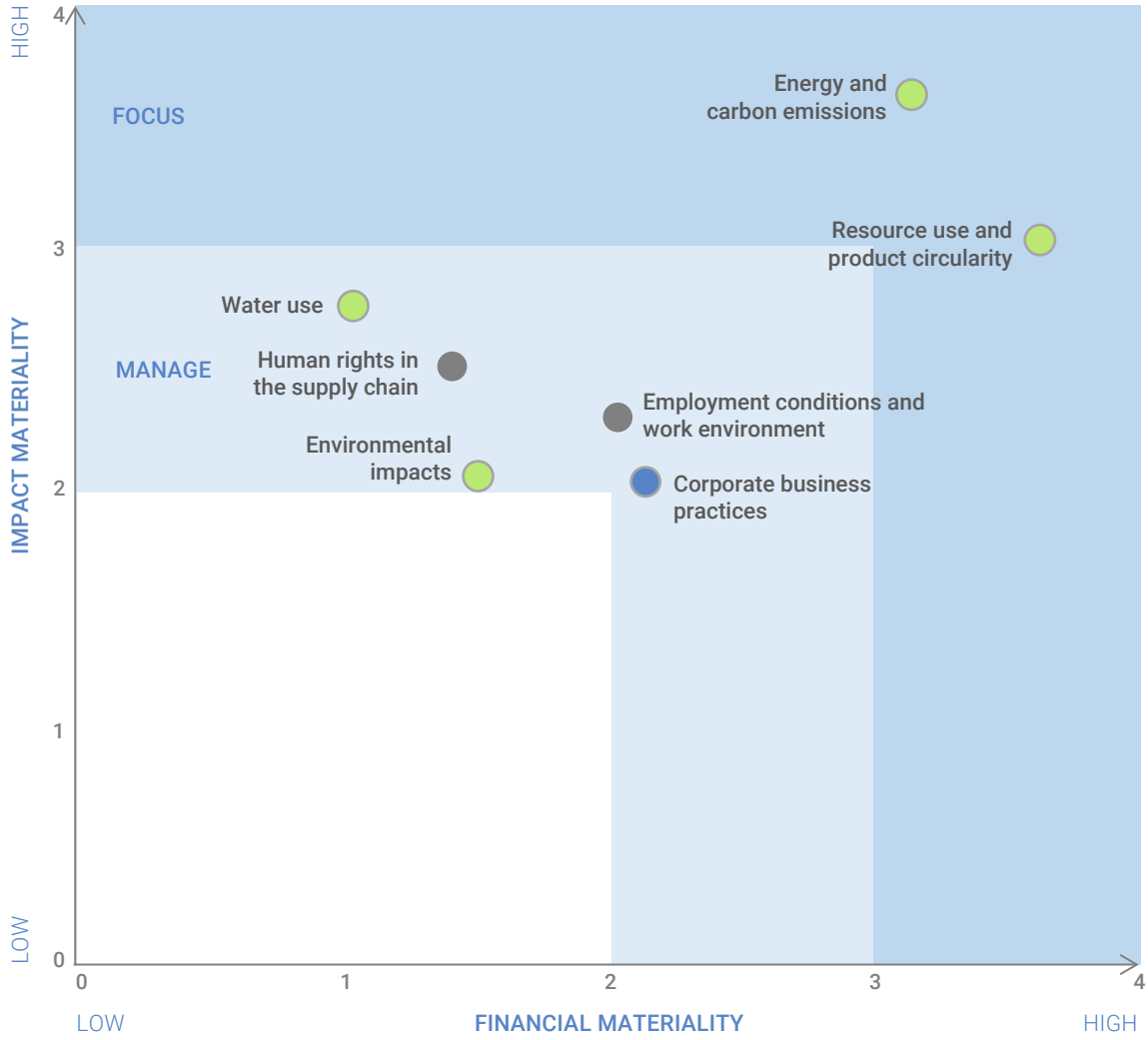
MATERIALITY TOPICS

In 2025, Schweiter Technologies conducted a double materiality assessment (DMA) in line with the principles set out in the European Sustainability Reporting Standards (ESRS). The starting point was the comprehensive analysis and mapping of the value chains and business models, including a detailed review of the contexts while considering all business areas. In addition, a peer benchmarking exercise was carried out, incorporating peers from each business area as well as selected key customers, ESG ratings and standards. Sustainability topics from the peer reports were mapped against ESRS AR 16 sustainability matters.

Based on this work, Schweiter Technologies' CFO and the Global Sustainability Director conducted and systematically justified a descoping of sustainability matters that are clearly not material. For the remaining topics, subject matter experts from across all business areas identified and assessed impacts, and risks and opportunities (IROs) using the ESRS criteria such as scale, scope, irremediability, likelihood, and magnitude. To determine materiality, thresholds were defined and calculated per business area. Based on these results, material IROs and subtopics were consolidated for the entire Group. Results from stakeholder interviews were considered to exclude potential shortfalls on company-specific topics and to avoid potential contradictions in the assessment.

The resulting material sustainability matters were aggregated into overarching material topics, validated by the Management and then visualized in a materiality matrix. The matrix presents the ten topics which are material for Schweiter Technologies. They form the core of this Sustainability Report. The individual material IROs identified in this assessment are displayed in tables throughout this report's chapters on the material topics, respectively.

DOUBLE MATERIALITY MATRIX



SUSTAINABILITY STRATEGY

Schweiter Technologies creates value for its employees, customers, and shareholders. The company positions itself as a reliable partner and supplier. A responsible approach to business is firmly rooted in the corporate culture. The strategic foundation for sustainability management at Schweiter Technologies is composed of its material topics as well as the Group's commitment to international initiatives and agreements.

Core Sustainability Ambitions

Incorporating environmental and social considerations into an economically viable Group Management is the basis of sustainable corporate management as Schweiter Technologies understands it. From the customers' point of view, the most important factor is that 3A Composites products help make end users' applications more sustainable, e.g., by using fewer resources and less energy. Schweiter Technologies' businesses are therefore part of an economic chain that is designed for sustainability – and CleanTECH innovation is at the core of this business strategy (for more information, see the chapter "Energy and carbon emissions" and the information box "Innovations: Product portfolio transformation"). The Group's CleanTECH approaches involve technology and product development teams from all business areas in specific workstreams focused on energy efficiency, product improvement, material circularity, and responsible supply chains. Individual examples of CleanTECH initiatives and achievements are highlighted with green markers throughout the entire report.

Contribution to UN SDGs

In 2024, Schweiter Technologies joined the UN Global Compact, marking a key milestone in its sustainability commitment. By participating, the company pledges to uphold human rights, promote fair labor practices, support environmental responsibility, and combat corruption, aligned with the UN Global Compact's ten Principles and UN Sustainable Development Goals (SDGs).

Schweiter Technologies contributes to SDG 8 by creating decent jobs globally, ensuring fair pay and labor rights, and supporting local economic development. In line with SDG 9, the company prioritizes sustainability in product innovation, treating environmental performance as equally important as technical excellence. For SDG 12, Schweiter promotes responsible resource use across raw material cultivation and processing, including recycling efforts. Under SDG 13, the company develops energy-efficient, long-lasting products and evaluates their full life cycle impact to support a lower carbon economy.

Common Foundations for Management Systems

Schweiter Technologies is currently focusing on a comprehensive expansion of the Group's understanding of sustainability aspects and continuous development of its sustainability strategy. The global distribution of the company's operations and their highly decentral management structures require enhanced cooperation, common standards, and joint approaches to ensure compliance with rapidly developing international laws and standards as well as changing stakeholder expectations.

For the past few years, Schweiter Technologies has prioritized certification of management systems across all production sites. This concept remains a key instrument to harmonizing processes and know-how for sustainable business operation. In the mid-term, this should allow Management to implement corporate policies and targets that are tailored to the requirements of all business areas. The documentation requirements stipulated by certification are also intended to minimize knowledge loss due to employee turnover.

To date, the majority of plants are certified in accordance with ISO management systems for environmental, energy and quality management as well as for occupational health and safety. Among other specifications, quality management systems include process efficiency and waste reduction guidelines.

At the end of the reporting year, several Forest Stewardship Council (FSC) management systems apply to the balsa wood plantations in Ecuador and Papua New Guinea. Recertification is being conducted on a regular basis. This is fundamental to convince stakeholders of the environmental compatibility of obtained raw materials.

The Group aims to certify all production sites in accordance with ISO 9001, 14001 and 45001. Annual audits by external bodies ensure continuous alignment with regulations and uphold the certified status of the sites enabling unproblematic recertification every third year.

WE SUPPORT UN GLOBAL COMPACT

In this context, the focus is on the five SDGs the company can implement most effectively:

Decent work end economic growth

Industry, innovation, and infrastructure

Responsible consumption and production

Climate action

Life on land

Key certifications

Type of certification	Number of sites
DIN EN ISO 14001 – Environmental management	21/24
DIN EN ISO 45001 – Occupational health and safety	20/24
DIN EN ISO 9001 – Quality management	21/24
FSC Forest Management (FSC-CO19065), FSC Forest Management (FSC-C125018), FSC-STD-40-004 (version 3.0)	6/6
IATF 16949 – Automotive quality management	1/1

Transparency and Comparability

Transparent communication, both internal and external, is a crucial pillar in Schweiter Technologies' sustainability endeavors. Common ground on information collection and documentation provides comparability between sites and business areas, which enables progress from improved experience exchange. The Management of the Group endeavors to foster a steep and mutual learning curve in its material sustainability matters across all operational sites.

Thus, Schweiter Technologies has commissioned EcoVadis to independently assess the sustainability performance of its businesses. The EcoVadis evaluation covers the four key pillars: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement, and allows identifying improvement potential and transparently sharing performance indicators with customers. Through regular EcoVadis assessments, the Group benchmarks its sustainability performance against global standards and industry peers. This process provides transparent information for interested stakeholders and ensures that Schweiter Technologies remains accountable and can track its sustainability journey with measurable, data-driven insights.

In 2025, the evaluation covered all sites involved in the 3A Composites Display, Architecture, Industry in Europe, and our Core Materials business area, achieving Gold, Silver, and Bronze ratings, placing the sites in the top 5%, 15%, and 25% respectively of companies assessed.

Gold; 3A Composites, Montcada Spain July. 2025)

Silver; 3A Composites. Singen Germany (Dec. 2025)

ESG GOVERNANCE

The ultimate responsibility for all strategic aspects of ESG lies with the Board of Directors. Its tasks include validating the sustainability strategy and targets as well as reviewing performance and the Sustainability Report. To foster sustainability initiatives and manage the strategic delivery of ambitious projects, a Sustainability Board and a Sustainability Operational Team, coordinated by the Global Director Sustainability, have been established in recent years.

The Sustainability Board is responsible for ensuring legally compliant and ethical business conduct across the Group. The members of the Sustainability Board are the Group CEO, the Group CFO, the CEO 3A Composites Americas, the CEO Display Europe, the CEO Core Materials, the Chief Human Resources Officer, the General Counsel, and the Global Director Sustainability. The Sustainability Board meets three times a year to review, prioritize, and approve sustainability initiatives and is accountable to the Board of Directors. The CEOs of the 3A Composites business areas, with guidance from legal departments, ensure compliance with applicable laws and initiate corrective action in the event of infringement.

The Global Director Sustainability informs Senior Management at regular intervals regarding corporate sustainability performance and progress towards targets, as well as opportunities and risks arising from ESG issues. Besides this, they coordinate the Sustainability Operational Team, which assesses and consolidates this

information, outlines the sustainability strategy, advances the associated concepts and measures, and submits them for approval to Senior Management. The Operational Team, consisting of representatives from all regions and business areas, further develops the yearly Corporate Sustainability Report for Schweiter Technologies.

The Sustainability Operational Team meets in six sessions a year and prepares the agenda for the Sustainability Board. A Core Team within the Operational Team works on current topics and discusses subjects that will be researched, implemented and executed with the entire Operational Team. Overall, this results in a three-stage analysis and decision-making process that covers the entirety of sustainability management.

In view of the decentralized company structure, operational sustainability initiatives and projects are planned and implemented in close cooperation between the respective location managers and the CEOs responsible for the corresponding region and business area, respectively.

Climate-related issues are embedded in ESG governance at Schweiter Technologies. The Board of Directors oversees the implementation of the climate transition plan. It also manages the corporate risk landscape, which includes climate risks, and annually reviews and approves the climate report and transition plan. The Sustainability Board collaborates with the Sustainability Operational Team, including the Global Director Sustainability, to implement the climate transition plan. Their work also covers the identification and assessment of climate-related risks and opportunities, and the development of action plans to enhance carbon footprint transparency, reduce emissions, mitigate risks, and leverage opportunities. Given the highly decentralized company structure, the CEOs of business areas are responsible for implementing climate-related initiatives and projects within their respective units.

Body function	ESG responsibility	Operational tasks
Board of Directors	Ultimate ESG responsibility	– Validate corporate ESG strategy – Validate Sustainability Report (yearly)
Sustainability Board (including Global Director Sustainability)	Main implementation responsibility	– Approval of sustainability topics – Approval of concepts to implement strategy – Review of performance and initiation of corrective measures – Review of ESG risks and opportunities – Review of Sustainability Report (yearly)
Sustainability Operational Team (including Global Director Sustainability)	Development & monitoring responsibility	– Assessment of sustainability topics – Assessment of ESG risks and opportunities – Development of the sustainability strategy (incl. targets and KPIs) – Development of concepts and measures to implement strategy and to track performance (monthly and on demand) – Development of the Sustainability Report (yearly)
CEOs of business areas	Operational responsibility	– Implement measures such as initiatives and projects (continuously) – Track performance towards targets (continuously) – Deliver data and information for sustainability reporting (yearly)

STAKEHOLDER MANAGEMENT

The establishment and maintenance of good relationships with various stakeholder groups is a key element in the business activities of Schweiter Technologies. The most important stakeholders are employees, customers, suppliers, and shareholders.

To identify the most relevant stakeholder groups, Schweiter Technologies uses management reviews, SWOT analyses, and specific stakeholder identification processes. During the double materiality assessment (DMA) conducted in 2025, the stakeholder overview was updated and expanded.

- 3A Composites employees form the core of all business activity at Schweiter Technologies. Satisfactory working conditions and employee development are crucial to building and retaining workers' knowledge and ensure business success in an industry dominated by strong competition for a skilled workforce.
- 3A Composites customers demand high-quality lightweight product solutions. Requirements relating to sustainability are becoming increasingly important. New and improved technologies, and reliable products, help customers develop their own sustainable processes.
- Engaging suppliers is fundamental to achieving improvements in 3A Composites sustainability performance. Because a significant portion of impacts and risks are related to upstream value chain activities, collaboration with suppliers and sharing responsibility are paramount to Schweiter Technologies.
- Shareholders expect steady and attractive returns from the business activities of Schweiter Technologies. Their investments drive growth and underpin long-term business success.

Additionally, Schweiter Technologies is affected by developing laws and agreements from regulatory authorities and is constantly assessed and rated by international sustainability benchmarks such as MSCI ESG. 3A Composites' operations are also in strong connection with Nature as a silent stakeholder, affected by and affecting the sites' businesses. Particularly for forestry activities, the tolerance and appreciation of 3A Composites in local communities also play a role to ensure smooth business operation – and in return Schweiter Technologies brings economic growth to its communities, while being an ambassador of responsible business practices.

The Group remains in regular close contact with all stakeholder groups in order to understand their needs. Direct contact with stakeholder groups is Schweiter Technologies' preferred form of communication. Regular contact with customers and suppliers, together with staff dialogue, helps the company identify risks and improvement potentials at an early stage, respond to concerns, and anticipate potential changes.

Additionally, the Group and its business areas are members of various associations. The focus of these memberships is on networking with other players in the industry, and accessing and exchanging information relevant to business development.

Focus areas	Membership associations examples
Materials	– European Aluminium Association (EA) – European Coil Coating Association (ECCA) – European Chemical Industry Council (CEFIC) – American Composites Manufacturers Association (ACMA) – Ecuadorian Association of Wood Industries (AIMA)
Aluminum, recycling, window and façade construction	– A|U|F e.V.
Construction	– German Sustainable Building Council (DGNB) – German Institute of Construction and Sustainability (IBU)
Economy	– Ecuadorian–Swiss Chamber of Commerce, Industry and Services – Greensboro Chamber of Commerce

"FIVE-DOT-MISSION"

MINIMIZING OUR ENVIRONMENTAL FOOTPRINT ACROSS ALL OPERATIONS AND THROUGHOUT THE ENTIRE VALUE CHAIN.

To effectively deliver on its product sustainability commitment, 3A Composites Display and Industry Europe has developed the "FIVE-DOT-MISSION" — a framework that evaluates products based on five key criteria: material composition, recycled content, carbon footprint, product life cycle, and recyclability. Each category is rated on a three-point scale, with the cumulative score visualized through a color-coded dot.

A strengthened focus on Life Cycle Assessments (LCAs) and Product Carbon Footprints (PCFs) has been implemented to enhance external comparability and improve transparency across the product portfolio. Going forward, emphasis will be placed on the external validation of PCFs to ensure the robustness and credibility of future Environmental Product Declarations (EPDs).

The FIVE-DOT-MISSION score offers a transparent and quantifiable assessment of product characteristics that indicate their overall environmental impact. Schweiter Technologies has made measurable progress in enhancing key sustainability attributes of selected products and has established targets for its European business areas aimed at reducing Product Carbon Footprints and advancing alignment with circular economy principles. These priorities will be further strengthened under the renewed Double Materiality Analysis (DMA), with an enhanced focus on recycling and circularity.

Bio-based content
We look at the percentage of renewable raw materials used in our products. Our aim is to increase the percentage.

Recycled content
This category is where we gauge the proportion of high-quality recycled raw material in our products' total material input.

CO_2 footprint
In this category, we monitor the kg CO_2 eq/kg per product which is released into the environment during manufacture.

Product life
In this category, we show our panels' average service life. Life cycles can range from approximately 1 year to more than 30 years depending on the different materials.

Recyclability
One of the most important aspects of sustainability is contributing to environmental protection by cutting down use of valuable raw materials, conserving resources, and avoiding waste. We are actively working with partner companies to continue and establish sustainable and future-oriented recycling solutions for closed-loop recycling management.

1–4 5–6 7–8 9–10 11–15

Engineers are actively developing new products and product enhancements, supported by comprehensive life cycle analyses. The FIVE-DOT score (maximum 15 points) provides customers with a transparent tool for informed decision-making — enabling them to evaluate both the sustainability performance of 3A Composites products and potential improvements to their own applications when using these materials. Delivering clear insights into product sustainability performance represents a key strategic pillar in strengthening Schweiter Technologies' market position and supporting sustainable business growth.

Simultaneously, the FIVE-DOT framework offers product management valuable insights to identify opportunities for further improvement and to drive the development of more sustainable production processes.

ENVIRONMENTAL PROTECTION AND RESOURCE EFFICIENCY

ENERGY AND CARBON EMISSIONS

Manufacturing at Schweiter Technologies' operational units of 3A Composites inherently depends on energy consumption. To operate productively and with a low environmental footprint, Schweiter Technologies strives to continuously assess and adapt to changing environmental conditions and mitigate harmful emissions. This chapter provides information on the identification and management of relevant physical and climate transition risks, the Group's own energy consumption, and greenhouse gas emissions, as well as its footprint across its value chain.

Schweiter Technologies' environmental protection perspectives encompass a cost-effective and benign management of three main sustainability topics related to developments in the global climate:
1) Mitigation of greenhouse gas emissions
2) Continuous adaptation to climatic change, and
3) Energy use

Management and Risk Assessment

The risk assessment and management within Schweiter Technologies is conducted on several levels, also reflecting the decentralized structure of the Group. The business areas are responsible for determining, evaluating, and managing local risks. A systematic identification of higher-ranking risks that could have a significant impact on Schweiter Technologies and its business activities is carried out by the Finance department at Group level. The risk analysis is based on expert analysis on Group level and presented to the Board of Directors by the CFO. The risks identified are classified according to the criteria of probability of occurrence and potential effect. Climate aspects are integrated into the formal, internal risk management guidelines and climate risks are integrated into the existing risk classification categories.

Climate Change Mitigation

In 2025, Schweiter Technologies screened the significance of various specific actual and potential effects of its business activities on the development of climate change. In the process, tangible impacts of material importance for the entire Group were evaluated. In addition to emitting greenhouse gases through the combustion of fossil energy carriers in diverse operations of the individual sites, Schweiter Technologies further contributes to global warming through the impacts included in purchased electricity, heat, goods, and services. In contrast, most 3A Composites products are designed to help customers and endusers mitigate their negative impacts.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Positive impact	**Promoting CleanTECH industries** Contribution to global climate change mitigation efforts due to sales of products enabling CleanTECH industries.
Potential positive impact	**Promoting customers' emission mitigation** Contribution to climate change mitigation efforts of customers due to sales of products with a favorable carbon footprint.
Negative impact	**Emissions (Scope 1 and 2)** Emission of greenhouse gases as a consequence of significant fossil energy use.
Negative impact	**Emissions (Scope 3)** Shared responsibility for greenhouse gases emitted in the upstream value chain as a consequence of the production and provision of purchased goods and services.

Schweiter Technologies communicates its ambitions to protect the environment across its entire value chain through its corporate Code of Conduct and is in the process of evaluating whether a Group-wide policy on carbon emission reduction is a reasonable approach to achieving its climate ambitions across global operations. To date, 3A Composites Core Materials is the only business area with a separate policy, where a Supplier Code of Conduct puts responsibility on its suppliers to reduce GHG emissions in its value chain, which is the business area's predominant greenhouse gas source.

Schweiter Technologies aims to reduce its climate impact and supports the Swiss federal climate goal aligned with the Paris Agreement. The Group strives to define company-wide climate targets that take into account the variety of demands of all business areas. In 2025, individual ambitions and targets were compiled to evaluate the baseline situation. The Core Materials business area works to evaluate a carbon sink from its forestry operations that may be accredited to balance the emissions caused by energy-consuming activities. To address and coordinate the necessary transition, Schweiter Technologies set up a task force in 2023 aimed at systematically identifying and realizing energy saving and emissions reduction opportunities. The Sustainability Board works with the business areas to identify and prioritize initiatives, and to coordinate and manage individual emissions mitigation projects.

To improve the understanding of the corporate CO_2 footprint of Schweiter Technologies, the Group Sustainability Director yearly delegates the collection of activity data to selected data owners per business area. Operational energy consumption of all production sites is consolidated, and emissions calculated to provide Management with a picture of the Group's own performance and potential action. In the reporting year, Schweiter Technologies implemented a carbon accounting tool, which provided an overview of its impact on site-level and aimed at continuously reducing errors and data quality issues. Using this platform, the Group has adjusted its data collection with additional indicators to obtain an improved overview of its ecological performance and prepare for future reporting requirements. In 2025, in accordance with international standards, the Group applied a stricter definition of energy sources to be counted as renewable. The same definition was applied in the assessment of the reporting year and the reevaluation of 2024 data. Additionally, for the first time, the figures consider the reuse of biomass offcuts from production processes for the generation of process heat. Thus, due to the opposite effects of these two adjustments, the overall renewables share of 3A Composites' total energy consumption remains in a similar range compared to previously reported values.

Apart from energy usage, climate impacts that are difficult to avoid originate in the manufacture of foams, as this requires propellants. These rapidly evaporate, causing emissions of volatile organic compounds (VOCs), which themselves can be strong greenhouse gases.

Key figures: energy and emissions[1]

	2025[2]	2024[3]
Energy consumption (total) in MWh	**371 166**	**386 553**
Of which renewable	104 277	83 104
Electricity use	**162 763**	**164 539**
Of which renewable (certified + own photovoltaics)	45 528	40 281
Heating of facilities and processes	**196 136**	**210 681**
Of which renewable fuels (biomass)	58 749	42 824
Of which non-renewable fuels (natural gas + others)	135 967	163 522
Of which purchased district heat / steam	1 420	4 336
Fuels for mobile application	**12 267**	**11 332**
Of which non-renewable fuels (diesel, petrol, LPG)	12 267	11 332
Total Scope 1 and 2 greenhouse gas emissions[4] in t CO_2e	**67 216**	**79 783**
Scope 1	**31 137**	**36 042**
Scope 2 (market-based)	**36 078**	**43 740**
Scope 2 (location-based)	45 738	51 935

Basis for data and calculations

1 The environmental figures cover all manufacturing companies in the Schweiter Technologies Group, including, for the first time, JMB Wind Engineering acquired in 2023. Distribution companies and the headquarters in Steinhausen are not included because of their relatively low environmental impact. Sites acquired or divested within the business year are not included, i.e., the sites in Altenrhein and Mielec belonging to divested companies (previous Bus & Rail business).

2 For the 2025 business year, figures for consumption were collected for the first three quarters and a projection calculated for the full year.

3 For the 2024 business year, environment figures were reassessed using full-year data sets, which benefit from improved data accuracy and availability.

4 The greenhouse gas inventory was calculated in line with WRI/WBCSD Greenhouse Gas Protocol guidelines.
Scope 1: emissions from combustibles and fuels.
Scope 2: emissions arising from electricity and district heating purchased by the companies, emissions factors used: current versions of IEA and DEFRA. The greenhouse gas emissions associated with electricity production were reported in accordance with the Greenhouse Gas Protocol Scope 2 standard. The location-based IEA emissions factors were appended with corrections as a result of energy trading (imports/exports) in order to give a more accurate presentation of the emissions actually caused.

Concepts to reduce GHG emissions across the value chain of Schweiter Technologies are diverse. All business areas have a strong focus on the reduction of supply chain emissions. The main concept is avoiding the necessity of purchasing goods by reusing and internally recycling materials where possible. The American and Core Materials business areas have a strong focus on further improving in this regard and also procuring recycled goods to reduce life cycle emissions of used materials.

In contrast, the European and Asia-Pacific business areas prioritize the reduction of emissions from their own operations. In previous years, the closure of certain sites in 2023 (Orchard Mill in Darwen) and 2024 (Mainz) eliminated some of the main emissions sources. Currently, one of the major levers identified to continuously reduce greenhouse gas emissions is procuring renewable electricity from power suppliers. For example, this is the case at the Sins site in Switzerland, where hydroelectric power was used exclusively in 2025, and several other locations also partially consume renewables such as solar, hydro, and wind energy.

However, not all production sites have access to a grid fulfilling their requirements with low-emission power. In these cases, investments into efficient (see subchapter "Energy") and renewable technology are key to reducing climate impacts. For example, in India, a brand-new rooftop solar power plant (930 kWp) is to commence operation in early 2026, and some Core Materials sites are also in the process of installing solar power units. Developing in-house energy production capacity simultaneously strengthens resilience against volatile energy prices (see subchapter "Climate Change Adaptation").

The Group expects continuous progress from ISO 14001 certifications of its production sites, which prescribe framework conditions for the handling of energy and environmental management in general. The installation of a heat pump at the Nischwitz site in 2025 is one example of the phase-out of fossil-based energy in individual projects.

Schweiter Technologies owns plantations that grow the balsa wood required in the manufacture of core materials, planting ca. 2.5 million trees per year. In 2025, roughly 3 000 hectares of plantation were added or replanted. The Group is still working on quantifying carbon capture from commercial plantations and conservation areas in Ecuador. Whenever the biomass removal in such an area is lower than the regrowth rate, it can be determined that a carbon sink is generated. The CO_2 removals from commercial plantations were externally verified before 2021. This shows the potential to compensate for emitted greenhouse gases within Schweiter Technologies' own boundaries to eventually reach net zero emissions. The Group continuously studies the applicability of carbon sinks – developing a meaningful characterization and methodology for implementation in accounting.

As a response to market requirements and to promote Schweiter Technologies' core value of protecting the environment, the development of product portfolios with reduced environmental footprints is among the main Group-wide strategic pillars (see subchapter 'Climate change adaptation'). It is thus relevant to quantify and communicate the life cycle emissions of products, for which Schweiter Technologies was able to reduce the CO_2 footprint. In 2025, composite solutions such as ALUCOBOND® circular, MONARC™, SINTREX®, FOREX® re, DISPA® 5 mm, and many more, were newly developed or freshly launched. The entire Group undertakes great effort to develop Environmental Product Declarations (EPDs), including the conduct of Life Cycle Assessments (LCAs). For example, all products of 3A Composites Europe are subject to Life Cycle Inventory data evaluation and subsequent LCAs. Throughout all business areas, the coverage of products for which EPDs are available is steadily being expanded.

Schweiter Technologies can not only reduce the CO_2 footprint of its products by reducing the sites' emissions in their operational activities, but by developing products made from materials that are recycled or produced with low-emission energy. For example, the products used in the manufacture of wind turbine blades offer a particularly low carbon footprint, as AIREX® and BALTEK® products are among the best in the industry according to certified EPDs, particularly so for BALTEK® components, which feature a negative Global Warming Potential (GWP).

Considering the large potential of secondary material inputs to reduce the CO_2 footprints of 3A Composite products, close cooperation with suppliers to access new sources, and secure existing ones, of recycled raw materials gain importance. Targets to improve Product Carbon Footprints are

an integral part of the FIVE-DOT-MISSION, which is applicable to production in the European business areas to date.

3A Composites is engaged in international lightweight construction research and technology projects. Composite materials are employed in a variety of applications. Some use cases offer improved environmental performance compared to conventional solutions. Modern building façades with beneficial insulation properties, lightweight building blocks for vehicles and mobile devices, and composite components used for renewable power generation promote energy efficiency and profitability with their advantageous properties.

- Weight-saving composite patches for vehicle bodies and thus reduced fuel consumption and emissions.
- Architecture composite solutions help reduce customers' emissions from domestic heating due to their highly effective insulation properties, while generating low maintenance and service costs compared to conventional solutions. Furthermore, using lightweight 3A Composites Architecture products reduces strain on building substructures, enabling material and cost savings of overall construction.
- Core material solutions made from balsa or polyethylene terephthalate (PET) have beneficial characteristics to be applied in the wind power industry. Their low weight combined with high stiffness provides advantageous mechanical properties in the manufacture of wind blades and positively affects energy efficiency and wear.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Potential positive impact	**Components for renewable energy production** Enabling effective renewable energy production through the provision of required components.
Negative impact	**Fossil energy use** Promotion of fossil-based energy carriers due to a lack of alternative and more efficient installations or management approaches in own operations.
Risk	**Criticism and liabilities** A lack of targets or misalignment across business areas may lead to stakeholder criticism and regulatory liabilities.
Risk	**Carbon taxes and trade duties** Dependency on fossil-based energy carriers due to technological limitations of required production processes can result in unavoidable costs such as carbon taxes or import duties.

Schweiter Technologies' responsibility is to ensure continuous and economically competitive operation across all of its sites. For this reason, as well as due to characteristics of 3A Composites manufacturing, it is currently not possible to avoid the use of fossil fuels – and in particular natural gas – in many production processes. This dependency on fossil fuels poses both regulatory and reputational risks for Schweiter Technologies. In contrast, the production of wind blades from composite materials is an important factor in the global promotion of competitive renewable energy. Additionally, the favorable weight-to-density ratio of many 3A Composites products allows energy savings in many endcustomer applications.

Schweiter Technologies encourages its operations to optimize energy efficiency where possible. For example, in Darwen, a new production technology is being implemented at Chapels Park to be activated in 2026, which will significantly increase energy efficiency. Additionally, seven sites to date have achieved certification with ISO 50001.

Where applicable, 3A Composites sites increasingly produce their own renewable energy (see also subchapter "Climate Change Mitigation") to build resilience from energy supply disruptions, price fluctuations, and carbon taxes. Apart from solar energy, a significant source can be balsa wood waste used in furnaces, boilers, and kilns. Furthermore, at four sites where suitable manufacturing processes exist, Regenerative Thermal Oxidizers (RTOs) where installed. This source feeds on exhaust gases and reduces the need for other fossil fuels.

Climate Change Adaptation

For the first time in 2024, Schweiter Technologies identified and disclosed climate-related physical and transition risks as well as opportunities. In the reporting year, the evaluation of these effects was refined through an investigation across all business areas, considering the potential magnitudes as well as likelihoods of individual climate-induced financial influences. As a result, the materiality of some risks and opportunities shifted slightly. Meanwhile, a reputation risk was reevaluated to be less significant than originally expected.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)	Materiality of effect[1] and time horizon[2]
Physical – Acute and Chronic Climate Hazards		
Risk – Acute & Chronic (Suppliers and own operations)	**Physical Integrity of Assets** Harm to the physical integrity of assets due to acute weather events (e.g. floods, heavy winds) or chronic climate impacts (e.g. droughts, sea level rise).	Effects: low – medium Mid- to long-term
Risk – Acute & Chronic (Suppliers and own operations)	**Availability of Raw Materials and Price Fluctuations** Higher procurement costs and supply chain disruptions as a consequence of limited raw material availability and fluctuating prices due to chronic and acute weather extremes.	Effect: medium Mid- to long-term
Climate Transition Risks		
Risk – Market (Raw materials and suppliers)	**Availability of Raw Materials and Price Fluctuations** Higher procurement costs and supply chain disruptions as a consequence of a transition to fossil-free resources and energy.	Effect: medium – high Mid- to long-term
Risk – Policy & Legal, Technology, Market (Entire value chain)	**Environmental Regulations, Customer Preferences, and Technological Progress** Higher operational costs for climate-regulation-related administrative aspects (e.g. value chain coordination and documentation), as well as higher R&D spend and process transition to sustainable practices or related loss of competitiveness (e.g. decrease in revenues/market shares).	Effect: medium Short- to long-term
Climate Transition Opportunities		
Opportunity – Product/Services (Entire value chain)	**Customer Preferences and Technological Progress** Increased revenues and market share as a consequence of a sustainable product portfolio and innovative products enabling customers' climate transition	Effect: medium – high Short- to long-term
Opportunity – Market (Entire value chain)	**Enabler of CleanTECH Industries** Increased revenues and market share as a consequence of a product portfolio enabling CleanTECH industries	Effect: medium – high Short- to long-term

[1] The potential magnitude of impact expected on Schweiter Technologies' business was estimated as low, medium or high. The assessments are indications, with the aim of further refining them over time.

[2] Related time horizons are: short-term, 1–3 years; mid-term, 4–10 years; and long-term, 10+ years.

The in- and outflows of materials of Schweiter Technologies are affected by climate-change-induced transitions in regulations and markets. Manufacturing processes in the supply chain and Schweiter Technologies' operations rely on gas and electricity, making the company sensitive to potential changes in energy availability and costs driven by climate-related transitions of the energy system. Schweiter Technologies assesses climate-related risks through two lenses: physical risks and transition risks.

Physical risks involve the effects of climate change, such as shifting climate patterns and more frequent extreme weather events. These changes could disrupt production processes at its sites and impact supply chain continuity. Transition risks and opportunities arise from evolving regulations, changes in customer preferences, and shifts in technology to address climate change. Schweiter Technologies considers climate-related risks and opportunities under two scenarios, representing contrasting conditions for climate change adaptation. To maximize its resilience to climate change, Schweiter Technologies evaluates the most challenging scenario for each type of risk.

Below 2-degree scenario

- Enhanced international cooperation drives shared climate mitigation efforts and resource sharing.
- Major shift to renewable energy sources reduces fossil fuel dependency and carbon emissions across industries.
- Adoption of circular economies reduces reliance on virgin materials through recycling, reusing, and remanufacturing.
- Economic systems and societal values realign with sustainable practices, influencing industries, consumers, and policies.

→ Greenhouse gas emissions are drastically reduced to keep global warming below 2°C.

→ Controlled global warming leads to more stable and predictable climate patterns, enhancing climate resilience and supporting ecosystems and communities.

Business-as-usual scenario

- Limited international collaboration, with vulnerable regions facing greater climate impacts.
- Energy systems largely depend on fossil fuels, with slow adoption of renewable alternatives, perpetuating high carbon emissions.
- Traditional, linear production models persist, heavily reliant on virgin materials with limited recycling or reuse.
- Economic systems and consumer behaviors maintain conventional practices, with gradual adoption of sustainable choices.

→ Greenhouse gas emissions remain elevated, with global warming projections significantly exceeding 2°C due to limited mitigation efforts.

→ More frequent and severe climate events, such as extreme weather, droughts, and rising sea levels, disrupt ecosystems and communities.

The "business-as-usual scenario" is considered to cause more frequent and severe climate-induced chronic changes of the environment and extreme weather events.

- Changing climate patterns might threaten the physical integrity of production sites through acute events (e.g. floods, heavy winds) and chronic climate impacts (e.g. droughts, rising sea levels). This necessitates protective measures and potentially causes damage to the Group's assets, increasing operational costs. A promising measure to counter such risks is to diversify production locations.
- The availability and prices of raw materials become increasingly volatile due to weather extremes impacting suppliers, substitute products, transportation routes, and local energy supplies. Overall, this can lead to higher procurement and transportation costs, delivery difficulties, and complete disruptions in the supply chain. Short supply chains with dual- or multi-sourcing, together with product innovation enabling diversification of used raw materials, can help mitigate this risk.

Transition risks and opportunities are expected to be more significant in the "Below 2-degree scenario". Focused climate action and stricter regulations drive a transformative shift toward sustainable practices, renewable energy sources, and circularity.

- In this scenario, the Group would face transition risks such as fluctuating raw material availability and costs that could cause supply chain disruptions and increase procurement costs. Establishing a sustainable product portfolio and establishing short dual- or multi-sourcing supply chains may be suitable approaches to managing these challenges.
- Tighter regulations, as well as increasing pressure from customers and stakeholders demanding strong climate performance and measurable progress on sustainability, can affect both Schweiter Technologies and its entire value chain. Many regulations and potentially changing customer preferences towards bio-based materials, non-fossil feedstock, and low carbon footprints as well as circularity of products might alter product demand and have effects on the availability of raw materials, product composition, and performance. Ultimately, this can force the Group to increase spending on value chain coordination, documentation, and R&D to keep up with stakeholder expectations and technological advancements of competitors. To avoid negative impacts on business, Schweiter Technologies plans to closely track current and upcoming environmental and climate regulations, and transform its product portfolio towards increased sustainability.

The significant efforts of Schweiter Technologies in customer-focused innovation towards more environment-friendly products can support the company in meeting the rising demand of climate-conscious consumers, and can increase its competitiveness, particularly in the "Below 2-degree scenario". This shift towards renewable energy generation and cleaner mobility provides significant business opportunities for Schweiter Technologies, delivering these markets with products, e.g., wind blades and lightweight materials, that foster sustainability.

Additionally, 3A Composites Core Materials is currently exploring new markets for balsa wood core materials, optimizing their compatibility with novel use cases such as lamination of thermoplastic skins for use in building and construction.

Schweiter Technologies is close to customers and offers innovative solutions with a customer-centric approach. The approach to innovation and efforts in the diversification of suppliers can help Schweiter Technologies to increase the resilience of Schweiter Technologies' business model against a variety of challenges, including climate-related risks, and support the business in leveraging opportunities. The resilience of Schweiter Technologies' business model is determined by its flexibility and capacity to adapt to varying challenges. Under the "Below 2-degrees scenario", resilience is primarily contingent on the effective implementation of mitigation measures, whereas in a "Business-as-usual scenario", it is driven by the ability to deploy robust adaptation strategies to address the impacts of climate change across its entire value chain. Schweiter Technologies is currently still in the early stages of climate risk analysis.

Across all 3A Composites sites, supply chain risks are commonly reduced by limiting the amount of materials that need to be procured through reuse and internal recycling. Two of the largest business areas, 3A Composites Americas and 3A Composites Core Materials, have established further management approaches aimed at minimizing risks from natural hazards that may be enhanced through climate change in the mid- to long-term. The main concepts include multi-sourcing strategies for key materials and building warehouse capacities to offset delivery bottlenecks. Furthermore, 3A Composites Core Materials' forestry operations on two different continents harvest the majority of balsa wood used across the entire Group, limiting dependency on third-party suppliers and risk from local occurrences of environmental hazards. Apart from resilience through spatial separation, the business area also uses seed breeding programs to investigate favorable properties adapted to current and future soil and climate conditions.

ENVIRONMENTAL IMPACTS

Schweiter Technologies commitment for environmental protection is outlined in the corporate Code of Conduct. It is therefore essential to be aware of the inevitable aspects of environmental pollution in a manufacturing company. The topic mainly deals with the environmental aspects that are relevant for Schweiter Technologies' stakeholders and nature itself, and also with challenges based on the changing global perception of the matter.

Substances of Concern (SOCs) are chemical compounds that are known or are suspected to cause harm to the environment and health. There is a broad diversity of such substances that can be solid, liquid, or gaseous chemicals of varying toxicity. If any such compound is released into the environment, it will have a polluting effect. However, pollution can also be caused by the accumulation of less toxic materials.

In its double materiality assessment in 2025, Schweiter Technologies found that impacts and risks related to 1) emitting air pollutants and 2) Substances of Concern are important to manage carefully due to the characteristics of its operations – in particular for its Architecture and Display business areas. As these aspects have been newly assessed as material for the company, Schweiter Technologies has introduced definitions and basic aspects on the topic together with key management information.

Air Pollution

During any production process, a variety of substances are almost inevitably released into the air. Commonly, where hazardous substances are used, technological solutions prevent emissions of pollutants to the largest extent possible. In the manufacture of composite materials, substances include Volatile Organic Compounds (VOCs) as well as generated dust, soot, and smoke. Generally, air pollutants can contribute to long-lasting environmental issues and adverse health effects, particularly respiratory and cardiovascular issues.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Negative impact	**Emission of Air Pollutants** Emission of substances listed on the "EPA Air Pollutants List" or in the "European Pollutant Release and Transfer Register" in own production processes.

The allowed emission levels of such air pollutants are strictly regulated by local laws at most locations. The business areas already have individual instruments and approaches implemented to manage the topic in a fully compliant manner. For example, through thermal oxidation, the vast majority of these environmentally hazardous substances can be destroyed in Regenerative Thermal Oxidizers (RTOs) before being released into the environment, generating water vapor together with the greenhouse gas CO_2 instead. In some cases, generated heat can be recovered for use in production (see also chapter "Energy and carbon emissions"). This technology finds applications across all Architecture & Display operations, such as in Žilina (Slovakia) where a new RTO was installed in 2025. The sites reporting the existence of such installations carefully monitor residual VOC emissions and compliance with all regulations.

Particulate matter (PM) such as dust and smoke is also relevant to multiple business areas. For example, sites of the 3A Composites Core Material and Architecture Asia-Pacific business areas closely monitor their PM emissions to ensure regulatory compliance and intervene in case concerning emission levels are detected.

Substances of Concern

Operational 3A Composites sites purchase and use some materials and chemicals that are essential for production, some of which can be considered Substances of Concern (SOCs). This applies mainly to the business areas active in the Architecture and Display segments, where some of the processes rely on hazardous chemicals for the production of certain polymers. Some of these substances are also regulated by legal frameworks such as the EU REACH.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Negative impact	**Use of Substances of Concern** Procurement and usage of Substances of Concern.
Risk	**Regulatory Restriction of Substances of Concern** Required process or product changes due to regulatory prohibition/limitation of used substances.

Chemical management is organized with local responsibility by the local EHS or site managers, supported by R&D experts, often chemists or chemical engineers. For example, 3A Composites Architecture & Display Americas has the topic of air pollutants and Substances of Concern integrated in their management systems under ISO 14001 and ISO 45001 – providing the foundation to manage and improve aspects of pollution with standardized processes. Across all business areas, the individual sites have established local inventories of all chemicals and harmful substances as well as the required documentation, safety data sheets, and work instructions based on risk assessments – to comply with the national chemical legislation frameworks, e.g., the REACH regulation for European manufacturing sites. Risks of storage and the handling of chemicals are monitored. All employees, in production or otherwise, involved in the handling of chemicals are regularly trained in standard procedures and hazardous situations. Annual trainings of all employees are documented.

Group Management is mindful not to interfere with existing management approaches at the Group's sites which are fully compliant with all national and international regulations. It continuously places trust in proper chemical management on business area and site levels to avoid incidents of pollution, and no legal charges have been filed in the past years.

Regulations restricting the use of substances, or even demanding their phaseout, represent a threat for 3A Composites. For example, from 2027, the European Ecodesign for Sustainable Products Regulation (ESPR) is anticipated to become relevant for Schweiter Technologies. To mitigate related regulatory risks, the affected business areas significantly rely on their research and development departments to discover alternative substances allowing production without loss of quality. The Group continuously develops and enhances innovative products and solutions designed to reduce VOC levels.

The Asia-Pacific business area achieved a milestone in 2025 by phasing out the utilization of oxidation agents containing chromium(VI) for the treatment of metallic surfaces to improve adhesion. This marks the ultimate exclusion of hazardous chemicals from all manufacturing processes of Schweiter Technologies.

WATER USE

Healthy water systems are critical for maintaining the balance of natural habitats, supporting life cycles, and enabling resilient landscapes that underpin long-term economic and social prosperity. Schweiter Technologies is convinced that industrial companies must manage their water use with care and contribute their share to protecting the environment.

Some of the globally distributed operations of Schweiter Technologies are located in regions where water access is subject to high competition, such as India, Belgium, and Spain. Additionally, moderate water stress is reported for China, Germany, and the United States. The Group considers its water use, including the withdrawal and consumption of water resources from various supplies, a material topic for many of its operations. As these aspects have been newly assessed as material for the company, Schweiter Technologies has introduced definitions and basic aspects on the topic together with key management information.

Water Withdrawal and Consumption

Water is an essential resource for the manufacturers of Architecture, Display and Industry products and their suppliers. Water use in manufacturing and many mining operations is almost inevitable. Some processes of the Group require significant volumes of water and many materials used in 3A Composites products are particularly water-intensive in their production. Withdrawal of water resources in regions with water stress contributes to the regional exacerbation of its scarcity. Whenever used water is not discharged back to the water ecosystem in a reasonably purified condition, water scarcity is even more severely affected. This is also the case if water is consumed, for example in chemical reactions or by evaporation, which means it is also not returned to the local environment.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Negative impact	**Contribution to Increasing Water Scarcity** High water use (incl. consumption) in own manufacturing processes in areas with medium-high to very high (projected) water stress.
Negative impact	**Procurement of Water-Intensive Goods** Procurement of goods with a high incorporated water use footprint (incl. consumption), such as paper-based production materials, aluminum, and chemicals, in areas with medium-high to very high (projected) water stress.

Pressure polymerization is the process with the highest need for water resources across the entire Group. For example, in Darwen (England) more than 100 000 cubic meters have to be withdrawn every year to ensure continuous operation. Other important activities relate to the cooling of manufacturing steps, the generation of steam, and cleaning, as well as the operation of chillers and waterjet cutting devices.

From 3A Composites activities in regions with high competition for water access, the considerable water use in Montcada i Reixac (Spain) is of particular importance (ca. 10 000 m^3 per year). Additionally, significant water use is required in the United States, a moderately water-stressed country, where the Glasgow and Benton sites withdraw approximately 75 000 cubic meters of fresh water from public utility supplies yearly. Schweiter Technologies strives to systematize its data collection on water usage across all business areas in the next business year to improve its understanding and potentially provide directions for the management of the topic at its production sites.

Individual sites are implementing new technologies that reduces their water needs. For example, the installation of water baths in Chapels Park in Darwen will significantly reduce water requirements.

RESOURCE USE AND PRODUCT CIRCULARITY

The principles of the circular economy fundamentally apply across several activities within the business model of Schweiter Technologies. Most 3A Composites products are designed to bring the benefits of resource circularity into various applications in the mid- to long-term. Many of them are manufactured from renewable and recyclable materials, and built to have superior longevity and minimal negative environmental impact.

Adopting circular economic principles is essential for composite manufacturing companies, as it 1) promotes the efficient use of resources, 2) encourages recycling throughout the product life cycle, and 3) minimizes waste. By integrating these principles, Schweiter Technologies can reduce its dependence on its supply chain, particularly the branch originating in the fossil resources industry, lower the Group's environmental impact, and
enhance the sustainability of their operations overall. This approach also strengthens long-term competitiveness in an increasingly resource-constrained and environment-conscious world.

Resource Use

Resource scarcity is a growing concern in the modern economy, exacerbated using primary materials in production. The use of renewable or recycled input materials to manufacture products alleviates this conflict, while adding fewer greenhouse gas emissions to the atmosphere along the product's life cycle (see chapter "Energy and carbon emissions").

3A Composites uses input materials from many sources in their production. As the name suggests, composite materials are built from multiple constituents. Thus, the share of purchases from non-renewable and primary raw materials contributes to limiting the global reserve of resources. Schweiter Technologies' main business is generated with lightweight components, requiring large quantities of low-density materials such as aluminum, plastics, or woods. This is well reflected in the composition of 3A Composites' purchases. The main categories of procured materials per business area are:

Core Materials	Architecture, Display, Industry
– Balsa wood – Synthetic polymers (PET, PVC) – Fiberglass scrim – Chemicals (incl. blowing agents) – General and shipping supplies	– Aluminum – Polymers (PET, PVC, PC, PMMA, polyolefins, styrenics) – Paper-based materials – Synthetic films (polyolefins) – Chemicals (incl. MMA, acrylates, coatings, blowing agents, lubricants) – Natural minerals (e.g. calcium carbonate) – General and shipping supplies

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Negative impact	**Use of Non-Renewable Resources** Exacerbation of resource scarcity through the use of primary non-renewable raw materials and their derivatives.
Opportunity	**Cost Savings through Material Efficiency** Reduced quantity of purchases needed through improvement of material efficiency, reuse, and internal recycling.
Risk	**Unavailability of Recycled Resources** Lack of partners for supply of recycled materials at a competitive cost can lead to competitive disadvantage compared to alternative materials.

Minimizing the negative environmental impacts from materials extraction and processing necessitates the acquisition of alternative sources for procurement, which bears risks of availability and price in the currently progressing economic transition phase. On the other hand, improvements in material efficiency in production can lower purchasing costs.

At 3A Composites, limiting material use from external sources goes hand in hand with reducing waste through internal recycling and reuse (see subchapter "Waste"). Beyond that, the business areas purchase recycled goods from third parties when available and economically feasible. The research and development departments have an essential role in developing adjusted product formulae, retaining performance quality while incorporating recycled resources in the manufacturing processes.

To date, the sites are continuously working with great effort to further implement circularity principles in production. The business areas have different suppliers, providing a broad range from fully primary resources to raw materials with high shares of recycled content. For example, this applies to the procurement of aluminum in 3A Composites Architecture & Display Americas as well as to synthetic materials purchased by 3A Composites Architecture & Display Asia-Pacific. The Core Materials business area strives to increasingly source post-consumer and post-industrial polyethylene terephthalate (PET) to prepare as input materials.

A noteworthy addition is balsa forestry at 3A Composites Core Materials plantations, where the sites work towards increasing production yields, maximizing their output per hectare and cutting generated waste to a minimum. The business area harvests most of its required balsa wood at their own plantations and also delivers to the other business areas where needed. Due to the nature of 3A Core Material's FSC-certified balsa forestry, its wood can be considered fully renewable, as no deforestation is required at all.

Product Circularity

The alignment of a product with the principles of circular economy goes beyond the origin of production inputs. The incorporated resources need to be returned to the cycle after the end of the product's lifetime. Thus, the reusability and recyclability of contained materials are key to preventing resources from reaching their actual end-of-life. Research and development are of importance to keep pace with market developments, which is well expressed in the risks and opportunities identified by Schweiter Technologies.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Opportunity	**Achievement of Full Product Recyclability** Increased competitive advantage due to full product end-of-life recyclability due to the nature of materials used for their manufacture.
Opportunity	**Reputation Boost from Circular Product Lines** Strengthened brand image compared to low-cost competitors by offering a portfolio of products and services aligned with the principles of a circular economy.
Opportunity	**Novel Markets for Sustainable Composites** Expansion into new markets with sustainable products for purposes that have previously not been served with composite materials.
Opportunity	**Advertisement of Sustainable Products** Using the FIVE-DOT-MISSION to inform customers of the products' compatibility with circular economy principles results in a competitive advantage.
Risk	**Shortfall in Sustainable Product Development** Loss of market access and customer segments due to a lack of products based on recycled content, as tenders increasingly require minimum recycled material shares.
Risk	**Investment in Product Development** Investment costs necessary for establishing a product portfolio compatible with circular economy and that cannot be amortized initially.

Investments in the development of more sustainable product lines can either exceed the resulting economic benefit or, on the other hand, bring a reputation boost and a competitive advantage, depending on several parameters such as the development of legislation, customer expectations, research and materials costs, and the progress of competitors. On the contrary, a failure to advance in product sustainability can cause a loss of market access dependent on the same factors. Schweiter Technologies strongly believes in product circularity as a business opportunity, trying to expand into novel markets with composite products, communicating sustainable composite portfolios in meaningful advertisement campaigns, and acting as an ambassador for sustainable economic development in general.

The European business areas set their targets for implementing resource circularity principles within their FIVE-DOT-MISSION framework (see information box: "FIVE-DOT-MISSION"). This assessment reflects various aspects of responsible resource use, including the biogenic and recycled contents of products, as well as their CO_2 footprint, longevity, and recyclability. Each product is rated on a scale from 0 to 15 points overall.

Across the largest business areas of the Group, there are efforts to establish partner networks in the fields of recycling and reuse. Accessing secondary resources through product return pathways offers a significant economic and environmental opportunity for Schweiter Technologies and offers a great service to 3A Composites customers by partially relieving them from investigating their own possibilities to avoid waste disposal. On the other hand, finding suitable partners for collaboration in product return networks is a challenge and can inhibit the Group's effort to improve its products' circularity. The business areas are in the process of understanding business opportunities and developing concepts for returning and recycling their own products, particularly for polyvinyl chloride (PVC) and Aluminum Composite Materials (ACM), as well as for packaging materials, such as pallets.

Most core material products are composed of recyclable constituents like polyethylene terephthalate (PET) as well as balsa wood, which is organic and biodegradable. Compared with other business areas, reclaiming these products is even a larger challenge, as they are commonly conjoined with other solutions through curing thermoset resins and first initiatives include modelling of possible end-of-life scenarios to identify opportunities.

Waste

Schweiter Technologies takes aspects of waste generation and prevention into account in its management considerations. Waste disposal through combustion and landfilling remove materials from the circular economy, while recycling and preparation for reuse returns them back to the cycle. From an economic view, avoiding giving post-production materials away to third parties can even retain valuable resources within 3A Composites' boundaries, saving procurement costs and transportation efforts, and increasing resilience against supply chain risks.

As an industrial manufacturer, Schweiter Technologies uses large quantities of resources, of which a great share is recyclable in principle. However, the individual contents of composites can be a challenge to separate. Thus, the Group relies on internal efforts to process post-production materials and their preparation for reuse, recycling, and proper disposal.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Negative impact	**Withdrawal of Materials from Circulation** Landfilling or incineration of materials that could potentially be recycled.
Negative impact	**Generation of Waste for Disposal** Generation of contaminated waste and scrap material from production that turns resources non-reusable/non-recyclable.
Opportunity	**Establishment of Product Return Options** Increased customer retention and acquisition by offering cost-effective disposal solutions for their waste, enabling them to implement their own material recycling loop.
Risk	**Challenging Product End-of-Life Treatment** Lack of partners supporting product end-of-life treatment networks can lead to a competitive disadvantage compared to alternative materials.

At Schweiter Technologies, waste management is entirely the responsibility of the 3A Composites business areas and sites, and the overarching principle is environmental protection as outlined in the corporate Code of Conduct. Because of this, the sites continuously work on optimizing manufacturing processes to reduce waste and reuse residual materials. Naturally, a common denominator across all business areas is that all sites have to dispose of waste in accordance with all applicable laws, including local regulations. Individual sites have their own ambitions, like achieving zero landfill at some 3A Composites Core Materials locations or minimizing biomass landfill in balsa operations.

Upon request of the Global Sustainability Director, each location regularly evaluates the quantity of waste generated, divided into hazardous and non-hazardous waste categories, and an additional distinction is made between waste treatment methods. 3A Composites European production sites even monitor their use of materials, process efficiency, and specific rates of waste on a monthly basis.

Key figures: waste management[1]

	2025[2]	2024[3]
Waste (total) in t	**60 577**	**54 239**
Commercial waste	**10 338**	**11 085**
Incineration	2 547	2 638
Landfill	7 791	8 447
Hazardous waste	**373**	**554**
Incineration	359	541
Landfill	15	13
Materials diverted from disposal	**49 865**	**42 600**
Preparation for reuse and internal recycling	18 435	15 045
Preparation for reuse and external recycling	10 893	12 076
Reuse of biomass as renewable fuel	14 375	10 478
Reuse of biomass as mulching material	6 163	5 000

Basis for data and calculations

[1] The waste figures include all manufacturing companies within Schweiter Technologies Group, including, for the first time, JMB Wind Engineering acquired in 2023. Distribution companies and the headquarters in Steinhausen are excluded. Sites acquired or divested within the business year are not included, i.e. the sites in Altenrhein and Mielec belonging to divested companies (previous Bus & Rail business).

[2] For the 2025 business year, figures for waste were collected for the first three quarters and a projection calculated for the full year.

[3] For the 2024 business year, figures for waste were reassessed using full-year data sets, which benefit from improved data accuracy and availability.

Internal processes to minimize waste are broadly implemented in Schweiter Technologies' business areas. In-house recycling processes and preparation for reuse allow reintegration of resources into manufacturing steps. For example, regrinding plastic waste from cut-offs, edge trim, and thick foam yields quality input materials to produce new composites. According to freshly assessed data from 2024, the Group avoids an average of over 50% of all waste, while a superior share of 91% of materials are diverted from third-party treatment by 3A Composites Industry Europe. For example, Schweiter Technologies' forestry sites reuse balsa waste wood to heat production processes (see also chapter "Energy and carbon emissions") or for mulching in the plantations. Beyond internal waste minimization, 3A Composites segregates materials to prevent disposal by either recycling them internally or sending them to external recycling facilities. In the current year, the volume of materials sent to external recyclers was reduced by 10%, while the share of materials recycled internally increased by 22%. The main disposal treatment in 2024 was landfilling, dominated by contributions of 3A Composites Architecture & Display Americas and 3A Composites Core Materials.

The business areas continuously invest in expanding and improving their internal capacities to further minimize waste and increasingly prioritize waste separation to reduce quantities sent to landfilling. For example, in 2025, 3A Composites Architecture & Display Americas installed new equipment to delaminate Aluminum Composite Materials (ACMs) which had previously been outsourced to a service provider. While sending the aluminum to a third-party recycler, the core material can be reground internally and returned to production processes. The site in Benton is currently testing a system to qualify used solvents for reclaiming and recycling.

To expand the source pool for recycled resources, the business areas are looking for opportunities to collect synthetic waste from third parties to recycle in-house into valuable raw materials. Particularly, 3A Composites Architecture & Display Americas strives to access post-industrial polyvinyl chloride (PVC) waste for regrinding, while 3A Composites Core Materials looks out for post-consumer and post-industrial polyethylene terephthalate (PET).

INNOVATIONS: PRODUCT PORTFOLIO TRANSFORMATION

CleanTECH innovation is the core strategy of Schweiter Technologies. Since sustainability is one of the main drivers for innovation, the focus is on producing lightweight composites and solutions for renewable energy.

As a long-term technical leader in the composites industry and a key supplier to the wind energy sector, Schweiter Technologies and its business areas are leveraging their expertise to drive improvements that aim to reduce both the company's and their customers' environmental impact.

Through innovation, emissions are reduced, resource usage is optimized, and technologies and processes are applied responsibly to support recycling and circularity.

The CleanTECH approach engages technology and product development teams from all business areas in dedicated workstreams focused on energy efficiency, product improvement, circularity, and responsible supply chain management. Clean technology offers significant potential for reducing environmental impact, though prioritizing these opportunities can be challenging. Industry association memberships and discussions with key customers have been leveraged to identify areas where technical advancements can deliver the greatest sustainability impact for both Schweiter Technologies and its clients.

CleanTECH innovations at a glance:

- FIVE-DOT-MISSION with a clear focus on LCA and Product Carbon Footprint (PCF).
- Implementing ISO 9001, 14001 and 45001 certifications at most sites, where relevant.
- A newly developed Double Materiality Assessment, aligned with European reporting requirements (ESRS), enables us to focus more effectively on high-impact topics.
- Product Carbon Footprints are available for all products of 3A Composites Europe.
- Development of ALUCOBOND® circular, an aluminum composite material with a 52% lower Product Carbon Footprint compared to conventional processes.
- Expending the product portfolio with more recycled materials. The so-called RE product line.
- 3A Composites International is a member of Operation Clean Sweep.
- EcoVadis site RE-assessments for all European sites and global 3A Composites Core Materials sites, to achieve Silver status.
- Introducing DUROLEN®, a newly developed mono-material that enables straightforward recycling and reintegration in our Industry operations in Europe.
- Introducing SINTREX®, a rigid foam sheet made from bottle-grade PET in our DISPLAY organization.
- Recycling of acrylglas with one of 3A Composites Industry Europe's key accounts.
- 3A Composites Core Materials not only harvest balsa trees, but also plant ca. 2.5 million new trees per year.
- For the production of wind blades, lightweight, high-rigidity core materials support mechanical properties and have a positive effect on energy efficiency and wear.

Additional examples of Schweiter Technologies' CleanTECH initiatives aimed at reducing environmental impact can be found in this report, highlighted with a green marker.

INNOVATION THROUGH REINVENTION

In 2025, 3A Composites introduced two material innovations that demonstrate how performance and sustainability can be combined in practical, forward-looking solutions: SINTREX® and DUROLEN®. Both products are designed to reduce environmental impact, support circularity, and meet high technical requirements for diverse applications.

SINTREX® – PET Rigid Foam Sheet

Presented at the FESPA trades how in Berlin, SINTREX® is a rigid foam sheet made from bottle-grade PET. Decades of know-how in PET foams for wind energy and marine markets enabled the development of a new flat-sheet foaming process.

SINTREX® combines a low weight with high stiffness, offers best-in-class fire performance, and features a bright, printable surface. It is suited for applications such as digital printing, signage, shop fitting, exhibition stands, and interior wall cladding applications.

From a sustainability perspective, production cut-offs are reused, and PET benefits from established recycling loops. The next step is the use of recycled PET or bio-based polyester in the future. A Life Cycle Assessment confirmed its profile, resulting in a FIVE-DOT-MISSION rating of 7 dots.

DUROLEN® – mono-material for Circularity

DUROLEN® is a newly developed mono-material that enables straightforward recycling and reintegration into material cycles, supporting a more effective circular economy.

It also delivers long-term durability through higher impact resistance and improved resistance to chemicals, UV radiation, and weathering. Its technical properties enable innovative solutions in reinforced products by replacing multi-material components with a mono-material alternative. This approach follows circular design principles, reducing resource consumption while extending the life cycle of materials.

Conclusion

SINTREX® and DUROLEN® show how new material solutions can respond to increasing expectations for circularity and durability. Both innovations provide customers with practical options to lower environmental impacts while maintaining high standards of technical performance.

▲

DUROLEN® is a newly developed mono-material that enables straightforward recycling and reintegration into material cycles, supporting a more effective circular economy.

SOCIAL RESPONSIBILITY

EMPLOYMENT CONDITIONS AND WORK ENVIRONMENT

The Group is firmly committed to fair and responsible employment conditions, aiming to balance corporate profitability with the highest standards of fairness to benefit all stakeholders. The health and safety of employees remain paramount, particularly at production facilities, where responsible practices are implemented both to protect staff and to reduce absenteeism, thereby also supporting the Group's economic interests. To sustain innovation and profitability, Schweiter Technologies actively seeks to attract new talent and foster loyalty among existing employees by cultivating a respectful, fair, and development-oriented work environment. This approach not only strengthens 3A Composites' reputation as an attractive employer, but is also reinforced by the positive image of its many product brands.

While ensuring smooth and continuous activity at all operational sites, Schweiter Technologies takes responsibility for the welfare of its employees and contracted workers. This includes granting fair employment conditions with regards to four material sustainability aspects: 1) promoting employment security in challenging business environments, 2) establishing responsible working time regimes, 3) providing modern work conditions allowing for a balanced work-life relationship, and 4) ensuring a safe and healthy workplace at all times.

A cooperative working environment based on a culture of trust, respect, an entrepreneurial mindset, professionalism, and accountability, backed up by swift decentralized decision-making and open-minded collaboration, is essential to the leadership style at Schweiter Technologies. The management staff is responsible, together with the respective Human Resources departments and the Chief Human Resources Officer (CHRO), for establishing and maintaining the Group's reputation as an attractive employer, particularly with regards to 5) equal treatment of genders and fair remuneration, 6) maintaining a work culture free of violence and harassment, and 7) empowering 3A Composites employees to improve skills and develop their careers.

The practices discussed in this chapter go beyond merely complying with human rights laws. Fundamental workers' rights at Schweiter Technologies are governed by the principles set out in the Group's corporate Code of Conduct (see chapter "Corporate Culture") and implemented through various concepts outlined in all chapters contained in the "Social Responsibility" and "Governance" sections, including internal audits and the certification of management systems. The Core Materials business area, with its two balsa plantations in Papua New Guinea and Ecuador, has the strongest focus on the prevention of forced labor and child labor, and other worker's rights such as adequate wages, freedom of association, and more. Over the past few years, the respective sites have developed protocols to ensure the prevention of human rights violations. These include rules and control mechanisms to prevent child labor and slavery, and to ensure freedom of association – including age verification of new hires and mandatory recording of candidate profiles and stipulated wages, as well as onboarding and termination protocols, to allow for traceability and verification.

Schweiter Technologies' businesses generally apply a number of control mechanisms to exclude human rights violations, such as monitoring of employment contracts during the hiring process and regular checks pertaining to certification, including monitoring by the financial auditor. No suspected or confirmed cases of human rights violations were noted during the reporting year.

Secure Employment

Schweiter Technologies operates in 19 countries on five continents. Several sites are located in small urban and rural regions. In some cases, they rank among the largest employers in their vicinity. For example, with around 700 workers each (out

of ca. 4 200 at Schweiter Technologies), the Papua New Guinea and Ecuador sites generate large numbers of jobs within their local communities. Levels of job protection and social security systems differ significantly between regions and business areas. Schweiter Technologies acknowledges its responsibility for safeguarding formal employment, particularly in regions and industries where contract informality is highly abundant, and to respect its employee's rights and dignity as outlined in the Group Code of Conduct.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Positive impact	**Promotion of Secure Employment in Challenging Environments** Formal employment in regions where contract informality is a highly abundant practice grants financial security for workers.

Some 3A Composites sites operate in locations where regulations set high standards for job protection, which is why the need to introduce additional advanced policies has not been pressing in these areas. Furthermore, some sites participate in collective agreements, providing extended protection and benefits regarding employment stability, notice periods, severance agreements, and social compensation plans. Schweiter Technologies delegates responsible management of employment conditions in alignment with all local requirements to the business areas and sites.

Some business areas have defined qualitative ambitions, such as reducing turnover, or ensuring the return and full integration of long-term employees into the same or a suitable alternative position. To ensure secure employment, Schweiter Technologies supports its employees during organizational changes and prioritizes internal redeployment and career development opportunities (see chapter "Respectful, fair and empowering workplace") before considering redundancies. The company's approach includes regular workforce planning, and skills and career development, to align staffing with operational needs. When restructuring initiatives are inevitable, transparent communication and early consultation with employees and works councils are essential. Whenever possible, the company strives for voluntary solutions or considers working time reductions where feasible. Instead of redundancies, the company enables internal mobility whenever possible.

3A Composites business areas hire mostly locally. The US- and Europe-based business areas almost exclusively employ workers from their local talent pools. Plant managers and local Human Resources (HR) departments maintain contact with communities, and are responsible for training and hiring local workers. The HR departments monitor recruitment and retention figures at site and Group levels. This allows for tracking turnover on a quarterly basis at all locations.

Figures for employees, trainees, and fixed-term contracts[5,6]

	2025		2024	
	Salaried staff	Waged staff[4]	Salaried staff	Waged staff[4]
Number of employees[1]	**1 081**	**3 030**	**1 214**	**3 382**
Male	656	2 625	756	2 982
Female	425	405	458	400
New appointments (total)	**162**	**541**	**196**	**460**
Internal	36	80	56	58
External	126	461	140	402
Departures (total)[1]	150	514	195	499
Turnover rate (unwanted)[3]	8.0%	9.4%	8.0%	6.0%
Average age	42.6	40.9	42.4	41.2
Average length of service	10.1	7.9	10.2	9.0

1 Employee with either unlimited or limited contract with the company; headcount used, not FTE, as part-time employees counted in full.
2 All employees leaving the Group including retirements, employee resignations. and employer terminations, incl. termination agreements.
3 Turnover, unwanted defined as "unwanted fluctuation", i.e. employee resignations.
4 Including plantation workers
5 Including trainee program members, occupational training programs and internships.
6 Including ZNL FTE for the first time with 2025 report; headcount from 31.12.2025.

Apart from its employees, the sites also rely on the work of people in various functions who are not employed by the company, including production and forestry work, maintenance, and sales. In 2025, on average between 750 and 850 contractors supported 3A Composites operations globally. This reliance is particularly relevant in the production industry, where fluctuating demand necessitates temporary labor and increases dependency on contractors at 3A Composites.

To mitigate social and compliance risks, the hiring entities of Schweiter Technologies maintain robust oversight of labor practices across its contractor network, including clear standards on fair wages, working hours, and health and safety aligned with the Group Code of Conduct. To enforce compliance of its contractor agencies with the company's values, 3A Composites Core Materials requires them to sign its Supplier Code of Conduct. Through these measures, Schweiter Technologies aims to uphold responsible employment practices, safeguard worker rights across all labor models, and strengthen resilience and integrity throughout its operations and supply chain.

Working Time

Schweiter Technologies recognizes the impact of work time arrangements on employees and the company. While certain roles require exposure to shift work outside regular office hours, the company promotes responsible work hours whenever possible. Attractive working time models present an opportunity to access a broader talent pool and strengthen Schweiter Technologies' position in the competitive market for skilled professionals.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Positive impact	**Established Responsible Work Hours** Employment under reasonable work hours (< 48 hours per week) in regions where the common practice is less favorable.
Negative impact	**Required Exposure to Shift Work** Employment in work regimes that require activity outside regular office hours (e.g. night shifts).
Opportunity	**Winning the War for Talent with Attractive Work Hours** Access to a larger talent pool due to attractive work regimes with regard to working time

For the European employees, working time is regulated by law. Other 3A Composites employees are covered by collective agreements (2025: approximately 21% of Group employees), covering aspects exceeding legal minimum standards. At Schweiter Technologies, the limitation and compensation of overtime is regulated through a "Company Agreement on Flexible Working Hours" covering 3A Composites Architecture & Display Europe, or in site-specific policies and employee handbooks in all other business areas. Some of the existing guidelines also cover rules on shiftwork management (e.g., at 3A Composites Core Materials and in 3A Composites Asia-Pacific, India). To date, the business success of many sites depends on continuous operation in a shift regime, making work hours beyond standard office hours unavoidable.

Schweiter Technologies' focus lies on complete recording of all working hours, and reducing overtime for blue-collar workers and administrative office staff. Measures to ensure fair conditions include regular monitoring of overtime, shift rotation planning jointly with employee representatives, fatigue risk management, and approval of overtime by supervisors. Additionally, 3A Composites Display Europe verifies regulatory compliance at its sites through internal controls and audits.

Occupational Health and Safety

Health and safety is a fundamental value of Schweiter Technologies. Responsibility for the Group's health and safety strategy lies at the highest management level, the Board of Directors. Occupational health and safety applies across all operations, from employees working in processing facilities and handling demanding materials to plantation workers operating heavy machinery in forestry activities.

Most 3A Composites sites operate in countries with strict occupational health and safety regulations, complemented by additional local accident prevention requirements, for example from insurance providers. While safety legislation has intensified significantly over recent decades, incidents cannot be fully eliminated. As a result, severe accidents may pose legal and financial risks to Schweiter Technologies as an employer in the manufacturing and forestry industries.

The Group's Code of Conduct commits Schweiter Technologies to protecting the health and well-being of its employees and to striving for an incident- and injury-free workplace. The Code prohibits the consumption of, or impairment by, alcohol or illegal drugs during work or on company premises, thereby supporting safe working practices. In addition, the 3A Composites Core Materials business area, which operates forestry activities, applies a dedicated Occupational Health and Safety Policy defining principles for safe and hygienic working conditions and accident prevention.

Schweiter Technologies aims to provide an impeccably safe working environment and pursues a zero-accident ambition. Health and safety is firmly embedded in the corporate culture and forms part of locally defined incentive schemes at production sites. Health and safety targets are included as performance metrics, with bonus adjustments of up to ±10%, depending on achievement. The specific parameters are defined at site and business area level.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Risk	**Workplace Safety Legislation** Legal liability in the event of severe accidents.

Schweiter Technologies' main health and safety principles and concepts are:

- Ensure high, internationally recognized standards across production facilities through regular checks as well as external and internal audits
- Prevent injuries and occupational illness through regular occupational health examinations, the provision of protective equipment, and access to health promotion measures
- Provide a sound, state-of-the-art working environment: clear regulation of intensity and hours of work, and a focus on a healthy working environment through appropriate health protection and occupational safety measures
- Improve response capability through an emergency response plan and systematic prevention
- Provide information through awareness training and communications via various channels

As a globally active and decentrally managed company, Schweiter Technologies considers standardized approaches essential for preventing safety incidents. The Group therefore strives for full certification of its production sites under the internationally recognized occupational health and safety management system ISO 45001. At the end of 2025, 21 of 24 production sites operated in accordance with this standard. Regular audits by external certification bodies ensure continuous compliance with regulatory requirements and recertification every three years.

The Group organizes frequent safety trainings, courses, and meetings for all employees and prioritizes transparent communication of up-to-date safety information. Managers and employees conduct safety checks as part of routine operations. Site management evaluates health and safety performance against defined targets on a monthly basis and determines corrective actions where necessary.

Safety training is mandatory for all new employees and forms part of induction programs at all manufacturing sites and offices. Training covers topics such as hazardous waste disposal, fire prevention, emergency response, handling of dangerous chemicals, safe operation of specialized equipment, and workplace safety risks. Managers receive additional targeted training related to their specific responsibilities.

In several 3A Composites business areas, National Safety Weeks or Safety Days provide platforms for employees and managers to exchange experiences and deepen awareness of health and safety topics through workshops and training sessions. Throughout the year, safety-related information is shared across the Group to reinforce awareness and safe behavior.

Site managers are responsible for health and safety at their respective locations and are supported by Environment, Health & Safety (EHS) Managers who coordinate, implement, and monitor compliance with safety programs. Responsibility for maintaining safe working conditions is shared by all employees. Employees have the right to be informed about workplace hazards and may refuse unsafe work at any time. In return, they are required to participate in hazard identification and risk assessments in line with corporate procedures.

Location-specific safety management guidelines, protocols, and procedures are in place to minimize accidents and raise awareness of health and safety risks at work and beyond. Technical and organizational measures are applied to reduce exposure to chemicals, vapors, and dust. Mandatory personal protective equipment is provided, and hazardous substances are clearly labeled in accordance with legal requirements. Substances of Concern used in manufacturing processes are converted into inert and safe end products.

Production sites implement measures to prevent unhealthy concentrations of solvent vapors and dust generated during cutting, milling, drilling, or foaming processes. Where required, measurements are conducted to ensure compliance with Occupational Exposure Limits. Emergency plans and risk assessments are regularly updated by local EHS teams and include procedures for fire prevention, equipment handling, working at height, electrical work, and the use of personal protective equipment. Relevant training is mandatory, partic-

ularly at production sites engaged in forestry and extrusion activities.

All work-related incidents and illnesses are reported and investigated. Based on findings, action plans are developed to reduce future risks. Accident data, including lost-time injuries and illness rates, is reviewed regularly, and preventive measures are implemented under the responsibility of local EHS management.

Employees have access to health services and health promotion programs, which vary by location and business area. These may include workplace health check-ups, vaccinations, medical advice, financial incentives for physical activity, telemedicine services, or organized fitness and sports programs.

Key figures: occupational safety[1]

	2025[2]	2024[3]
Number of employees covered by an ISO 45001-certified occupational health and safety management system	3 618.0	3 676.5
Number of occupational accidents[3]	31.0	28.0
Absences due to occupational accidents (days)[3]	1 051.0	329.6

Basis for data and calculations

1 The occupational health and safety figures cover all manufacturing companies in the Schweiter Technologies Group. The newly acquired sites of 2024, JMB Budno, Poland, and JMB Palhaça, Portugal, are now included. Distribution companies and the headquarters in Steinhausen are not included because of their relatively low environmental impact. Sites acquired, sold or closed within the business year are not included. Only occupational accidents resulting in at least three full days' absence were taken into account.

2 For the 2025 business year, headcount data from 31.12.2025.

3 A restatement of the data from 31.12.2024 has been performed to reflect newly obtained information and address gaps in the original dataset.

Employees at Schweiter Technologies have access to several health services, including health promotion schemes. These vary depending on the business area and location and may include health check-ups at the workplace, free inoculations, health advice, financial incentives for sporting activities, financial support for private medical care, or access to company doctors or telemedicine services. In Germany, employees can participate in fitness programs organized by an external provider or join an internal sports group. In the 3A Composites Core Materials business area, where balance pads and gymnastic mats are manufactured, employees are invited to participate in short daily gymnastics programs. Other business areas also organize weekly yoga or stretching sessions. In Papua New Guinea and Ecuador, employees are provided with an area to perform sports activities such as soccer, tennis, or gymnastic exercises in their leisure time in a secured area.

Gender Equality and Fair Pay

Presumably due to the physical nature of the work, Schweiter Technologies currently employs around four times as many men as women (21% women in 2024). It is therefore self-explanatory that recruitment, promotion, and remuneration practices that are independent of gender, origin, race, religion, age, or sexual or political orientation naturally expand the pool of talent that can be accessed by 3A Composites.

The Group is aware of its workers' unequal gender distribution, but is convinced that current practices at its sites show relatively equal remuneration of genders compared to country or industry averages. Management believes that its unbiased treatment of 3A Composites' employees offers business advantages through a positive workplace culture that pays off in talent retention.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Positive impact	**Promoting Equal Remuneration Across Genders** Average hourly earnings of female employees (as % of male earnings) above country/industry averages.
Negative impact	**Challenge to Balance Gender Ratio in Management** Proportion of women in management positions below country/industry averages.
Opportunity	**Gender-Balanced Workforce Promotes Positive Working Environment** Positive workplace culture and employee retention due to gender equality.

Gender equality and transparency are embedded in the Code of Conduct and local HR policies. Guidelines are also part of site employee handbooks. For example, 3A Composites Core Materials has site-specific policies to ensure equal pay for equal work. Policies are regularly reviewed by the respective HR departments.

Simple, transparent, and attractive compensation programs aligned with the principles of the Group compensation policy, which applies to the Board of Directors and Group Management, are consistently applied across the entire workforce. The company is convinced that its compensation policy is formulated free of discrimination of any type, including gender inequality.

In 2023, the pilot program for engaging and mentoring women was started in Ecuador by 3A Composites Core Materials, which is the business area with the strongest focus on progressing with gender equality and fair pay. The program was continued in 2025 to support growth and empowerment towards gender equality and to increase the number of women in manufacturing and leadership positions. An equivalent program was also started in Papua New Guinea in 2025. The programs consist of specific workshops and training courses, as well as participation in conferences to exchange with or inspire other women on that journey. Around 21% of the participating women got a promotion from 2024 to 2025.

Prevention of Violence and Harassment in the Workplace

The prevention of violence and harassment in the workplace is a cornerstone of employer attractiveness. For companies with an international presence, fostering a safe and respectful work environment signals a strong commitment to employee well-being, and upholds universal values of fairness and dignity.

The Group fosters a healthy work culture by promoting common values, and implementing policies and training programs to prevent violence and harassment. These measures strengthen workplace relationships and support a positive environment across the workforce. Proactive management can strengthen morale and enhance the company's reputation as a desirable employer. By implementing robust anti-harassment measures, organizations can attract and retain top talent, reduce risks of absenteeism and low productivity, and build a culture of trust and respect across diverse business areas and geographies. This dedication to a healthy work culture sets globally active industrial companies apart, positioning them as employers of choice in competitive markets.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Positive impact	**Promotion of Common Values Maintaining a Healthy Work Culture** Policies and training programs aimed at preventing harassment can strengthen workplace relationships and promote a healthy work culture across the workforce.
Opportunity	**Talent Attraction Through Positive Reputation** Implementing anti-harassment policies helps the company attract and retain talent by creating a workplace known for fairness, safety, and respect.
Risk	**Distraction Caused by Unpreventable Infringements** Failure to address workplace harassment and violence may lead to lower morale, reduced productivity, and higher absenteeism among employees.

The most relevant policy to prevent violence and harassment is the Code of Conduct (see chapter "Corporate Culture"). The Group-wide Code specifies uniform rules for interaction and collaboration at the workplace:

- Discrimination on the basis of race, gender, national origin, religion, age, sexual orientation, or politics is prohibited
- The use of inappropriate language, including profanity, swearing, vulgarity, or verbal abuse is prohibited
- Coercion and intimidation are prohibited

Violations are not tolerated and are addressed through disciplinary measures. Employees can raise concerns by escalation to their manager, HR, or legal counsel, and in addition via phone hotline or whistleblowing channels, depending on the business area. Additionally, more specific policies exist across the business areas. For example, 3A Composites Architecture & Display Americas has an anti-harassment policy in place. Furthermore, 3A Composites Architecture Asia-Pacific uses country-specific guidelines, such as its policy on the prevention of sexual harassment and the Workplace Conduct Policy in India.

The company's overarching goal is to ensure a workplace free from violence and harassment. The business areas set their own targets such as achieving a rate of 100% training completion regarding their policies, where applicable. Other business areas aim to achieve zero reported cases of violence and harassment annually.

Measures to prevent violence and harassment consist of whistleblowing mechanisms and annual global employee surveys to identify potential issues related to workplace behavior (see chapter "Corporate Culture"). Some business areas conduct specific awareness training. For example, 3A Composites Architecture & Display Americas, as well as Asia-Pacific, conduct training on the prevention of sexual harassment.

No confirmed cases of discrimination, violence or harassment were reported in 2025, indicating that the applied management approaches were effective.

Training and Skills Development

Schweiter Technologies promotes employee development through training, performance reviews, and career opportunities, while addressing risks related to skills shortages. The Group aims to ensure employees develop the competencies required for their roles and long-term careers, while improving the efficiency and effectiveness of training investments. Local development approaches support talent attraction and retention, enable internal staffing, reduce recruitment costs, and enhance employees' career prospects.

In line with the Code of Conduct, skills development is supported through regular performance management, training, and coaching, although implementation varies across business areas. All business areas provide role-specific training, including sales, technical, digital, sustainability, and leadership programs. Leadership development remains a priority, with regional and local initiatives designed to strengthen succession planning and promote internal talent, including the advancement of local leadership in key locations.

Training participation and effectiveness are monitored through a mix of learning management systems, competency tracking, and performance management processes. Across the Group, employees have access to structured goal setting, development planning, and career discussions, supporting transparent succession planning and long-term workforce development.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Positive impact	**Promotion of Employee Development** Employees' skills development for promotion, future employment opportunities, or personal plans.
Opportunity	**Talent Attraction and Employee Retention Through Attractive Development Opportunities** Satisfied, motivated, skilled, and productive workforce, team effectiveness, positive reputation, lower turnover costs, competitiveness as a result of effective training and development concepts.
Opportunity	**Versatile Deployment of Workers Covers Staffing Gaps** Versatility of workers' skills reduces downtime and quality issues during economically challenging periods with low staffing levels.
Opportunity	**Reduced Recruitment and Onboarding Through Internal Staffing** Internal staffing with well-trained employees reduces recruitment costs and potentially operational KPIs in a highly competitive labor market.
Risk	**Business Disruptions Due to a Lack of Qualified Employees** An insufficiently qualified workforce increases risks such as health and safety issues, inadequate product and process quality, and reduced innovation and competitiveness.

To recruit new professionals and retain employees, Schweiter Technologies and its 3A Composites business areas have implemented a bundle of measures:

Firstly, traineeships and occupational training programs play a specific role in attracting talent, since competition for career starters with high potential is increasing in many parts of the world. Currently, about 37 apprentices are employed by Schweiter Technologies worldwide. Sometimes, quite basic projects pave the way for future recruitment. An outstanding example can be found at 3A Composites Core Materials in Papua New Guinea, where Schweiter Technologies established a playschool in 2014, and by 2025 120 students had graduated from this school with the ability to read and write. Additionally, the corporate culture of Schweiter Technologies should be communicated to applicants and employees more effectively to foster a sense of identification with 3A Composites employer brands. Therefore, social media communication over the 3AC LinkedIn Channel as well as the Instagram EU Careers Channel, and TikTok for apprentices in Germany has been reinforced and supported by a social media plan as well as a policy developed in the reporting year. In addition, Schweiter Technologies uses a corporate video to strengthen the employer brand.

HUMAN RIGHTS IN THE SUPPLY CHAIN

Schweiter Technologies recognizes the rights and dignity of all workers consistent with the United Nations Universal Declaration of Human Rights throughout its worldwide operations in all business areas. Schweiter Technologies expects equal commitments from its business partners.

There is no real boundary between human rights and other labor rights, but together, they encompass a broad spectrum of principles safeguarding the dignity, freedom, and well-being of all individuals in the workplace. Among these, the prevention of child labor and forced labor stands out as critically important for Schweiter Technologies, reflecting the Group's fundamental commitment to protecting vulnerable populations from exploitation.

Schweiter Technologies operates globally, with some sites located in countries whose human rights record is viewed critically by independent bodies (e.g., UNICEF Children's Rights in the Workplace Index). For example, countries with enhanced child labor risks are Papua New Guinea, Ecuador, India, and China, where 3A Composites sites are located themselves. In view of the strong emphasis of 3A Composites' business areas on the regional procurement of goods and services, these concerns also pertain to supply chains. European business areas typically define "local" as suppliers within the entire EU, with local procurement rates ranging from 85% to 94%. In the American business area, "local" refers to domestic entities, with 96% of purchases sourced locally, and the Asia-Pacific Architecture & Display sites also largely engage with local suppliers, with India reporting a share of 95% and China 90%. Similarly, the globally distributed sites of 3A Core Materials also spend over 75% locally, with the US site being an exception.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Potential negative impact	**Difficult Traceability of Supply Origin and Sub-supplier Standards** Procurement of supplies from industries and regions with an enhanced risk of child or forced labor.

Schweiter Technologies affirms its Group-wide commitment to upholding human rights with clear standards defined in the Code of Conduct, and to promote operation under the premise that all workers deserve a living wage and that their fundamental rights are respected. This code not only applies to the Group's own operations, but is applicable to all business partners across the entire value chain. Violations of human rights are not to be tolerated under any circumstances. The corporate Code of Conduct explicitly sets out the following principles, applicable at local, national, and international levels:

- Respect for human rights
- Prohibition of discrimination
- Recognition of individual freedom
- Zero tolerance of threats, intimidation, or attacks against human rights defenders

3A Composites suppliers are required to respect the renunciation of child labor in their own value chain – often enforced by contractual agreement with Schweiter Technologies and its business areas. In accordance with the duty set out in the provisions of the Swiss Code of Obligations (OR, Art. 964g ff), selected suppliers in countries with increased risk were interviewed, i.e. 3A Composites Architecture & Display Americas engaged with all five suppliers in China, India, and Turkey. Monitoring with regard to child labor revealed that, in the 2025 reporting year, there were no reasonable grounds for suspicion of child labor, and Schweiter Technologies is exempt from further due diligence in relation to child labor.

Schweiter Technologies also exercises due diligence regarding conflict minerals. To minimize risk, the Group has a corporate guideline on this topic ("Policy Statement on Conflict Minerals") in place. 3A Composites business areas do not purchase tin, tantalum, tungsten, or gold, also known as 3TG metals, from conflict areas. This has been ensured, for example, by the purchase of methyl tin by a business unit of the 3A Composites Architecture & Display Americas business area. For Switzerland, it was determined that, for the 2025 reporting year, Schweiter Technologies was exempt from further due diligence and duty to report

with regard to minerals and metals from conflict-affected and high-risk areas.

As one of the most relevant business areas, 3A Composites Core Materials has their own Supplier Code of Conduct in place, detailing the minimum standards and expectations for suppliers regarding social responsibility, human rights, health and safety, environmental stewardship, and business ethics. All suppliers covered by this code are required to comply as a prerequisite for doing business with 3A Composites Core Materials. The business area acknowledges that suppliers may need time to implement these requirements, while it is expected that suppliers will inform the business area of corrective action plans to fulfill the Supplier Code of Conduct. Failure to comply with the requirements may result in termination of the business relationship. 3A Composites Core Materials aims to achieve that 100% of all suppliers sign the Supplier Code of Conduct and has pilot programs in place to consider formal targets on supplier auditing.

For its site in Ecuador, 3A Composites Core Materials has additionally established a Responsible Sourcing Policy that governs its forestry operations and supply chain activities. The policy ensures that only legally and sustainably sourced wood and raw materials are used, excluding any materials linked to illegal harvesting, human rights violations, or environmental threats. It aligns with the European Union Deforestation Regulation and applies to all suppliers and contractors. The company is committed to continuous improvement, monitoring CO_2 emissions, and preferring certified products. Legal compliance, social responsibility, and environmental stewardship are central, with explicit prohibitions against forced labor, child labor, and discrimination. The policy also mandates robust risk assessment, supply chain traceability, regular monitoring, and open communication with stakeholders, including a mechanism for reporting concerns.

GOVERNANCE

CORPORATE BUSINESS PRACTICES

The basis for Schweiter Technologies' business success lies in a corporate culture fostering workforce satisfaction and efficiency, enabling the reliable delivery of innovative and high-quality solutions. Schweiter Technologies is committed to achieve its economic targets while upholding responsible business practices throughout its entire value chain. This includes sound practices with regard to several aspects such as corruption and bribery, anti-competitive behavior, anti-trust and monopoly misconduct, as well as 3A Composites' relation to any of its partners in general. To uphold its business success and integrity commitment, Schweiter Technologies focuses on the most material aspects being 1) the promotion of a positive corporate culture, 2) its management of the upstream value chain, where the company enforces standards for ethical conduct and sustainable business practices, and 3) the combat of corruption and bribery, including its prevention in 3A Composites' own operations.

Corporate Culture

Employees and customers are among the most essential stakeholders of Schweiter Technologies. It is therefore of the utmost importance for the Group to foster a corporate culture that promotes a respectful, transparent, and fulfilling work environment at 3A Composites while upholding ethical business values and trustworthy partnerships at all levels of the organization and in its value chain. This is not only beneficial for each individual involved in business with the company, but also promotes a positive brand reputation as a basis for Schweiter Technologies' business success.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Potential positive impact	**Employee Satisfaction Through a High Degree of Independence and Responsibility** Creating a positive work culture with a high degree of self-determination and freedom in processes promotes motivation, productivity, and innovation among employees.
Opportunity	**Reputation as a Reliable and Responsible Partner** Strengthening internal controls, training, and third-party due diligence processes enhances resilience, stakeholder confidence, and brand reputation.

The Group's Code of Conduct defines sound practices with respect to a broad range of business integrity aspects as the foundation of Schweiter Technologies' corporate culture. It applies to all employees and is expected to be respected by business partners. The Code of Conduct is made accessible to all Schweiter Technologies employees in the languages of their countries.

Employees of Schweiter Technologies receive regular training on the content of the Code of Conduct. An introduction to the Code's contents as part of the onboarding process is a widespread practice across most sites for employees regardless of their function – and organized in the form of personal mentorships, group or online trainings (i.e., SoSafe platform), and workshops. Subjects include human rights, conflict minerals, corruption prevention, and the handling of confidential information. Completion of the training requires confirmation that participants understood the content and commit to complying with the principles outlined. An introduction to strategic pillars and core values forms another important part of the onboarding process.

In addition, all employees are regularly updated on the Code of Conduct. Office employees with

an email address on a yearly basis via the SoSafe platform, during which they confirm receipt, understanding, and their commitment to comply.

The Group has decentralized channels through which potential grievances can be reported – some of these channels allow anonymous feedback. Reports are processed by HR departments once received, and detailed investigations are initiated as needed.

Within the 3A Composites Core Materials business area, each site across different countries employs a slightly different approach to collecting feedback on misconduct and identifying potential improvements. A common practice involves the openness of various functions within the business units, such as line managers, HR, and compliance teams, to receiving and addressing feedback. A whistleblowing hotline or a confidential whistleblowing email address is available at certain sites, e.g., in Ecuador, China, and Poland. The Baltek site, together with 3A Composites Architecture & Display Americas, uses a dedicated third-party hotline. In Europe, the business areas have whistleblower software for their employees in place.

During the reporting period, three cases were identified, and appropriate measures were taken in accordance with internal policies.

A Group-wide initiative was the rollout of the Eletive employee survey, which serves as a central tool to assess and improve workplace engagement, collaboration, and alignment with company values. As in the previous year, the results show that employees rate the areas "Focus on achieving targets" and "Relationships with colleagues" best with a score of over four on a five-point scale. With a completion rate of 71% and a positive net promoter score, Schweiter Technologies exceeded the manufacturing benchmark of the participating companies. The results serve as the basis for working groups exploring improvement opportunities and initiating processes to optimize areas such as "Autonomy" and "Feedback and communications".

Management of Relationships with Suppliers

The Group maintains business relationships with over 5 000 suppliers. Consequently, to ensure responsible supply chain management, Schweiter Technologies prioritizes long-term partnerships with trusted suppliers. This increases the ability to influence their practices and can offer advantageous procurement conditions. At the same time, it reduces risks associated with supplier shortcomings – particularly those linked to onboarding new partners – and strengthens overall supply chain resilience, helping to mitigate issues such as delivery delays and bottlenecks. Expanding supplier engagement can promote integrity in the composite material industry in general while also maximizing the benefits of mutual information exchange for 3A Composites and its suppliers.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Potential Positive Impact	**Promoting Integer Supply Chain Practices** Comprehensive, regular supply chain management, including supplier audits, prevents socially and environmentally harmful business practices in the supply chain.
Opportunity	**Building Resilience with Trusted Long-term Supplier Relationships** Establishment of trusted, long-term business relationships provides resilience and favorable procurement conditions.

Schweiter Technologies' corporate Code of Conduct states that all the values contained therein, including practices for sound business, are expected to be upheld by the sites' suppliers. Beyond this policy, there are no Group-wide guidelines on procurement processes. However, business areas have their own management approaches. For example, 3A Composites Core Materials has its own Supplier Code of Conduct in place to be signed by all suppliers. Furthermore, the European business areas are currently developing a procurement policy aimed at reducing sustainability risks across their supply chains. Schweiter Technologies considers elements such as ESG training

for procurement team members, the integration of ESG into individual objectives, and the development of supplier risk categorization and auditing procedures, as well as the use of supplier questionnaires, to enhance its understanding of and responsibility in supplier interactions.

Some local sites also maintain their own procurement policies tailored to regional regulations and practices – for example, the Indian site of 3A Composites Architecture & Display Asia-Pacific follows a Procurement Policy based on GFR, 2017 and MSME Act, along with a Supplier Relationship and Fair Procurement Policy, while the site in China applies its Procurement Control Procedure and Supplier Management Procedure.

To ensure accountability, the Sustainability Board oversees the implementation of sustainable supply chain standards. In addition, each business area has a Procurement and Supply Chain Director who actively monitors the company's procurement activities and evaluates suppliers' adherence to the Group's expectations.

Concerning supplier management, Schweiter Technologies pursues tailored targets at the level of its individual business areas, as these are more meaningful and actionable than company-wide goals. Individual business areas set objectives, which typically focus on topics such as improving EcoVadis scores, conducting regular site audits, ensuring a certain percentage of annually evaluated suppliers, and strengthening collaboration through structured review meetings. Examples include targets for on-time delivery and quality compliance, payment performance, supplier engagement, and programs supporting local suppliers and small businesses.

The business areas of Schweiter Technologies regularly track payment cycles, for example, through audits and dashboards, with any delays addressed through established internal procedures. As an example: The 3A Composites Architecture & Display Americas business area maintains standard payment terms for all suppliers, exceptions are occasionally made – particularly for smaller businesses, services with high payroll-related costs, or equipment purchases requiring upfront payments. The 3A Composites Display Europe business area has implemented an ISO 9001-compliant process to monitor late payments, ensuring timely follow-up and accountability.

To foster positive social and environmental practices throughout the supply chain, Schweiter Technologies expects suppliers to take responsibility. They must comply with all applicable regulations and guidelines, and act with integrity, openness, and professionalism. All suppliers and business partners are asked to commit to the principles outlined in Schweiter Technologies' Code of Conduct. The Code refers to standards laid down by international organizations, including the International Labor Organization (ILO), and contains specifications with regard to the prevention of child labor and the handling of conflict minerals (for further information concerning human rights issues see chapter "Human rights in the value chain"). Provisions containing the requirement for ecological and social responsibility are embedded in 3A Composites framework agreements and contracts with suppliers.

In addition, the individual business areas selectively apply on-site checks to make sure that suppliers keep to the rules. Infringements of the Schweiter Technologies Code of Conduct or any additional contractual agreement are prosecuted, and consequences are imposed. Ultimately, if attempts at rectification and remediation fail to satisfy the requirements of Schweiter Technologies, the business relationship is terminated.

Schweiter Technologies increasingly engages with suppliers to obtain information about purchased goods, such as the origin of incorporated materials, to assess the social and environmental impacts caused by their manufacture. For example, the European units of the 3A Composites Display business area request information on the carbon footprint of significant product deliveries from key suppliers. The data serves as a foundation for responsible procurement decisions and enables more accurate declarations of 3A Composites Product Carbon Footprints. It also helps gain a clearer understanding of Scope 3 greenhouse gas emissions across the value chain. Within the 3A Composites Architecture & Display Americas business area, cross-functional meetings are regularly held with the most critical and strategic suppliers to ensure alignment and strengthen collaboration.

For most business areas, new suppliers are screened against the corporate Code of Conduct, and where available, specific Supplier Code of Conducts and procurement policies covering environmental and social criteria. In 2025, the 3A

Composites Display Europe business area screened 100% of new suppliers and about 80% of spending with existing suppliers. Such environmental checks include compliance with regulations, resource efficiency, and waste management, while social criteria address fair working conditions, health and safety, and business ethics. Screening involves onboarding confirmations, self-assessment questionnaires, and annual evaluations, with audits and corrective action plans where risks or non-compliance are identified. Most business areas follow these standards, though the 3A Composites Architecture & Display Americas business area applies requirements through bid processes.

Corruption and Bribery

This topic means addressing corruption and bribery through established compliance systems and monitoring processes. It also refers to legal action, formal complaints, or instances of non-compliance being managed via structured procedures, including management system audits, formal monitoring programs, and grievance mechanisms – ensuring transparency, accountability, and adherence to ethical standards across all operations. In particular, 3A Composites' business area's diverse whistleblowing mechanisms enable the detection and remedy of grievances (see chapter "Corporate culture") across their value chains.

Type of IRO	Description of IRO (Impact, Risk, or Opportunity)
Positive Impact	**Combating Business Misconduct Through Effective Whistleblowing Systems** Establishment of effective whistleblowing structure helps prevent corruption, bribery, other legal misconduct as well as social grievances.

The Group is aware of its responsibility to conduct business sustainably and in line with regulatory requirements. Ensuring transparency and responsible practices across all business areas and locations is a core element of the company's commitment in the Code of Conduct. Equally important is the promotion of fair business conduct through effective corporate governance. The sites of 3A Composites Architecture Asia-Pacific in China and India have specific policies defining additional principles on the topics of anti-corruption and anti-bribery.

Individual business areas may define their own measurable objectives to ensure integrity and fair business practices.

By applying financial and accounting guidelines, Schweiter Technologies can identify suspected cases of corruption or bribery at an early stage. A number of alarm signals trigger internal investigations, including:

- Unusual or irregular payment requests
- Requests to split payments into smaller amounts
- Payments in foreign currencies or to non-standard addresses
- Inconsistent or incomplete documentation for payments
- Unusual relationships between vendors and employees
- Unreasonable prices or reimbursements

To minimize the risk of individual misjudgments or unilateral violations of contracts or laws, all commitments within 3A Composites business areas must, as a rule, be signed by at least two authorized persons.

To further strengthen anti-corruption measures, the 3A Composites Core Materials business area has conducted awareness training, particularly for procurement teams, supported by audits from Group and business area Controlling departments as well as legal counseling to ensure compliance. All employees within the Group participate in annual online and in-person training on anti-corruption, bribery prevention, and ethical business conduct. In addition, the whistleblowing channel is continuously monitored by the Ombudsman Compliance.

In the reporting year no legal action against Schweiter Technologies due to such infringements was experienced in 2025.

GRI CONTENT INDEX

Schweiter Technologies AG has reported in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025. For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

The Sustainability Report of Schweiter Technologies AG, headquartered in Steinhausen, Switzerland, is published as part of the Annual Report. The report will be published on 27 February 2026. The contact person is Urs Scheidegger, CFO, investor@schweiter.com.

Applied GRI 1	GRI 1: Foundation 2021		
Sector standard used	None		

GRI Standard	Disclosure	Reference/ Information*	Omission (requirement(s) omitted, reason, explanation)
GENERAL DISCLOSURES			
The organization and its reporting practices			
GRI 2: General Disclosures 2021	2-1 Organizational details	p. 72	
	2-2 Entities included in the organization's sustainability reporting	p.125–127	
	2-3 Reporting period, frequency and contact point	p. 65	
	2-4 Restatements of information	No information had to be restated	
	2-5 External assurance	This report has not been subject to any external assurance	
Activities and workers:			
GRI 2: General Disclosures 2021	2-6 Activities, value chain, and other business relationships	p. 24-25	
	2-7 Employees	p. 52	
	2-8 Workers who are not employees	p.50-52	

* Page numbers refer to the Annual Report 2025

GRI Standard	Disclosure	Reference/ Information*	Omission (requirement(s) omitted, reason, explanation)
Management			
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	p. 77–80	
	2-10 Nomination and selection of the highest governance body	p. 80–81	
	2-11 Chair of the highest governance body	p. 78–79	
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 28–29	
	2-13 Delegation of responsibility for managing impacts	p. 28–29	
	2-14 Role of the highest governance body in sustainability reporting	p. 69	
	2-15 Conflicts of interest	p. 109	
	2-16 Communication of critical concerns	p. 61–62	
	2-17 Collective knowledge of the highest governance body	p. 78–80	
	2-18 Evaluation of the performance of the highest governance body	p. 98–104	
	2-19 Remuneration policies	p. 98–104	
	2-20 Process to determine remuneration	p. 98–104	
	2-21 Annual total compensation ratio		Information unavailable/ incomplete. Schweiter does not yet calculate the total annual compensation ratio. As a globally operating company this disclosure is not relevant and has limited comparability. Schweiter will expand its data collection system in the coming years.
Strategy, policies, and practices			
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	p. 2–3	
	2-23 Policy commitments	p. 61–63	
	2-24 Embedding policy commitments	p. 61–63	
	2-25 Processes to remediate negative impacts	p. 57, 62, 64	
	2-26 Mechanisms for seeking advice and raising concerns	p. 57, 62, 64	
	2-27 Compliance with laws and regulations	p. 63–64	
	2-28 Membership associations	p. 30	
Stakeholder engagement			
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	p. 30	
	2-30 Collective bargaining agreements	p. 53	

MATERIAL TOPICS

Disclosures on material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p. 25	
	3-2 List of material topics	p. 26	

* Page numbers refer to the Annual Report 2025

GRI Standard	Disclosure	Reference/ Information*	Omission (requirement(s) omitted, reason, explanation)
ENVIRONMENTAL PROTECTION AND RESOURCE EFFICIENCY			
Energy and carbon emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 32–39	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 34	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 34	
	305-2 Energy indirect (Scope 2) GHG emissions	p. 34	
Environmental impacts			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 40–41	
Water use			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 42	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p. 42	
	303-3 Water withdrawal	p. 42	
Resource use and product circularity			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 43–47	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p. 43–47	
	306-2 Management of significant waste-related impacts	p. 43–47	
	306-3 Waste generated	p. 47	
	306-4 Waste diverted to from disposal	p. 47	
	306-5 Waste directed to disposal	p. 47	
SOCIAL RESPONSIBILITY			
Employment conditions and work environment			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 50–58	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 52	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 53, 55	
	403-2 Hazard identification, risk assessment, and incident investigation	p. 53, 55	
	403-5 Worker training on occupational health and safety	p. 53, 55	
	403-6 Promotion of worker health	p. 55	
	403-8 Workers covered by an occupational health and safety management system	p. 55	
	403-9 Work-related injuries	p. 55	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	p. 57–58	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p. 52, 55, 77	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p. 57	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	p. 50	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	p. 50	
Human rights in the supply chain			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 59–60	

* Page numbers refer to the Annual Report 2025

GRI Standard	Disclosure	Reference/ Information*	Omission (requirement(s) omitted, reason, explanation)
GOVERNANCE			
Corporate business practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 61–64	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	p. 57–58	
	205-3 Confirmed incidents of corruption and actions taken	p. 64	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p. 61	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	p. 63–64	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	p. 63–64	

* Page numbers refer to the Annual Report 2025

REFERENCE TABLE FOR ART. 964B SWISS CODE OF OBLIGATIONS

Non-financial matters according to Art. 964b Swiss Code of Obligations	Section in this report
Environmental issues	Energy and carbon emissions
	Environmental impacts
	Water use
	Resource use and product circularity
Social issues	Human rights in the supply chain
Employment issues	Employment conditions and work environment
Respect for human rights	Employment conditions and work environment
	Human rights in the supply chain
Combating corruption	Corporate business practices

CLIMATE REPORTING INDEX

Climate reporting pillars recommended in the final report of the Task Force on Climate-related Financial Disclosures, June 2017	Section in the Annual Report
Governance	Sustainability – ESG governance
Strategy	Sustainability – Sustainability strategy
Risk Management	Sustainability – Management and risk assessment
Metrics and Targets	Sustainability – Energy and carbon emissions

DECLARATION BY THE BOARD OF DIRECTORS

The Swiss Ordinance on Climate Reporting requires companies to publish their climate reporting in an internationally recognized electronic format that is readable by humans and machines. At the time of the publication of this report, no internationally recognized machine-readable electronic format was available. For this reason, Schweiter Technologies AG published its climate reporting in PDF format, as in previous years.

The Board of Directors of Schweiter Technologies AG approved the non-financial report for the 2025 financial year at its meeting of 25 February 2026 in compliance with Article 964a ff Swiss Code of Obligations.