

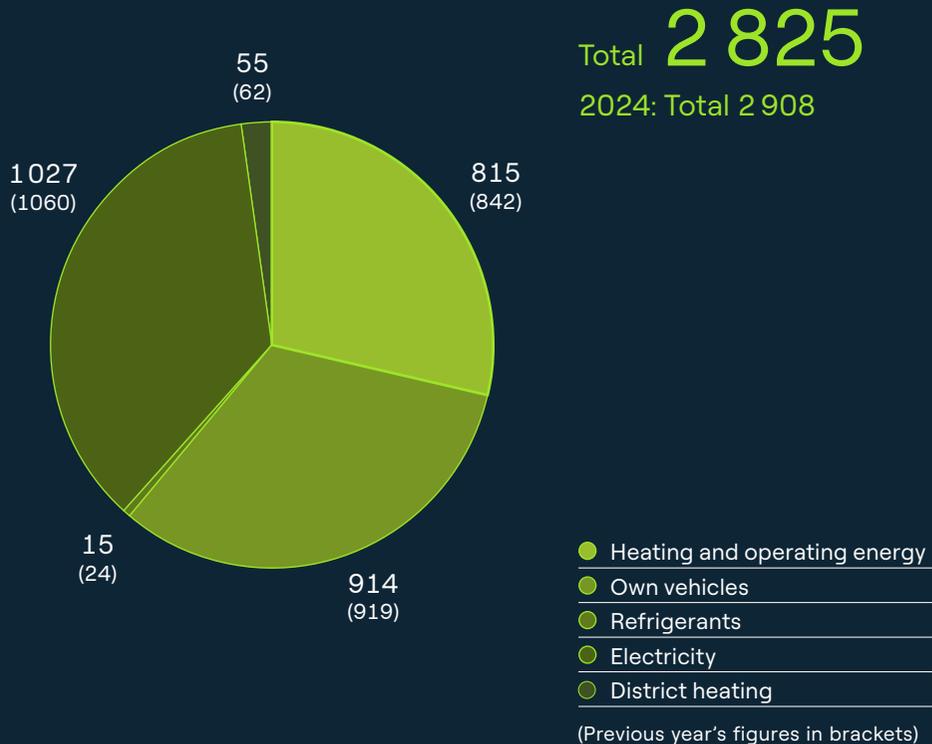
SUSTAINABILITY REPORT

# Sustainability as the Basis for Entrepreneurial Activity

Metall Zug views sustainability as a strategic, intrinsically motivated priority. Any success can only really be counted as such if it is achieved by fair and honest means, and if it preserves and strengthens the reputation of the company in question and of the Metall Zug Group as a whole. This means that success at Metall Zug is not measured solely on the basis of financial indicators, but also according to whether it makes a positive contribution for people, society and the environment. Sustainability is therefore not just a goal, but a fundamental benchmark for entrepreneurial activity and long-term corporate success.

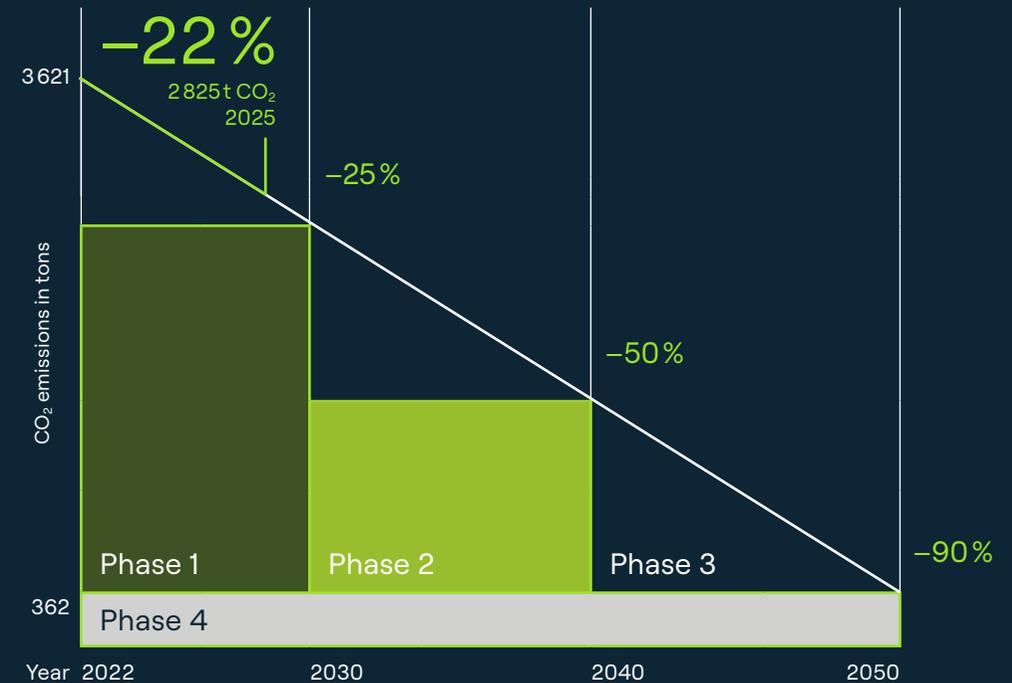
## Climate & Resources KPIs 2025

Greenhouse gas emissions (Scope 1 & 2) in t CO<sub>2</sub> eq. by emission source



## Reduction pathway

CO<sub>2</sub> emissions in tons (Scope 1 & 2)



# Report on Non-financial Matters (Sustainability Report)

As a holding company with various industrial investments covering sectors including medical technology, as well as the Tech Cluster Zug as a real estate portfolio, Metall Zug is actively addressing issues to reduce the burden on people, society, and the environment. Based on the Group's own firmly anchored structure of values, this understanding of sustainability is part of the strategy definition. Metall Zug is pursuing a realistic and independent approach to sustainability geared toward reducing its environmental impact. The various bodies within the Metall Zug Group engage with this topic in depth at all levels.

## Business Model and ESG Strategy

Metall Zug is a group of industrial companies headquartered in Zug. The holding structure comprises three fully controlled Business Units with a workforce of 977 (headcount). The Senior Management of Metall Zug AG is responsible for the operational management of the holding company, while the operational management of the Business Units is the responsibility of each unit's Senior Management (the business model of the Metall Zug Group is explained in the "Strategy" section on pages 11 and 12). The minority shareholders in V-ZUG Holding AG, Komax Holding AG, and SteelcoBelimed AG are strategic long-term investments, and Metall Zug is confident about their future performance. Metall Zug views sustainability as a strategic, intrinsically motivated priority to reduce the burden on people, society, and the environment. This aspiration is anchored in the Articles of Association and the Code of Conduct. The Metall Zug Group is committed to addressing the topic on an ongoing basis. Metall Zug is following strategies toward a resilient and low-carbon energy supply, buildings with the lowest possible environment-damaging emissions, durable and resource-saving industrial products, environmentally friendly and material-efficient production, as well as responsible procurement and logistics. The resources set aside for this purpose should be deployed efficiently to support sustainable value creation in a competitive market. Furthermore, as an appreciative employer, the Group aims to focus on people and enable them to make a meaningful and effective contribution to society through their work. In pursuing these ESG objectives ("Environment, Social, Governance"), the Metall Zug Group has defined specific targets in the four strategic focus areas of Climate & Resources, Employees, Products & Services, and Society & Value Creation. The Business Units implement specific projects within these focus areas. Metall Zug helps them to firmly establish these goals within their unit, to enhance their strategies, and to implement, measure, and communicate appropriate measures in a more targeted way. Specific ESG objectives and a coherent ESG strategy are also expected from the companies in which Metall Zug holds an anchor shareholding.

## Embraced by the Organization

Metall Zug's Business Units strive for sustainability in their day-to-day activities. To integrate these ambitions deeply throughout the Group, the updated ESG strategy is presented and discussed in depth once a year during a strategy workshop for the Board of Directors. This strategy is implemented by the Senior Management of Metall Zug AG and the Business Units, with the support of Metall Zug AG's sustainability project manager. The Business Units are responsible for implementing the ESG strategy and defining targets and measures specific to their unit. Each Business Unit has, in turn, appointed a sustainability officer and contact persons to help their Senior Management to define, implement, monitor, and provide information on relevant projects. The Tech Cluster Zug has a special role to play in this respect, acting as a catalyst for climate and energy projects by pursuing specific flagship initiatives.

Metall Zug ensures that any risks with regard to environmental, social, and employee matters can be identified by means of internal processes. The same applies to risks related to respect for human rights and combating corruption. The risks identified in each area are presented in detail in the sections on Climate & Resources, Employees, Products & Services, and Society & Value Creation. The Business Units' sustainability officers and the sustainability project manager of Metall Zug AG meet regularly to monitor risks, check the progress of the implementation of the ESG strategy, and define measures for achieving targets. The sustainability project manager reports directly to the CEO of Metall Zug AG. This ensures that regular communication takes place with Senior Management.

The members of the Senior Management of Metall Zug AG and of the Business Units have defined strategic targets in the target agreements related to variable compensation. These targets also cover ESG aspects. The ESG-relevant target agreements usually correspond to strategy development and specific projects.

In addition, EBIT is relevant to the bonus paid to each member of Senior Management. The internal CO<sub>2</sub> levy thereby creates an incentive for taking advantage of CO<sub>2</sub> reduction options up to a cost of CHF 120 per ton of CO<sub>2</sub>.

Thanks to targeted investments in energy efficiency, responsible procurement, and social responsibility, we are actively shaping the future – for a sustainable economy and society.

#### Definition of Success

All those in positions of responsibility in the Group act with a view to success and in line with the Metall Zug values: any success can only really be counted as such if it is achieved by fair and honest means. This means that a success must meet the ESG targets in the long term, be sustainable, have been achieved with due respect for society, and preserve and strengthen the reputation of the company in question and of the Metall Zug Group as a whole. The future of the company must be secured for the next generation and beyond.



# Focus Areas, Material Topics, Targets and KPIs

Within the framework of its four strategic focus areas, Metall Zug considers ten specific topics to be material, and sets quantitative targets wherever appropriate and possible. The table below shows the defined topics and associated targets:

<p><b>Focus Areas</b></p> <p><b>Climate &amp; Resources</b></p> 	<p><b>Employees</b></p> 	<p><b>Products &amp; Services</b></p> 	<p><b>Society &amp; Value Creation</b></p> 
<p><b>Material Topics</b></p> <ul style="list-style-type: none"> <li>- Energy efficiency &amp; reduction of greenhouse gas emissions</li> <li>- Resource efficiency</li> </ul>	<ul style="list-style-type: none"> <li>- Employee motivation and development</li> <li>- Occupational health and safety</li> <li>- Diversity and equal opportunities</li> </ul>	<ul style="list-style-type: none"> <li>- Safe and high-quality products &amp; services</li> <li>- Innovative and resource-efficient products &amp; services</li> <li>- Responsible procurement</li> </ul>	<ul style="list-style-type: none"> <li>- Corporate governance</li> <li>- Social engagement and regional contribution</li> </ul>
<p><b>Targets and Initiatives</b></p> <ul style="list-style-type: none"> <li>- Metall Zug will achieve the goal of net-zero emissions in Scope 1 and 2 by 2050 thanks to its own efforts and effective, good-quality reduction certificates.</li> <li>- Awareness is being raised by taking account of the "climate cost" in investment/business decisions: CO<sub>2</sub> emissions are allocated a price at Metall Zug</li> <li>- The Group's internal CO<sub>2</sub> levy in the Greenhouse Gas Fund is used for innovative and effective projects to avoid greenhouse gas emissions and promote the circular economy.</li> <li>- The Group supports systemic approaches for a transformation toward a climate-friendly economy.</li> </ul>	<ul style="list-style-type: none"> <li>- Operate with a human-centered approach</li> <li>- Internal development of managers and skilled workers</li> <li>- Increase and preserve employee satisfaction</li> <li>- Reduction of occupational accidents</li> <li>- Promotion of equality and equal opportunities</li> </ul>	<ul style="list-style-type: none"> <li>- Expansion of product durability, reparability and circularity</li> <li>- Utilization of multi-use &amp; renewable packaging materials</li> <li>- Effective improvements in the supply chain</li> </ul>	<ul style="list-style-type: none"> <li>- Creation of a range of affordable housing</li> <li>- Protection of the company's integrity</li> <li>- Creation and retention of local jobs</li> <li>- Contribution to high-quality location development</li> <li>- Strong commitment to Zug as a location and Switzerland as a place for manufacturing</li> </ul>
<p><b>KPIs</b></p> <ul style="list-style-type: none"> <li>- Reduction of greenhouse gas emissions from heating and operating energy, vehicles, and business air travel</li> <li>- Increase in the proportion of renewable heating and operating energy</li> <li>- Absolute CO<sub>2</sub> reduction in Scope 1 and 2 of -25% by 2030 and -50% by 2040 compared to the base year 2022</li> </ul>	<ul style="list-style-type: none"> <li>- Proportion of apprentices/trainees: &gt;5%</li> <li>- Investment in training and continuing professional development: &gt;1% of gross payroll</li> <li>- Management positions filled with internal employees: &gt;40%</li> <li>- Increase in employee satisfaction</li> <li>- Reduction in the number of occupational accidents and days of absence</li> <li>- A gender ratio in management positions that corresponds to the average gender ratio in management positions in the most important Swiss companies</li> </ul>	<ul style="list-style-type: none"> <li>- Life cycle assessments for top sellers</li> <li>- Increase in the proportion of service and retrofit activities</li> <li>- Packaging material &gt;90% from renewable materials</li> </ul>	<ul style="list-style-type: none"> <li>- Annual employee training sessions on the Code of Conduct and cyber security</li> <li>- Creation of jobs at sites with development potential</li> </ul>

# Climate & Resources

Metall Zug AG's reporting for the 2025 financial year is prepared in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), as required by Article 3 of the Ordinance on Climate Disclosures, covering governance, strategy, and the transition plan, including climate-related risks, opportunities, risk management, key figures, and targets.

## Governance

The Board of Directors determines the strategy with regard to climate-related risks and opportunities. Due diligence is conducted to review and update this strategy each year, and its implementation is delegated to the Senior Management of Metall Zug AG and of the Business Units, with the support of the sustainability project manager of Metall Zug AG. Issues affecting the Group as a whole, such as the implementation of the general strategy, the Greenhouse Gas Fund, reporting, and sustainability targets, are the responsibility of the Senior Management of Metall Zug AG. The Business Units are responsible for implementing strategic initiatives in their units and for defining their own targets and measures. They, in turn, have each appointed a sustainability officer to help the Senior Management of the Business Unit to define, implement, monitor, and provide information on relevant projects. The sustainability officers of the Business Units and the sustainability project manager meet regularly to monitor progress and define appropriate measures. The project manager reports directly to the CEO to ensure communication with the Senior Management. As well as holding annual strategy discussions, the Board of Directors is informed each year about climate-related risks and opportunities in the risk report and by the Risk Council. Further information on the relevant governance can be found under "Embraced by the Organization" on page 29.

## Strategy and Transition Plan

The Swiss Confederation's goal of achieving net-zero CO<sub>2</sub> emissions by 2050 is enshrined in the Federal Act on Climate Protection Goals, Innovation and Strengthening Energy Security. Metall Zug has adopted this goal in Scope 1 and Scope 2 as part of its transition plan. To achieve this goal, Metall Zug has not just determined a time frame, but is also making the necessary means available. Using these resources efficiently is considered a top priority. This is the only way that climate measures and the products derived from them can remain competitive in the long term. Solutions to increase energy efficiency and measures to reduce greenhouse gases in the company are being defined and implemented in association with the consultancy firm Cleantech Agency Switzerland (act) appointed by the Federal Office of Energy (SFOE) and by the Energy Agency of the Swiss Private Sector (EnAW). Innovative research projects and specific initiatives for reducing greenhouse gas emissions receive substantial support within Metall Zug via the internal Greenhouse Gas Fund. CO<sub>2</sub> is already being offset at Metall Zug's production sites in Switzerland for greenhouse gas emissions in Scope 1, Scope 2, and Scope 3 (limited to business flights). The reported CO<sub>2</sub> emis-

sions are offset using marketable, high-quality certificates from additional reduction projects. In the future, compensation certificates will be used for projects relating to "Negative Emission Technologies (NET)", which remove CO<sub>2</sub> from the atmosphere and bind it in or below the ground in the long term. The emissions reported in Scope 1 and 2, as well as those in Scope 3 (limited to business flights), were reviewed and validated externally by SwissClimate for the 2025 financial year.

## Reduction Pathway

The quantitatively defined CO<sub>2</sub> reduction pathway for the Metall Zug Group takes into account CO<sub>2</sub> emissions in Scope 1 and Scope 2. Based on the Metall Zug Group's sustainability strategy, quantitative targets have been defined that are comparable with the Swiss climate targets. For reasons of data availability and quality, 2022 was chosen as the base year for the Metall Zug Group. Emissions data for companies that were no longer under the full operational control of Metall Zug in 2025 was not included in the base year. Specific measures were defined, divided into four phases, to help achieve the reduction targets. In Phase 1 (2022–2030), investments will be made in alternative energy concepts and resource-saving processes at our own sites, as well as in our own service fleet. This includes installing photovoltaic systems and electrifying part of our service fleet.

The measures implemented to date are having a positive effect, as we have already been able to reduce consolidated Scope 1 and Scope 2 CO<sub>2</sub> emissions by 22% in the past three years. In Phase 2 (2030–2040), the purchase of renewable electricity will be extended to additional sites, further measures will be implemented in buildings – such as efficient HVAC systems (heating, ventilation and air conditioning) – and the service fleet will continue to be electrified. In Phase 3 (2040–2050), the aim is for every site to be supplied with renewable electricity. Biogas or climate-neutral synthetic gas will be introduced at sites that still rely on natural gas. Further measures are being continuously evaluated based on technological progress. The goal for Phases 1–3 between now and 2050 is to reduce emissions by 90% in relation to the base year 2022. Phase 4 will begin in 2050. From this point on, a maximum of 10% of the remaining CO<sub>2</sub> emissions will be offset by high-quality CO<sub>2</sub> certificates based on absorption and innovative carbon capture technologies.

# Reduction Pathway

CO<sub>2</sub> emissions in tons

## Phase 1

- Investments in our sites:
  - Photovoltaic systems at our own sites for green electricity production
  - Investments in more efficient, resource-saving production processes
- Use of a more fuel-efficient service fleet (electrification)
- Purchase of renewable electricity at additional sites

## Phase 2

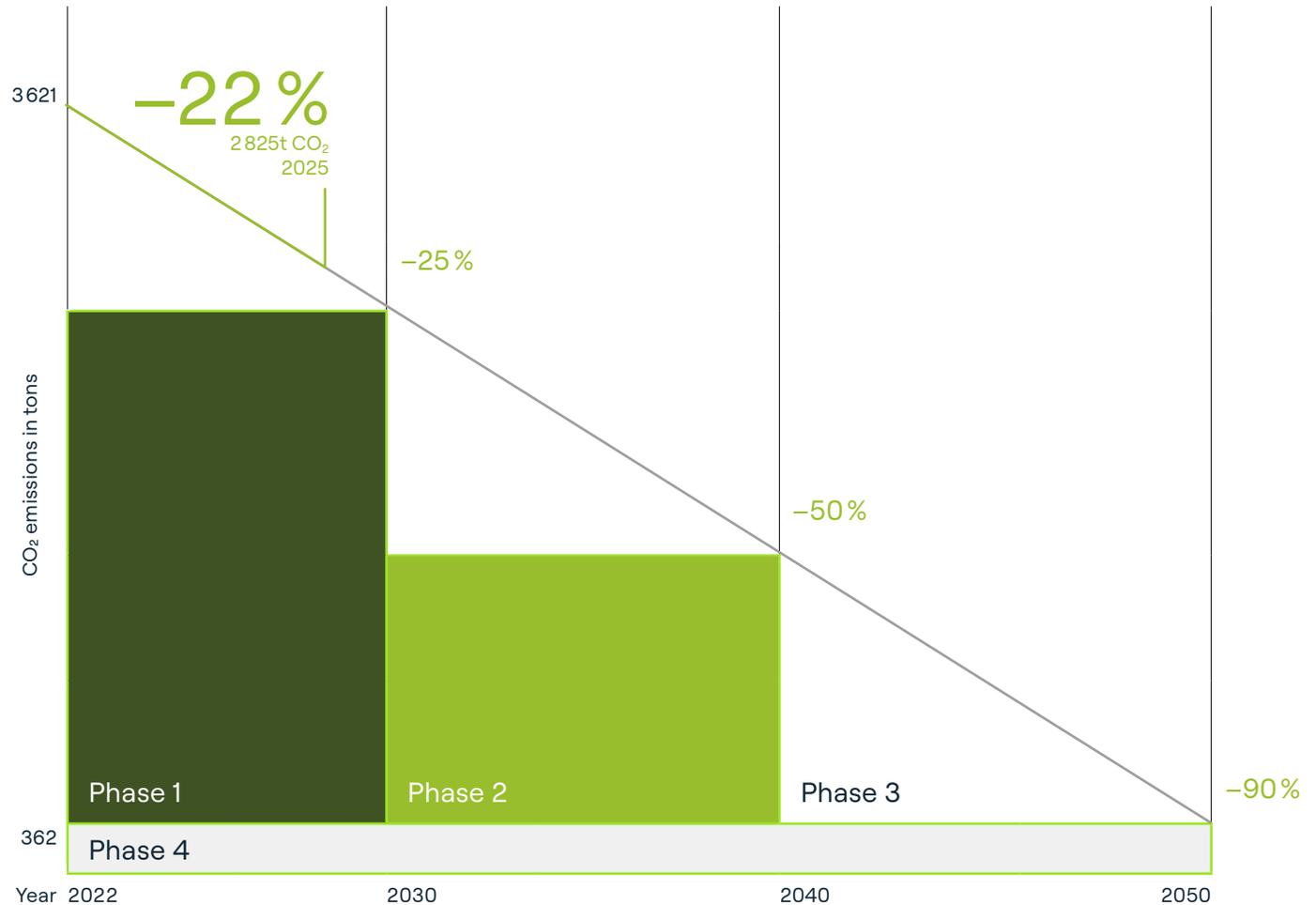
- Development of a more fuel-efficient service fleet
- Expansion of the purchase of renewable electricity to additional sites
- Further measures in (our own) buildings (e.g. HVAC systems)

## Phase 3

- Purchase of renewable electricity at all sites
- Use of 100% biogas at our sites

## Phase 4

- Up to 10% of emissions offset by high-quality CO<sub>2</sub> removal certificates and use of new carbon capture technologies



Metall Zug is aware that a significant proportion of emissions arise in the upstream and downstream supply chains. The company is therefore planning to gradually build up a database to record and report on other Scope 3 emissions in addition to business flights. So far, only Scope 3 sub-category 3.6 has been reported on (business flights only). However, a database was created in 2025 for sub-categories 3.1 (purchased goods and services), 3.11 (use of sold products) and 3.15 (investments). According to Metall Zug's current estimation, these are the largest sources of emissions. The corresponding figures are reported on page 43. As soon as enough data of sufficiently high quality is available on emissions in other Scope 3 sub-categories, they will also be reported on.

**Greenhouse Gas Fund**

In 2018, Metall Zug decided to start charging an internal levy on CO<sub>2</sub> emissions to Group companies as a measure for implementing the CO<sub>2</sub> strategy. This creates an additional incentive for reducing CO<sub>2</sub> emissions when making business decisions at all management levels. CO<sub>2</sub> emissions at Metall Zug are allocated an internal price, the main criterion being the efficient use of resources. The Business Units each include a separate "Sustainability" section in their budget documentation, which outlines specific initiatives, investments, and expenditure. This includes the internal CO<sub>2</sub> levy of CHF 120 per ton of CO<sub>2</sub> in favor of the Greenhouse Gas Fund (GHG Fund), which has been paid by all companies at all sites of the Metall Zug Group globally since the 2023 financial year. The price of CHF 120 per ton of CO<sub>2</sub> remains unchanged since 2018, but may be adjusted in the future. This levy is collected in addition to existing public charges on fuels. It is however not only limited to fuels, but also applies to emissions from the company's own vehicle fleet, electricity consumption, and business flights. While the public CO<sub>2</sub> levies on fuels can be partially reimbursed by the Cleantech Agency Switzerland (act) and the Energy Agency of the Swiss Private Sector (EnAW) if the agreed reduction pathway is adhered to, the internal CO<sub>2</sub> levies are paid directly into the company's own GHG Fund. The fund is intended to support participating companies by providing substantial contributions toward developing and implementing innovative internal projects to reduce greenhouse gas emissions in order to pursue climate-related opportunities.

As at the end of 2025, the fund has resources amounting to around CHF 3.0 million, of which around CHF 1.4 million have already been earmarked for specific projects. To increase the effectiveness of the financial resources in the GHG Fund, detailed reporting was

introduced in the previous year, and targeted workshops were held with the managers of the Business Units to improve the understanding and awareness of the GHG Fund within the Group. The effectiveness of this measure was demonstrated by the fact that, in addition to the projects already initiated and still ongoing from the previous year, nine further funding applications for innovative projects in the Business Units were approved by the GHG Fund. The newly funded projects promote activities in the circular economy, support research into sustainable materials in the medical devices sector, and enable the piloting of new technologies. Moreover, some of the money from the GHG Fund will go toward the methane pyrolysis project by the Association for the Decarbonization of Industry. The progress of the projects supported by the GHG Fund is carefully reviewed six months after their launch, and once a year after that. The GHG Fund is operated in association with the V-ZUG Group.

**Energy Efficiency and Greenhouse Gas Emissions**

Metall Zug relies on innovative measures to increase energy efficiency and sustainably reduce emissions in all areas of the company. In the reporting period, new projects were initiated on a targeted



The Multi Energy Hub supplies important parts of the TCZ and connected third-party customers with low-carbon energy

basis and existing processes were improved in order to measurably reduce the Group's environmental footprint and consistently drive forward the climate targets.

A solar system installed at the Haag-Streit site in the UK is helping to reduce the need for externally generated electricity. 28% of total consumption is currently covered by the site's own production. Investments were also made in a 50 kWp photovoltaic system at the Mannheim site at the end of 2024. A self-consumption rate of 88% and a self-sufficiency rate of 26% have been achieved since the system was commissioned at the end of January 2025.



Solar system with an installed capacity of 72.5 kWp at the Mobility Hub in Zug North

Haag-Streit in the USA took an important step toward sustainable production and resource conservation in 2025 by commissioning a new, modern powder-coating system to replace the old system that had been in use for over three decades. Water consumption has been significantly reduced thanks to an innovative washing process with an overflow tank. By integrating the drying oven into the curing oven, there is now no longer any need for a second oven. This increases energy efficiency even more and helps to conserve valuable resources. What is more, two operating sites have been merged as part of a comprehensive site optimization plan. Concentrating activities at a single location saves space and will reduce resource consumption on a sustainable basis. Modern LED and efficient lighting systems reduce electricity consumption even further. Motion sensors have been installed to ensure that lights are only activated when they are actually needed. Programmable controls enable flexible, needs-based adjustment of the room temperature, making an additional contribution to minimizing energy requirements.

At Haag-Streit UK, specific priority is given to flexible working arrangements, including remote work, which has significantly reduced the number of daily commutes. This measure not only helps employees to find a better work-life balance, but also makes an important contribution to reducing CO<sub>2</sub> emissions. Furthermore, the use of public transportation for business trips is actively encouraged in order to reduce the CO<sub>2</sub> footprint even further. The vehicle fleet has been almost entirely converted to hybrid and electric vehicles, underlining Metall Zug's commitment to climate-friendly mobility.

A forward-looking mobility concept has been introduced at the Mobility Hub in Zug North on the initiative of the Technology Cluster & Infrastructure Business Unit. A vehicle sharing program has been set up to give all employees at the Zug site access to a modern fleet of electric and hybrid vehicles and bicycles for business and private use at a reasonable price.

“The great interest shown and relevant questions asked during the inauguration of the pyrolysis plant prove just how important and urgent it is to find innovative solutions for the decarbonization of industry.”

#### Association for the Decarbonization of Industry

The “Association for the Decarbonization of Industry” (VZDI), a joint initiative founded at the beginning of 2022 by the Tech Cluster Zug and Metall Zug, has helped to drive forward an innovative methane pyrolysis project with the long-term goal of achieving negative CO<sub>2</sub> emissions. The project emerged from a visionary collaboration between 17 renowned companies and Empa, supported by the Canton of Zug.

In addition to Metall Zug AG and Tech Cluster Zug AG, the following companies are members of the association: Accelleron, AVAG, AMAG, Empa, Holcim, Partners Group, Sakowin, SHL Medical, Siemens, Sika, Sulzer, Swiss Safety Center, V-ZUG, VZ Depository Bank and WWZ. The partners contributed funding, human resources and a great deal of technical expertise to drive forward this pioneering idea. A total of more than CHF 8 million was made available for the project by the partners and the Canton of Zug. Metall Zug provided support via its internal Greenhouse Gas Fund.



Methane pyrolysis plant at the Tech Cluster Zug

Following the development of an innovative methane pyrolysis plant in the 2024 financial year in association with the development partner Sakowin, under the leadership of Empa, the plant was officially inaugurated by the VZDI on the Tech Cluster Zug site at the end of November 2025 in the presence of its members and Empa.

The technology used in the newly installed system involves heating methane (from biogas or natural gas) in a microwave reactor and breaking it down into hydrogen and powdered carbon. This allows methane to be used to generate energy without producing CO<sub>2</sub> as a by-product. Substituting fossil fuels with pyrolytically produced hydrogen represents a significant step toward the gradual decarbonization of industrial high-temperature processes as the third largest source of industrial emissions for a large number of industrial companies.

Following the installation phase, which lasted until the end of 2025, the three-year operational phase can now begin in 2026. The aim is to integrate the newly installed industrial pilot plant into the standard production process by the end of 2026 and to provide V-ZUG with climate-friendly hydrogen for its enameling furnaces. The plant will supply up to 10 kg of hydrogen per hour with a purity of 95–99%. This will allow up to 240 tons of CO<sub>2</sub> emissions to be saved each year, enabling V-ZUG to gradually decarbonize its enameling system, which is one of the last remaining major CO<sub>2</sub> emitters. At the same time, around 66 tons of solid carbon are produced each year, which can potentially be reused as a resource in construction and agriculture. It is important that the carbon remains stored in the chosen application for the long term without escaping back into the atmosphere.

One long-term vision is to use synthetic (renewable) methane instead of fossil natural gas in the future. Emissions would be negative if this methane were generated in the Earth's sun belt using solar energy, electrolytically produced hydrogen and CO<sub>2</sub> extracted from the atmosphere. This could reduce the use of natural gas in Zug, Switzerland, and Europe, paving the way for a sustainable energy supply.

During the inauguration ceremony, the leaders of the association and the project partners emphasized the milestone marked by the new system on the path to decarbonization and the creation of a climate-neutral industry in Switzerland. The close cooperation between companies and scientific institutions is a sign of innovative

strength and sets standards for future projects in other regions. The close networking of science, industry, and politics is giving rise to further cooperation projects designed to create an economically viable ecosystem and make an active contribution to reducing CO<sub>2</sub> emissions.

**Resource Efficiency**

As part of its circular economy project, Haag-Streit subjected the BQ series slit lamp to a comprehensive life cycle assessment. All the environmental impacts were assessed across the entire product life cycle. This included an analysis of resource consumption, the carbon footprint, waste generation and pollutant emissions. The aim was to identify targeted measures to improve the environmental footprint. Possible ways of reducing raw material and energy consumption were explored during the analysis. One of the measures identified concerns the use of secondary material for the aluminum alloy currently used to manufacture microscope arms, illumination arms and slit lamp carriers at the production site in K niz.

Aluminum is ideally suited to the circular economy as it can be recycled an infinite number of times without compromising its basic material properties such as density, electrical conductivity, formability, durability or protective functions. The recycling of aluminum results in a high-quality material that is again suitable for a wide range of applications. It is particularly important to note that the recycling of aluminum requires up to 95% less energy than production from raw materials.

Over the course of an evaluation process lasting eleven months and following a comprehensive change management process, more than half of the BQ microscope arms manufactured were successfully integrated into new products made from recycled aluminum in 2025. These components are much more cost-efficient and have a lower carbon footprint. Other aluminum components are currently undergoing testing to examine the potential for using recycled materials.

A quote from the production team in K niz sums it up perfectly:

**The attempt can go down in history as a success.**

Another change introduced at the K niz site is consistent aluminum recycling by type. This involves collecting medical-grade aluminum separately because its purity gives it a much higher market value than mixed material. This careful separation has already resulted in considerable savings and kickbacks – a direct success for sustainability and profitability.

Given that almost all Haag-Streit products contain multiple plastic components, an analysis was conducted to examine the extent to which alternative plastics could be used for molding. Specific training was provided in the reporting period by a qualified plastics expert in medical devices. Employees who work in engineering, procurement, and technology gained valuable insights into the latest developments and requirements for plastics in medical devices. A comprehensive material evaluation was carried out on the basis of these findings. An alternative plastic was identified that not only meets all the necessary quality and safety requirements, but also offers economic advantages and makes a measurable contribution to reducing CO<sub>2</sub> emissions. Extensive tests are being carried out from October 2025 until the end of 2026 to ensure the practical suitability of the new material.

As a real estate developer, the Tech Cluster Zug focuses on making efficient use of land and ensuring denser construction in existing areas in order to create room for more jobs, housing and public use – without taking up additional green space. This helps to sustainably protect soil as a valuable resource. For the Tech Cluster, sustainable construction also means integrating buildings into the circular economy as much as possible along their entire life cycle. Buildings are regarded as stores of raw material. Life cycles can be extended and resources conserved by reusing old components, applying innovative technologies, and transforming existing buildings. Greenhouse gas emissions are also reduced by choosing alternative, low-emission building materials, RFS ceilings without reinforcement (Rippmann Floor System in the CreaTower I project), supporting structures made of wood, CO<sub>2</sub>-reduced cement and CO<sub>2</sub>-enriched recycled gravel in concrete.

The Gehrig Group’s “Ariane” range of dishwashers is manufactured by a Swiss company in Switzerland. The products are distributed both on the Swiss market and in close cooperation with established trading partners in Germany and Italy. By consciously selecting regional and cross-border partners, delivery routes are reduced to a minimum – making another effective contribution to reducing the carbon footprint. This local cooperation also demonstrates commitment to Switzerland as a business location and leverages the industrial ecosystem as a source of resilience.



Recycled aluminum for the production of microscope arms

### Climate-related Risks

The following tables show the climate-related transition and physical risks identified. These risks were classified according to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), as required by Article 3 of the Ordinance on Climate Disclosures (policy and legal risk, technological risk, market risk, reputational risk, acute physical risk, and chronic physical risk). Specific measures were defined wherever appropriate and possible. Climate-related opportunities for the Business Units in the Metall Zug Group are also listed. Due to the high level of uncertainty and lack of empirical values with regard to climate change, no significant differences in the resilience of the climate strategy to different climate scenarios can be identified in most cases. It is therefore often not possible to quantify the financial impact of climate-related risks in a meaningful way.

Climate-related Transition Risks	Measures	Risk Categories according to TCFD	Timescale: Short term: up to 2 years Medium term: 2–5 years Long term 5+ years
<b>ESG criteria in carbon accounting penalize durable products in Scope 3:</b> Due to the longevity of our products, their Scope 3 CO <sub>2</sub> footprint increases in a life cycle assessment (LCA) of the product.	Calculation of Scope 3 CO <sub>2</sub> emissions, where available, based on their intensity (e.g. per year of life)	Market risk	Short to medium term
<b>Decreasing competitiveness owing to regulatory requirements in comparison with companies outside Europe:</b> Increased regulatory requirements in all areas, including reporting on non-financial matters, involve a great deal of additional effort.	Additional development of staff, processes and tools to meet the relevant requirements, including data collection and reporting on non-financial matters. Additional costs per year in the six-figure range are expected.	Policy and legal risk, reputational risk	Short to medium term
<b>Higher pricing of greenhouse gas emissions:</b> Higher CO <sub>2</sub> prices in production can lead to a competitive disadvantage in the international environment.	Implementation of greenhouse gas reduction measures	Policy and legal risk, technology risk	Medium term
<b>Products do not take sufficient account of sustainability criteria:</b> Especially in public tenders for state or quasi-state companies, product sustainability criteria can become increasingly relevant for the purchase decision (exclusion criterion). Additional knowledge development and R&D investments in green and circular design and the conception, construction and marketing of sustainable products are associated with costs.	Incorporation of sustainability and circular economy criteria into the product design process Calculation of the product carbon footprint per product family Development of knowledge in R&D processes and use of the internal Greenhouse Gas Fund to finance innovative projects. Creation of new business and logistics models and organization of operational test runs. Employee training.	Policy and legal risk, technology risk, market risk, reputational risk	Medium term
<b>Limited scope for reducing CO<sub>2</sub> emissions in rented buildings:</b> Investment decisions, e.g. for photovoltaic systems, new heating systems, and building insulation, require the cooperation of owners.	Agreements with landlords, associated with additional costs	Technology risk	Medium to long term
<b>Higher pricing of energy-intensive raw materials in Europe:</b> The costs of energy-intensive raw materials such as steel, aluminum, and cement will increase as a result of the implementation of the Carbon Border Adjustment Mechanism (CBAM). Initial calculations by Haag-Streit show that this will not represent a significant financial amount. If CBAM is expanded, the risk could become significant not only for Haag-Streit but also for the Tech Cluster Zug.	A greater focus on the circular economy in order to reduce material consumption in production and become more independent of raw materials.	Policy and legal risk, technology risk	Medium to long term

**Climate-related Physical Risks**

TCFD distinguishes between acute physical and chronic physical climate-related risks. Acute physical climate-related risks arise from sudden weather events such as storms, while chronic physical risks are caused by long-term climatic changes, such as rising sea levels. Risk assessment tools were used to identify physical climate-related risks at the Metall Zug Group’s sites. A software tool for assessing the risk of natural hazards was used to create an environmental risk profile for each site. As the Metall Zug Group’s sites are not in coastal areas or locations prone to landslides, the direct physical risks are classed as low. The comprehensive analysis was carried out in 2022 and is still considered current and relevant today. Climate Central’s Coastal Risk Screening Tool, which simulates a rise in sea levels, was also used in the previous year. Physical climate-related risks can have a significant impact on important suppliers and supply chains, and also influence customers’ market behavior. An initial analysis revealed that only one important supplier is located in an area likely to be affected by a rise in sea level. The climate-related physical risks that are not considered low are set out in the following table. This only applies to acute physical risks. No significant chronic physical climate-related risks were identified at the company’s own sites.

Climate-related Physical Risks	Measures	Risk Categories according to TCFD
<p><b>Impact of extreme weather events on the health and performance of employees</b>                      Reduced ability to perform and concentrate in workplaces with high temperatures impacts productivity. Increase in personal injuries as a result of more frequent and more intense extreme weather events.</p>	<p>Expansion of HVAC systems (heating, ventilation, air conditioning) to ensure comfortable temperatures at work.</p>	<p>Acute physical</p>
<p><b>Increasing severity of extreme weather events</b>                      Damage to buildings, vehicles, and infrastructure (including protective structures), as well as additional economic losses due to limited accessibility and/or business interruptions during extreme weather events, are to be expected.</p>	<p>Where appropriate and possible, insurance policies are taken out for our own sites.</p>	<p>Acute physical</p>
<p><b>Risk of a natural event for key suppliers</b>                      Key suppliers could be located in areas affected by flooding or other adverse environmental events. This could lead to supply disruptions.</p>	<p>Establishment of alternative suppliers</p>	<p>Acute and chronic physical</p>

**Climate-related opportunities**

As well as identifying climate-related risks, for which measures and transition plans are being defined and in some cases have already been implemented, Metall Zug also sees climate-related opportunities. The Tech Cluster Zug (TCZ) invests in energy-efficient and sustainable construction projects. This basic approach is deeply rooted in the TCZ strategy and could lead to a stable long-term increase in value in terms of the attractiveness of the site. As the site is supplied with low-carbon energy by the Multi Energy Hub (MEH), this site is particularly interesting for tenants who attach particular importance to CO<sub>2</sub> and resource efficiency. MEH is also committed to producing circular, sustainable, and carbon-free energy, and therefore being able to provide “green energy” that is resilient for the future. Even if potentially higher material costs represent a risk, Metall Zug sees the circular economy with new business models as a great opportunity to further expand its products and services and tap into new markets.

**Climate-related Opportunities**

**Circular economy**

Planned circular economy concepts can strengthen relationships with suppliers and customers, open up new markets, and reduce production risks by increasing independence from raw material suppliers.

**Innovative and climate-friendly products**

New product ranges with lower electricity and resource consumption have great market potential and a greater chance of success, particularly in government and government-related tenders.

**Attractiveness and value of the Tech Cluster Zug**

The climate-friendly construction and energy supply by the MEH can increase the attractiveness of the Tech Cluster Zug site for tenants and other users who value CO<sub>2</sub> efficiency and sustainability. Investments in energy-efficient and sustainable construction projects can therefore help generate a stable long-term increase in value.

**Climate change and eye diseases**

Demand for ophthalmological diagnostics could continue to rise as climate change contributes to the spread of ophthalmological diseases. Initial studies show that increased UV radiation could increase the risk of eye diseases such as cataracts and macular degeneration. In addition, high temperatures and dry air during longer periods of heat could lead to more cases of dry eyes and irritations. Poor air quality is also said to trigger increased eye irritation and allergic reactions. In addition, contaminated water caused by flooding and changes in water quality could increase the risk of eye infections. Although further studies are needed to confirm these assumptions, early diagnosis could counteract these potential effects.

**Opportunity Categories according to TCFD**

Resource efficiency, energy source, products and services, markets

Resource efficiency, markets

Resource efficiency, energy source, resilience

Products and services

## Risk Management

The Metall Zug Group's risk policy requires all Business Units and Metall Zug AG to prepare a risk report for the annual Risk Council. The Risk Council consists of the Senior Management, Group Controlling and the Metall Zug sustainability project manager, as well as the CFOs of the individual Business Units. The risk policy also stipulates that a comprehensive reassessment of the risk evaluation must be carried out every three years. Climate-related opportunities and risks have also been analyzed in the Risk Council since the 2024 financial year. In addition, risks are assessed by the functional managers in all areas and communicated via functional management. The Senior Management therefore draws up a risk report, including an analysis of climate-related opportunities and risks, incorporating input from various managers and specialists from the Group. The risk reports prepared by the Business Units are submitted to the Audit Committee of the Metall Zug Group along with a consolidated risk report for the Group. The risk report is approved by the Audit Committee and submitted to the Board of Directors for information. Significant opportunities and risks relating to climate issues are incorporated into the strategy. In addition, corresponding performance targets are set, which are reviewed and analyzed in an annual strategy workshop with the Senior Management and the Board of Directors of Metall Zug.

## Key Figures and Targets

Defined key figures and emissions data can be found later in the report under "Climate & Resources KPIs" on pages 42–44.

# Greenhouse gas emissions in t CO<sub>2</sub> eq. by emission source

The Metall Zug Group emitted a total of 2825 t of CO<sub>2</sub> in Scope 1 and 2 with the three fully controlled Business Units in 2025. Scope 1 includes heating and operating energy for owned buildings, owned and leased vehicles, and refrigerants used. Scope 2 includes purchased electricity calculated using the location-based approach, and now also district heating. Scope 1 and 2 CO<sub>2</sub> emissions relevant to the reduction pathway were reduced by 2.9% compared to the previous year.

The new paintline introduced at Haag-Streit in the USA in the third quarter of 2025 proved to be much more efficient and helped to reduce natural gas consumption by around 8.8%.

Although vehicle emissions increased in the USA, the rise was offset by a 13 percent reduction in vehicle emissions by the Gehrig Group. As a result, the Metall Zug Group's total vehicle emissions remained largely stable year-on-year.

The slight decrease in (location-based) electricity emissions of 2.8% is due to better data quality and more precise measurements. A more accurate electricity meter was installed at Haag-Streit in Germany, for example.

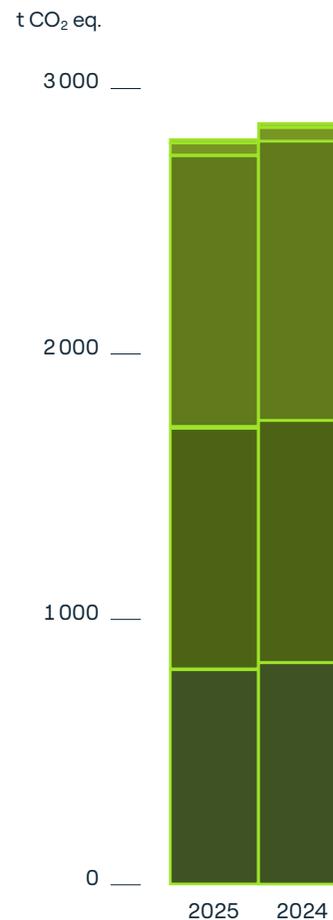
As well as recording emissions from business flights, the Metall Zug Group now also reports on the Scope 3 categories that are material from a Group perspective: 3.1 purchased emissions, 3.11 emissions from the use of products sold by the Gehrig Group and Medical Devices, and 3.15 emissions from Metall Zug's investments – including 30% of Scope 1 and Scope 2 emissions from V-ZUG, for example.

The 16% increase in flight emissions is due to the rise in the number of intercontinental flights in higher cabin categories at Haag-Streit.

The levies paid into the internal GHG Fund are calculated on the basis of emissions from Scope 1, (location-based) electricity consumption in Scope 2 and business flights in Scope 3.

Heating and operating energy from renewable sources increased from 4.0% to 4.3%, as the PV system installed in Mannheim in the previous year had a full-year impact for the first time in the reporting period.

Factors for district heating were added to the CO<sub>2</sub> emission factors in the 2025 financial year; all other emission factors remained unchanged.



## Total (Scope 1 & 2)

2025: 2825 t CO<sub>2</sub> eq.  
2024: 2908 t CO<sub>2</sub> eq.

**-2.9%**

	2025	2024
t CO <sub>2</sub> eq.		
● Refrigerants	15	24
● District heating	55	62
● Electricity	1027	1060
● Own vehicles	914	919
● Heating and operating energy	815	842
<b>Total (Scope 1 &amp; 2)</b>	<b>2825</b>	<b>2908</b>

Greenhouse gas emissions in t CO <sub>2</sub> eq. by emission source	Medical Devices		Technologycluster & Infrastructure		Gehrig Group		Metall Zug Group (total)	
	2025	2024	2025	2024	2025	2024	2025	2024
<b>Scope 1</b>	<b>1 190</b>	<b>1 166</b>			<b>553</b>	<b>619</b>	<b>1 743</b>	<b>1 785</b>
Natural gas	662	702			56	44	718	746
Heating oil	96	96					96	96
Refrigerants	15	24					15	24
Vehicles	417	345			497	574	914	919
<b>Scope 2</b>	<b>1 070</b>	<b>1 108</b>	<b>1</b>	<b>2</b>	<b>9</b>	<b>11</b>	<b>1 081</b>	<b>1 123</b>
Electricity, location-based	1 016	1 047	1	1	9	11	1 027	1 060
Electricity, market-based <sup>1</sup>	574	354	1		9		585	354
District heating	53	61	1	1			55	62
<b>Scope 3</b>	<b>10 863</b>	<b>10 503</b>			<b>21 936</b>	<b>19 863</b>	<b>36 263</b>	<b>34 302</b>
Purchased goods and services (1) (unaudited)	6 888	6 810			4 448	4 009	11 336	10 819
Business flights (6)	1 001	863			3	4	1 015	879
Use of sold products (11) (unaudited)	2 974	2 830			17 486	15 850	20 460	18 680
Investments (15) (unaudited)							3 453	3 923
<b>Total CO<sub>2</sub> emissions with CO<sub>2</sub> levy<sup>2</sup></b>	<b>3 208</b>	<b>3 077</b>	<b>1</b>	<b>1</b>	<b>565</b>	<b>633</b>	<b>3 785</b>	<b>3 724</b>
Proportion of heating and operating energy from renewable sources	3.2%	3.0%	91.3%	81.6%	0.0%	0.0%	4.3%	4.0%

<sup>1</sup> Not included in total amount

<sup>2</sup> Includes emissions from Scope 1, electricity (location-based), and business flights

Greenhouse gas emission factors	Emission factor 2025	Emission factor 2024	Entity	Data source
<b>Scope 1 GHG emissions</b>				
Natural gas	202.23	202.26	g CO <sub>2</sub> /kWh	DEFRA 2023
Heating oil	258.49	258.49	g CO <sub>2</sub> /kWh	DEFRA 2023
Gasoline vehicles	200.4	200.4	g CO <sub>2</sub> /km	Mobitool v3.0 – passenger car – diesel – large
Diesel vehicles	175.7	175.7	g CO <sub>2</sub> /km	Mobitool v3.0 – passenger car – diesel – large
Refrigerant R407C	1.624	1.624	t CO <sub>2</sub> /kg	DEFRA 2023
Refrigerant R404A	3.943	3.943	t CO <sub>2</sub> /kg	DEFRA 2023
<b>Scope 2 GHG emissions (location-based)</b>				
Electricity mix CH	112	112	g CO <sub>2</sub> /kWh	Aliunid – average consumer electricity mix 2022
Electricity mix DE	684.03	684.03	g CO <sub>2</sub> /kWh	Association of Issuing Bodies (AIB) 2023 (CO <sub>2</sub> only) – residual mix
Electricity mix UK	365.15	365.15	g CO <sub>2</sub> /kWh	Association of Issuing Bodies (AIB) 2023 (CO <sub>2</sub> only) – residual mix
Electricity mix US	407.06	407.06	g CO <sub>2</sub> /kWh	Association of Issuing Bodies (AIB) 2023 (CO <sub>2</sub> only) – Residual mix
District heating mix Mannheim, DE	0.2606	0.2550	kg CO <sub>2</sub> /kWh	MVV Energie AG 2025
District heating mix MEH Zug	0.0130	0.0130	kg CO <sub>2</sub> /kWh	Multi Energy Zug AG 2025
<b>Scope 3 GHG emissions</b>				
Business flight, Europe, economy	0.2918	0.2918	kg CO <sub>2</sub> /km	Mobitool v.3.0 – flight – Europe – economy
Business flight, Europe, business	0.4488	0.4488	kg CO <sub>2</sub> /km	Mobitool v.3.0 – flight – Europe – business
Business flight, intercontinental, economy	0.1895	0.1895	kg CO <sub>2</sub> /km	Mobitool v.3.0 – flight – intercontinental – economy
Business flight, intercontinental, business	0.3914	0.3914	kg CO <sub>2</sub> /km	Mobitool v.3.0 – flight – intercontinental – business
Business flight, intercontinental, first	0.6031	0.6031	kg CO <sub>2</sub> /km	Mobitool v.3.0 – flight – intercontinental – first




### Assurance Statement: carbon footprint Metall Zug AG 2025 (Summary)

**SUBJECT OF THE AUDIT**

Swiss Climate was commissioned by Metall Zug AG (hereinafter called Metall Zug) to provide assurance on its 2025 carbon footprint data (scope 1, 2 and 3). Swiss Climate conducted the audit in accordance with the AA1000 assurance standard (v3, type 2 moderate-level).

Swiss Climate checked the following elements:

- Raw data: Accuracy and traceability
- Applied methodology of the CO<sub>2</sub> footprint, including organizational and operational system boundaries, data quality, calculation methods; with a focus on the traceability and plausibility of the individual figures
- Defined responsibilities, processes and systems for recording and consolidating carbon footprint data.

**Organizational system boundaries:** Metall Zug took an operational control approach (GHG Protocol) to define the organisational boundaries. The organisational boundaries include all sites of the following business units:

- Medical Devices (Haag-Streit Group)
- Technologycluster & Infrastructure (Tech Cluster Zug AG, Urban Assets Zug AG)
- Investments & Corporate (Gehrig Group AG, Metall Zug AG)

**Operational system boundaries:** Metall Zug considers scope 1, 2 and 3 as part of the operational boundaries. More precisely, Metall Zug considers scope 1 and 2 emissions from their operation of offices (heating, cooling and electricity), production sites and company cars. For scope 3, only emissions emissions from business flights (category 6, business travel) were considered..

**CO<sub>2</sub> FOOTPRINT**

Swiss Climate verified the following greenhouse gas emissions (01 January - 31 December 2025):

	t CO <sub>2</sub>
Scope 1, Total	1'743
Scope 2 (location-based), Total	1'081
Scope 2 (market-based), Total	639
Scope 3, Business Flights	1'015
<b>Total Scope 1 + Scope 2 (location-based) + Scope 3</b>	<b>3'840</b>
<b>Total Scope 1 + Scope 2 (market-based) + Scope 3</b>	<b>3'398</b>

**FINDINGS AND CONCLUSIONS ON THE RELIABILITY OF THE CO<sub>2</sub> FOOTPRINT**

Based on the processes and procedures performed, there is no indication that the documents provided and requested for consumption data collection and calculation of the carbon footprint do not accurately reflect the company's carbon management performance or are not substantially accurate, were not prepared in alignment with international standards such as the Greenhouse Gas Protocol, and the carbon footprint does not meet the criteria of relevance, completeness, consistency, transparency and accuracy.

**Bern, 09<sup>th</sup> February 2026**

Leading Auditor:



Sina Baranyai, Swiss Climate AG

Internal Review:



Luka Blumer, Swiss Climate AG

Bern – Geneva – Zurich – Hamburg    contact@swissclimate.ch    www.swissclimate.ch    +41 31 343 03 30

# Employees

The people in our companies are fundamental to our success.

Metall Zug therefore aims to develop and retain its own management and skilled workers in the long term. It mainly focuses on extensive support measures, succession planning and strengthens a management culture that focuses on people and employee satisfaction. One of the aims is for 40% of management positions to be filled internally. Metall Zug Leadership Training therefore took place again in the 2025 financial year with a total of 18 participants.

## Employee Motivation and Development

MZ Leadership Training, which continued in the reporting period, aims to develop the leadership skills of employees and promote knowledge sharing with regard to leadership. The program comprises six modules that focus on different aspects of leadership: Self Awareness & Influence (developing self-awareness and influence), Behavioral Feedback (giving and receiving behavioral feedback), Coaching for Performance (coaching to improve results), Winning Teams (building and leading successful teams), High Performance Team (promoting high-performance teams) and Change Leadership (leadership in times of change). Participants are given the opportunity to develop their leadership skills in a protected environment away from day-to-day business. Special emphasis is placed on open communication and international exchange.

In order to measure satisfaction on an ongoing basis, regular employee surveys have been conducted in all Business Areas throughout the group since the end of 2021. In the last survey conducted in fall 2025, the participation rate was 79%. The resulting findings form the basis for implementing cross-unit measures. The emphasis is currently on development opportunities, corporate culture and communication.

Knowledge management, flexible working arrangements, the integration of older employees, succession planning and talent development are key components of the corporate culture.

The companies of the Metall Zug Group attach great importance to offering their employees a wide range of opportunities for personal and professional development. Options are available for following internal training courses and taking on new responsibilities within the company. In addition, regular shopfloor meetings are held at Haag Streit AG, for example, to promote exchange and transparency. Each employee also receives an annual personal training budget of CHF 2,000 and up to two working days for further training without any reimbursement obligation.

The career of an employee who started out as a specialist eight years ago is a particularly impressive example of career development at Haag-Streit AG. Thanks to his hard work and expertise, he was first promoted to head of department. At the beginning of the year, he was then made head of the production department with 40 employees under his responsibility. This shows how targeted support and continuous development can lead to long-term success.

Even after reaching retirement age, Haag-Streit employees have the choice to continue working with a reduced workload part-time or with flexible working hours. This keeps valuable know-how within the company and ensures that employees remain flexible and motivated.

Employee motivation and development are also key issues in the Technology Clusters & Infrastructure Business Unit. A new employee development process was implemented that is specifically geared toward the individual continuous development of employees. Instead of assessing employees on a one-off basis, the focus is on providing long-term guidance and support in order to develop potential and promote personal strengths in a targeted manner in the long term. Internal and external training opportunities are available to all employees to help them achieve their personal goals.

Haag-Streit has a policy of broad internal communication. Five cross-unit, in-person information events took place in the reporting period to present new employees, current projects, and future development plans. These events promoted the open exchange of information and transparency throughout the Business Unit. Following the presentations, a joint dinner was organized, which further strengthened informal dialog and a sense of community. A complementary team-building event, which this year focused specifically on communication and getting along with others, has strengthened mutual trust within the teams in the long term.

## Occupational Health and Safety

Sustainable organizational development means making the health and safety of employees a top priority. Preventive measures form the basis for a safe working environment. A comprehensive health management system has been introduced at the Haag-Streit site in Köniz. This focuses on systematically meeting health and safety requirements, assessing risks, implementing preventive measures, and continuously monitoring and promoting the health and safety of employees. In the USA, regular EHS (Environment, Health, and Safety) audits are carried out under the supervision of a Certified Environmental and Safety Compliance Officer (CESCO) to guarantee compliance with the highest health and safety standards. In addition, employees have access to a free external counseling service to protect their mental health.

The Tech Cluster Zug follows the model solution of the Federal Coordination Commission for Occupational Safety (FCOS) with regard to health and safety for construction projects. An annual external audit is also carried out by the Swiss Safety Center, and a safety officer with a corresponding job profile has been appointed. The Facility Management Team at the Tech Cluster Zug uses high-quality, standard work clothing and personal protective equipment and regularly takes part in internal and external training courses on safety and ergonomics. In addition, regular first-aid courses and fire drills are organized for the entire Facility Management Team and other interested employees in collaboration with the V-ZUG paramedics and the Zug fire department.

**Diversity and Equal Opportunities**

Diversity and equal opportunities are essential parts of the corporate culture at Metall Zug. The aim is to create a working environment in which individual talents and different perspectives are valued and promoted in a targeted manner. Management positions should reflect the diversity of the general workforce. The company is also guided by the structures of leading Swiss companies. Recruitment and promotion processes are transparent and objective. The focus is on qualifications, commitment and experience, regardless of gender, age, origin, or other personal characteristics. Discrimination is not tolerated in any form in the Metall Zug Group.

There is a firm commitment to equal pay: equal work is compensated with equal pay – regardless of the employee’s gender. Compliance with legal requirements is a matter of course. The latest internal analyses based on the Swiss Confederation’s standard model confirm that there are no gender-specific wage differences at Metall Zug. This result underlines the effectiveness of the commitment to fairness and equal treatment.

Promoting a diverse and inclusive corporate culture is also firmly established in Haag-Streit’s core values. As part of the recruitment process, different perspectives and backgrounds are specifically included in order to create a balanced team. Haag-Streit USA documents its progress transparently to the Equal Employment Opportunity Commission and analyzes the composition of its workforce on an ongoing basis. Innovative training programs and intercultural events encourage employees to actively embrace diversity and strengthen mutual appreciation.

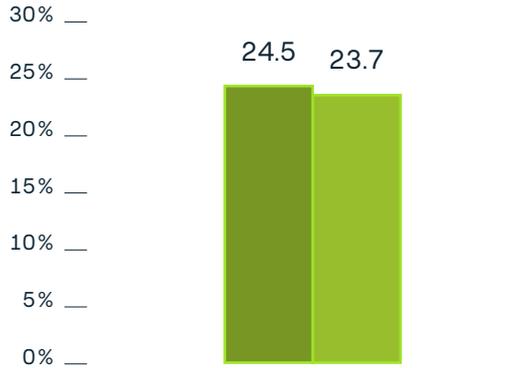
Haag-Streit UK is a good example of individual development and diversity in practice. An experienced ophthalmic photographer with a neurodivergent diagnosis was recruited from the National Health Service and, despite her lack of previous commercial experience, has become a valuable, successful and effective product manager thanks to her hard work and expertise. She also recently completed the “Level 3 Award in Education and Training” to enhance her qualifications.



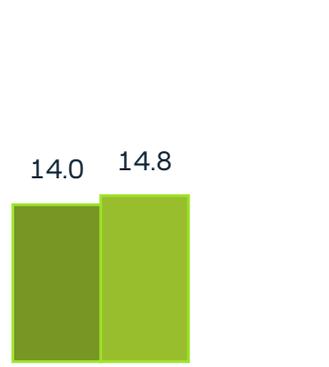
2025 Leadership Training closing event, Bern

# Employee KPIs

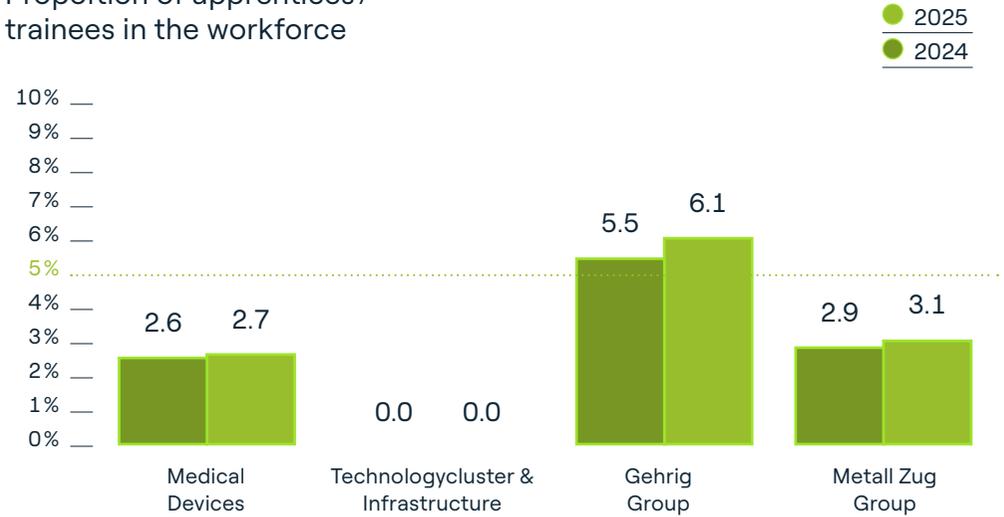
Proportion of female employees in the workforce



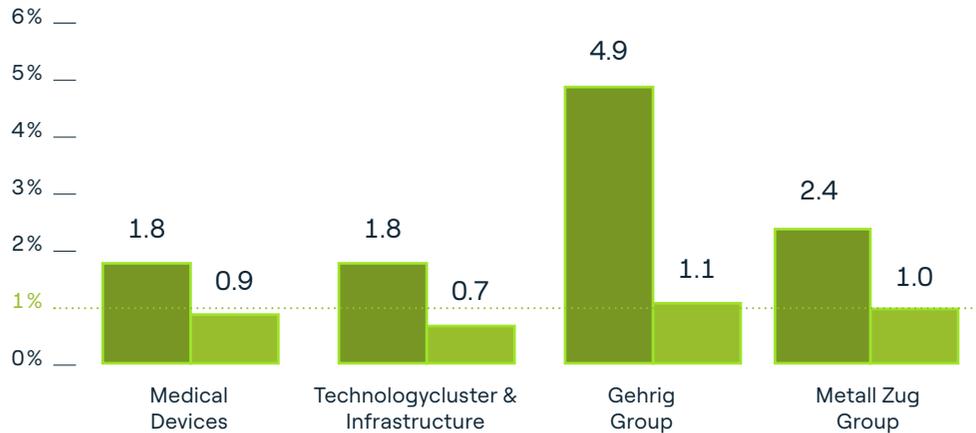
Proportion of female employees in management positions



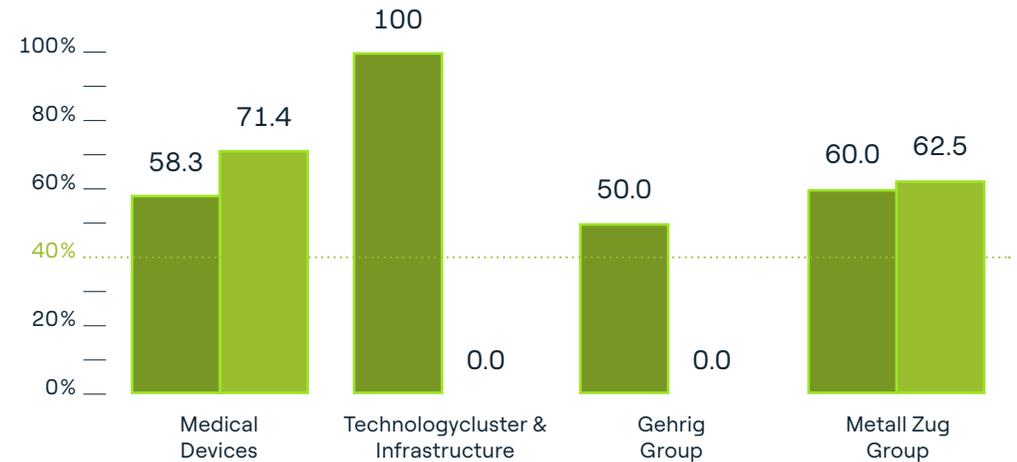
Proportion of apprentices / trainees in the workforce



Investment in training and continuing professional development as a % of gross payroll



Proportion of new management positions filled with internal employees



## Employee KPIs

Employee KPIs	Medical Devices		Technologycluster & Infrastructure		Gehrig Group		Metall Zug Group (total)	
	2025	2024	2025	2024	2025	2024	2025	2024
Proportion of apprentices / interns / trainees in the workforce	2.7%	2.6%	0.0%	0.0%	6.1%	5.5%	3.1%	2.9%
Investments in training and continuing professional development as % of gross payroll (incl. CHF and working days)	0.9%	1.8%	0.7%	1.8%	1.1%	4.9%	1.0%	2.4%
Proportion of new management positions filled by the company's own employees	71.4%	58.3%	0.0%	100.0%	0.0%	50.0%	62.5%	60.0%
Proportion of new management positions filled by the company's own female employees	20.0%	14.3%	0.0%	100.0%	0.0%	0.0%	20.0%	22.2%
Fluctuation (voluntary departures only)	6.9%	7.5%	20.6%	8.6%	4.8%	3.6%	7.6%	6.9%
Absences due to illness and occupational accidents as % of target working hours	3.2%	3.4%	2.9%	4.4%	5.1%	5.2%	3.5%	3.7%
Proportion of female employees in the workforce	24.9%	25.1%	29.4%	31.4%	15.0%	18.8%	23.7%	24.5%
Proportion of female employees in management positions	15.3%	14.2%	50.0%	50.0%	10.3%	10.3%	14.8%	14.0%
Number of cases of discrimination / harassment	0	0	0	0	0	0	0	0

As at December 31, 2025, Metall Zug employed a total of 977 people in the three fully controlled Business Units. The proportion of female employees fell slightly from 24.5% to 23.7%. At the same time, the proportion of female employees in management positions increased from 14.0% to 14.8%. This means that it is still below both the overall proportion of female employees and the average gender ratio in management positions at major Swiss companies (22%). There was also a positive trend in internal appointments to management positions. In 2025, an average of 62.5% of management positions could be filled internally – significantly more than the target of 40% and once again more than in the previous year.

Metall Zug takes its responsibility as a center for training and continuing professional development seriously and invests specifically in the development of its own specialists and managers. At 3.1%, the proportion of apprentices and trainees in the workforce is slightly above the previous year's level, but remains below the ambitious target of 5%. Only the Gehrig Group achieved the target value, with 6.1% of apprentices and trainees.

The previous year's high figure of 2.4% for investments in training and continuing professional development was reduced to 1% in 2025 due to an increase in internal and cost-efficient training. The target value of 1% was therefore achieved.

Metall Zug considers an appreciative, people-centered corporate culture to be essential. Staff turnover fell slightly at Haag-Streit, while it increased sharply at the Gehrig Group and the Tech Cluster Zug. Overall, staff turnover at Group level was slightly higher than in the previous year.

Absences due to illness (including non-occupational accidents) and occupational accidents fell slightly and still accounted for 3.5% of target working hours.

No cases of discrimination or harassment were reported via the anonymized compliance address in either the financial year or the previous year.

# Products & Services

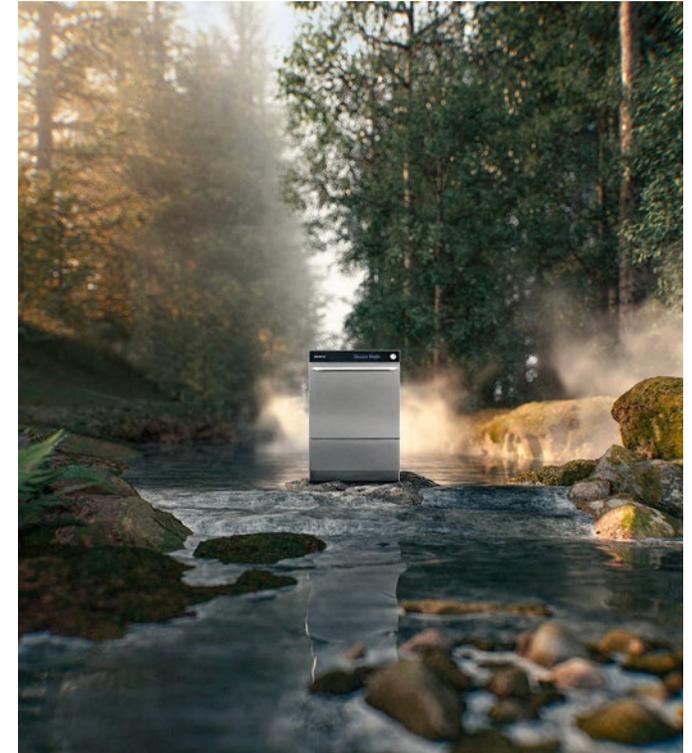
Metall Zug attaches particular importance to quality, safety, and durability, as well as to the development of innovative, resource-saving products and solutions. In order to put these values into practice, the Group relies on the principles of the circular economy, eco-design, and responsible procurement.

## Safe and High-quality Products and Services

The Metall Zug Group stands for sustainable and high-quality products. The consistent selection of first-class raw materials and components for production forms the basis for creating high-quality, durable and repair-friendly solutions. The medical devices marketed by Haag-Streit must comply with the strict regulatory requirements of ISO 13485 and the corresponding quality assurance specifications. Extending product life cycles is part of Haag-Streit’s sustainability strategy. The devices have a service life of 10 to 30 years thanks to their high-quality design, sustainable supply of spare parts, and regular maintenance. To emphasize the high quality of its products, Haag-Streit offers a 10-year guarantee on slit lamps, once again underlining its commitment to durability, reliability, and sustainability.

The Gehrig Group also attaches great importance to resource-efficient and durable devices. Thanks to the new “Ariane” product range, the Gehrig Group offers energy- and water-saving dishwashers that also require up to 39% less cleaning agents than conventional machines when using the steam rinse program. The company’s sustainable quality standards are guaranteed by a diverse selection of environmentally friendly cleaning agents, the support of an experienced service team, and the option to choose an innovative rental model based on the circular economy.

The Tech Cluster Zug invests specifically in innovative technologies and works closely with renowned specialist planners, architects, and engineers. Quality assurance is a top priority throughout all new construction projects – from the selection of high-quality building materials to the assessment of the building’s entire life cycle, including aspects relating to users’ potential future needs. This establishes sustainable values that will also benefit future generations.



“Ariane” dishwasher series

**Innovative and Resource-efficient Products and Services**

The innovative strength of all Metall Zug’s Business Units as far as sustainability is concerned is based on close cooperation with universities, research institutes, and leading external partners. Ideas are shared for designing future-oriented products that will help to actively shape the transition to a resource-efficient economy. Resources from the internal GHG Fund help to implement these ideas.

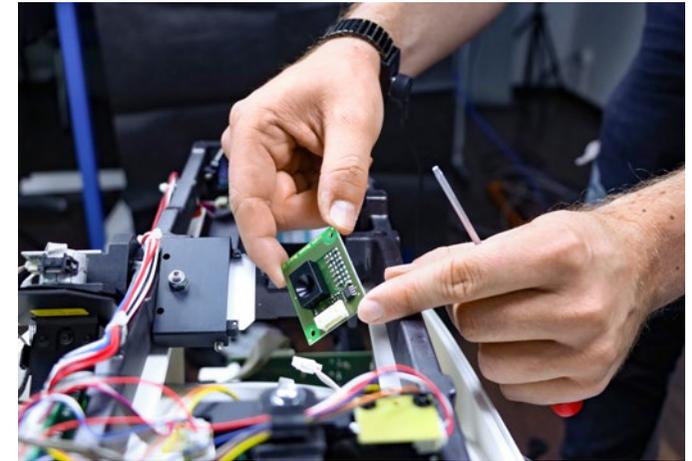
The circular economy is a key topic, opening up a wide range of possibilities for making the use of materials more efficient and creating sustainable solutions. At Haag-Streit in particular, the focus is on minimizing the carbon footprint along the entire value chain. While the operation of diagnostic devices for ophthalmology is low in emissions, most emissions are generated during the production of devices. Targeted measures have therefore been developed and implemented to reduce CO<sub>2</sub> emissions in production. Examples include the use of recycled aluminum and alternative plastics, as described in the Climate & Resources section.

Haag-Streit is aiming to increase the useful life of its products even further thanks to circular business models and intends to reduce the consumption of natural resources. The idea is to reuse components and bring used slit lamps back onto the market via reverse logistics and refurbishment measures. The aim of this project is to keep the products in the cycle for as long as possible, creating both economic and environmental benefits. The range of recycled appliances and flexible rental models also opens up new opportunities to give price-sensitive markets access to Haag-Streit’s high-quality products. The current focus of the circular economy is on slit lamps, but there are plans to gradually extend this concept to other product categories.

The “Ariane” dishwasher launched in 2024 is also available as part of the “All-inclusive Rent” service. Customers are offered an extended rental model that includes services and cleaning agents. In line with the principles of the circular economy, the appliance is taken back after six years and completely overhauled so that it can be reused by another customer for a further six-year cycle. The model also aims to actively promote the use of environmentally friendly cleaning agents in the catering industry. The “All-inclusive Rent” model is becoming increasingly popular with customers and already accounts for around 15% of “Ariane” appliances installed.

In the spirit of the circular economy, the Gehrig Group has initiated a pilot workshop for recycling and testing repair concepts. The aim of the project is to systematically collect used components from old appliances and process them for reuse. Similarly, the Gehrig Group is also continuously working on further developing the design of its products with components made of durable materials to allow the reuse of individual parts. These individual parts are no longer riveted permanently in place, but are simply screwed together so that they can be reused for other practical purposes.

Circularity is also at the heart of the TCZ. Particular attention is paid to reducing concrete consumption, for instance in the advanced ceiling structures (RFS system) in CreaTower I. The system applies historical dome construction methods to modern concrete structures. It consists of a thin, double-curved shell with vertical reinforcements, which transfers loads without conventional internal reinforcement solely through pressure on the supports. The elements can be disassembled into separate parts and removed individually.



Reprocessing of slit lamps at Haag-Streit in accordance with the principles of the circular economy

**Responsible Procurement (Including Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labor)**

**Supplier Code of Conduct**

Respecting and protecting human rights is a key corporate responsibility for the Metall Zug Group when procuring goods and services. The Metall Zug Group therefore introduced a Supplier Code of Conduct on January 1, 2023. Since this date, all suppliers have been required to comply with its provisions. Suppliers can either sign the Code of Conduct or, alternatively, certify and demonstrate that they have an equivalent company policy of their own.

**Supplier Selection and Supplier Audits**

Relevant new suppliers are only considered by the companies of the Metall Zug Group once they have signed the Code of Conduct for Suppliers or certified and demonstrated that they have an equivalent code of conduct in place in their organization. At Haag-Streit, a supplier self-assessment, a categorization according to the KRP level (complexity, risk and process level) and a risk analysis are also carried out as part of the due diligence process.

The supplier self-assessment is a document that obliges suppliers to provide basic information about their company and their processes. It includes general company data, financial data, quality management and environmental certificates, as well as questions on quality assurance and production. The form exists to allow an initial assessment of the suitability of a supplier. It helps to evaluate the quality and reliability of suppliers and ensure that they meet the company's requirements and standards. Self-assessment enables potential risks to be identified and measures to be taken to improve the supplier relationship.

Supplier Code of Conduct	Medical Devices	Technologycluster & Infrastructure	Gehrig Group
Number of active suppliers that have received the Metall Zug Supplier Code of Conduct.	553	53	76
Threshold for sending the Supplier Code of Conduct	Suppliers with whom business has been conducted since 2022 and all new suppliers.	Suppliers with an order volume of CHF 50 000 or more.	Suppliers with a purchase volume of CHF 3 000 or more and all new suppliers.
Number of active suppliers who have signed the Metall Zug Supplier Code of Conduct or declared that they have an equivalent code of conduct*	446 (81 %)	33 (62 %)	33 (43 %)
Threshold for conducting audits of Tier 1 suppliers	Regular implementation at key suppliers based on risk profile	No audits	No audits
Number of audits performed	6	0	0
Number of specific indications or evidence of child labor in the supply chain	0	0	0

\* The proportion of suppliers who have signed the Supplier Code of Conduct or declared that they have an equivalent code in place is to be continuously increased; suppliers who have not signed or made such a declaration will be gradually replaced wherever possible.

In addition, requirements for Haag–Streit suppliers are based on the KRP level (Key Risk Procurement Level) of the product to be procured. The KRP level depends on the influence of the product on product quality and the associated risks for end customers. For example, suppliers of products that come into skin contact with end customers or that generate critical measurements are obliged to sign additional quality assurance agreements and fulfill qualified requirements of the MDR (Medical Devices Regulation).

A decision is made as to whether and how often an audit should be carried out on the basis of the supplier self-assessment and the risk analysis according to the KRP level. The risk analysis assesses the probability of occurrence and the extent of damage based on various criteria such as creditworthiness or the geopolitical situation. Suppliers are divided into three risk categories: green (low risk), yellow (medium risk) and red (high risk). The risk analysis is repeated at certain intervals depending on the risk category: green every 5 years, yellow every 3 years and red every year. Supplier audits are conducted in accordance with an annual audit plan based on supplier evaluation and sales. Unplanned audits can be performed in the event of quality problems or changes in the production process. The audits assess compliance with standards and laws and result in the classification of suppliers as “good”, “sufficient” or “insufficient”.

#### Due Diligence in Relation to Child Labor

According to Art. 964j of the Swiss Code of Obligations (CO), companies in the supply chain must comply with due diligence obligations and report if they offer products or services that are reasonably suspected of having been manufactured or provided using child labor. If there is no reasonable suspicion, this must be documented.

Each Group company of the Metall Zug Group completed a compliance questionnaire (“Letter of Assurance”) at the end of 2025 as part of a due diligence process and confirmed that it does not offer any products or services that are reasonably suspected of having been manufactured or provided using child labor. In the Letter of Assurance, all Group companies also confirmed that there is no reasonable suspicion of any violations of human rights, either in their own business activities or in the business activities of their suppliers. The Metall Zug Group is convinced that there are no cases of child labor in its companies.

In addition, the Supplier Code of Conduct prohibits child labor in the supply chain and requires suppliers to comply with internationally recognized human rights such as the principles of the United Nations Global Compact, the United Nations (UN) Universal Declaration of Human Rights, the UN Conventions on the Rights of the Child, and the fundamental conventions of the International Labour Organization (ILO). If suppliers or their employees have reasonable suspicion or knowledge of child labor or human rights violations in the Metall Zug Group’s supply chain, they are required to report this to the Metall Zug Group’s compliance address. Haag–Streit requires confirmation from new suppliers that they comply with the Metall Zug Supplier Code of Conduct, for example. If the document is not signed, the supplier will not be approved. Externally, Metall Zug pursues a risk-based approach to raise awareness and attention to the issue, and consistently follows up on any indications of suspicious cases.

No reports of suspected child labor at a Group company or in the supply chain of the Metall Zug Group have been received at the compliance address to date.

In summary, Metall Zug has no reasonable grounds to suspect that products or services offered by a Metall Zug Group company were manufactured or provided using child labor.

#### Due Diligence in relation to Minerals and Metals from Conflict-Affected Areas

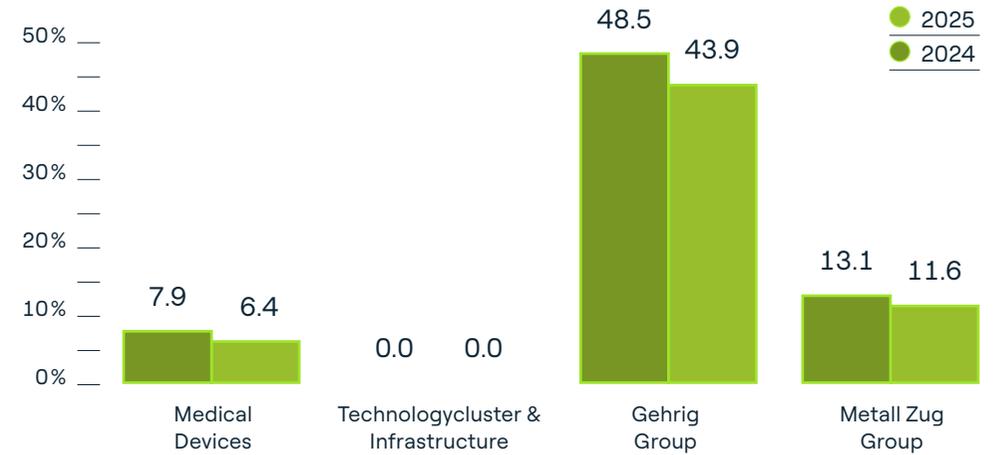
The Swiss Code of Obligations and related ordinances set out special due diligence and reporting obligations for companies domiciled in Switzerland in connection with minerals and metals from conflict-affected areas (conflict minerals) (see Art. 964j et seq. CO). The details are governed by the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO). The term conflict minerals includes ores, concentrates, and metals containing tin, tantalum, tungsten, or gold from conflict areas (Art. 2 DDTrO). Companies that do not reach the annual import and processing volumes set by the Federal Council are exempt from the special obligations (Art. 4 DDTrO).

Metall Zug conducts an annual survey of the Business Units on the imported and processed quantities of minerals and metals in accordance with the Annex to the DDTrO. To this end, the quantities of minerals and metals listed in the Annex to the DDTrO that were imported and processed in 2025 were determined on the basis of the relevant customs tariff numbers. In addition, a parallel review of the import and processing of conflict minerals is carried out as part of the annual “Letter of Assurance”, in which all Metall Zug Group companies answer a compliance questionnaire.

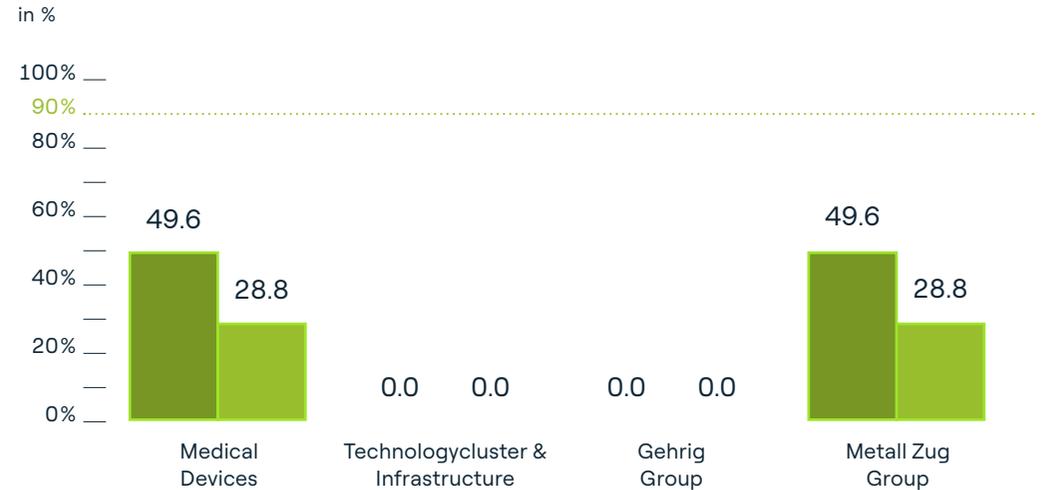
The findings for 2025 showed that Metall Zug fell well below the threshold values listed in the DDTrO for special due diligence and declaration obligations in connection with minerals and metals that could be considered conflict minerals.

# Products & Services KPIs

Proportion of service and retrofit services in sales  
in %



Proportion of packaging material used in-house made from renewable materials by weight  
in %



## Products &amp; Services KPIs

Products & Services KPIs	Medical Devices		Technologycluster & Infrastructure		Gehrig Group		Metall Zug Group (total)	
	2025	2024	2025	2024	2025	2024	2025	2024
Proportion of service and retrofit activities in sales	6.4%	7.9%	0.0%	0.0%	43.9%	48.5%	11.6%	13.1%
Proportion of packaging material from renewable materials used by weight in %	28.8%	49.6%	0.0%	0.0%	0.0%	0.0%	28.8%	49.6%

At 11.6%, the proportion of service and retrofit services in total sales is below the previous year's level. This is partly due to decreases in the service business. The newly launched trade-in campaigns and the introduction of rental models have not yet exhausted their full market potential. The comparatively low proportion of services in the Medical Devices Business Unit is due partly to the very long service life of the products, some of which are over 30 years old, and partly to the fact that services are provided by external local providers in most markets.

The lifespan of products is extended even further by investing in the circular economy, which also conserves natural resources. The Technologycluster & Infrastructure Business Unit invests in the longevity of its construction projects by ensuring flexible use and using high-quality, low-emission building materials.

At 28.8%, the proportion of packaging material made from renewable materials such as wood or cardboard or returnable packaging is considerably lower than the previous year's figure of 49.6%. This is due to an adjustment to take into account better data availability. The Gehrig Group receives its goods pre-packed, which is why no additional packaging material is used.

# Society & Value Creation

In addition to its economic performance, Metall Zug also attaches great importance to its regional and social contribution. The objectives are to ensure the integrity of business activities, the creation and preservation of local structures and jobs, and high-quality location development.



The high-rise project Pi; © Architecture: Duplex Architects, Image: Filippo Bolognese

## Code of Conduct

The Code of Conduct of the Metall Zug Group dated January 1, 2025, applies worldwide to all employees and members of the administrative, supervisory and executive bodies of the companies of the Metall Zug Group. In line with the principle that "Any success can only really be counted as such if it is achieved by fair and honest means", the Code of Conduct complements the Metall Zug Group's own understanding of corporate governance in relation to its fundamental values: sustainable and long-term value creation (corporate governance, equal opportunities, health and safety, environment and local engagement), excellence (reputation and focus on customer needs, confidentiality and data protection, business property and assets, communication and stock exchange regulations) and integrity in business activities (conflicts of interest, corruption and bribery, competition and antitrust law, accounts and records). The Metall Zug Group complies with all the legal and regulatory cor-

porate governance requirements applicable to the Group. Due diligence to ensure compliance with these values must be performed not only by Group companies but also by their partners in the supply chain. The corresponding measures for implementing these requirements are listed on pages 51–52 in the "Responsible Procurement" section.

## Respect for Human Rights

Respect for human rights is non-negotiable for Metall Zug. According to Clause 7 of the Code of Conduct, the principles of the United Nations Global Compact, the United Nations Universal Declaration of Human Rights (UN), the UN Conventions on the Rights of the Child and the fundamental conventions of the International Labor Organization (ILO) are taken into account. Metall Zug treats others with respect, dignity and fairness. Appointments and promotions are based on professional and social skills, relevant qualifications and

individual performance. Metall Zug does not tolerate harassment or discrimination of any kind in the workplace, in particular on the basis of origin, nationality, ethnicity, gender, age, religion, sexual orientation, political views, or any other personal characteristic.

Metall Zug does not accept any form of forced, compulsory or child labor, neither in its own operations nor in the business activities of its partners.

### Social Engagement and Regional Contribution

For many years, Haag-Streit Germany has supported the "Programm Opening Eyes®" as part of the Special Olympics, an event that gives people with intellectual disabilities access to movement, play, and sport. As part of the program, the athletes are given an eye examination and, if necessary, new glasses are prescribed, manufactured and provided free of charge. The Special Olympics took place again in Hanover in June 2025. A total of 7 ophthalmologists, 14 students from Munich University, and 5 opticians offered their services to the athletes. 149 eye examinations were carried out, and 64 new pairs of glasses were manufactured and delivered to athletes. Haag-Streit supported this initiative by providing slit lamps and various other diagnostic devices.

Haag-Streit USA works closely with local colleges and universities, regularly offering internships for students and enabling young people to gain valuable practical insights and initial professional experience. In addition, various employees share their specialist knowledge directly with students as guest lecturers at universities. This promotes the transfer of knowledge, strengthens the link between science and industry, and contributes to the training of future specialists.

Sustainability has also always had a social dimension for the Tech Cluster Zug. The Tech Cluster Zug is aiming to become a lively meeting point between the former industrial area and the city of Zug as a place for work, research, learning, living, and art. The KunstCluster Zug has created a new type of interim use as a way to actively enrich cultural life in Zug, for instance.



Programm Opening Eyes® during the Special Olympics 2025 in Hanover (DE)

### Combating Corruption

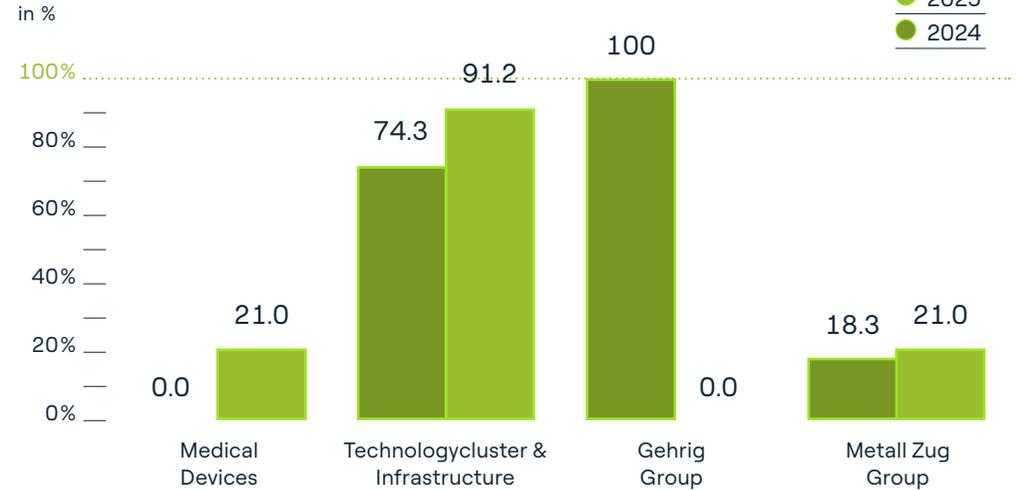
Metall Zug employees do not tolerate bribery or corruption of any kind. Gifts and invitations should only be offered and accepted if they are of reasonable value and frequency, appropriate to the circumstances, and in accordance with customary business practices and applicable law. Any gifts, invitations, and personal favors must not influence business decisions. Gifts, invitations or personal favors may neither be offered nor accepted if they involve cash or comparable means of payment, if they could give the impression that orders, business, or other services are being obtained or maintained in an unfair manner, or if they could cause a conflict of interest for the parties involved.

Furthermore, the Code of Conduct prohibits employees or other representatives (or family members or associated persons) of customers, business contacts, government or government-related institutions from promising, offering or granting bribes or kickbacks, other unlawful payments or benefits of value for entering into business relationships, obtaining information, receiving or obtaining official authorizations and approvals, taking an action, or granting any other business advantage.

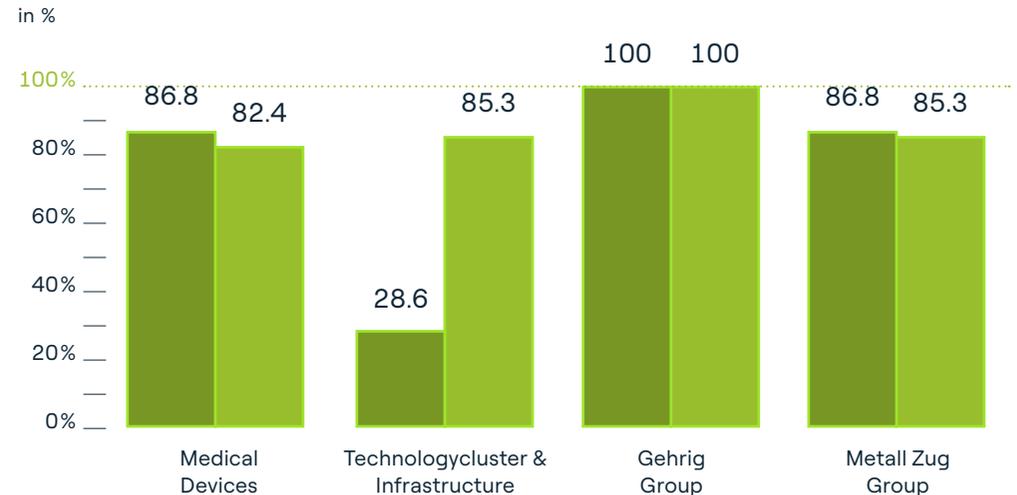
To safeguard the respect for human rights and to combat corruption, all employees of the Metall Zug Group regularly undergo Code of Conduct training.

## Society and Value Creation KPIs

Proportion of employees who have received training on the Code of Conduct/compliance



Percentage of employees trained in cyber security



Society and Value Creation KPIs

Society & Value Creation KPIs	Medical Devices		Technologycluster & Infrastructure		Gehrig Group		Metall Zug Group (total)	
	2025	2024	2025	2024	2025	2024	2025	2024
Proportion of employees who received training in the Code of Conduct	21.0%	0.0%	91.2%	74.3%	0.0%	100.0%	21.0%	18.3%
Proportion of employees who received training in cyber security	82.4%	86.8%	85.3%	28.6%	100.0%	100.0%	85.3%	86.8%
Number of reports to the compliance address	2					1	2	1

In 2025, a total of 21.0% of employees took part in training on the Code of Conduct, which is more than in the previous year. For those companies where training has not yet been carried out, this will take place during the current year. At 85.3%, the participation rate in cyber security training remained high. The plan is for as many employees as possible to take part in these training courses each year, as far as technically possible.

The Metall Zug compliance address was contacted twice in 2025. Both cases were fully resolved in the financial year. Compliance reports are checked and processed by the legal department. The Audit Committee is regularly informed of relevant results and kept permanently up to date. Confidentiality is guaranteed at all times. The receipt of reports is confirmed within seven days at the latest, and feedback on the content is provided within a maximum of three months.

# Overview Table of the Requirements of the Code of Obligations

Provision in the Code of Obligations	Corresponding GRI Topic Standards and other references to the report	References	Provision in the Code of Obligations	Corresponding GRI Topic Standards and other references to the report	References
Description of the business model	GRI 2: General Disclosures 2021	<ul style="list-style-type: none"> <li>– The Metall Zug Group, AR p. 3</li> <li>– Group Structure, AR p. 64</li> <li>– Embraced by the Organization, AR p. 29</li> <li>– OrgReg p. 1–12</li> <li>– Articles of Association 2023, p. 1–17</li> <li>– CoC p. 1–7</li> <li>– Editorial Info, AR p. 120</li> </ul>	Accountability for other social matters	GRI 413: Local Communities 2016 GRI 416: Customer Health and Safety 2016 GRI 418: Customer Privacy 2016	<ul style="list-style-type: none"> <li>– Social engagement and regional contribution, AR p. 56</li> <li>– Safe and High-quality Products and Services, AR p. 49</li> <li>– Society &amp; Value Creation KPIs, AR p. 57–58</li> <li>– Embraced by the Organization, AR p. 29</li> </ul>
Accountability for environmental matters (especially CO <sub>2</sub> targets)	GRI 301: Materials 2016 GRI 302: Energy 2016 GRI 304: Biodiversity 2016 GRI 305: Emissions 2016 GRI 308: Supplier Environmental Assessment 2016	<ul style="list-style-type: none"> <li>– Climate &amp; Resources, AR p. 32–34</li> <li>– Resource Efficiency, AR p. 37</li> <li>– Responsible Procurement, Supplier Audits, AR p. 51–52</li> <li>– S CoC p. 1–5</li> <li>– Embraced by the Organization, AR p. 29</li> </ul>	Accountability for combating corruption	GRI 205: Anti-corruption 2016 GRI 408: Child Labor 2016	<ul style="list-style-type: none"> <li>– Responsible procurement, AR p. 51–52</li> <li>– CoC p. 5</li> <li>– Child Labor, AR p. 52</li> <li>– Embraced by the Organization, AR p. 29</li> <li>– Combating Corruption, AR p. 57</li> </ul>
Reporting on climate issues	TCFD: Governance TCFD: Strategy TCFD: Risk management TCFD: Key Figures and Targets	<ul style="list-style-type: none"> <li>– Transition plan based on the Swiss climate targets, p. 32–34</li> <li>– Climate-related transition risks, p. 38</li> <li>– Climate-related physical risks, p. 39</li> <li>– Climate-related opportunities, p. 40</li> </ul>	Transparency in relation to minerals and metals from conflict-affected areas and child labor	Responsible Procurement (Including Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labor)	<ul style="list-style-type: none"> <li>– Responsible Procurement, AR p. 51–52</li> <li>– Embraced by the Organization, AR p. 29</li> </ul>
Accountability for employee matters	GRI 401: Employment 2016 GRI 403: Occupational Health and Safety 2018 GRI 404: Training and Education 2016 GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-discrimination 2016	<ul style="list-style-type: none"> <li>– CoC p. 3</li> <li>– Employees, AR p. 45–48</li> <li>– Embraced by the Organization, AR p. 29</li> </ul>			
Accountability for the respect of human rights	GRI 409: Forced or Compulsory Labor 2016 GRI 414: Supplier Social Assessment 2016	<ul style="list-style-type: none"> <li>– CoC p. 3</li> <li>– Responsible procurement, AR p. 51–52</li> <li>– Respect for human rights, AR p. 55</li> </ul>			

**Key:**

AR	Annual Report
CoC	Code of Conduct
S CoC	Supplier Code of Conduct
OrgReg	Organizational Regulations

# Annex

## GRI Index

Metall Zug AG has reported on the information provided in this GRI Index for the period from January 1, 2025, to December 31, 2025 with reference to the GRI Standards.

The years shown in the GRI Standards refer to the year in which the Standards were last updated.

### Key:

AR	Annual Report
CoC	Code of Conduct
S CoC	Supplier Code of Conduct
OrgReg	Organizational Regulations

### GRI 1: Foundation 2021

#### GRI 2: General Disclosures 2021

		References
2-1	Organizational details	The Metall Zug Group, AR p.3
2-2	Entities included in the organization's sustainability reporting	Group Structure, AR p.64
2-3	Reporting period, frequency and contact point	2025 calendar year, annual reporting, Editorial Info, AR p.120
2-4	Restatements of information	Climate & Resources KPIs, AR p.28–44
2-5	External auditing	Report of the Statutory Auditor, AR pp.44, 83–84, 110–111, 118–119
2-6	Activities, value chain and other business relationships	The Metall Zug Group, AR p.3
2-7	Employees	Employee KPIs, AR p.47-48
2-9	Governance structure and composition	OrgReg p.2–10 Corporate Governance, AR p.66–72
2-10	Nomination and selection of the highest governance body	Corporate Governance, AR p.68–69
2-11	Chair of the highest governance body	Corporate Governance, AR p.66

2-12	Role of the highest governance body in overseeing the management of impacts	OrgReg p.2–10 Corporate Governance, AR p.71
2-13	Delegation of responsibility for managing impacts	OrgReg p.6–10
2-14	Role of the highest governance body in sustainability reporting	Embraced by the Organization, AR p.29
2-15	Conflicts of interest	CoC p.5, OrgReg p.11
2-16	Communication of critical concerns	CoC p.7
2-17	Collective knowledge of the highest governance body	Embraced by the Organization, AR p.29
2-18	Evaluation of the performance of the highest governance body	Corporate Governance, AR p.69
2-19	Remuneration policies	Compensation Report, AR p.75–84
2-20	Process to determine remuneration	Compensation Report, AR p.75–84
2-22	Statement on sustainable development strategy	Business Model and ESG Strategy, AR p.29
2-23	Policy commitments and actions	CoC p.1–7
2-24	Embedding policy commitments and actions	CoC p.1–7
2-25	Processes to remediate negative impacts	CoC p.7
2-26	Mechanisms for seeking advice and raising concerns	CoC p.7
2-27	Compliance with laws and regulations	CoC p.4–7
2-28	Membership of associations and interest groups	SwissHoldings

### GRI 3: Material Topics 2021

		References
3-2	List of material topics	Focus Areas, Material Topics, Targets and KPIs, AR p.31
3-3	Management of material topics	Specific Initiatives and Key Figures, AR p.32–58

### GRI 201: Economic Performance 2016

		References
201-1	Direct economic value generated and distributed	Financial Report, AR p.86–116
201-3	Defined benefit plan obligations and other retirement plans	Pension Obligations, AR p.108
201-4	Financial assistance received from government	Personnel expenses, AR p.95

**GRI 202: Market Presence 2016**

202-2	Proportion of senior management hired from the local community	Employee KPIs, AR p. 47–48
-------	--	----------------------------

**GRI 203: Indirect Economic Impacts 2016**

203-1	Infrastructure investments and services supported	Technologycluster & Infrastructure, AR p. 17–22 Climate & Resources, AR p. 32–44
-------	---	---

**GRI 205: Anti-corruption 2016**

205-2	Communication and training on anti-corruption policies and procedures	Society & Value Creation KPIs, AR p. 57–58 Combating Corruption, AR p. 57
205-3	Confirmed incidents of corruption and actions taken	Society & Value Creation KPIs, AR p. 57–58

**GRI 207: Tax 2019**

207-4	Country-by-country reporting	References Net sales to third parties by region AR p. 95
-------	------------------------------	---

**GRI 301: Materials 2016**

301-1	Materials used by weight or volume	References Products & Services KPIs, AR p. 53–54
-------	------------------------------------	---

**GRI 302: Energy 2016**

302-1	Energy consumption within the organization	References Climate & Resources KPIs, AR p. 42–43
-------	--	---

**GRI 304: Biodiversity 2016**

304-2	Significant impacts of activities, products and services on biodiversity	References Resource Efficiency, AR p. 37
-------	--	---

**GRI 305: Emissions 2016**

305-1	Direct (Scope 1) GHG emissions	References Climate & Resources KPIs, AR p. 42–44
305-2	Energy indirect (Scope 2) GHG emissions	Climate & Resources KPIs, AR p. 42–44
305-3	Other indirect (Scope 3) GHG emissions	Climate & Resources KPIs, AR p. 42–44
305-5	Reduction of GHG emissions	Climate and Resources KPIs, AR p. 42–44

**GRI 308: Supplier Environmental Assessment 2016**

308-1	New suppliers that were screened using environmental criteria	References S CoC, p. 1–5 Responsible Procurement, AR p. 51–52
-------	---	---

**GRI 401: Employment 2016**

401-1	New employee hires and employee turnover	References Employee KPIs, AR p. 47–48
-------	--	--

**GRI 403: Occupational Health and Safety 2018**

403-1	Occupational health and safety management system	References CoC p.3 Occupational Health and Safety, AR p. 45–46
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, AR p. 45–46
403-3	Occupational health services	Occupational Health and Safety, AR p. 45–46
403-5	Worker training on occupational health and safety	Occupational Health and Safety, AR p. 45–46
403-6	Promotion of worker health	Occupational Health and Safety, AR p. 45–46
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Responsible Procurement, AR p. 51–52
403-9	Work-related injuries	Employee KPIs, AR p. 47–48
403-10	Work-related ill health	Employee KPIs, AR p. 47–48

**GRI 404: Training and Education 2016**

**References**

404-2	Programs for upgrading employee skills and transition assistance programs	Employee Motivation and Development, AR p.45
-------	---	--

**GRI 405: Diversity and Equal Opportunity 2016**

**References**

405-1	Diversity of governance bodies and employees	Diversity and Equal Opportunities, AR p.46
405-2	Ratio of basic salary and remuneration of women to men	Diversity and Equal Opportunities, AR p.46

**GRI 406: Non-discrimination 2016**

**References**

406-1	Incidents of discrimination and corrective actions taken	Employee KPIs, AR p.47–48
-------	--	---------------------------

**GRI 408: Child Labor 2016**

**References**

408-1	Operations and suppliers at significant risk for incidents of child labor	Due Diligence in Relation to Child Labor, AR p.52
-------	---	---

**GRI 409: Forced or Compulsory Labor 2016**

**References**

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Responsible Procurement, AR p.51–52 Respect for Human Rights, AR p.55
-------	--	--

**GRI 413: Local Communities 2016**

**References**

413-1	Operations with local community engagement, impact assessments, and development programs	Social engagement and regional contribution, AR p.57
-------	--	--

**GRI 414: Supplier Social Assessment 2016**

**References**

414-1	New suppliers that were screened using social criteria	Responsible Procurement, AR p.51–52
-------	--	-------------------------------------

**GRI 416: Customer Health and Safety 2016**

**References**

416-1	Assessment of the health and safety impacts of product and service categories	Safe and High-quality Products and Services, AR p.49
-------	---	--

**GRI 418: Customer Privacy 2016**

**References**

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Society and Value Creation KPIs, AR p.57–58
-------	--	---