

SUSTAINABILITY REPORT
2024



DATWYLER

2 Sustainability Report

For Datwyler, sustainability means operating successfully in the present, while also being oriented toward the long term and delivering more value for all stakeholders.



Subchapters

- 2.1 [About sustainability](#)
- 2.2 [ESG strategy](#)
- 2.3 [Governance topics](#)
- 2.4 [Environmental topics](#)
- 2.5 [Social topics](#)
- 2.6 [Regulations, standards and frameworks](#)
- 2.7 [Appendix](#)

Achievement of the **EcoVadis Platinum rating**, ranking us in the top 1% of all evaluated companies worldwide

Environment / Social / Governance



Human rights risk assessments successfully conducted at our sites

Social



100'000 sign-ins to our learning management system

Social



Increased the amount of **electricity from renewable sources from 38% to 64%**

Environment





2.1 About sustainability

This Sustainability Report is part of Datwyler's Annual Report, offering readers a comprehensive and differentiated understanding of our commitment to sustainability and our progress. Datwyler reports in accordance with the GRI standards and [TCFD](#) as external reporting frameworks and Articles 964a-c of the Swiss Code of Obligations. A separate [reference table](#) links our material topics to statutory non-financial matters.

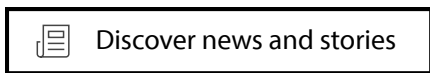
For Datwyler, sustainability means operating successfully in the present, while at the same time focusing on the long term and creating more value for all stakeholders. The company aims not only to react to market trends, but also to play a proactive role in shaping a sustainable future. A long-term orientation means balancing economic, environmental and social aspects in all our decision-making. Our progress is measured by sustainability ratings, giving us a complete overview of our performance across diverse sustainability aspects. Our goal is to be in the top 25% of our industry in all relevant sustainability ratings by 2030.

Datwyler aims to be a truly sustainable company focused on people, planet and profit. This vision reflects the company's commitment to protecting what matters to its stakeholders, including customers, employees, investors and communities.

By integrating material ESG topics into its strategy, governance and risk management framework, Datwyler takes an integrated and proactive approach to managing material environmental, social and governance issues.

News and stories

Datwyler is continuously working on the implementation of its sustainability objectives and reports on this in current news and stories on its website.

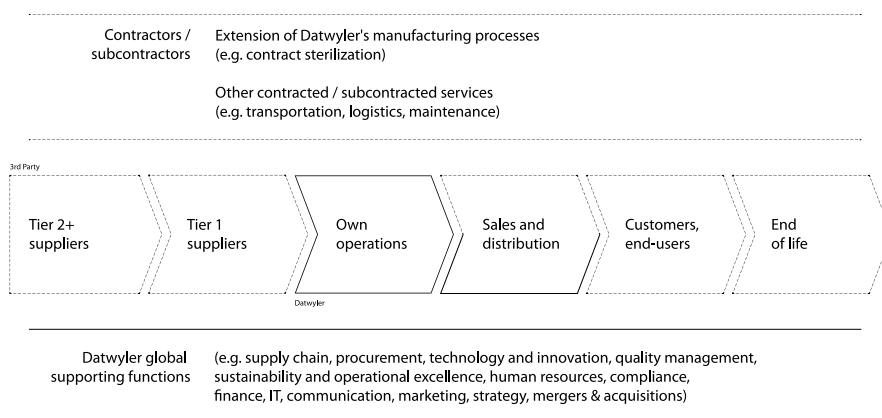


Business model

Datwyler produces system-critical elastomer components for global markets such as Healthcare, Mobility, Connectivity, General Industry and Food & Beverage. Key materials include elastomers, plastics, aluminum, metals and operating supplies. With over 25 sites on four continents, Datwyler has a global production footprint with own elastomer mixing sites, mold shops and sales and R&D centers near customers.

Datwyler's value chain encompasses product engineering, designing of production processes, manufacturing of product-related equipment such as molds, compound mixing, internal manufacturing processes like calendering, molding and trimming, and packaging of components. The components are then supplied to over 1'000 customers in more than 100 countries, where they are assembled into final systems or a final product. Our net revenue, totaling CHF 1'107.7 million, is mainly generated in Europe (CHF 590.3 million), North and South America (CHF 296.2 million) and Asia (CHF 215.7 million), while remaining regions are summarized as "other markets" (CHF 5.5 million).

Further product and service details are available in chapter 1 of this report and on our website.



Datwyler generic value chain (reflecting input from a diverse team of internal specialists).

Tier 2+ suppliers

- Suppliers of monomers, base chemicals
- Suppliers of silicon (silicon sand mining)
- Suppliers of aluminum ore (bauxite mining)

Tier 1 suppliers

- Suppliers of raw materials and semi-finished parts (rubber, silicon, aluminum, inserts, etc.)
- Suppliers of trading / finished goods
- Suppliers of packaging materials

- Suppliers of other ores and minerals (e.g. talc clay mining) / Suppliers of natural rubber
- Suppliers of processed raw materials used by tier 1
- Suppliers of indirect materials (e.g. solvents, mold release agents, dry trimming solutions, maintenance/spare parts, internal consumption)
- Suppliers of machinery/fixed assets/molds/parts for molds
- Utilities suppliers/providers

Own operations

- Engineering of products
- Designing of production processes
- Tooling
- Developing and mixing of compounds
- Internal manufacturing processes (e.g. calendering, molding, trimming)
- Packaging
- Waste/scrap and water treatment in own operations

Sales and distribution

- Sales activities to promote and sell Datwyler products
- Distributors of Datwyler products

Customers, end-users

- Assembly of Datwyler components into final systems (direct customers)
- Assembly system into final product (OEMs)
- Use of the final product (end-user/consumer)

End of life

- Disposal, reuse, recycling of Datwyler components
- Disposal, reuse, recycling of final products using Datwyler components

Impacts along our value chain

Datwyler provides its partners with system-critical components in value-adding applications and attractive markets. Despite systematic and comprehensive efforts to avoid or at least mitigate them, negative impacts on the environment, people, society and the economy can occur throughout our products' life cycle – from raw material extraction to production, distribution, use and end of life. Our activities and products have an impact in the following ways:

Our **environmental impacts** occur mainly in the upstream value chain, in the form of greenhouse gas emissions as well as air, soil and water pollution from raw material production, our own operations, transport and final disposal. They affect all employees along the value chain as well as the communities near our production sites. We are aware of the environmental footprint of our activities and those for which we are indirectly responsible, and we seek to avoid, minimize and mitigate the negative impacts on the environment. To further reduce the environmental impact, we are working with our mobility customers to enable the transition to greener mobility with our new components and solutions for electrified vehicles.

Various external stakeholders across our value chain are affected by our **social impacts**. These could potentially range from environmental issues impacting human rights to occupational health and safety, labor conditions or consumer and product safety. The focus of our efforts to avoid negative impacts is on protecting employee health and human rights. Our Healthcare components for injectable drugs are of crucial importance for the health and wellbeing of humanity. At a strategic level, our focus is on securing the availability of important medicine components in partnership with our customers.

Datwyler also has potentially significant **impacts on employees**. Work factors such as pay, vacation, ergonomics and corporate culture can affect employees' health, both physical and mental. This is especially true for production workers, who may face additional risks. They may be in contact with hazardous substances or operate in a noisy environment. Datwyler has systematic and comprehensive internal processes in place that help mitigate health and safety-related risks and protect our employees.

As a globally active company, Datwyler has a potential **impact on governance practices**. By operating transparently, ethically and in accordance with legal and regulatory standards, Datwyler strives to safeguard the interests and foster the trust of its stakeholders. This includes the strict prohibition of any form of preferential treatment, bribery, corruption or any other form of fraud. A lack of ethical and transparent corporate governance can lead to a reduced sense of fairness and accountability, which in turn can undermine trust in the company and in the industry as a whole.

ESG Governance

Oversight and execution of the sustainability (ESG) strategy at Datwyler

To effectively embed ESG principles across all levels of our organization, we have established clear roles and responsibilities to ensure alignment, accountability and active participation in our sustainability goals. Each level, from the Board of Directors to individual employees, plays a vital role in achieving our ESG objectives and fostering a culture of ethical and sustainable business practices. Below is an overview of key roles and their responsibilities in advancing our ESG commitments.

Each team's active involvement ensures that our ESG efforts are consistently reflected in both strategic decisions and everyday actions.

- ➔ **Board of Directors**
Responsible for overseeing the overall ESG strategy, setting goals and ensuring accountability throughout the organization.
- ➔ **Executive Committee**
Executes the ESG strategy and ensures alignment with corporate objectives, reporting progress and challenges to the Board.
- ➔ **Group functions** (e.g. Risk, Compliance, HR)
Integrate ESG considerations into their respective areas, managing risks, setting policies and supporting compliance with ESG standards.

**Business units**

Implement ESG initiatives at the operational level, aligning daily activities with the company's ESG objectives and targets.

**Employees**

Uphold ESG policies and practices in their roles, contributing to the company's culture of ethical behavior, sustainability and social responsibility.

Board of Directors

The highest governance body at Datwyler is the Datwyler Board of Directors (BoD), which has overall responsibility for Datwyler's ESG strategy and reporting.

The Board oversees the Executive Committee on matters required to enable:

- The Datwyler Group to operate on a sustainable basis for the benefit of current and future generations
- The development and adoption of the Datwyler Sustainability (ESG) Strategy and related policies, including the Sustainability focus areas and long-term goals
- The effective management of ESG-related risks
- The communication of critical concerns to the highest governance body
- The development of ESG knowledge at BoD and group level
- The approval and supervision of employee incentives

Executive Committee

While the Board oversees the sustainability strategy, the Executive Committee ensures the implementation.

The Executive Committee has defined sustainability as a crucial element of the company strategy and has set sustainability-related objectives.

The CSO (Chief Sustainability Officer) coordinates the sustainability activities within the organization and has regular exchange meetings with the Executive Committee members, with the BoD and with relevant people within the organization.

Business integration

Everyday sustainability topics are managed by the sustainability team, business areas, business units, sites and other global functions such as human resources, procurement, technology and innovation, communications, engineering and compliance.

All Datwyler employees contribute to the sustainability journey.

Collective knowledge of the highest governance body

Annual knowledge exchange sessions are organized for the BoD members with the goal of advancing the collective knowledge, skills and experience in sustainable development.

In 2024, the following topics were presented to the BoD:

- Review of the sustainability strategy including SWOT analysis, long-term ambition and top priorities (strategy meeting September 2024)
- Deep dive into the new legal requirements for reporting on non-financial matters (strategy meeting September 2024)
- Approval of the outcome of the double materiality assessment (DMA) with regards to CSRD (Audit Committee and BoD meeting December 2024)
- Approval of the 2024 sustainability report including TCFD (Climate report in line with Swiss Code of Obligations) (Audit Committee and BoD meeting 2025)

Evaluation of the performance of the highest governance body

Each year the BoD Chair initiates an independent evaluation of the Board members' skills through a questionnaire covering leadership, culture, role clarity, teamwork, accountability, decision-making, communication and Board operations, including economic, environmental, social and governance questions.

BoD members complete the questionnaire individually, and the Chair reviews it. Actions to close gaps related to the Board's operation and skill set are taken if needed.

↑↓ 3.3 Internal organization

Communication of critical concerns


Critical concerns relate to the organization's actual or potential negative impacts on stakeholders, raised through grievance mechanisms and other processes, as well as issues related to the organization's conduct in its operations and business relationships.

At Datwyler, the CEO, CFO or CSO immediately reports critical concerns to the BoD. An overview of critical concerns is included in the compliance report and in the annual risk management report and is disclosed by the CFO to the BoD.

ESG risk management

As a globally active company, Datwyler has an institutionalized and systematic risk management system. Risks are divided into four categories: strategic, operational, financial and compliance. Since 2024, the risk report has also covered sustainability and human resource risks separately.

For **environmental risks**, Datwyler is exposed to physical and transition risks. Natural disasters or droughts, caused by global warming, could affect our supply chain, our own operations and our employees. In addition, we monitor the evolution of more stringent environmental regulations, such as carbon taxes, which may increase raw materials and energy costs, or potentially restrict certain chemicals (e.g. fluoropolymers). Environmental risks can therefore increase our costs and can have an impact on our products and business models (see TCFD report).

 [Discover the TCFD report](#)

Social risks arise from interactions with employees, communities, consumers and broader societal expectations. Human rights, particularly in the value chain, are receiving increased attention and regulation. As a result, non-compliance with human rights in the supply chain poses reputational, financial and litigation risks for Datwyler.

Datwyler is exposed to **employee-related risks** due to its dependence on a committed and skilled workforce. Because of demographic trends, there is a potential risk of a shortage of suitable workers in the future, as the workforce ages and shrinks. Failure to meet employees' expectations of a modern working environment, including the promotion of diversity, equity, inclusion and belonging, could affect talent attraction and employee retention.

Governance risks arise from increased regulation and stakeholder expectations, increasing our administrative requirements to ensure transparent reporting and compliance with relevant and new ESG requirements or laws. There is further a particular focus on how companies deal with corruption risks. Corruption incidents can negatively impact business and investor relationships and damage Datwyler's reputation. In addition, corruption can cause direct financial damage to local companies and the Group.

↑↓ [More information is available in the risk management section of the Corporate Governance chapter](#)

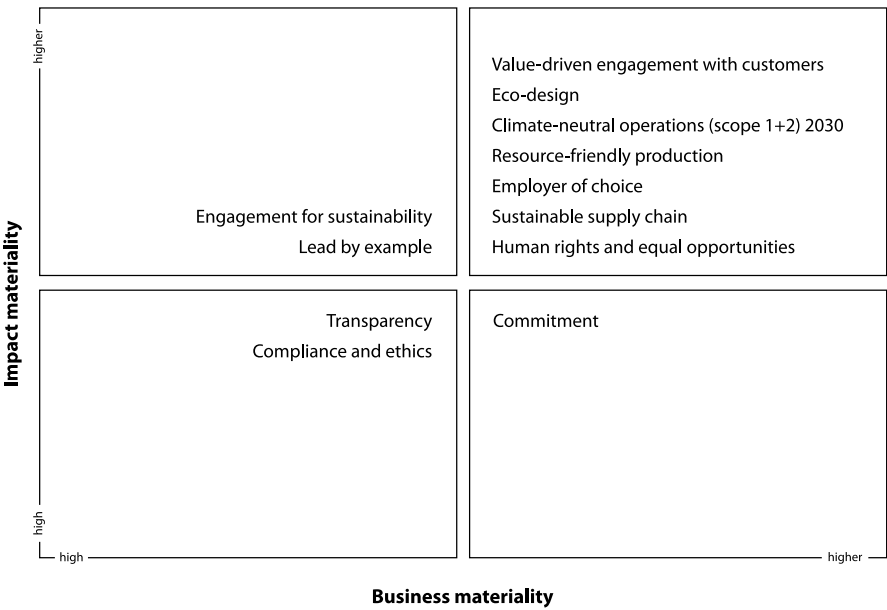
2.2 ESG strategy

Materiality

Datwyler's first materiality analysis in 2016 compiled a long list of topics, including those rooted in sustainability standards, industry relevance and alignment with Datwyler's corporate strategy. These topics were discussed in workshops with the extended management team and the Executive Committee and assessed in terms of relevance from the perspective of management and stakeholders.

In 2021, as part of the development of its sustainability strategy, Datwyler revisited and updated its material topics, assessing Datwyler's impact on the economy, society and the environment. The result was validated and approved by the Executive Committee and the Board of Directors.


In 2023, Datwyler reviewed the materiality analysis again. Four material topics were adjusted to better reflect the evolving sustainability landscape, while all were assessed for business relevance (business materiality) and impact on the economy, society and the environment (impact materiality). The result was approved by the Executive Committee and the Board of Directors.



The twelve focus topics form the core of Datwyler's ESG strategy. Due to a revision of our strategic priorities, we have removed the non-ESG topics from our materiality analysis compared to last year's report.

In 2024, Datwyler conducted a new double materiality assessment (DMA) in line with the framework provided by the European Sustainability Reporting Standards (ESRS), which supports compliance with the EU Corporate Sustainability Reporting Directive. This assessment incorporated input from various stakeholders. The 2025 Sustainability report will be structured to align with the CSRD requirements.

A separate allocation of Datwyler's material topics on non-financial matters according to the Swiss Code of Obligations is given in a corresponding reference table.

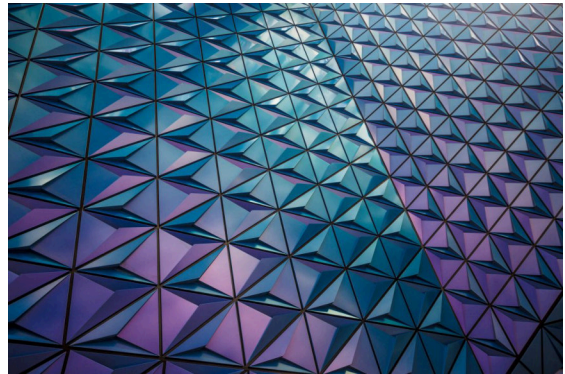
 [Discover the Swiss Code of Obligations \(CO\) reference table](#)

Environmental focus topics – reduce footprint



Climate-neutral operations 2030

Scope 1+2 emissions (Science Based Targets)



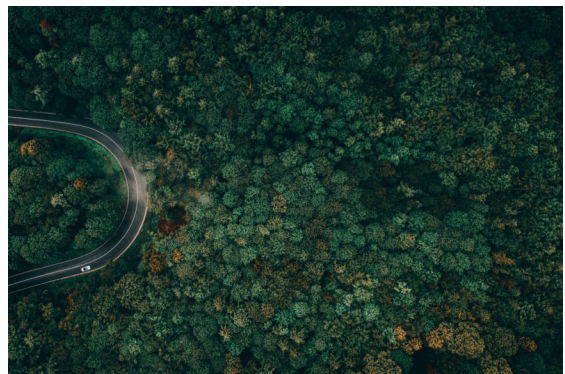
Eco-design

Life-cycle thinking, sustainable products



Resource-friendly production

Waste, water, materials



Sustainable supply chain

Scope 3 emissions, sustainable solutions through supplier and customer base



Social focus topics – deliver more value



Employer of choice

Employee commitment & satisfaction, employer branding, safe and healthy workplace



Value-driven engagement with customers

Interactions, collaboration, positive social impact



Human rights and equal opportunities

Diversity, equity, inclusion and belonging, protecting human rights of all stakeholders



Engagement for sustainability

Volunteering for activities for company, customers, society

Governance focus topics – be responsible



Transparency

Reporting, standards, ratings



Compliance and ethics

Policies, proactive chemical compliance



Lead by example

ESG integration at all levels of the organization



Commitment

Budget & resources, principles, memberships, remuneration

ESG goals 2030

To further strengthen its sustainability management and to make the focus topics more tangible, Datwyler has defined its top 10 sustainability goals for 2030.

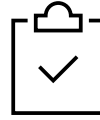


Climate-neutral operations (scope 1+2) by 2030

KPI: Difference in absolute scope 1 and 2 emissions in tons CO₂ equivalent (eq) compared to base year 2023

Compared to 2023, the absolute CO₂eq emissions were reduced by 32% in 2024, leading to emissions of 61'289 tons.

→ [Climate-neutral operations 2030](#)



Product carbon footprint available for each new product

KPI: Percentage of new products covered by a product carbon footprint (PCF) analysis

PCFs for new products are conducted upon customer request, either as specific studies for a particular part or as general calculations for a product category. Although some initial PCF analyses have been completed, the coverage remains below 1%, since PCF analyses are not yet part of the product development process. For existing products, analyses are conducted on an ad hoc basis.

→ [Eco-design](#)



ISO 14001, ISO 45001 and ISO 50001 certificates at all production sites

KPI: Percentual coverage of ISO 14001, ISO 45001 and ISO 50001 at all production sites

At the end of 2024, 77% of the production sites were certified according to ISO 14001, 50% according to ISO 45001, and 8% according to ISO 50001.

→ [Climate-neutral operations 2030](#)
→ [Resource-friendly production](#)
→ [Employer of choice](#)



Strive for all quality- critical suppliers to sign Supplier Code of Conduct

KPI: Percentage of quality-critical suppliers that have signed the Supplier Code of Conduct

At the end of 2024, 99% of the quality-critical suppliers had signed the Supplier Code of Conduct.

→ [Sustainable supply chain](#)



Employee commitment rates above industry benchmark for all sites

KPI: Employee commitment rate assessed via employee survey

The employee commitment rate in 2023 was 85 out of 100, exceeding the industry benchmark of 82. Employee surveys are conducted every two years, so there is no updated figure for 2024.

→ Employer of choice



High rankings in customer service rating for sustainability

KPI: Score for sustainability-related questions in customer questionnaires

As part of the customer survey in 2023, customers rated our sustainability performance better than that of our peers. Customer surveys are conducted every two years, so there is no updated figure for 2024.

→ Value-driven engagement with customers



Strive for zero accidents, zero injuries and a healthy working environment

KPI: Accident severity rate (absences due to work-related accidents in days / total hours worked *1'000)

In 2024, there were 1'864 days of absence due to work-related accidents, corresponding to an accident severity rate of 0.12.

→ Employer of choice



Embed human rights due diligence and considerations in all applicable key processes, contracts and relationships along the value chain

KPI: Number of processes and documents where human rights topics are embedded

In 2024, human rights topics were embedded in seven key processes and documents, such as in supplier performance monitoring, while the integration into six processes / documents is still ongoing.

→ Human rights and equal opportunities



At least one annual external community activity per location

KPI: Percentage of locations that engage in at least one external community activity

In 2024, 70% of all locations engaged in at least one external community activity.

→ [Engagement for sustainability](#)




Be among the top 25% within our industry in all relevant sustainability ratings

KPI: Percentage of relevant ratings where we are among the top 25% within our industry

In 2024, Datwyler already achieved this for the following ratings: EcoVadis (top 1% within our industry) and Sustainalytics (top 22% within our industry).

→ [Overarching](#)

Contribution to the SDGs

As part of its sustainability strategy, Datwyler aims to make a global contribution to sustainable development in line with the [Sustainable Development Goals of the United Nations \(SDGs\)](#) . Of the 17 global goals, Datwyler has prioritized eight SDGs to which its business model makes a particular contribution.



[Sustainable Development Goal #3](#)

Ensure healthy lives and promote well-being for all at all ages.

→ [Customer health and safety and chemical compliance](#)



[Sustainable Development Goal #4](#)

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

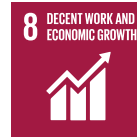
→ [Employer of choice](#)



Sustainable Development Goal #5

Achieve gender equality and empower all women and girls.

- Employer of choice
- Human rights and equal opportunities



Sustainable Development Goal #8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

- Resource-friendly production
- Employer of choice



Sustainable Development Goal #9

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

- Eco-design
- Resource-friendly production
- Sustainable supply chain



Sustainable Development Goal #12

Ensure sustainable consumption and production patterns.

- Resource-friendly production
- Eco-design



Sustainable Development Goal #13

Take urgent action to combat climate change and its impacts.

- Climate-neutral operations 2030
- Sustainable supply chain



Sustainable Development Goal #17

Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

- Value-driven engagement with customers

2.3 Reporting on governance topics

In the area of governance, Datwyler focuses on transparency, compliance and ethics, lead by example and commitment.



FOCUS TOPIC

Transparency

Datwyler believes transparency is fundamental for stakeholders – such as investors, customers, regulators and (potential) employees – to recognize the company as a reliable partner. Transparent reporting enables stakeholders to assess our ESG performance, fostering trust by showing how we manage sustainability risks and meet regulatory requirements. A lack of transparency could expose Datwyler to reputational damage or regulatory penalties, while embracing transparency enhances brand value, attracts responsible investment and talents, and differentiates Datwyler in competitive markets through strong ESG engagement.



Our long-term ambition

To ensure that transparency is central to our business, providing key stakeholders with clear insight into our practices and sustainability efforts.



Our future key targets

Be among the top 25% within our industry in all relevant sustainability ratings.



Our approach

Datwyler has consistently reported its ESG performance based on leading frameworks and published a sustainability report in accordance with GRI and the ten principles of the UN Global Compact since 2009.

We have disclosed our energy consumption and resulting CO₂ emissions to the Carbon Disclosure Project (CDP) since 2013, and since 2022 we have also reported on water consumption and deforestation impacts. This standardized reporting helps stakeholders understand our environment-related efforts.

To enhance visibility in our corporate social responsibility, Datwyler has submitted to EcoVadis since 2019. After receiving the Gold award from EcoVadis in 2023, Datwyler received the Platinum rating in 2024, placing us in the top 1% of more than 150'000 rated companies from 185 countries.



[Read more about Datwyler's EcoVadis rating](#)



Open dialog with all stakeholders

Engaging in open dialogue with all stakeholders is crucial to our transparency commitment. By referring to our ESG strategy and our climate transition plan at our shareholder and investor touchpoints and by discussing ESG topics with our customers, suppliers and contractors, we regularly collect external feedback. The Datwyler Group also maintains an open dialog with its employees. Regular employee surveys provide the foundation for continuous improvements. Employees are free to join trade unions or internal employee representative bodies, and we engage constructively with them in accordance with legal requirements.

Audit by independent third parties

To enhance the credibility of its non-financial information, in 2024 Datwyler obtained limited assurance on selected KPIs by KPMG. The following KPIs were verified:

- Greenhouse gas (CO₂eq) emissions (scope 1 and 2) and greenhouse gas emissions intensity
- Percentage of suppliers that are certified according to sustainable certificates (ISO 14001, ISO 45001, ISO 50001)
- Net promoter score
- Accident severity rate
- Number of confirmed corruption incidents



The verified KPIs are marked and reported. Assured by KPMG



FOCUS TOPIC

Compliance and ethics

Datwyler is committed to conducting its business in compliance with all applicable laws and ethical principles and protecting stakeholder interests while promoting fairness and accountability, which enhances trust in the company and the industry in general. By complying with all legal requirements, Datwyler can minimize the risk of litigation related to corruption or anti-competitive behavior.



Our approach

A fair and responsible partner

As a global company with over 25 sites, Datwyler's business model involves a variety of business relationships at the local, national and international levels. Datwyler strives to have an industry-leading ESG policy framework that is continuously evaluated and improved.

The company's commitment to the highest ethical standards is anchored in Datwyler's Code of Conduct. The code requires the Group's companies and employees to respect national laws, human rights, personal dignity and the privacy of each individual, and is binding for all employees across the Group. The Code of Conduct articulates how to deal with business partners and competitors.

Regular training sessions ensure employees understand and comply with relevant laws and our Code of Conduct. To foster compliance, Datwyler has implemented a new digital reporting channel, conducts internal audits and has improved its compliance case tracking and handling. In addition, site directors have to confirm annually that they comply with the general compliance standards required at the Group level.

With a publicly available tax strategy, Datwyler assumes its social responsibility and commits not to engage in aggressive tax planning.

Ethical standards in the supply chain

Sustainability is integrated throughout our supply chain, with expectations for suppliers outlined in a separate Supplier Code of Conduct. To put this into practice, topics related to human rights and sustainability have been embedded in various policies and processes within the Datwyler Group (see more in the chapter "Sustainable supply chain").

Whistleblower reporting system

A visible whistleblowing reporting system that is actively promoted builds trust and mitigates the risk of corruption and other fraud cases. Employees are informed about the whistleblowing hotline as part of the Code of Conduct training. When dealing with whistleblowing cases, the general requirements of the EU Whistleblowing Directive (Directive (EU) 2019/1937) and applicable local laws are followed. Internal Audit processes and analyzes the cases, presenting and discussing potential measures with the Group Compliance Officer. In the reporting year, 26 relevant reports were received, seven of which contained substantial information. None of these reports were related to a corruption case. All reports are treated confidentially.

↑↓ More information is available in the whistleblower hotline section of the Corporate Governance chapter

Anti-corruption and anti-bribery

Datwyler operates in countries with a certain risk of bribery and strictly prohibits any special treatment, bribery, corruption, or any other form of fraud or money laundering activities. An anti-fraud and anti-money-laundering policy were officially launched and introduced to the site directors at the beginning of the year. Our anti-corruption measures are intended to promote an open and honest culture and to make our employees aware in advance of any disadvantages or other damage caused by corruption incidents.

Preventive measures such as refresher Code of Conduct training or creating awareness for the whistleblowing hotline help us to avoid greater damage and enhance the understanding of each individual employee. In the reporting year, none of the whistleblower reports received were in connection with a proved corruption case¹.

1. Assured by KPMG



FOCUS TOPIC

Lead by example

Leading by example is about implementing sustainability at all levels of the organization. For Datwyler, this means that the Board of Directors and Executive Committee serve as role models. Only leaders who truly embody our values can successfully inspire employees to act sustainably. A strong corporate culture fosters personal growth, psychological safety and efficiency, helping Datwyler achieve its ESG strategy while enhancing its reputation.



Our long-term ambition

Integrate sustainability into every level of decision-making, ensuring that all leaders actively promote responsible practices.



Our future key targets

- Ensure sustainability is fully integrated into the company's strategic objectives, with 100% of business unit strategies incorporating sustainability goals
- Provide sustainability governance training to all business unit leads, ensuring that they understand their roles in promoting sustainability practices and ethical decision-making
- At least 20% female representation in Executive Committee by 2030
- At least 30% female representation on Board level by 2025



Our approach

Leading by example means that Datwyler's Board of Directors and Executive Committee take responsibility and act as role models. For Datwyler, this entails diversity in leadership positions.

Diversity in Datwyler's Board of Directors and Executive Committee

Diversity, equity, inclusion and belonging are vital and should be reflected in leadership roles. Datwyler has set targets in line with the Swiss regulations: 30% female representation on the Board by 2025 and 20% on the Executive Committee by 2030. While required competencies are paramount, qualified candidates who enhance diversity will be prioritized.

By the end of 2024, female representation was 12.5% on the Board and 40% on the Executive Committee, meaning we have already met the target for the Executive Committee.



[Read more about the current composition of Datwyler's Executive Committee](#)



[Read more about the current composition of Datwyler's Board of Directors](#)



FOCUS TOPIC

Commitment

For Datwyler, commitment means embedding sustainability across the organization. Specifically, this means that sustainability is a success factor for all employees as well as for management and the Board of Directors. This enables Datwyler to act as a role model in the industry and strengthen the concept of sustainability, which can have a positive impact on the company's reputation and positioning.

As part of our sustainability strategy, the Board of Directors has introduced a sustainability performance indicator in the variable incentive model, which has accounted for 20% of incentives for the Executive Committee and eligible employees since 2022.

The previous indicators – net revenue growth and EBIT – each represent 40%. The sustainability performance indicator is based on our twelve focus topics and can be redefined annually by the Board.

For 2024, the following parameters were set:

- ➔ Reduction of CO₂eq emissions (scope 1 and 2) in relation to net revenue compared to 2023 (weighted at 50%)
- ➔ Accident severity rate (25%)

→ Employee commitment (25%)

Each parameter has minimum and maximum thresholds to determine its contribution to target achievement.

↑↓ [Read more in the current remuneration report](#)

2.4 Reporting on environmental topics

In the environmental area, Datwyler focuses on climate-neutral operations 2030, eco-design, resource-friendly production and sustainable supply chain.



FOCUS TOPIC

Climate-neutral operations (scope 1+2) 2030

Datwyler is committed to achieving climate-neutral operations by 2030, acknowledging the environmental impacts of our production. As we reduce our environmental footprint, we also recognize the risks posed by climate change, such as the potential for natural disasters and evolving regulations that may impact our costs and operational stability. Through proactive measures, we aim to minimize these impacts, safeguarding both our business resilience and the surrounding communities.



Our long-term ambition

To meet near-term emission reduction goals validated by the Science Based Targets initiative (SBTi), aligning our efforts with the latest climate science to limit global warming.



Our future key targets

- Climate-neutral operations (scope 1 + 2) by 2030
- Annual reduction in absolute scope 1 and 2 emissions in line with the 1.5°C pathway recommended in the Paris Climate Agreement
- Set SBTi-validated targets for the near-term
- ISO 14001 and ISO 50001 certificates at all production sites



Our approach

Energy management at the production sites is part of the integrated Environmental Management System (EMS). Twenty sites (77%) are already certified to ISO 14001 and two sites (8%) to ISO 50001.

Ambitious commitment to climate target

Datwyler aims to achieve climate neutrality for its own operations (scope 1 and 2) by 2030. In addition, Datwyler has committed to the SBTi and is now working on binding greenhouse gas reduction targets for the near term. The SBTi [offers](#) a reduction pathway to calculate Datwyler's "fair share" in reducing carbon emissions in order to help achieve the 1.5°C level. Datwyler's emission reduction plan includes purchasing renewable energy, increasing energy efficiency and investing in its own generation of renewable energy. We define 2023 as our base year for internal purposes, but this will be reviewed once targets are submitted to the SBTi.

The actions defined are intended to drastically reduce greenhouse gas emissions despite forecasted business growth. In addition, Datwyler will engage in beyond-value-chain mitigation for emissions that continue to occur in order to achieve climate neutrality. Datwyler is aware that the greenhouse gas emissions outside our operations – so called scope 3 emissions – exceed the ones of our own operations. Scope 3 accounts for approximately 84 percent of our emissions and is described in the chapter "Scope 3 analysis".

Focusing on renewable electricity and energy efficiency

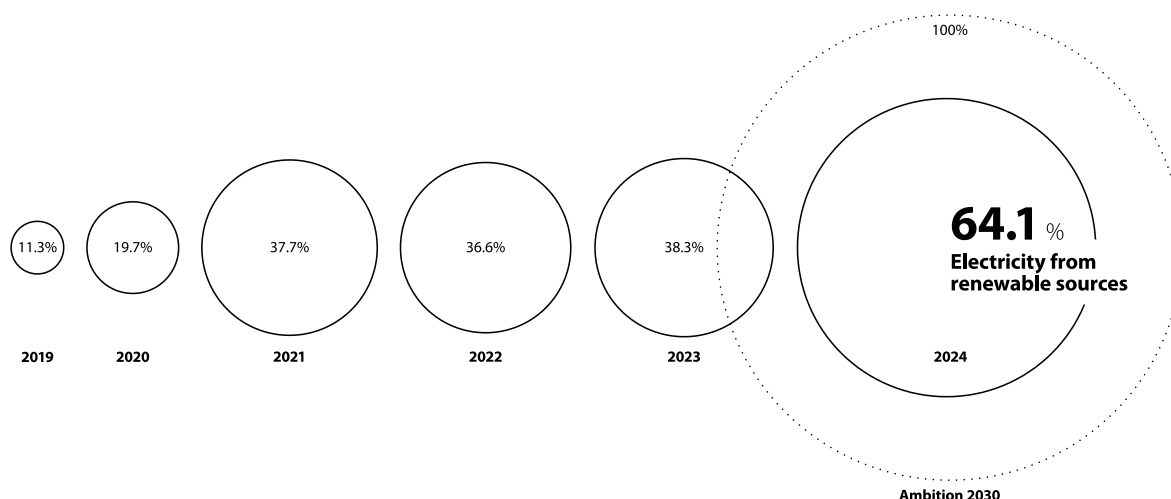
Purchasing renewable energy and the self-generation of electricity are key strategies in achieving our sustainability targets. In 2024, we intensified our focus on renewable electricity by providing clear guidance, training and support to our sites on renewable electricity procurement. This proactive approach enabled nine additional production sites to transition to renewable electricity sourcing, bringing the total to twenty sites. They now derive the majority – or all – of their electricity from renewable sources.

Our commitment to self-generation continues to grow. By 2023, eight sites had installed photovoltaic (PV) systems, collectively generating 4'390 MWh annually. In 2024, we further expanded this capacity, achieving a total generation of 6'203 MWh. These efforts contributed to an increase in the share of renewable electricity used across our operations, from 38.3% in 2023 to 64.1% in 2024.

In parallel with expanding renewable energy use, we are investing in energy efficiency improvements across our sites. To foster continuous improvement, we prioritize the visibility of environmental performance metrics within the organization and have started to facilitate knowledge sharing through exchange meetings. These initiatives empower sites to learn from one another and adapt effective energy-saving measures.



Data table



Further investments in PV systems and the extensions of contracts to procure renewable electricity increased the share of electricity from renewable sources from 38.3% to 64.1%.

Improving data completeness

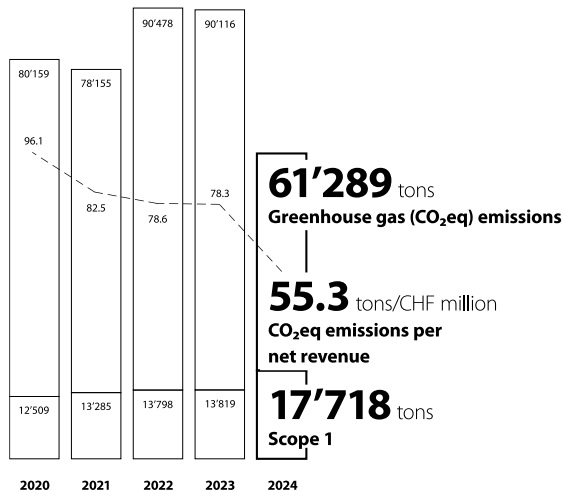
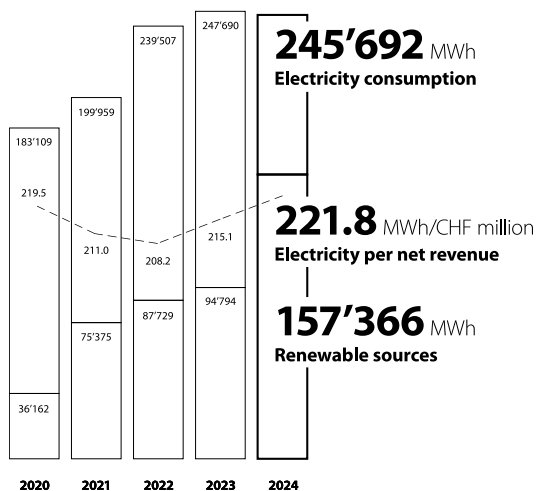
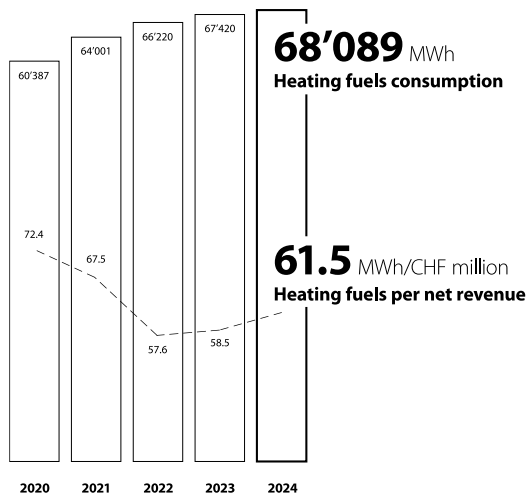
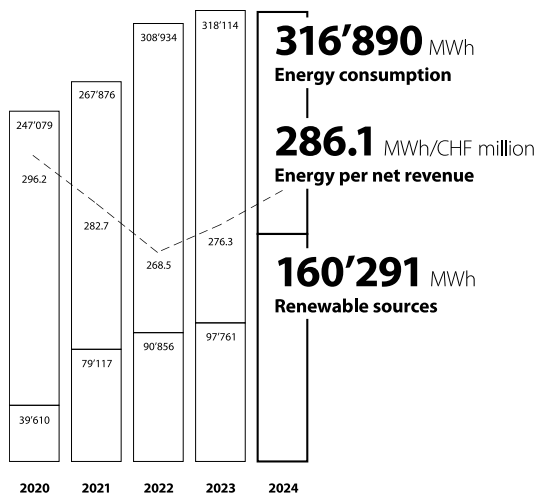
In 2024, we significantly improved data completeness for our scope 1 and 2 emissions. Previously excluded due to their low impact, emissions from office locations are now included, starting in 2024. Additionally, scope 1 reporting has been expanded to incorporate emissions from our vehicle fleet, fugitive emissions through refrigerants and emissions from oxidation in our catalytic oxidizer systems (CatOx), providing a more comprehensive view of our overall emissions profile.

Decreased emissions

The five-year track record reveals an increase in energy consumption mainly resulting from business growth, new sites and acquisitions.

In 2024, Datwyler's operations were responsible for emissions of about 61'289 tons CO₂eq (scope 1 and 2), which results in a decrease of 32.0% compared to 2023. At the same time, relative CO₂eq emissions decreased by 29.3%. This is especially remarkable given the fact that additional emissions categories and locations are included for the first time. The main reason for this reduction is the increase in renewable electricity, as mentioned above.

 [Data table](#)



Eco-design

Datwyler is aware of the impact that our products have on the environment with respective consequences for the climate. There is no question about the urgency of implementing sustainable practices. Eco-design is the approach of proactively seeking such opportunities at the stage of product development. By integrating eco-design in addition to high quality standards and safety requirements, Datwyler can decrease the emissions associated with our portfolio, reduce material costs and increase resource efficiency. Ultimately, it promotes innovation, leading to higher demand and limiting regulatory risks.



Our long-term ambition

Eco-design is integrated into all new product developments.



Future key targets

Product carbon footprint available for each new product.



Our approach

Eco-design considers the entire product life cycle, focusing on developing more sustainable elastomer compounds, optimizing design to save on materials, reducing process-related waste and using reusable or recyclable packaging. Datwyler continuously invests in even better materials, process technologies, production equipment and testing methods.

Statutory information obligations as minimum standards

Raw materials, and therefore substances used across the material portfolio, go through a very accurate and rigorous selection process when it comes to new developments. Any newly introduced raw material is checked in a very pro-active way. Although not yet scrutinized by regulatory bodies, certain materials will nevertheless be refused under Datwyler's internal rules because of early signs of controversy for such materials. All substances are subject to the highest levels of chemical regulatory compliance and are discarded in new developments based on their properties if dangerous to the environment or worker health.

With its proactive chemical compliance management, Datwyler goes above and beyond legal requirements. In its effort to proactively address critical substances, internally called "SoCs" (Substances of Concern), Datwyler is further engaging in analytical testing of finished products to determine if a full replacement is needed.

Integration of eco-design in development and production

Eco-design principles offer a critical perspective when developing products that reduce the environmental impact across all their life cycle stages while maintaining their functional qualities.

As a starting point, we have implemented the "eco-design checklists", which allow early identification of potential critical points and the development of strategies to counteract them. The next step is to add the emissions associated with a product as a determinative parameter for future design in order to select the optimal concept in terms of environmental performance. Product Carbon Footprints (PCF) or Life Cycle Assessments (LCA) support these efforts, and we have already conducted several studies both in Healthcare and Industrial Solutions. Our goal is to have such assessments for all new products by 2030. To achieve it, we will extend our expertise in the subject with more products categories, in order to complement the product development tool with necessary functionality to facilitate quick and easy calculation.

The first results of these studies reveal a significant contribution from the materials, making it clear where the primary efforts should be focused on finding concrete solutions.

Our dedication to minimizing our environmental impact is further complemented by innovations that drive resource optimization. By identifying and addressing seal issues before they lead to failures, we minimize the need for premature replacements and the associated environmental impact of manufacturing, transporting and disposing of parts. This approach of predictive maintenance helps optimize resource use, lowering energy consumption and reducing the overall carbon footprint of operations. With its new soft-sensing technology, Datwyler is developing a solution that supports our customers in recognizing when sealing materials reach the end of their lifespans and automatically giving users early, advance feedback.



Datwyler systematically integrates eco-design into the product development process. In this way, the company creates value for its customers and promotes sustainability.

Sustainability also considered as criteria in new material developments

Researching new materials not only involves assessing the cost, manufacture and performance of the final product, but also its environmental impact, from the sustainability of the raw materials to the compostability and overall recyclability of the component.

Datwyler is currently working on a number of projects that focus on the use of renewable raw materials to reduce the need for fossil fuels in the elastomer manufacturing process. Such projects include replacing oil-based polymers with a polymer derived from sugar cane, using a plasticizer of vegetable rather than petroleum oil origin, and replacing plastic-based fibers with modified cellulose fibers.

The use of recycled materials is another important area for sustainability, and we have been investigating how scrap material produced during manufacture can be used in new components. The process involves reworking leftover material down to a fine powder, which is then added back to the raw material at the beginning. Not only does this reduce the volume of discarded material in the original process, but it also increases the amount of reclaimed materials in new products.

All these upcoming developments, together with material changes that have already been successfully completed like the use of recycled aluminum in the Food & Beverage Business Unit, will help Datwyler to reduce its carbon footprint. A second successful development is in our Healthcare business for our flip caps. A polypropylene disc that covers the stopper on a vial and is made from renewable sources instead of petrol has been successfully validated. In a next step, waste oil will also be validated as a raw material source for polypropylene.

In support of the initiatives for sustainable material development, Datwyler has been a member of the Circular Rubber Platform since the end of 2024. The platform connects companies across the entire value chain and creates an environment that stimulates developments, while providing an overview of existing technologies and opportunities.



FOCUS TOPIC

Resource-friendly production

At Datwyler, responsible use of resources is central to minimizing our environmental impact and safeguarding our business. Our commitment to reducing waste and water consumption mitigates risks from regulatory pressure, resource scarcity and operational costs. Our resource-efficient production and waste-reduction innovations minimize our footprint and build resilience. This approach not only upholds our sustainability goals but also unlocks opportunities to attract eco-conscious customers and drive industry leadership in resource-friendly practices.



Our long-term ambition

Low-waste and highly water-efficient production.



Future key targets

- Reduce water withdrawal relative to net revenue by 3% per year
- Reduce waste volume relative to net revenue by 3% per year
- ISO 14001 certificate at all production sites



Our approach

Datwyler's priority is the gradual reduction of waste and water consumption, in addition to improved energy efficiency and increased use of renewable energies. Energy- and emission-related activities are reported in the focus topic Climate-neutral operations 2030.

We also recognize the importance of biodiversity and the link between water consumption, waste and the release of greenhouse gases to the loss of biodiversity. Our corporate environmental goals contribute to the protection of biodiversity.

Environmental Management System (EMS)


With our environmental management system, we aim to minimize the impact of the company's operations and products on the environment by designing and manufacturing products and processes that use natural resources sustainably and reduce the company's carbon footprint.

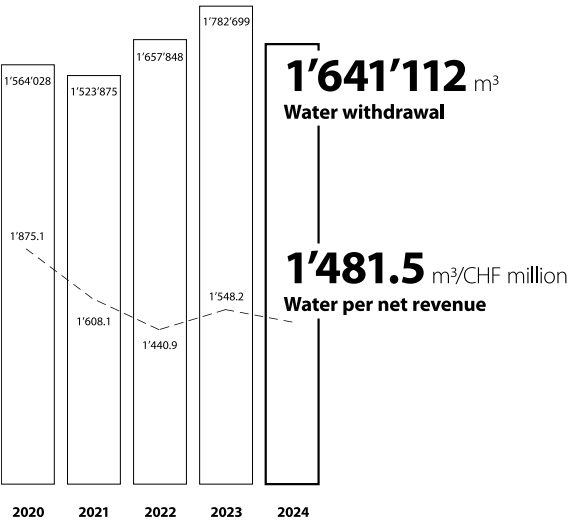
Twenty or some 77% of Datwyler's sites have already achieved environmental certification in accordance with the ISO 14001 standard and other sites are laying the groundwork to achieve this certification.

Water withdrawal

Most of Datwyler's total water withdrawal is attributable to the specific requirements of its production processes. Both the cooling systems used in the Food & Beverage business unit's production and the washing of components in the Healthcare sector require significant amounts of water. Specifically, approximately 38% of Group-wide water withdrawal occurs due to the groundwater cooling system used in Switzerland. Since this is a closed-loop system at our production site, the authority-approved groundwater withdrawal in Switzerland is reported separately.

The long-term target (2015 to 2025) is to reduce relative water withdrawal per net revenue by 3% each year. In 2024, absolute water withdrawal was reduced by 7.9% and relative water withdrawal by 4.3% compared to the previous year. One of the measures implemented is the switching off of unneeded control cabinet cooling in Schattdorf. Further, Alken is currently building a new plant for wastewater treatment, where most of the wastewater will be collected, treated and processed to fully purified water.

 Data table




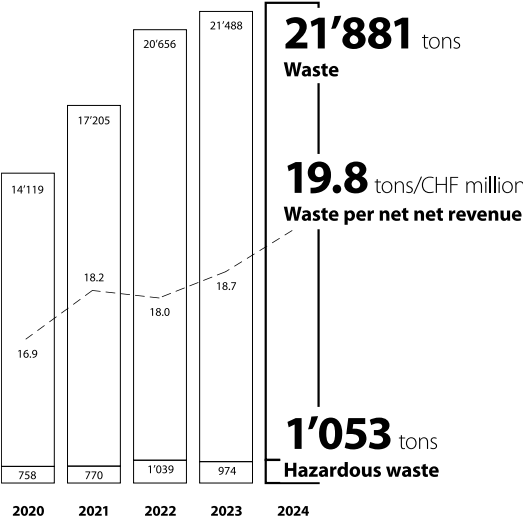
Waste disposal

Datwyler has set itself the goal of reducing the volume of waste in relation to net revenue (tons/CHF million) by 3% annually. The company has succeeded in increasing the amount of elastomer waste used in downcycled products. For example, the company's process-related elastomer waste is used in the production of surface coverings for sports fields. The amount of recycled and reused waste was increased from 68.3% in 2017 to 74.1% in 2024.

Our Kesurdi site has achieved a remarkable milestone in reducing plastic waste by 90 metric tons annually through innovative practices and adherence to the principles of reduce, reuse and recycle. This initiative, implemented without capital investment, delivers dual benefits: significant environmental footprint reduction and cost savings.

The absolute volume of waste increased by 1.8% from 21'488 tons in 2023 to 21'881 tons in 2024. With an increase in waste per net revenue of 5.9%, the target of a reduction could not be reached. One of the reasons is that some of our sites improved data completeness and now report more waste categories. In 2024 we assessed the waste volumes by different categories, in order to identify the hotspots. Measures defined for 2025 are to start with pilot projects and put an even higher focus on reducing process waste in the product development process. At the same time, we are working on improving data accuracy, since some sites are only able to estimate their waste volumes for some categories.

 Data table



Sustainable supply chain

At Datwyler, a sustainable supply chain is fundamental to our mission of delivering responsible, high-quality solutions. By actively collaborating with suppliers to stimulate greener products and ideas and reducing packaging, we actively work to minimize our environmental impact. Our procurement team drives innovation and sustainability, fosters long-term partnerships with suppliers who share our values and prioritizes local-for-local sourcing to mitigate geopolitical risks. This approach reduces our environmental footprint and strengthens our competitive edge and access to essential materials for sustainable growth.



Our long-term ambition

Continuously improve ESG-compliant processes and supply chain and bring in sustainability solutions through our supplier base to further reduce our environmental footprint.



Future key targets

- Strive for all quality-critical suppliers to sign Supplier Code of Conduct
- Annual increase of the ESG maturity level of our supplier base
- Our sourcing strategy encourages suppliers to bring in more sustainable solutions
- Ensure availability of the most important raw materials through pro-active risk management. This includes, among other things, local-for-local and whenever possible dual sourcing of materials
- In sourcing, identify five product replacements with better sustainability performance annually by 2030
- Further enhancement of risk management, focusing on both supply chain risks and sustainability risks



Our approach

Our supplier Code of Conduct and sustainable procurement guidelines form the basis for ethical and environmentally friendly supply chains. By embedding ESG criteria into its procurement processes, Datwyler strives to continuously increase the sustainability level of its suppliers.

To ensure adherence to guidelines, Datwyler provides annual training for its purchasers, including refresher training sessions conducted in 2024.

Global standardized guidelines and supplier management processes

Datwyler sources raw materials like elastomeric materials, plastics, aluminum, metals and other operating supplies globally, with approximately 65% of raw materials coming from Europe, 20% from Asia and 15% from the Americas. Around one-third of the purchasing volume is sourced from the ten largest suppliers.

The broad and established supplier base and processes prove their worth, especially when faced with ongoing material shortages, product discontinuation, force majeure, etc., which do not affect our ability to supply our customers. Besides these efforts, Datwyler continues to drive forward the further development of the sustainability level of its suppliers by:

- Integrating ESG into the supplier management processes, such as supplier development, supplier selection and monitoring practices, and supplier audits
- Asking suppliers to suggest more sustainable products and share ideas, emphasizing the importance of lowering the environmental footprint of supplied materials
- Exchanging ideas with suppliers and learning from them

Embedding ESG to improve supply chain sustainability

Selection of suppliers

Datwyler's updated Code of Conduct for suppliers forms the basis for its ethical and environmentally friendly supply chains. One of Datwyler's goals is to strive for all quality-critical suppliers to sign the Code or present equivalent internal guidelines, and a 2024 analysis revealed that 99%¹ of the quality-critical suppliers were already meeting this requirement. At Datwyler, quality-critical suppliers are those whose products directly impact the final quality of our products. This includes suppliers of raw materials, processing aids, outsourced processes, and packaging materials within the Healthcare Solutions business unit.

Datwyler also asks its non-quality-critical suppliers to sign the Code, but does not yet monitor coverage at a global level. In addition, suppliers must be in compliance with certain ISO norms.

Monitoring and development

Datwyler developed its own Supplier Sustainability Assessment program to increase the sustainability maturity of its suppliers and approximately 750 suppliers were assessed in 2024. The program awards points for:

- signing Datwyler's Supplier Code of Conduct
- sustainability certificates (ISO 14001, ISO 45001, ISO 50001)
- sustainability reporting (in accordance with GRI, disclosing of energy and water footprints and work-related incidents)
- tier-1 suppliers that have a Supplier Code of Conduct for their supplier base
- a defined position responsible for sustainability

In 2024, our suppliers scored 37%¹ of available points (previous year: 35%), while large suppliers (representing 80% of our spend) scored 76%.

Each quarter, the status of all available supplier certificates is reviewed and updated. Currently, 47%¹ of our quality-critical suppliers are certified according to ISO 14001 (previous year: 46%), 17%¹ according to ISO 45001 (previous year: 16%), and 14%¹ according to ISO 50001 (previous year: 15%). These three certificates are proof that suppliers have a systematic approach to the topics of environment, health & safety, and energy. As a customer, we can rely on the efficiency of the systems implemented as they are audited externally.

1. Assured by KPMG

The parameters from the Sustainability Assessment program can also be verified in on-site audits. Suppliers have to pre-fill a questionnaire on topics such as working conditions and environmental impact, which is then discussed during the audit. Supplier selection for planned audits is based on risk management and only targeted audits take place.

Datwyler has an incident management process that not only reports quality-related matters but also deviations that could harm the environment or impact safety of workers.

Facilitating sustainable solutions through supply chain engagement

Datwyler encourages suppliers to propose sustainable materials to replace existing products or for new developments. The goal is to identify five product replacements annually by 2030, and in 2024, we gathered 12 ideas from suppliers that are currently being reviewed by the material development team of Datwyler (see chapter "Sustainability also considered as criteria in new material developments").

Datwyler aims to increase its share of locally sourced materials in the long-term, starting with packaging materials, and extending to raw materials and indirect materials, where the validating phase requires continued efforts, since the specifications are more demanding than with packaging materials. This strategy will also reduce the company's supply chain continuity risks.

Complementing these initiatives, Datwyler also prioritizes delivering its raw materials in large volumes by dry-bulk tankers or returnable packaging, which cuts down on packaging materials significantly.

Supply risk management

In order to guarantee the availability of materials, Datwyler proactively assesses risks and carefully selects suppliers. Criteria taken into account include having appropriate ISO systems in place, supplier's ESG maturity level, financial stability and having multiple manufacturing sites.

Additional actions may be implemented to further minimize the risk. These could include, but are not limited to, keeping safety inventories on site or at external warehouses, stock agreements with suppliers, shortening the supply chain through local sourcing and the validation of backup materials.

In addition, the performance of suppliers of the most critical ingredients such as elastomers and fillers is continuously monitored in order to identify risks in a timely manner and improve our supplier base.

Scope 3 analysis

Datwyler identified and quantified its scope 3 emissions, such as in the procurement of materials for production, for the first time in 2023, using data from the financial year 2022. All 15 scope 3 categories were screened, but Datwyler concluded that not all of them are relevant. In 2024, the analysis was refined to improve data accuracy. For the calculation of the relevant categories, data from 2023 was used. An update of 2024 data will be provided in the course of 2025. For many of the categories, the state-of-the-art expenditure-based method was applied.

As already anticipated in last year's report, due to the improvement of completeness and accuracy of the data, scope 3 emissions increased compared to the last assessment. Datwyler's total scope 3 emissions for the year 2023 are estimated to be approximately 460'000 metric tons CO₂eq, with the largest category, purchased goods and services, accounting for around 85 percent of emissions of scope 3 emissions.

Our scope 3 emissions are therefore responsible for roughly 84% of our total emissions, demonstrating the importance of our supply and value chain engagement to reduce emissions.

Initiatives such as applying eco-design in product development help to identify measures to reduce scope 3 emissions in the future, such as by choosing low-carbon materials and reducing material consumption. Specific targets on scope 3 emission reduction are not currently set but will be developed in the course of 2025.

2.5 Reporting on social topics

In the social area, Datwyler focuses on employer of choice, value-driven engagement with customers, human rights and equal opportunities and engagement for sustainability.



FOCUS TOPIC

Employer of choice

Datwyler is often one of the largest employers in the regions in which we operate. Therefore, we have a potentially significant impact on the jobs available. We aim to create professional opportunities, attract talent and provide opportunities for career and life advancement. Central to our mission is the cultivation of talent and nurturing leadership. We place a strong emphasis on empowerment and entrepreneurial spirit in each and every employee.

We are aware of potential risks for our employees and prioritize providing equitable, transparent and safe working conditions for all. Datwyler has systematic and comprehensive internal processes in place that help mitigate health and safety-related risks to protect our employees.



Our long-term ambition

To collaborate as a skilled and inclusive network of ambassadors and contributors, enabling the company to stay on top of labor market trends and be a great place to work.



Future key targets

- Employee commitment rate above industry benchmark for all sites
- Strive for zero accidents, zero injuries and a healthy working environment
- ISO 45001 certificate at all production sites



Our approach

Established health and safety management

Datwyler is committed to protecting the health and safety of all employees, temporary workers, contractors and visitors by adhering to legal standards and best practices. Datwyler's health and safety management focuses on developing and coordinating systems to improve workplace conditions and prevent accidents. Through its "zero accidents" approach, Datwyler aims to reduce accident rates globally. A multidisciplinary team collaborates to promote and coordinate global health and safety initiatives.

Continuous improvement in health and safety requires standardized processes, transparency and verification of the effectiveness of measures. Datwyler encourages its sites to organize training courses, to perform regular internal and external audits, and to encourage employees to report any safety observations. As part of its commitment, Datwyler strives to certify all sites according to the safety standard ISO 45001. Thirteen sites are already certified, covering around two thirds of Datwyler's workforce.

Creating visibility with a dashboard

Datwyler is working on systematically recording and visualizing accidents and their severity and absences. In 2024, an interdisciplinary team developed a dashboard for visualizing key workforce analytics, including accident data, to identify trends early and support proactive planning. Datwyler fosters knowledge-sharing within the EHS community, inviting all EHS managers to collaborate and exchange insights.

Enhancing workplace health and safety metrics

Datwyler defines a workplace accident as an event occurring in the professional environment which results in an injury, occupational illness or fatality of an employee, while taking local regulatory definitions into account. Over the course of 2024, Datwyler recorded 106 workplace accidents, resulting in 1'864 absence days. Datwyler tracks the accident severity rate, calculated as days of absence due to workplace accidents divided by total hours worked multiplied by 1'000. This figure equates to 0.12 for 2024 (prior year: 0.10).

Absences due to illness decreased compared to 2023, totaling 44'035 days in the reporting year (previous year: 48'508), or 5.48 days per full-time equivalent (prior year: 5.84), which is above the target of four days of absence due to illness a year per full-time equivalent.

Datwyler remains committed to reducing absences and enhancing workplace motivation through systematic absence management and individual consultations.

Data table



Employee health and safety is a top priority for Datwyler.

Learning and development

Datwyler supports training and retraining programs to enhance employees' technical and social skills at all levels. This includes apprenticeships, training possibilities and professional and personal growth opportunities. Datwyler envisions becoming a self-learning organization, fostering a culture where everyone strives to reach their full potential.

Learning and development plays a pivotal role in cultivating the culture and growth mindset necessary to achieve this vision. In 2024, Datwyler expanded its digital learning offerings within its Learning Management System (LMS) with courses on topics such as digital mindset, workplace behavior and human rights. A notable milestone was reaching 100'000 sign-ins to the LMS in September 2024, reflecting the sustained interest in exploring the learning and development catalog. Additionally, a new external catalog targeting business partnering skills was integrated into the system.

Leadership and people empowerment

Datwyler strives to create a psychologically safe, trusting and vital workplace in which people can speak out, challenge the status quo and voice and work on their ideas. At Datwyler, we are aware that creating and sustaining a vital and high-performance workplace starts at the top.

In 2024, Datwyler continued to empower employees through leadership-focused training, fostering a culture of respect and recognition. The WeLead program, a modular series of off-the-job training initiatives, is at the core of this strategy. Each module has specific learning objectives tailored to help leaders apply effective leadership styles in a business environment of constant change.

Throughout 2024, 131 employees actively participated in 10 WeLead sessions, including two new modules designed to strengthen our leaders' crucial conversation skills and help experienced leaders to cope with leadership paradoxes.

In response to regional growth and increased demand, Datwyler invested in on-site sessions in Germany, Switzerland and the Czech Republic to further enhance the quality of the courses and deliver an impactful learning experience.

Talent and succession management

In 2024, Datwyler reaffirmed its commitment to talent and succession management. Performance / potential calibration sessions of teams serve as a basis for talent conferences at a site, business unit and Datwyler level. Datwyler offers talented employees a portfolio of development opportunities such as personal career guidance.

Performance management

Gradual roll-out of a global job architecture and job grading

Datwyler continued the roll-out of a global job architecture and job grading system. This system aims to establish consistent HR practices and standards worldwide, enhancing career development, performance management, employee development and compensation practices.

Personal performance appraisals support development

At Datwyler, individual targets are no longer used for determining variable remuneration. However, individual goals remain an integral part of supporting each employee's personal development. At least once a year, all leaders and employees engage in a structured dialog to discuss key tasks and Datwyler competencies and agree on development opportunities.



Datwyler emphasizes fair and secure working conditions and an attractive, inclusive and agile work environment for all its more than 8'000 employees.

Compensation and benefits — pay transparency for equal pay

In preparation for the EU Pay Transparency Directive due in 2027, Datwyler is proactively analyzing, monitoring and assessing pay equity to ensure readiness. Supported by a market-leading pay analytics tool, we are currently undertaking the analysis first regionally for Europe.

Employee surveys

Engaged, adaptable and motivated employees are essential to Datwyler's success. To measure employee satisfaction and engagement across a range of parameters, Datwyler regularly conducts a comprehensive employee survey, most recently in 2023 for the entire group. The score of 85 (out of 100)¹ reflects consistency with the previous survey in 2020 and surpasses the industry benchmark of 82. Our goal for next year is to maintain this high standard. In 2024, we took the preparatory steps for next year's survey, while continuing to implement the measures set out before.

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FOCUS TOPIC

Value-driven engagement with customers

Datwyler collaborates closely with its customers, who predominantly operate in socially important market segments. Together with them, Datwyler can amplify its impact and create high-quality end-consumer products that save lives. Datwyler's components are essential in billions of syringes and in every second car worldwide, enhancing patient and driver safety under demanding conditions. At a strategic level, our focus is on securing the availability of important medicine components in partnership with our Healthcare customers. Through these strategic partnerships, Datwyler drives innovation and sustainability in delivering system-critical components.



Our long-term ambition

To be perceived as a sustainability leader by customers.



Future key targets

High rankings in customer service rating for sustainability.



Our approach

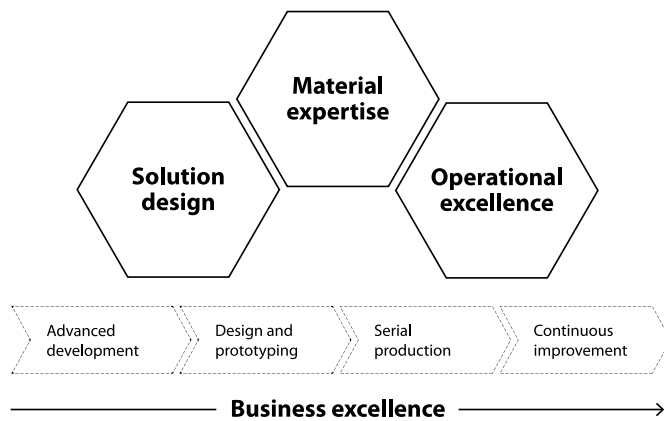
With more than 100 years of experience and a global production footprint, Datwyler's material, engineering and production expertise helps to make it a market leader for system-critical elastomer components.

Datwyler's zero-defect philosophy and Quality by Design approach ensure high standards in design and manufacturing, while sustainability has become an integral part of Datwyler's customer value proposition.

Supplying system-critical elastomer components

Datwyler's core competencies of solution design, material expertise and operational excellence form the basis for its value-driven engagement and co-engineering approach with customers across industries. They allow Datwyler to support customers as a development partner – from the original design study and prototype phase through to global production of billions of parts throughout the entire life cycle of the product.

Datwyler's system-critical elastomer components are a key contribution to ensuring systems function properly and safely for customers in the socially important global Healthcare, Mobility, Connectivity, General Industry and Food & Beverage market segments.



Driving sustainability through collaboration

Datwyler actively promotes its sustainability strategy as a value-add for customers. It is Datwyler's explicit goal to encourage sustainability-related collaborations with customers to maximize impact. Increasingly, customers are engaging Datwyler on environmental and social topics, with rising expectations for transparency on metrics like product carbon footprints.

The urgent need for emission reductions requires partnerships along the entire value chain. As a founding member of the Alliance to Zero, Datwyler actively contributes to this non-profit membership association, which represents the pharmaceutical supply chain. The Alliance aims to facilitate the pharma sector's transition to net-zero emissions, aligning with the goals of the Paris Climate Agreement.

Customer satisfaction

Datwyler surveys customer satisfaction regularly, most recently in the fourth quarter of 2023. The survey was sent to all customers and we received around 500 meaningful customer responses in a fully self-developed digital survey to enhance sustainability. The results were published on a digital reporting platform, and a detailed overview was provided to initiate continuous improvement measures and action plans. All organizational units and sites were encouraged and supported in analyzing the results, extracting key measures for improvement and transparently sharing the feedback in our organization. Customers had the option to indicate the extent to which they agreed with various statements, resulting in a score from 0 to 10.

One key outcome of this survey was how Datwyler is perceived in the market, where the following ratings (0 to 10 – compared to our peers) were achieved:

- Datwyler offers high-quality products and services – rating 8.2
- Datwyler is a preferred partner/supplier for me – rating 7.9
- Datwyler is an innovative, technically advanced player – rating 7.9

At the end of the survey, the standard net promoter score (NPS) question, "How likely are you to recommend us on a scale from 0 to 10?" was asked, which resulted in the customer satisfaction rating measurement. In 2023, we achieved an NPS of 46.50¹ and our customers rated us better compared to our peers across all criteria. While we received a lower NPS than our previous survey in 2020 (56.50), our ambition does not stop here; we will continuously improve our products and services for our customers, the industry and markets.

1. Assured by KPMG



Datwyler representatives regularly attend trade fairs to engage in dialog with customers and other partners and learn more about their needs.

Datwyler includes sustainability-focused questions in its customer surveys to better understand how its efforts are perceived. Customers rated Datwyler's commitment to sustainability, governance practices, ability to meet sustainability requirements, and sustainable innovations, comparing these aspects to industry peers. Across all sustainability-related questions, customers rated Datwyler's performance as stronger than that of its competitors, reflecting Datwyler's dedication to high standards in environmental and social responsibility.

Customer health and safety and chemical compliance

Datwyler complies with various chemical regulations at its production sites, meeting both statutory information obligations and specific industry and customer requirements. Key regulations include EU REACH (Regulation 1907/2006) and CLP (Regulation 1272/2008), recognized as among the strictest globally for the safety and handling of chemicals.

Through proactive chemical compliance management, Datwyler exceeds legal requirements to safeguard employee and customer health, ensuring products meet the demands of a dynamic global market. In 2024, Datwyler reported zero incidents of non-compliance concerning product health and safety standards.



FOCUS TOPIC

Human rights and equal opportunities

Datwyler is committed to supporting and respecting human rights and labor standards and requires its business partners to do the same. By raising awareness of human rights issues and potential human rights impacts throughout its value chain, Datwyler can safeguard respect for the fundamental rights and dignity of all individuals in its workforce and throughout its value chain and minimizing operational and reputational risks related to human rights and labor standards.



Our long-term ambition

Human rights considerations naturally taken into account in all business decisions.



Future key targets

Embed human rights due diligence and considerations in all applicable key processes, contracts and relationships along the value chain.



Our approach

Datwyler seeks to enhance awareness of human rights issues and their potential impacts across its global operations and workforce. With this increased awareness and focus on the topic, we expect that we and our business partners will become increasingly more proactive and effective in identifying, addressing and successfully preventing, ceasing or mitigating potential human rights issues.

Our commitment

Datwyler is committed to high standards of business ethics and integrity. Our commitment to human rights is reflected in our official company values and in our Code of Conduct, as well as in the fact that we joined the UN Global Compact in 2009.

We recognize that business, wherever it operates, may potentially have an impact on human rights either through its own operations or via business relationships along the value chain. As such, Datwyler's respect for human rights extends to all individuals within its own operations and along the value chain, including all its employees, material customers, suppliers, business partners and other parties directly linked to its operations, products and services.

To further formalize our commitment to support and respect human rights by adopting responsible business practices aligned with internationally recognized human rights standards, we developed a dedicated Human Rights Policy, which was approved by both our Board and Executive Committee in 2023.

As part of Datwyler's risk management processes, this policy sets out an effective and proactive framework for our risk management of human rights issues through a human rights due diligence ("HRDD") process.

We are guided by international human rights frameworks, which include but are not limited to the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social and Cultural Rights (ICESCR), the Core Labor Conventions of the International Labour Organization (ILO), the UNICEF Children's Rights and Business Principles (CRBP), and the OECD Guidelines for Multinational Enterprises.

Progress in the reporting year

In 2024, we focused and delivered on the following:

- Refining our grievance and whistleblowing channels for reporting suspected human rights violations
- Conducting of our first CSR supplier audits
- Promoting human rights criteria in supplier-related topics such as supplier performance monitoring, sustainable procurement guidelines, and social and environmental clauses in procurement contracts
- Training for site leadership teams

In parallel, more actions were initiated and are moving forward in an orderly manner, for example embedding human rights topics in various HR processes, integration of human rights requirements in the supplier selection procedure, additional training and communication materials as well as human rights risk assessment of all operational sites and targeted suppliers.

 [More about human rights due diligence](#)

Equal opportunities

Datwyler has zero tolerance for discrimination, humiliation, oppression, harassment or insults relating to anyone's gender, origins, nationality, culture, religion or color.

Our vision is to create an inclusive culture, where all of us can flourish – and build a sustainable future, together. One of our metrics to take our company's diversity, equity, inclusion and belonging (DEIB) pulse is the number of female employees in management positions, where the quota increased from 19.9% to 22.0%.

 [Data table](#)



FOCUS TOPIC

Engagement for sustainability

At Datwyler, we're not just about doing business; we're about making a positive lasting impact in the neighborhoods where we operate. Through our engagement for sustainability, we strive to help our local communities thrive.

We encourage volunteering, make donations and enhance local infrastructure through local projects that make a real difference to people's lives. We believe that our success is closely linked to the well-being of the people living in the places we operate in. We're a part of your community, joining forces for a better future.



Our long-term ambition

Engage Datwyler people at all our locations in relevant community work.



Future key targets

At least one external community activity per location, per year.



Our approach

Contributing to society

In May 2024, the Brazilian state of Rio Grande do Sul was hit by severe weather that caused floods with extensive damage to the region where we operate. Datwyler and its teams around the globe demonstrated remarkable solidarity by offering financial assistance for immediate needs and donating to alleviate basic necessities, providing much-needed relief during a challenging time.

Fostering local communities

Datwyler's major facilities significantly contribute to the local economies, providing both direct employment and indirect economic benefits. Municipalities benefit not only from the taxes paid by Datwyler and its employees, but also from the impactful community projects initiated at the sites. These projects are focused on education, addressing critical human needs, and promoting the inclusion of minority groups. As part of its broader educational initiatives, Datwyler supports the targeted development of talented students and strengthens Switzerland's position as a center of innovation through its contributions to the ETH (Federal Institute of Technology Zurich) Foundation.

In 2024, a consistent 70% of all locations engaged in at least one external community activity. By regularly sharing our stories, both internally and externally, we aim to create a ripple effect that inspires others to go above and beyond.

Our teams dedicate time to community service, having a positive local impact while strengthening team bonds. In 2024, our location in Middletown, USA, did team volunteering work at Our Daily Bread and our team in Viadanica, Italy, accompanied a group of young adults with disabilities on a skiing day. By participating in a running competition, a team from Alken, Belgium, collected money to donate to Pelicano to help children to sign up for sports.

2.6 Regulations, standards and frameworks


TCFD report

Datwyler reports on climate-related risks and opportunities in alignment with TCFD guidelines (Task Force on Climate-Related Financial Disclosures), covering governance, strategy, risk management, and key metrics and targets.

 [TCFD report](#)

Reference table on the non-financial matters of the Swiss Code of Obligations

This annual and sustainability report covers the information on non-financial matters required by the Swiss Code of Obligations. The table attached shows the relationship between the material topics for Datwyler and the non-financial matters in accordance with Article 964b of the Swiss Code of Obligations.

 [Swiss Code of Obligations](#)

Human rights due diligence

Datwyler commits to support and respect human rights as outlined in the United Nations Guiding Principles on Business and Human Rights (UNGPs).

 [Human rights due diligence](#)

GRI content index

Datwyler's Sustainability Report is an integral part of the Annual Report 2024. The reporting was compiled in accordance with GRI Standards 2021.

The GRI content index will be available once the Content Index – Essentials Service has been completed by GRI Services.

UN Global Compact

Since 2009, Datwyler has been a member of the UN Global Compact. At the link below, you will find the Communication on Progress, which summarizes significant aspects of the ten principles of the UN Global Compact.



TCFD report

Datwyler reports on climate-related risks and opportunities in alignment with TCFD guidelines (Task Force on Climate-Related Financial Disclosures), covering governance, strategy, risk management, and key metrics and targets. We provide insight into how we identify and manage both physical and transition risks and opportunities arising from climate change and their estimated impacts on the group. Utilizing scenario analysis to evaluate various future climate conditions, Datwyler's approach emphasizes resilience and adaptability in mitigating risks and leveraging opportunities in an evolving landscape.

1 Governance

To effectively embed ESG principles across our organization, we have established clear roles and responsibilities to ensure alignment, accountability, and active participation in our sustainability goals.


1.1 Role of Board of Directors

The Board of Directors holds ultimate responsibility for Datwyler's ESG strategy and reporting, supervising the Executive Committee and tracking progress towards goals, including employee incentives tied to climate targets. The sustainability report, which includes Datwyler's climate objectives, is reviewed and approved by the Board annually. Climate-related topics are discussed at any Board meeting when necessary.

1.2 Role of Executive Committee

While the Board oversees the sustainability strategy, the Executive Committee ensures the implementation, particularly in relation to climate issues. The CEO oversees risk assessments and manages budgets for climate initiatives. The CEO works closely with the Chief Sustainability Officer (CSO), who ensures the implementation of sustainability activities, including the development of the climate transition plan and the integration of climate-related considerations into the company's strategy. The CSO also works closely with Datwyler's Global Sustainability Team, which oversees sustainability efforts across all plants. The Sustainability Team, supported by EHS officers at the sites, is responsible for assessing climate risks and opportunities, monitoring progress on climate targets, and managing climate-related value chain engagement.

More detailed information on business integration can be found in the Sustainability Report.

 [Sustainability Report 2024](#)

To strengthen the focus on sustainability, the Board has integrated sustainability metrics into the company's variable incentive model. These indicators, accounting for 20% thereof, have applied to the Executive Committee and eligible employees since 2022. Three sustainability metrics are used, with greenhouse gas (GHG) reduction being weighted at 50%. This incentivizes employees to contribute to Datwyler's target of achieving climate-neutral operations by 2030.

2 Strategy

2.1 Identified climate-related physical and transition risks and opportunities

A distinction is drawn between physical and transitional climate-related risks. Physical risks arise from direct climate events, impacting operations, while transition risks arise from the decarbonization of the economy or from the resulting legal, social, economic or technological framework conditions. Datwyler assessed risks and opportunities in both categories and categorized them into short-term (1-3 years), medium-term (3-10 years) or long-term risks (10-30 years).

Physical risks were assessed using data-based tools like the WWF Risk Filter Suite or Thinkhazard, local and regional hazard-specific risk maps and interviews with the responsible on-site personnel. Transition risks and opportunities were assessed by internal stakeholder input, market screening, benchmarking and literature reviews.

2.2 Physical risks

Datwyler's relevant physical risks are summarized in pairs of chronic and acute risks, as they can be characterized and described in conjunctions. The risks identified are presented at an aggregated level, although we recognize that the assessments of the individual sites are heterogeneous. Further, Datwyler is fully aware of the interrelation of certain risks, like water scarcity and hot temperatures, and associated risks that are not explicitly addressed, like wildfires as extreme outcomes of water scarcity. These and further physical risks are part of Datwyler's regular business continuity and risk assessment.

Changing temperature (chronic) and heat (acute)

Characterization

- short, medium and long term
- very likely
- small to medium impact
- upstream and own operations

Description and impact

Higher temperatures pose risks to all business units, impacting employees' health, increasing energy demand for cooling systems, and potentially causing production disruptions. Improving energy efficiency is essential to counter rising operational costs and maintain safe working conditions.

Approach

Datwyler is addressing rising temperatures by upgrading cooling systems, improving ventilation and implementing heat-related safety measures for employees, such as longer breaks in heat periods. At the same time, Datwyler invests in increasing energy efficiency to minimize production disruptions and manage increased energy consumption.

Water scarcity (chronic) and drought (acute)

Characterization

- short, medium and long term
- likely
- medium impact
- upstream and own operations

Description and impact

Regional water scarcity and occasional droughts pose a climate-related risk for operations, particularly impacting Healthcare production sites, where indirect costs may rise. Water-intensive processes in the upstream value chain are also vulnerable, with some plants already experiencing water availability challenges.

Approach

To mitigate this risk, Datwyler is implementing water-efficient processes, recycling systems, and exploring alternative sources, such as soil extraction. Conducting water risk assessments is a key strategy, although this issue is not yet widespread across all operations.

Extreme weather (chronic) and related (acute) flooding, tropical cyclones etc.

Characterization

- short, medium and long term
- likely
- medium impact
- upstream and own operations

Description and impact

Increasingly frequent extreme weather events, such as intense wind or heavy rainfall, are a growing risk to the value chain. Flood risks increase and endanger human safety, disrupt supply chains and threaten property, causing economic losses. Widespread storms and coastal flooding associated with tropical cyclones threaten infrastructure, logistics and entire communities with direct physical damage or detrimental effects, for example on water and energy supply.

Approach

Datwyler strengthens facilities in high-risk areas and diversifies supply chains to adapt to extreme events. Key strategies include supply chain risk management through dual sourcing, regional contingency planning and building location-specific expertise to ensure continuity and minimize financial impact.

2.3 Transition risks and opportunities

Like the physical risks, transition risks and opportunities are presented on an aggregate level while being subject to deviances between regions, markets, etc.

Risks

Reputational damage

Characterization

- medium and long term
- unlikely
- medium to high impact
- own operations

Description and impact

Reliance on fossil fuel-derived raw materials poses reputational risks as stakeholders increasingly emphasize sustainability and emission reductions, especially among customers with ambitious climate goals. Incidents, such as oil leaks, could further damage environmental perception, though this challenge is industry-wide and affects all market participants similarly.

Approach

Datwyler is advancing projects aimed at reducing fossil fuel reliance in elastomer manufacturing and is exploring the use of recycled materials, focusing on repurposing manufacturing scrap into new components. Global alignment of sustainability goals is prioritized to ensure consistency, enhancing Datwyler's resilience and distinguishing its reputation in sustainable innovation.

Strong regulatory constraints

Characterization

- medium and long term
- likely to very likely
- medium impact
- upstream and own operations

Description and impact

Climate-related regulations imposing costs on greenhouse gas emissions at Datwyler's production plants could raise operational expenses. Potential material bans also present a risk, prompting Datwyler to proactively seek alternatives.

Approach

Datwyler reduces GHG emissions to lessen reliance on carbon certificates, aligning closely with its ambitious renewable electricity goals. Additionally, the company continuously monitors regulatory trends to stay prepared and proactively addresses potential restrictions on materials.

Increased cost of raw materials and market demand shifts

Characterization

- ➔ short and medium term
- ➔ very likely
- ➔ high impact
- ➔ upstream and downstream

Description and impact

Datwyler relies on specialized raw materials, and shifting market preferences, regulations or supply chain disruptions could increase material costs, presenting a financial risk. Availability may also be impacted by geopolitical factors, potentially leading to shortages in essential inputs like synthetic rubber.

Approach

Datwyler regularly re-evaluates its supply chain and raw materials as well as market demands and customer preferences, actively seeking and adopting alternatives to ensure resilience. For example, while dual sourcing or market analyses are priorities to mitigate risks, Datwyler also focuses on improving material efficiency and reducing waste.

Risk of technology obsolescence

Characterization

- ➔ medium and long term
- ➔ unlikely to likely
- ➔ small impact
- ➔ own operations and downstream

Description and impact

The shift toward lower-emission alternatives may reduce demand for certain products, potentially impacting Datwyler's revenue and requiring investment. As industries increasingly prioritize sustainability, new applications are expected to emerge, favoring solutions with minimal fossil carbon content.

Approach

Datwyler is committed to the continuous development of products and services, gradually introducing new offerings while phasing out older ones to support customer transitions toward sustainability. For example, Datwyler is developing new sustainable products. Careful timing of product introductions is critical, as substituting old products does not automatically guarantee better suitability for evolving needs.

Opportunities

Enhancing a strong reputation

Characterization

- ➔ medium term
- ➔ likely
- ➔ medium impact
- ➔ own operations and downstream

Description and impact

Datwyler's commitment to sustainable operations and value chain practices is expected to attract customers prioritizing sustainability in their supply chains. While sustainability influences sourcing decisions, Datwyler must balance its commitments to avoid increased costs or losing its competitive edge. Sustainability's reputational importance varies globally but maintaining strong practices can help secure business in the future.

Approach

By proactively engaging in sustainability efforts, transparent disclosures and achieving high ratings, Datwyler strengthens its position and differentiates itself in the market. Adapting offerings and timing to align with each market's regulations allows sustainability to serve as a unique selling point.

Renewable energy adoption

Characterization

- ➔ short to medium term
- ➔ very likely
- ➔ medium to high impact
- ➔ own operations

Description and impact

Transitioning to renewable energy could provide Datwyler with a competitive advantage and strategically buffer rising fossil fuel costs. However, this must be well balanced with the feasibility of a strict transition or required energy storage capacity, as the financial impact may be significant; purchasing renewable electricity from the market still exposes the company to some price fluctuations.

Approach

Datwyler has a clear transition plan that meets both economic and environmental requirements and is well on track to achieving 100% renewable electricity in 2030. The energy transition is a core part of Datwyler's resilience strategy, including the expansion of energy partnerships.

Diversifying business activities

Characterization

- medium to long term
- very likely
- high impact
- own operations and downstream

Description and impact

Regulation following international agreements, like the Paris Agreement, or disruptive developments like new technology foster changing and evolving markets. These are subject to regional differences but offer potentially growing revenues and market shares.

Approach

Datwyler identifies related market opportunities and explores new market niches. Datwyler emphasizes diversifying business activities and agility and employs a tailored approach to broaden addressable market potential.

Development of new products

Characterization

- short to medium term
- likely
- medium to high impact
- own operations and downstream

Description and impact

Diversifying business activities goes hand in hand with developing new innovative products that could reduce the demand for fossil fuels in the elastomer manufacturing process. As creating entirely new markets is unlikely, it is more feasible to develop new products or services within existing markets.

Approach

Datwyler is actively exploring new and alternative raw materials, along with developing fossil-free materials. Eco-design checklists are integrated into the product design process, aiming for global solutions that advance sustainability, such as sourcing sustainable alternatives for existing materials.

Resource efficiency

Characterization

- ➔ medium term
- ➔ likely to very likely
- ➔ low to medium impact
- ➔ own operations

Description and impact

Implementing more efficient production and distribution processes enhances operating efficiency. However, significant investments – such as replacing old equipment – may be required. While this increases costs in the short term, these efficiency improvements are essential for building resilience regarding resource dependency.

Approach

Improving metrics for energy, raw material and water intensity across the product value chain, alongside waste reduction, is critical to Datwyler's sustainability goals. Key actions include investing in energy- and resource-saving technologies, and increasing recycling efforts. Data tracking and analytics play a major role, as will regular energy audits to identify further efficiency improvements.

2.4 **Impact of climate-related risks and opportunities on business activity, financial planning and strategy**

Climate-related risks and opportunities (CRROs) have direct and growing financial implications and are integrated strategically: Carbon pricing from regulatory and market-based systems incentivizes us to further decarbonize our energy supply and to intensify our efforts to investigate the development and use of fossil-free alternatives for raw materials. For example, twenty production sites are already sourcing renewable electricity, and eight are using solar power generated on site. Also, Datwyler's local procurement teams are provided with global standardized guidelines and supplier management processes that are aligned with our ESG strategy. This includes encouraging suppliers to propose more sustainable materials to replace existing products completely or to be used in new developments.

Several risks and opportunities relate to specific markets Datwyler serves. For example, electric mobility as a general transformative trend underpins our commitment to the global ambition of reducing GHG emissions and we deliver a diverse range of updated and novel technological concepts and parts. Risks may also turn into opportunities, depending on socio-economic contexts and Datwyler's capacity to leverage them.

2.5 **Scenario analysis**

As part of our strategic considerations, we performed a climate scenario analysis, using three official IPCC scenarios, i.e. combinations of shared socio-economic pathways (SSP) and representative concentration pathways (RCP). A sustainable "green road", a "middle of the road" and a fossil-fuel-dominated "rocky road" scenario were considered.

SPP and RCP scenarios

SSP1 2.6 "Sustainability – taking the green road"

Description

- The world shifts gradually, but pervasively, toward a more sustainable path.
- Global collaboration and coordination foster adaptation and mitigation.
- Environmental boundaries are respected.
- Inequality is reduced between and within countries, due to increasing commitment to achieving the SDGs.
- Consumption is oriented toward low material consumption, lower resource and energy intensity.
- Anthropogenic GHG emissions are drastically reduced by 2030, aiming to keep global warming well below 2°C, ideally around 1.5°C, by 2100.

Impacts

- ➔ **Sustainability focus**
Increased demand for environmentally friendly and sustainable products. Meeting expected market demands, Datwyler continues to adapt products and services with a focus on sustainability and circularity.
- ➔ **Regulatory compliance**
Stricter environmental regulations require investment in green technologies and sustainable practices but offer opportunities for innovation and leadership in eco-friendly products.
- ➔ **Market growth**
Positive growth in global markets due to reduced inequalities and increased investment in sustainable infrastructure.
- ➔ **Energy efficiency**
Lower resource and energy intensity, leading to reduced operational costs.
- ➔ **Global collaboration**
Stronger international collaboration could streamline supply chains and reduce trade barriers.

SSP2 4.5 "Middle of the road"

Description

- Social, economic and technological trends do not shift markedly.
- Only slight and slow global collaboration and coordination.
- Environmental systems experience degradation, despite some improvements.
- Development and income growth proceed unevenly, with some countries making progress while others fall short. Inequality persists between and within countries.
- Socio-economic and environmental challenges remain. The intensity of resource and energy use declines but not uniformly.
- GHG emissions peak around mid-century (2040-2050) and drop by half until 2100, leading to global warming between 2°C and 3°C.

Impacts

- ➔ **Moderate demand**
Steady demand for high-quality elastomer components across various sectors, with moderate emphasis on sustainability.
- ➔ **Uneven growth**
Varied growth rates across different regions, with developed countries experiencing slower growth compared to emerging markets.
- ➔ **Regulatory variability**
Inconsistent regulatory environments may create operational challenges and necessitate diverse compliance strategies.
- ➔ **Supply chain stability**
Relatively stable but sometimes inefficient supply chains due to uneven global collaboration and moderate resource use efficiency.



Competitive landscape

Competition remains steady, with potential opportunities in regions making progress in economic development.

SSP3 7.0/8.5 "Regional rivalry – a rocky road"

Description

- Regional and national conflicts increase competition and security concerns.
- Low collaboration and priority for climate and the environment.
- High challenges for climate change adaptation and mitigation.
- Strong environmental degradation due to exploitation of natural resources and intensive use of fossil energy.
- Uneven growth of average income, with some regions experiencing stagnation or decline, increased inequalities.
- High consumption and energy use, particularly in developing regions.
- GHG emissions keep rising until 2100, global warming exceeds 3°C, potentially reaching or surpassing 4°C.

Impacts



High operational costs

Increased costs due to high energy consumption and intense competition for natural resources.



Market instability

Economic and political instability in key regions may disrupt production and sales.



Regulatory challenges

Diverse and possibly stringent local regulations create complexities in compliance and increase operational risks.



Supply chain disruptions

Frequent disruptions in global supply chains due to regional conflicts and low international cooperation, leading to increased lead times and higher costs.

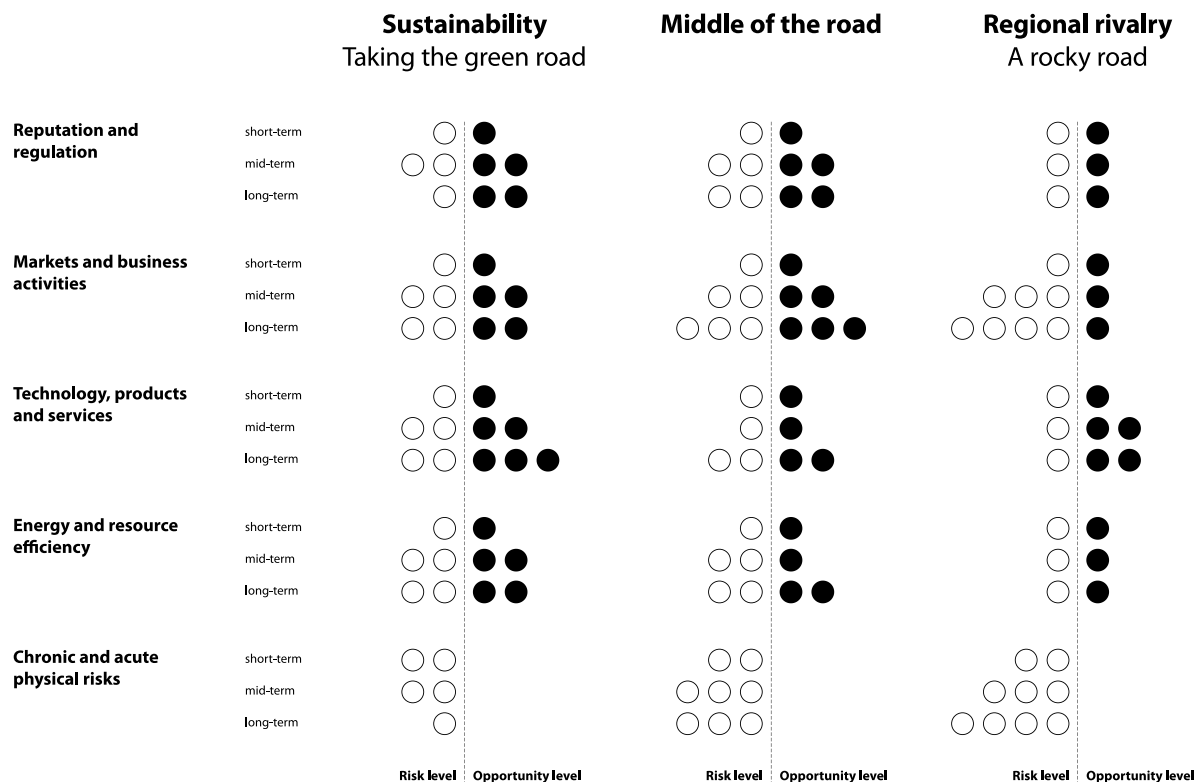


Inequality and consumption

High population growth in developing countries may increase demand for certain products, but economic disparities could limit market potential in these regions.

Scenario analysis

The selected scenarios were assessed across short-, medium- and long-term timeframes. As part of the scenario analysis, transition risks and opportunities were aggregated into meaningful categories. Each category was then evaluated regarding its potential impact and probability. The products of these specific ratings are shown in the chart below, providing the respective risk and opportunity level on a range from low (1 circle) to very high (4 circles).



Strategic points

The scenario analysis underscored several strategic points.

Physical risks

Acute and chronic physical risks do not bear the potential for direct opportunities but are indirectly related to transition opportunities, e.g. regarding their implications on water resource efficiency. Physical risks are expected to increase across all scenarios. In the "Regional rivalry" scenario, however, these risks become nearly unmanageable in the long term, putting large parts of the value chain at risk. This scenario demands significant financial expenditures (e.g. insurance). The other scenarios show more manageable physical risks and pose less of a financial burden, peaking in the mid-term at a lower magnitude in the "Sustainability" scenario and stabilizing in the "Middle of the road" scenario.

Transition risks and opportunities

Across the four aggregated transition categories, risks and opportunity trade-offs vary by scenario:



Regional rivalry scenario

Risks are generally low but so are opportunities – except for "Technology, products and services" related to fossil fuels, which can advance with few restrictions. However, "Markets and business activity" shows the highest risks over time due to expected supply chain disruptions and market segregation. A strategy could be developed by Datwyler to leverage minor opportunities, but the overarching challenges remain predominant.

➔ **Middle of the road scenario**

This scenario presents medium to high risk and opportunity levels, often balancing each other. This reflects significant uncertainty as it lacks a clear trend toward either sustainability or regional rivalry. In this scenario, a less defined strategic approach is required for Datwyler, as the significant uncertainty forces reactive measures to adapt to changing circumstances. Decision-making tends to focus on relatively short-term actions.

➔ **Sustainability scenario**

Opportunities outweigh risks here, with global cooperation and sustainability providing Datwyler the chance to differentiate itself as a market leader. In this sustainable setting, Datwyler's transition plan, which includes large fractions of renewable energy, dual-sourcing supply chains and new materials and technology, is expected to be beneficial.

2.6 Resilience

Datwyler has developed a comprehensive approach to managing climate-related risks and leveraging opportunities to enhance resilience. Climate risks are embedded into Datwyler's business continuity and risk management process, enclosing climate adaptation and mitigation into its business strategy. This includes emergency plans regarding natural hazards. Further, Datwyler has set ambitious climate-related goals and committed to Science-Based Targets.

Since 2023, we have expanded our assessment of climate-related risks and opportunities (CRROs), refining methods to include site-specific evaluation. We conduct climate scenario analyses to evaluate CRROs across various climate projections in order to ensure our future resilience. According to the results of these analyses, we consider ourselves to be equipped for various future developments, seeing most opportunities in the sustainability scenario.

To mitigate climate risks and capture growth opportunities, Datwyler is diversifying its supply chain, increasing renewable energy use and investing in sustainable products. Strong global collaboration and alignment with regulatory standards help the company to maintain operational stability and competitiveness. By regularly assessing different risk and opportunity categories, Datwyler adapts its business strategy to maximize opportunities and minimize risks, ensuring the continued resilience of its business model.

3 Risk management

3.1 Risk identification process

Climate-related risks are integrated into the overall business continuity and risk management process. Risks are continuously re-evaluated and communicated between different levels of the company. Scenario analyses are conducted to explore opportunities and address the growing scope of risks. The management of each business area is responsible for identifying significant risks, and informing the Executive Committee and the Board of Directors about potential developments.

3.2 Risk management

Once risks are identified and assessed, management develops and implements measures to reduce the likelihood of occurrence and mitigate potential impacts. These measures are regularly monitored and reviewed as part of the continuous risk management process. Datwyler employs business continuity planning (BCP) to assess and mitigate climate-related risks, with the goal of preventing disruptions to critical operations and ensuring quick recovery. The BCP process includes key ESG risks, such as climate change, and accounts for events like natural disasters and fires. The risk management system at Datwyler production sites is based on ISO 31000 standards, incorporating regular audits to ensure compliance and readiness.

3.3 Risk integration

Climate-related risks are embedded into Datwyler's institutionalized risk management system. Sustainability risks, including those related to climate change and the supply chain, are classified based on their impact at the Group, business unit and production site levels. The CFO and the Head of Internal Audit oversee the risk management process through active exchanges and meetings with business areas. Risks are consolidated, reviewed and reported annually to the Board of Directors, ensuring uniform evaluation across the Group. The Board holds the ultimate responsibility for assessing risks, with coordination led by the Head of Internal Audit.

4 Metrics and goals

Datwyler assesses progress and discloses comprehensive key metrics and targets on sustainability and GHG emissions as part of the sustainability reporting. All climate-related metrics and targets can be found in the chapter "Environmental" in the Sustainability Report. Progress regarding our transition plan is measured based on several of these indicators.

The corresponding climate transition plan is available in the chapter "Climate-neutral operations 2030". Highlighting the fraction of renewable energy as one of Datwyler's core metrics, we are well on track to achieving the set targets, e.g. electricity from renewable sources increased from 38% in 2023 to 64% in 2024.

Datwyler engages regularly with shareholders and investors, integrating their feedback on the ESG strategy and the climate transition plan. By aligning our operations with sustainability goals and focusing on GHG reductions, Datwyler aims to strengthen its market position and significantly lower its environmental footprint.

Swiss Code of Obligations

This annual and sustainability report covers the information on non-financial matters required by the Swiss Code of Obligations. The table attached shows the relationship between the material topics for Datwyler and the non-financial matters in accordance with Article 964b of the Swiss Code of Obligations.

This non-financial report has been established in accordance with Art. 964a et. seq. of the Swiss Code of Obligations (CO). As per the Swiss Code of Obligations, companies are required to report annually on non-financial concerns and implement a due diligence process to cover potential child labor and conflict minerals risks. With regard to conflict minerals due diligence, after evaluation it has been determined that this is a topic not applicable to Datwyler, since we do not import any of the materials in scope (tin, tantalum, tungsten, and gold). However, we cannot exclude the possibility that traces of some of these materials are present in certain metal-based materials that we purchase, but the import and processing volumes are definitely well below the threshold values.

With regard to child labor due diligence, Datwyler makes use of the exception of the law and adheres to the international standards in their entirety, which means that we are implementing a Human Rights Due Diligence (HRDD) process according to international standards, namely the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises.



Human Rights Due Diligence

The content of the non-financial report is based on the legal requirements set out by the CO and focuses on environmental matters, social matters, labor matters, respect for human rights, and combating corruption. However, since it is structured according to our twelve focus topics, the following CO reference table should serve as a guide.

Swiss Code of Obligations (CO) reference table

Non-financial matters according to Art. 964b CO

Material topic	Chapter of the non-financial report
Environmental matters	
└ Climate-neutral operations 2030	2.4 Environmental topics
└ Eco-design	2.4 Environmental topics
└ Resource-friendly production	2.4 Environmental topics
└ Sustainable supply chain	2.4 Environmental topics
Social matters	
└ Compliance and ethics	2.3 Governance topics
└ Value-driven engagement with customers	2.5 Social topics
└ Human rights and equal opportunities	2.5 Social topics
└ Engagement for sustainability	2.5 Social topics
Employee matters	
└ Employer of choice	2.5 Social topics
└ Human rights and equal opportunities	2.5 Social topics
Respect for human rights	
└ Compliance and ethics	2.3 Governance topics
└ Human rights and equal opportunities	2.5 Social topics
Combating corruption	
└ Compliance and ethics	2.3 Governance topics

The Board of Directors of Datwyler approved the non-financial report for 2024.

On behalf of the Board of Directors and the Executive Committee



signed: Dr. Paul Hälgi

Chairman



signed: Volker Cwielong

CEO

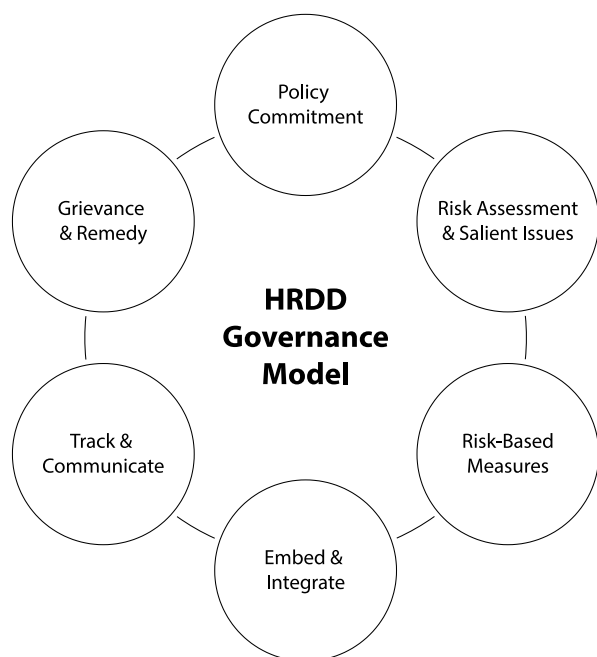


signed: Sabrina Gérard

Chief Sustainability Officer (CSO)

Human Rights Due Diligence (HRDD)

Datwyler's goal is to conduct a human rights due diligence process throughout the business to proactively identify, assess, cease, prevent, or mitigate actual or potential human rights risks and impacts along the value chain. To this end, we are committed to align our HRDD framework with internationally recognized standards such as the UNGPs and the OECD Guidelines for Multinational Enterprises.



This HRDD framework encompasses the following six steps, as also covered by our [Human Rights Policy](#):

1. Policy commitment
2. Identify, assess, and prioritize actual and potential human rights impacts
3. Cease, prevent, or mitigate adverse human rights impacts
4. Embed and integrate respect for human rights
5. Track and communicate performance
6. Access to grievance and remedy

Each of these interconnected steps is further detailed below.

1 Policy commitments

The dedicated Human Rights Policy further reinforces Datwyler's commitment to support and respect human rights and guides the implementation of the HRDD framework for the company.

Approved and signed by our Chairman and CEO, this policy is globally valid and underlies all business activities and relationships.

The Human Rights Policy has been developed by consulting different stakeholders, both internal and external, such as those participating in the different workshops that led to the identification and approval of the salient human rights issues in our value chain.

2 Identify and assess actual and potential impacts and prioritize human rights issues

Datwyler does not attribute more importance to one human right over another. Nevertheless, for the practical implementation of its human rights commitment, Datwyler focuses on the following topics (in alphabetical order), to the extent they may have adverse human rights impacts, that are the most salient to our business according to their scale, scope, and remediability:

- ➔ Child labor
- ➔ Consumer and product safety
- ➔ Corruption
- ➔ Environmental issues impacting human rights
- ➔ Forced labor
- ➔ Labor conditions
- ➔ Occupational health and safety

The whole process of identifying, assessing and prioritizing our salient human rights issues involved the consultation of over thirty internal and external stakeholders from different sectors, functions and geographies, assessing the potential severity of each issue's impact and the company's leverage.

These salient human rights issues will be periodically re-assessed via systematic human rights risk and impact assessments conducted in accordance with the UNGPs.

Also, and despite the non-attribution of more importance to one human right over another, when it comes to children rights we commit to: (i) respect children's right to be free from child labor, (ii) permit safe work for children above the applicable minimum age, if such work exists, and (iii) seek to follow the higher standards, where and when feasible, whenever local laws are less stringent than Datwyler's policies and internationally recognized human rights and labor standards.

3 **Cease, prevent, or mitigate adverse human rights impacts**

Based on the human rights risks and impacts identified and in a continued dialog with internal and external stakeholders, Datwyler defines and implements appropriate measures to cease, prevent, or mitigate adverse human rights impacts across the value chain. An important step in this process is the adequate implementation of human rights standards across the company and the progressive embedding of these standards in different business processes.

In the next financial year we will focus on the following:

- ➔ Continue progressively embedding human rights topics into our internal processes
- ➔ Provide training to the organization to continue building awareness on human rights
- ➔ Perform supplier risk assessment to identify those with heightened human rights risk
- ➔ Perform own operations risk assessment to identify those with heightened human rights risk
- ➔ Continue refining our grievance and whistleblowing channels
- ➔ Take measures to cease, prevent or mitigate identified human rights risks and impacts in our own operations and supplier risk assessments

4 **Embed and integrate respect for human rights**

In order to further disseminate human rights-related prevention and mitigation measures, these will be, to the extent possible, progressively integrated into the company processes, training courses and documents.

Having taken the initial measures in 2023, including publication and dissemination of our Human Rights Policy, initial training and communication and update of our employee and supplier Code of Conduct, in 2024 we focused and delivered on the following:

- ➔ Refining our grievance and whistleblowing channels for reporting suspected human rights violations
- ➔ Conducting of our first CSR supplier audits
- ➔ Promoting human rights criteria in supplier-related topics such as supplier performance monitoring, sustainable procurement guidelines, and social and environmental clauses in procurement contracts
- ➔ Training for site leadership teams

In parallel, more actions were initiated and are moving forward in an orderly manner, for example embedding human rights topics in various HR processes, integration of human rights requirements into the supplier selection procedure, additional training and communication materials as well as human rights risk assessments of all operational sites and targeted suppliers.

5 Track and communicate performance

Datwyler commits to report, in its annual sustainability report, on the progress of its efforts to address the identified and prioritized human rights issues and mitigation measures.

To monitor and track the effectiveness of our defined mitigation measures, we use a management system with specific key performance indicators that allows us to have a clear view of the progress being made.

In 2024, Datwyler achieved good progress with an overview of the key performance indicators below:

- ➔ Number of processes and documents in which human rights issues are included: 13 processes and documents, of which seven are completed and six are ongoing (see chapter 4)
- ➔ Number of suppliers that are assessed for human rights risks: clear criteria have been defined, the risk assessment will be carried out accordingly starting in 2025
- ➔ Number of sites that are assessed for human rights risks: all sites completed the risk assessment
- ➔ Number of human rights due diligence training sessions: two sessions were provided to site directors and site leadership team of all locations

6 Access to grievance and remedy

Datwyler attaches great importance to living a culture of integrity and shared responsibilities. Anyone who has a legitimate concern can freely speak up, without fear of retaliation, verbally or in writing, either with the appropriate manager or via our Compliance and Whistleblowing Hotline. This whistleblowing system ensures anonymity and data protection and is available in 10 languages.

Our Code of Conduct, Human Rights Policy, and other internal documentation and training also include detailed descriptions of our reporting channels.

When adverse human rights impacts are uncovered due to Datwyler business activities or from links to its operations, the company is committed to taking timely and transparent action to remediate in a fair and equitable manner in line with the UNGPs. Where Datwyler finds impacts directly linked to its business relationships, to the extent possible, it will use its influence to encourage suppliers and business partners to respect human rights.

2.7 Appendix

ESG data tables

Energy consumption

	2020	2021	2022	2023	2024
Total energy (MWh)	247'079	267'876	308'934	318'114	316'890
└ of which renewable sources (MWh)	39'610	79'117	90'856	97'761	160'291
└ Proportion of renewable sources	16.0 %	29.5 %	29.4 %	30.7 %	50.6 %
Total energy per net revenue (MWh/CHF millions)	296.2	282.7	268.5	276.3	286.1
Heating fuels (MWh)	60'387	64'001	66'220	67'420	68'089
Heating fuels per net revenue (MWh/CHF millions)	72.4	67.5	57.6	58.5	61.5
Overview electricity + district heating (MWh)	186'692	203'848	242'714	250'694	248'801
Of which electricity (MWh)	183'109	199'959	239'507	247'690	245'692

	2020	2021	2022	2023	2024
└ of which self-generated electricity (photovoltaic) (MWh)	X	X	X	4'390	6'203
└ of which renewable sources (MWh)	36'162	75'375	87'729	94'794	157'366
└ Proportion of renewable sources	19.7 %	37.7 %	36.6 %	38.3 %	64.1 %
└ Electricity per net revenue (MWh/CHF millions)	219.5	211.0	208.2	215.1	221.8
Of which district heating (MWh)	3'583	3'889	3'207	3'004	3'109
└ of which renewable sources (MWh)	3'448	3'715	3'127	2'967	2'925
└ Proportion of renewable sources	96.2 %	95.5 %	97.5 %	98.8 %	94.1 %
 Net revenue (CHF millions)	 834.1	 947.6	 1'150.6	 1'151.5	 1'107.7

For the reporting of energy consumption, all controlled entities, as per financial statement are included in 2024. For newly acquired companies, energy consumption was included in the first full calendar year until 2021. Since 2022, the newly acquired companies are included right after the successful acquisition. The energy consumption of the acquired company Xinhui (China) was included for the first time in March 2022 and QSR (USA, Mexico and China) in May 2022.

Greenhouse gas emissions (CO₂eq)

	2020	2021	2022	2023	2024
Total scope 1 and 2 (market-based) emissions (tons)	80'159	78'155	90'478	90'116 ⁶	61'289 ⁶
└ of which scope 1 ¹ (tons)	12'509	13'285	13'798	13'819 ⁶	17'718 ⁶
└ of which scope 2 ² - market-based (tons)	67'650	64'870	76'680	76'297 ⁶	43'571 ⁶
└ of which scope 2 ³ - location-based (tons)	–	80'419	94'901	101'905 ⁶	100'287 ⁶
 Total scope 1 and 2 emissions per net revenue ⁴ (tons/CHF millions)	 96.1	 82.5	 78.6	 78.3 ⁶	 55.3 ⁶
 Net revenue (CHF millions)	 834.1	 947.6	 1'150.6	 1'151.5 ⁶	 1'107.7 ⁶
 Biogenic emissions ⁵ - outside of scopes tons	 1'207	 1'300	 1'094	 1'038 ⁶	 1'024 ⁶

For the reporting of CO₂eq emissions, all controlled entities, as per financial statement are included in 2024. Consolidating GHG emissions is based on the financial control approach. For newly acquired companies, CO₂eq emissions were included in the first full calendar year until 2021. Since 2022, the newly acquired companies are included right after the successful acquisition. The CO₂eq emissions of the acquired company Xinhui (China) were included for the first time in March 2022 and QSR (USA, Mexico and China) in May 2022. The greenhouse gas inventory was calculated in line with WRI/WBCSD Greenhouse Gas Protocol guidelines. Scope 1: direct GHG emissions. Emission factor used: DEFRA. Scope 2: indirect GHG emissions arising from the production of electricity and district heating purchased by the companies. Emissions factors used: IEA, EPA eGRID and DEFRA.

1. GHG emissions reported in scope 1 are from stationary (non-transport) combustion of fossil fuels at the facilities (e.g. boilers, turbines, process heat). Since 2024, direct GHG emisisions associated with fuel combustion from mobile sources (vehicle fleet), direct fugitive emissions from refrigeration / air conditioning and emissions from oxidation in our catalytic oxidizer systems (CatOx) are also included. These additional categories increased our scope 1 emissions by 3'716 tons.
2. To calculate emissions from a 'market-based approach', for sites with renewable electricity, the emissions factors reflect emissions from electricity that sites have purposefully chosen (contractual agreements with electricity providers) and for the rest of the sites the national grid emission factors were used.
3. To calculate emissions from a 'location-based approach', national grid emission factors were used for all sites.
4. The GHG intensity ratio is based on scope 1 and scope 2 (market-based) emissions per net revenue, as this is the best available approximation of the development of production output.
5. Biogenic emissions reported stem from district heating at the site in Switzerland, which obtains process and heating energy from a nearby wood-fired heating plant, and take into account the direct carbon dioxide (CO₂) impact of burning biomass, assuming 100% conversion of the energy burned. The corresponding methane (CH₄) and nitrous oxide (N₂O) emissions are reported in Scope 2 as of 2023.
6. Assured through KPMG

	2023	
	tons	%
Total scope 1 emissions	13'819	2
Total scope 2 emissions	76'297	14
Total scope 3 emissions	461'901	84
└ Purchased goods and services	396'644	72
└ Capital goods	2'879	1
└ Fuel- and energy-related activities	6'898	1
└ Upstream transportation and distribution	19'237	3
└ Waste generated in operations	2'383	0
└ Business travel	4'657	1
└ Employee commuting	12'648	2
└ Downstream transportation and distribution	5'488	1
└ End-of-life treatment of sold products	11'067	2

For the reporting of CO₂ emisisions, all controlled entities, as per financial statement are included.

Water withdrawal

	2020	2021	2022	2023	2024
Groundwater cooling system¹ (m ³)	828'087	913'404	1'057'769	747'230	1'024'054
Drinking/industrial water (m ³)	1'564'028	1'523'875	1'657'848	1'782'699	1'641'112
Water per net revenue (m ³ /CHF millions)	1'875.1	1'608.1	1'440.9	1'548.2	1'481.5

Net revenue (CHF millions)	834.1	947.6	1'150.6	1'151.5	1'107.7
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For the reporting of water withdrawal, all 27 production sites are included in 2024. Locations where only office activities take place were excluded due to their low impact. For newly acquired companies, water consumption was included in the first full calendar year until 2021. Since 2022, the newly acquired companies are included right after the successful acquisition. The water consumption of the acquired company Xinhui (China) was included for the first time in March 2022 and QSR (USA, Mexico and China) in May 2022.

1. Groundwater withdrawal in Switzerland for the groundwater cooling system. Since this is a closed-loop system at our production site, it is reported separately and is not included in either the "Drinking/industrial water" line or the "Water per net revenue" line.

Waste disposal

	2020	2021	2022	2023	2024
Total waste (tons)	14'119	17'205	20'656	21'488	21'881
└ of which regular waste (tons)	13'361	16'435	19'617	20'514	20'828
└ of which hazardous waste (tons)	758	770	1'039	974	1'053
└ of which recycling / reuse (tons)	10'253	12'750	14'452	15'440	16'224
└ of which incinerators / landfill (tons)	3'866	4'455	6'204	6'048	5'657
Proportion of waste sent for recycling or reuse	72.6 %	74.1 %	70.0 %	71.9 %	74.1 %
Total waste per net revenue (tons/CHF millions)	16.9	18.2	18.0	18.7	19.8
Net revenue (CHF millions)	834.1	947.6	1'150.6	1'151.5	1'107.7

For the reporting of waste volume, all 27 production sites are included in 2024. Locations where only office activities take place were excluded due to their low impact. For newly acquired companies, waste volume was included in the first full calendar year until 2021. Since 2022, the newly acquired companies are included right after the successful acquisition. The waste volume of the acquired company Xinhui (China) was included for the first time in March 2022 and QSR (USA, Mexico and China) in May 2022.

Employee structure

	2020	2021	2022	2023	2024
Headcount annual average	6'539	6'794	8'191	8'431	8'154
└ thereof female	37.4 %	36.4 %	35.7 %	35.8 %	34.5 %
Average permanent headcount	5'928	6'035	7'371	7'674	7'370
└ thereof female	39.4 %	38.1 %	36.9 %	36.7 %	36.1 %
Average temporary headcount	611	759	820	757	784
Average full-time headcount	5'692	5'830	7'145	7'441	7'104
└ thereof female	38.7 %	37.4 %	36.2 %	36.2 %	35.7 %
Average part-time headcount	199	188	205	208	218
└ thereof female	63.3 %	63.8 %	62.4 %	58.2 %	53.7 %
Average headcount with higher management function	165	169	227	256	250
└ thereof female	18.8 %	18.3 %	19.4 %	19.9 %	22.0 %
Headcount end of period	6'456	6'909	8'698	8'178	8'030
Employees joining (new, growth in existing functions/replacements)	654	1'447	1'271	1'530	1'730
Employees leaving	1'082	994	1'348	2'050	1'878
└ thereof voluntary leaves	622	911	1'129	1'491	1'569

	2020	2021	2022	2023	2024
Rate of new hires	11.0 %	24.0 %	17.2 %	19.9 %	23.5 %
Turnover rate	10.5 %	15.1 %	15.3 %	19.4 %	21.3 %
The turnover rate is calculated by dividing the number of those leaving voluntarily by the average headcount for the year (not including temporary employment contracts).					

Voluntary leaves

	2020	2021	2022	2023	2024
Male	375	505	635	875	949
└ turnover rate	10.4 %	13.5 %	13.6 %	18.0 %	20.2 %
Female	247	406	494	616	620
└ turnover rate	10.6 %	17.6 %	18.2 %	21.9 %	23.3 %
Under 30	240	333	407	683	735
30-50	337	513	603	717	738
Over 50	45	65	119	91	96
Higher management (mgmt)	23	19	24	13	26
Team leader (tl)	9	5	8	8	32
Office worker (excl. mgmt & tl)	50	101	126	125	146
Production worker (excl. mgmt & tl)	540	786	971	1'345	1'365
Full-time equivalents average YTD	6'405	6'710	8'104	8'303	8'040

Full-time equivalents

	2020	2021	2022	2023	2024
Full-time equivalents end of period	6'357	6'805	8'596	8'056	7'951
└ thereof in Asia	36.8 %	35.3 %	38.7 %	38.6 %	39.4 %
└ thereof in North and South America	18.2 %	19.4 %	26.1 %	25.4 %	24.9 %
└ thereof in Switzerland	9.0 %	9.5 %	7.0 %	7.1 %	7.1 %
└ thereof in rest of Europe	36.0 %	35.8 %	28.2 %	28.9 %	28.6 %

Absences

	2020	2021	2022	2023	2024
Total available working days FTE (TAWD)	1'687'029	1'840'544	1'946'404	2'204'351	2'129'169
Total absences other than vacation days	75'485	67'313	83'978	77'724	73'994
Total absences other than vacation days in % of TAWD	4.5 %	3.7 %	4.3 %	3.5 %	3.5 %
└ thereof absences due to work related accidents (days)	2'098	2'099	1'319	1'668	1'864
Work-related accidents in days per FTE (annual average)	0.33	0.31	0.17	0.20	0.23
Accident severity rate (annual average)	–	–	0.09	0.10 ¹	0.12 ¹
└ thereof absences due to illness (days)	41'878	44'736	48'340	48'508	44'035
Illness in days per FTE (annual average)	6.54	6.67	6.37	5.84	5.48

FTE = Full time equivalent. TAWD = Total available working days.

1. Assured through KPMG


Independent limited assurance report on selected sustainability information



Independent limited assurance report on selected sustainability information of Dätwyler Holding AG

To the Board of Directors of Dätwyler Holding AG, Altdorf

We have undertaken a limited assurance engagement on Dätwyler Holding AG's and its subsidiaries (the Group) following selected Sustainability Information in the Sustainability Report for the year 2024 (hereinafter "Sustainability Information").

Our limited assurance on selected Sustainability Information consists of key performance indicators in the areas «Greenhouse gas (CO₂eq) emissions (scope 1 and 2) and greenhouse gas emissions intensity», «Percentage of suppliers that are certified according to sustainable certificates», «Net Promoter Score», «Accident severity rate» and «Number of confirmed corruption incidents» for the year 2024, which are marked with a checkmark .

Our assurance engagement does not extend to information in respect of earlier periods or future looking information included in the Sustainability Report 2024, information included in the Financial Report 2024, information included in the Business Report 2024, information linked from the Sustainability Report 2024, information linked from the Financial Report 2024 or any images, audio files or embedded videos.

Our Limited Assurance Conclusion

Based on the procedures we have performed as described under the 'Summary of the work we performed as the basis for our assurance conclusion' and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Sustainability Information in the areas «Greenhouse gas (CO₂eq) emissions (scope 1 and 2) and greenhouse gas emissions intensity» and «Number of confirmed corruption incidents» is not prepared, in all material respects, in accordance with the GRI Sustainability Reporting Standards (GRI SRS) and the Sustainability Information in the categories «Percentage of suppliers that are certified according to sustainable certificates», «Net Promoter Score» and «Accident severity rate» is not prepared in accordance with the self-developed criteria.

We do not express an assurance conclusion on information in respect of earlier periods or future looking information included in the Sustainability Report 2024, information included in the Financial Report 2024, information included in the Business Report 2024, information linked from the Sustainability Report 2024, information linked from the Financial Report 2024 or any images, audio files or embedded videos.

Understanding how Dätwyler Holding AG has Prepared the Sustainability Information

The GRI SRS have been used as criteria references for the disclosures of «Greenhouse gas (CO₂eq) emissions (scope 1 and 2) and greenhouse gas emissions intensity» and «Number of confirmed corruption incidents». For the areas «Percentage of suppliers that are certified according to sustainable certificates», «Net Promoter Score» and «Accident severity rate» the self-developed criteria, as disclosed in the chapters «Embedding ESG to improve supply chain sustainability», «Customer satisfaction» and «Enhancing workplace health and safety metrics», of the Sustainability Report, were applied. Consequently, the Sustainability Information needs to be read and understood together with the criteria.

Inherent Limitations in Preparing the Sustainability Information

Due to the inherent limitations of any internal control structure, it is possible that errors or irregularities may occur in disclosures of the Sustainability Information and not be detected. Our engagement is not designed to detect all internal control weaknesses in the preparation of the Sustainability Information because the engagement was not performed on a continuous basis throughout the period and the audit procedures performed were on a test basis.

Dätwyler Holding AG's Responsibilities

The Board of Directors of Dätwyler Holding AG is responsible for:

- Selecting or establishing suitable criteria for preparing the sustainability information, taking into account applicable law and regulations related to reporting the sustainability information;
- The preparation of the sustainability information in accordance with the criteria;
- Designing, implementing and maintaining internal control over information relevant to the preparation of the sustainability information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We are responsible for:

- Planning and performing the engagement to obtain limited assurance about whether the Sustainability Information is free from material misstatement, whether due to fraud or error;
- Forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- Reporting our independent conclusion to the Board of Directors of Dätwyler Holding AG.

As we are engaged to form an independent conclusion on the Sustainability Information as prepared by the Board of Directors, we are not permitted to be involved in the preparation of the Sustainability Information as doing so may compromise our independence.

Professional Standards Applied

We performed a limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised) *Assurance Engagements other than Audits or Reviews of Historical Financial Information*, issued by the International Auditing and Assurance Standards Board (IAASB).

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the *International Code of Ethics for Professional Accountants (including International Independence Standards)* issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our work was carried out by an independent and multidisciplinary team including assurance practitioners and sustainability experts. We remain solely responsible for our assurance conclusion.

Summary of the Work we Performed as the Basis for our Assurance Conclusion

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Sustainability Information is likely to arise. The procedures we performed were based on our professional judgment. Carrying out our limited assurance engagement on the Sustainability Information included, among others:

- Assessment of the design and implementation of systems, processes and internal controls for determining, processing and monitoring sustainability performance data, including the consolidation of data;
- Inquiries of employees responsible for the determination and consolidation as well as the implementation of internal control procedures regarding the selected disclosures;
- Inspection of selected internal and external documents to determine whether quantitative and qualitative information is supported by sufficient evidence and presented in an accurate and balanced manner;
- Assessment of the data collection, validation and reporting processes as well as the reliability of the reported data on a test basis and through testing of selected calculations;
- Analytical assessment of the data and trends of the quantitative disclosures included in the scope of the limited assurance engagement;
- Assessment of the consistency of the disclosures applicable to Dätwyler with the other disclosures and key figures and of the overall presentation of the disclosures through critical reading of the Sustainability Report 2024.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

KPMG AG



Manuel Odoni
Licensed Audit Expert



Melanie Gamma
Licensed Audit Expert

Zurich, 4 February 2025