SUSTAINABILITY REPORT 2024

EMS-CHEMIE HOLDING AG

Domat/Ems Switzerland

Contents

Editorial

Dear Customers, Partners, Shareholders, Employees and other interested parties

Since its foundation almost 90 years ago, the EMS Group has been committed to "sustainability" and has consistently followed the principle of making an active contribution to a more sustainable and better world in its corporate development and management. In this way, EMS has already been CO_2 neutral worldwide at every location since 2020.

2024 was a challenging year for EMS' customers. This makes EMS even more committed to developing innovative and sustainable products that help our customers to achieve their ambitious business and sustainability goals.

The EMS Group is laying important cornerstones in terms of sustainability with high-performance strong, yet particularly lightweight and durable polymers, as well as weight and energy-saving process chemicals. As an innovative, globally active company, we are very proud of this!

Our automotive industry customers value EMS-GRIVORY specialty high-performance polymers, which reduce weight by up to 80% and thus energy consumption by up to 92% compared to conventional metal parts.

The new product Grilon BG R2 is extremely well suited for large-volume components in vehicle interiors and is particularly sustainable, as it is based on polyamide 6, 30% of which comes from chemical recycling. This reduces greenhouse gas emissions by up to 60% compared to standard products.

EMS-EFTEC is also setting new standards in terms of sustainability. EMS-EFTEC innovative noise and vibration-dampening materials, used by car manufacturers worldwide in vehicle interiors, are water-based and therefore free of VOC (volatile organic compounds). In addition, highly innovative materials allow car manufacturers to reduce oven firing temperatures by 75%. These process materials have a lower density and therefore allow weight savings to be achieved. Fuel and energy consumption of end customers is also reduced.

EMS is also proud of another new development: A grade in the Grilbond product family from

EMS-GRILTECH, is sustainable on the one hand because it is made from renewable and bio-based raw materials. On the other hand, the product also improves sustainability of processes in the downstream supply chain by making it possible to eliminate the need for dipping baths, which contain critical components such as resorcinol and formaldehyde, and so contributing not least to safety in our customers' workplaces. This innovative new product enables manufacturers of tires and other rubber products to easily switch to safe and sustainable technology, low in harmful substances.

EMS products are also used in the sanitary sector. EMS is leader in the replacement of brass in water-saving fittings, a development process which further reduces water consumption and CO_2 emissions.

With these and other innovative solutions, EMS is making a significant contribution to increased sustainability and better cost-effectiveness for customers. These major successes reinforce EMS' commitment to continue to develop highly innovative EMS products and services in the long term.

In January 2024, EMS also joined the Science Based Targets Initiative (SBTi), which requires and validates a detailed decarbonization plan. Since then, EMS has calculated the greenhouse gas balance and developed reduction targets in accordance with the SBTi criteria. EMS will provide regular updates on progress.

All these developments and advances, as well as certification by renowned organizations such as ISCC (International Sustainability & Carbon Certification) and EcoVadis, confirm EMS' confidence in its sustainability strategy. Our achievement of the EcoVadis (Gold) rating is particularly significant, as it places EMS in the top 5% of participating companies worldwide.

Being sustainable, and enabling sustainability in our supply chains, remains a core element of our corporate strategy.

EMS would like to thank all customers, partners, shareholders, employees and other stakeholders for their support and trust. Let us work together to take responsibility and actively drive change!

We are delighted to provide a transparent insight in the following report, particularly into the progress made and the measures taken in 2024.

Kaspar Kelterborn
Member of the Board of Directors and Chairman of the Sustainability Committee

Magdalena Martullo
CEO and Vice-President of the Board of Directors

Reporting on sustainability

As a globally active company, EMS is committed to sustainable development and lives up to this corporate responsibility: On the one hand with sustainable solutions for a wide range of applications with focus on automotive engineering, the electrical and electronics industry, optics and numerous other industrial sectors. While, on the other hand, with numerous measures towards economic, social and environmental sustainability.

1. Sustainability as part of long-term strategy

EMS was founded in 1936 and was already committed to a sustainable, long-term corporate strategy in the early years: At the beginning, EMS produced ethanol by means of wood saccharification and was already at that time CO_2-neutral with its own hydroelectricity. The founder consciously chose the company location in the Grisons forests close to the raw material wood and near the River Rhine to produce hydroelectricity.

Today, polymer materials for demanding technical applications form the main business of EMS. The EMS business model is based on environmental compatibility and sustainability as the lightweight polymers are mainly used to replace heavy metal applications in automotive manufacturing. EMS' products are essential for customers in automotive manufacturing as well as in a wide range of other industries, to enable them to achieve their own sustainability goals. The weight reduction achieved with these materials makes savings on fuel, electricity and tire abrasion possible as well as reducing vehicles emissions. They provide significant and sustainable added value in the manufacture of consumer goods such as medical applications, packaging, sports equipment, in transport and construction. EMS develops new applications with customers that sustainably save 64,800 tons of CO_2 annually.

A responsible, future-oriented and economic sustainability forms the foundation of EMS' industrial added value. Continuous, positive and long-term development is given highest priority.

For decades, EMS has placed great emphasis on environmentally-friendly and sustainable production. Already in 1982 an own water treatment plant was built at the Domat/Ems production location, handling waste water from the communities of Tamins, Bonaduz and Rhäzüns. Since 2006, EMS has reduced CO_2 emissions by more than 80% by the

The production location Domat/Ems, Switzerland (in 1920)

commissioning of the largest biomass power plant by far in Switzerland at the production site in Domat/Ems. Since 2020, the electricity supply at the Swiss and German production and sales sites has been generated 100% from CO_2-neutral hydropower. With these proactive and farsighted measures, EMS production at all locations worldwide has been CO_2-neutral since July 1, 2020.

This pioneering spirit is one of the reasons the Domat/Ems production site received the EcoVadis Gold Rating in 2024, joining the top 5% of all companies reviewed worldwide. The rating attests to EMS' sustainability activities and illustrates that EMS is a leader in its sector.

An internal environmental management system was introduced at the Domat/Ems site already in 2001. As no internationally recognized environmental management system existed at the time, EMS built on the then leading British standard BS 7750. EMS had this system externally audited in 2024 and was certified according to ISO 14001. The Gross-Umstadt site in Germany was also certified to the same standard in the same year. Since 2021, EMS has reported in accordance with TCFD, GRI and UN Global Compact standards. In 2024, EMS joined the Science Based Targets Initiative Standard (SBTi), making EMS one of the leading companies defining science-based measures to achieve the goals of the Paris Climate Agreement. EMS also has other internationally recognized certifications. The ISCC Plus certification ensures that sustainable and recycled raw materials can be fully traced along the entire value chain. EMS received this ISCC certification for the Suzhou (China) site in 2023 and in 2024 for the two production sites in Domat/Ems, Switzerland, and Gross-Umstadt, Germany. These certifications confirm EMS's path to the net-zero target and provide transparency for customers and other stakeholders.

EMS sets itself continual goals with regard to reduction of emissions, waste and wastewater and implements these in a targeted manner by means of ongoing operational improvements and with replacement and expansion investments. In 2024, EMS commissioned a more sustainable distillation plant at the EMS-GRILTECH production facility, which makes distillation more energy-efficient, reduces steam consumption by 30% and, at the same time, increases capacity by 35%. Thanks to their lower water content, the distillation residues can be re-used. More than 100 tons of raw materials are therefore returned to the cycle every year. This means that processes have been optimized and waste products reduced. In the distillation plant, the secondary production products are separated from each other and the solvent (tetrahydrofuran) obtained in this way, is reused. The remaining water is fed into the company's own wastewater treatment plant and treated there.

The employees are the most important capital of EMS. They ensure innovative strength and competitiveness. Their safety, health, education and further training are given high priority and have an impact far beyond the bounds of the company. Apprenticeship training is particularly important. The annual EMAX career show is interesting for all those who are in the process of choosing a profession. Taster weeks take place at any time and two power taster days allow to get to know four different apprenticeships. At the event, vocational trainers and apprentices provide information about requirements, training content, vacancies and further training opportunities at EMS. This social commitment has a long-term and lasting effect far beyond the company.

EMS is aware of its social responsibility and supports a wide range of activities at its sites, in sport, cultural or educational areas. (For further information, please refer to Chapter 1, 3. Social Sustainability, 3.3 Social commitment).

1.1 Materiality analysis

Using a materiality analysis, EMS has determined where the activities of the EMS Group have the greatest economic, social and environmental impact and which issues are of importance to stakeholders. The finalized materiality analysis was reviewed and approved by Executive Management and the Board of Directors. According to the principle of double materiality, EMS considers topics to be important if they are of significance to EMS from an internal company perspective, or have a substantial economic, social or environmental impact. Important topics identified by EMS are as follows:

Reporting on sustainability

Economic sustainability

- Long-term profitable growth: The long-term profitable growth of the EMS Group is based on continual innovation as well as new and further development.
- Business conduct: Ensure and promote that EMS business activities are conducted in accordance with regulations, standards and ethical principles.

Social sustainability

- Attractive employer: Creating responsible conditions of employment and employer-employee relations.
- Training and further education: Promoting personal development of employees with focus on training and further education far beyond the company environment.
- Health and safety in the workplace: Maintaining and promoting a safe and healthy work environment for all employees involved in the provision of products and services.

Environmental sustainability

- Greenhouse gas emissions and climate change: Reduction of impact on climate change including greenhouse gas emissions (in particular reduction of CO_2) along the value chain.
- Energy consumption and efficiency: Reduction in energy consumption, increase energy efficiency and use of renewable energy sources for provision of EMS' products and services.
- Resource-saving performance: Sustainable reduction of environmental impacts resulting from provision of EMS' products and services through use of efficient technology and creation of an integrated circular process.

1.2 UN Global Compact and Sustainable Development Goals

In July 2020, EMS joined the United Nations Global Compact. EMS is committed to supporting the principles on human rights, labor standards, environmental protection and anti-corruption and making them part of its strategy, culture and daily work.

The commitment to support the Sustainable Development Goals (SDGs), originates from EMS' commitment to sustainability and its participation in the United Nations Global Compact.

EMS contributes to the UN 2030 Agenda for sustainable development, focusing on 11 out of the total 17 goals.

These are:
- SDG 2 (Zero Hunger) → Packaging applications to extend the shelf life of foodstuff and reduce food waste, baby bottles, reusable drinking bottles.
- SDG 4 (Quality Education and Lifelong Learning) → Apprentice training, mobile apprenticeship (abroad), internships, cooperation with universities, extra-occupational education, and support through internal personnel development.
- SDG 5 (Gender Equality) → Equality laid down in the Code of Conduct, equal wage analyses.
- SDG 6 (Clean Water and Sanitation) → Company-owned water treatment plant for local communities.
- SDG 7 (Affordable and Clean Energy) → Process steam from a biomass power plant.
- SDG 8 (Decent Work and Economic Growth) → EMS is the most important industrial employer in the Canton Grisons, Switzerland, innovation, continual technological modernization.
- SDG 9 (Industry, Innovation and Infrastructure) → Circular economy, resource-friendly solutions.
- SDG 12 (Responsible Consumption and Production) → EMS handles chemicals and waste in an environmentally responsible manner.
- SDG 13 (Climate Action) → EMS takes measures to protect the climate.
- SDG 15 (Life on Land) → Forest management through biomass process steam from wood.
- SDG 17 (Partnerships for the Goals) → EMS maintains global partnerships for sustainable development. EMS works closely in the triangle of science, technology and innovation with universities and research institutions.

The eleven SDGs

1.3 Observation of due diligence

EMS has introduced processes to ensure compliance with Swiss legislation regarding conflict minerals. EMS is exempt from reporting obligations according to the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected and High-risk Areas.

EMS applies all aspects of the ILO Child Labor Conventions no. 138 and 182 and the ILO-IOE child labor guidance tool for business dated December 15, 2015 as well as the United Nations Guiding Principles on Business and Human Rights (UNGPs).

EMS communicates according to clause 21 UNGP on its approach to human rights as follows:

- As stated in its Code of Conduct, EMS supports and respects the protection of internationally proclaimed human rights and labor standards.
- EMS is committed to high standards of business ethics and integrity, including support and observation of the internationally proclaimed human rights and labor standards as laid down in international human rights frameworks such as:
  a. Universal Declaration of Human Rights (UDHR)
  b. United Nations Guiding Principles on Business and Human Rights (UNGPs)
  c. ILO Core Labor Standards
  d. ILO Child Labor Conventions no. 138 and 182
  e. ILO IOE Child labor guidance tool for businesses
  f. Ten Principles of the UN Global Compact (UNGC).

- EMS is committed to human rights and has manifested this by publishing a corresponding declaration of commitment. The declaration is in line with the Protect, Respect, Remedy concept set out by the UNGP.
- EMS has identified human rights issues in accordance with the UNGP and will regularly reassess human rights risks on the basis of feedback from internal and external stakeholders.
- Based on the identified human rights-related risks and impacts, EMS develops preventive measures that are integrated into the company's operating procedures (including purchasing processes), training programs, guidelines and management systems.
- EMS regularly monitors the effectiveness of the measures and their influence on the observance of human rights in its value chain and monitors the implementation of the human rights action plans. EMS did not identify any human rights violations in this reporting period.
- EMS has a reporting procedure for concerns and complaints. EMS attaches great importance to an open corporate culture in which employees are encouraged to express their opinions if they become aware of compliance risks. This also applies to issues relating to human rights.
- If negative impacts on human rights are discovered due to the company's business activities or due to links to its activities, EMS commits to take timely and transparent measures to remedy the situation in a fair and equitable manner in accordance with the UNGP.

1.4 Compliance with climate protection targets

EMS acts in accordance with the Swiss Federal Act on Climate Protection Targets, which aims to reduce manmade greenhouse gas emissions in Switzerland to zero by the year 2050 (net-zero target). EMS also takes this target into account as part of its decarbonization plan.

2. Economic sustainability

2.1 Long-term success

In order to ensure desired economic sustainability, EMS works with medium and long-term plans. These are continually adapted to economic, political and technological developments. With its innovative strength, EMS intends to create medium and long-term value for its stakeholders; with innovative products and services, interesting workplaces and an attractive shareholder value.

2.2 Investments

In order to meet increasing future customer demand, EMS is continuously investing in capacity expansions. The investment program of more than CHF 300 million announced in 2021 to increase capacity and energy efficiency at the main site in Domat/Ems is being implemented according to plan. The CHF 300 million will be almost fully invested by the end of 2025. In the last five years, EMS has invested a total of CHF 304 million (excluding acquisitions).

Reporting on sustainability

In the year 2024, a total of CHF 33 million (previous year: 49) was invested. Of this, EMS invested 67.3% (77.7%) in Switzerland, 9.6% (5.8%) in Europe (excl. Switzerland), 13.3% (7.7%) in Asia and 9.8% (8.8%) in America. Investments were made mainly in the areas of replacement, quality improvements and capacity expansion.

Thanks to new processes, EMS has succeeded in commissioning plants with up to 50% lower energy consumption.

2.3 Governance

The Board of Directors of EMS bears responsibility for sustainability and climate protection as well as climate-related risks and opportunities. It decides on strategy and targets. A Sustainability Committee formed by the Board of Directors oversees environmental, social and ethical performance. To enable it to perform its supervisory function, the committee requires the support of control functions. To achieve this, EMS has expanded the risk management function, which analyzes and monitors sustainability issues and supports the business units in defining their sustainability goals. Compliance functions provide additional support in monitoring sustainability laws, guidelines and internal directives. EMS has an internal audit function that checks the implementation of requirements on site.

Climate-related initiatives and measures are planned in the business units and approved and defined by Executive Management as part of the planning process. Implementation takes place in line management. In this way, EMS ensures that sustainability is at the heart of governance. Good governance not only creates trust among stakeholders, employees and shareholders, but also improves the short, medium and long-term result. More information on how EMS manages sustainability risks, can be found in the TCFD report.

2.4 Stakeholders and risk management

EMS meets the needs of business partners, employees and the environment through responsible economic, social and environmental behavior. The demands of the various stakeholders are recorded within the framework of the integrated quality management system and objectives, measures and priorities are defined and implemented at the levels of quality, safety, environment and health. All these objectives and measures are planned in the business units and approved and defined by Executive Management within the framework of annual planning. Implementation takes place in line management.

EMS has also developed a comprehensive risk management system which is integrated into the planning and management process. The risk assessment by EMS management is discussed annually with the Audit Committee and the Board of Directors. A distinction is made between strategic, operational, legal and financial risks.

The objective of risk management is to:
- systematically identify special risks before they occur
- establish processes to monitor, reduce and, at best, prevent risks, and
- find a balance between risks and opportunities

2.5 Ethics and compliance

Internal Audit and the Chief Compliance Officer (CCO) are responsible for monitoring compliance with valid legal, regulatory and internal directives, and principles of global business ethics. The CCO reports directly to the CEO. Employees are also required, and business partners are encouraged, to report potential violations to the CCO via a special (anonymous) compliance channel or to contact the head of the legal department. Internal directives define how employees must report such violations and regulate the conduct of the recipients. Sanctions are imposed in the event of proven misconduct.

Compliance training courses are held under the direction of the CCO at the individual Group companies. The following training courses were held:
- Code of Conduct (in particular, reporting of violations)
- Combating corruption and bribery
- Antitrust/competition law
- Export controls/sanctions
- Data protection (in particular, the EU General Data Protection Regulation, GDPR)
- Human rights
- Insider trading
- Intellectual property

The training programs are continuously developed further. Employees are required to undergo initial training when they start working for EMS with further training every two years. EMS has a training platform technically suitable for use with training content from internal and external sources. Employees are also provided with general and specific legal advice or individual training as required.

Combatting corruption

As a member of the United Nations Global Compact, EMS is committed to a clear and strict stand on anti-corruption. Corruption is categorically rejected. There are clear guidelines for prevention and employees are trained in this regard. According to audits by the internal audit department, there were no cases of corruption at EMS worldwide in 2024.

Competition

EMS is committed to fair competition with no price fixing, cartels or other competition-distorting activities. EMS handles its operational and commercial knowledge with care.

Intellectual Property

In particular, EMS consistently protects its technical and commercial knowledge from loss or access by unauthorized persons.

Chemicals, employee protection and product safety

EMS complies with the relevant chemical, work and product safety laws. EMS provides the responsible employees with ongoing training.

2.6 Audits and inspections

The internal audit department, the compliance department as well as the external auditing body support the Board of Directors or the Audit Committee in the exercise of its monitoring and control functions. Audits and inspections make a significant contribution towards this. They also present management at Group (Executive Management), business unit and local company levels with an assessment that is independent of line management. This is done to determine whether the activities concerned comply with external, statutory and EMS internal guidelines and requirements (compliance aspect) and whether the processes and controls designed are effective. Identified deficiencies and potential for improvement are presented in reports with measures and implementation dates. Implementation of the defined measures is assessed in follow-up audits.

Audits and inspections are carried out by various functions within the EMS Group. The EMS internal audit department is independent of line organization and carries out group-wide audits of key processes. Focus is on the structure of internal control systems and the effectiveness of internal controls. In addition, internal specialists from line organization carry out inspections regarding product quality, the environment, occupational safety, health, cleanliness and orderliness at business unit level and at the individual companies. The main results of such inspections are included in the systematic reporting process to Executive Management. EMS regularly conducts risk-based internal audits in the area of human rights. In 2024, the sites in India and Thailand were subjected to an internal audit. No risks were identified in the area of human rights.

As a supplier, EMS itself is regularly audited by customers, in particular from the automotive and industrial sectors. These audits ensure compliance with international labor norms and standards in the areas of quality, environment, safety and health.

2.7 Environmental management systems and globally recognized ISO and ISCC PLUS certification

IATF 16949:2016 and ISO 9001:2015

The quality management systems of the business units EMS-GRIVORY and EMS-GRILTECH as well as EFTEC, are certified according to IATF 16949:2016 and ISO 9001:2015.

ISO 14001

Until 2023, the business units EMS-GRIVORY and EMS-GRILTECH maintained an internal environmental management system in accordance with the guidelines of the Responsible Care Initiative/ISO 14001. Since 2024, the Swiss EMS-GRIVORY location has been certified according to ISO 14001 and other locations will follow. The following EFTEC sites have a certified environmental management system according to ISO 14001: EFTEC AG (CH), EFTEC Engineering GmbH (DE), EFTEC North America LLC (USA), EFTEC Brasil Ltda (BR), EFTEC Systems S.A. (ES), EFTEC (Czech Republic) a.s. (CZ), EFTEC NV (BE), EFTEC Ltd (UK), EFTEC (Romania) S.R.L. (RO).

ISCC Plus

EMS-GRIVORY has been certified according to ISCC Plus since 2023 in China, and since 2024 in Europe. With this certification, EMS is a leader and can credibly demonstrate to all interest groups, to the public, and to government institutions that EMS complies with these defined sustainability standards.

EcoVadis

The EMS-CHEMIE AG and EMS-CHEMIE (Produktion) AG locations have a sustainability rating from EcoVadis.

2.8 Conduct in tax matters

Principle

EMS pursues a long-term sustainable tax strategy, taking into account the applicable national and international tax legislation.

Fiscal concept

The Group's tax strategy is designed to comply with the law of all countries in which EMS operates as well as with international treaties and guidelines in all tax matters. EMS does not engage in aggressive tax planning or use complex structures to minimize its tax liability. EMS does not rely on formal tax saving schemes lacking economic substance. EMS does not use hybrid instruments and/or structures, either for the purpose of tax avoidance, double deduction or tax exemption. Where necessary, EMS consults external consultants for its tax risk management.

EMS supports open and transparent cooperation with the respective tax authorities. In the event of tax audits, EMS is cooperative and promptly provides requested information.

Risk management

The tax aspects of business activities and transactions at EMS are proactively addressed, continuously monitored and controlled. EMS acts in accordance with standard market principles and adheres to the relevant national and international regulations when setting prices for Group transactions. EMS companies maintain up-to-date transfer pricing documentation.

Country-by-country reporting

Since the fiscal year 2018, EMS has submitted a Country-by-Country Report (CbCR) annually to the Swiss Federal Tax Administration (FTA). This OECD/G20 standard contains relevant information on profit and taxes paid in countries where EMS operates. The FTA shares this report with the tax authorities of other countries in which EMS is taxable. This shows that EMS duly complies with its tax obligations in each country.

2.9 Responsibility in the supply chain

Working closely with suppliers, EMS aims to help prevent both human rights violations and environmental infringements in the supply chain. Strict evaluation criteria are applied and processes completed before business relationships are entered into with a supplier. EMS also conducts risk-oriented supplier audits. These audits are implemented by the EMS purchasing organization in collaboration with internal specialists (quality or technical experts). This contributes

towards a continuous improvement process and promotes cooperation with suppliers. Suppliers audited by EMS demonstrably comply with the high standards set by EMS for environmentally and socially responsible production. Each supplier must commit to the Supplier Code of Conduct. EMS expects suppliers and their suppliers to comply with applicable laws and to follow recognized ESG standards.

2.10 Responsibility for deforestation-free products and supply chains

With the EU regulation on deforestation-free supply chains, the EU aims to help reduce global deforestation and forest degradation. EMS has taken its responsibility seriously, checked its own processes and ensured compliance.

3. Social sustainability

EMS understands social sustainability to mean responsibility as an employer and a comprehensive commitment to the community.

3.1 Sustainable personnel policy

Attractive employer

EMS is committed to a sustainable personnel policy and to diversity in the workforce and structures. EMS values and promotes its employees and offers them attractive employment conditions. Motivated and committed employees make a decisive contribution to the result as they are prepared to go the extra mile in their performance to meet customer needs.

The management tools, which have been successfully implemented for many years, train and commit all employees to the same principles and an accordingly uniform work and management culture, thus supporting EMS in achieving its strategic goals.

Equal opportunities and equal pay

There are equal opportunities for women and men at EMS. At the end of 2024, the overall women's quota was 21.1% (previous year 19.1%), with 21.5% (previous year 19.9%) in management.
In 2020, an equal pay analysis was carried out in accordance with the provisions of the Gender Equality Act. The results confirmed that equal pay between female and male employees is maintained and that the legal requirements are complied with. The certified auditing company Ernst & Young confirmed that the analysis had been carried out correctly.

Employee development

EMS attaches great importance to practical training and further education. The need for this kind of training and education is determined according to the respective development of the employees. Depending on their level and development, employees receive internal or external training. Internal courses are based on the employees' daily tasks. The success of training is directly reflected in an increase in quality and efficiency at the workplace. In addition to internal courses, EMS also offers support programs for external training at universities of applied sciences or other institutions. EMS contributes towards this kind of individual development measure, which are agreed during the annual staff appraisal system. In addition to internal and external training measures, EMS also offers its employees the opportunity to expand their skills and experience at various locations abroad and to pursue a career path within the company.

The average training time as well as the funds spent on internal and external training measures have returned to a competitive level similar to that of the previous year.

Junior staff and career development

A well-trained workforce is the cornerstone of success and EMS has already been training professionals to the level of the Swiss Federal Certificate of Competence with great success since 1943. The specifically created teaching and training centers with full-time vocational trainers, as well as the fact that all EMS apprentices have the opportunity to gain practical experience at an EMS location abroad within the framework of mobile apprenticeships, also demonstrates that vocational training is central and extremely important at EMS. EMS invests more than CHF 5 million annually in the training of apprentices and trains around 140 of its own apprentices in 17 different professions in Switzerland, mainly at the Domat/Ems site, as well as around 120 apprentices annually for third-party companies, making it the most important apprentice

training company in the Canton Grisons, Switzerland.

In addition to vocational training, university education is also a central pillar. EMS is also resolutely committed to this and maintains close relations with the University of Applied Sciences Graubünden and the University of Applied Sciences OST, but also with universities and the two Swiss Federal Institutes of Technology. EMS offers students internships, among other things, and promotes practice-based training and recruitment of young professionals and talents in cooperation with educational institutions. In this context, developments are also realized in cooperation with the universities or project weeks are offered at the workplace.

3.2 Occupational safety, health and customer safety

To ensure the health and safety of its employees, EMS sets targets throughout the Group, achievement is monitored periodically and supported with target-oriented programs and measures.

There is a high level of safety in the workplace and continual training and instruction with internal and external experts ensures that this remains so. Through risk analyses, audits and regular inspections of plant and equipment, safety experts, plant managers and engineers ensure that the high standard can be maintained and even improved. The involvement of employees in safety matters is very important to EMS and is encouraged on a sustained basis. EMS has created and implemented special programs with external experts for work reintegration. In the area of customer safety, EMS takes into account safety requirements for its high-performance polymers throughout the product life cycle - from development through production to application and recycling. Targeted safety tests and comprehensive product information ensure that the products are safe to handle and use. Great importance is attached to transparent communication with customers in order to support them in the safe use of our products.

EMS supports local occupational health and safety initiatives and is a member of the Safety Charter (SUVA: Swiss National Accident Insurance Fund). At the largest EMS production location in Domat/Ems, Switzerland, an officially recognized safety management system according to EKAS 6508 has been implemented since 2015. EMS reports internally and externally, transparently and comprehensively on the subject of occupational health and safety. The focus is on key figures as well as measures and programs.

3.3 Social commitment

EMS operates worldwide and is deeply rooted at its numerous locations. As an employer, EMS must do justice to a society that is becoming older and more diverse, demanding more flexibility and individual solutions – and this always with the business result in mind.

In the field of social commitment, EMS essentially concentrates on two core areas:

As attractive employer, EMS invests in vocational training and promotes studies for university or technical college degrees. In addition, EMS enables pupils at all school levels to gain an insight into their future careers with a focus on the MINT subjects (mathematics – informatics – natural science – technology) with various events and projects (MINT week, First Lego League, vocational show, vacation pass, future day, children's play day, business week for cantonal schools or teacher training Simple Science).

The EMSORAMA and EMSORAMA-Mobile have a special significance. In 2016, EMS launched the

Apprenticeship

140 apprentices in 17 different professions ranging from plant operator to various skilled crafts and IT professions to basic commercial training. Apprenticeships last between 3 and 4 years. During their training, apprentices have the opportunity to gain work experience abroad.

In 2024 EMS received the award «Great Start!».

For more information, scan this QR code:

first and only Grisons Science Center at the Domat/Ems site. This bears the name EMSORAMA and promotes fascination for natural sciences and technology. In addition, in 2019, the EMSORAMA-Mobile was launched. In contrast to the stationary EMSORAMA, the EMSORAMA-Mobile visits communities in the Canton Grisons and fascinates children, young people and their parents, school classes, clubs and other interested parties locally on site.

In addition, EMS advocates voluntary social responsibility and supports and promotes cultural, sporting, social and civic events and activities. With its financial support and/or provision of resources or infrastructure, EMS makes it possible for various events and activities to take place.

The active exchange of information with all stakeholder groups is an important pillar of EMS' culture. This is also reflected in its membership and active participation in external associations and initiatives. For example, EMS is a board member of science-industries Switzerland, the Institute for Plastics Processing (IKV Aachen) and Economiesuisse. EMS employees maintain an active dialog as members of the board of KUNSTSTOFF.swiss and the Graubünden Chamber of Commerce and Employers' Association.

4. Environmental sustainability

Together with customers, EMS develops new applications which save 64,800 tons of CO_2 annually and sustainably.

4.1 Net-zero CO_2 emissions as of 2050

Since 2020, the EMS Group has been CO_2-neutral at every location worldwide (Scope 1 and 2).

In addition, EMS has set itself a global net-zero target for CO_2 emissions (Scope 1, 2 and 3) as of 2050. EMS has developed new processes that save up to 50% energy. Two plants are already in operation, further plants are planned.

EMS is now working on a significant reduction of its Scope 3 CO_2 emissions and has already set reduction targets for these indirect emissions arising in the supply chain, the majority of which originate from suppliers. By working closely with these suppliers, EMS has been able to create transparency in the upstream supply chain for CO_2-intensive raw materials and continuously improve the database. Together with suppliers, EMS develops solutions and defines measures to reduce their emissions in relation to the end product. The measures are prioritized according to the amount of CO_2 emissions they contribute. This ensures that the greatest effect can be achieved as quickly as possible. Such solutions may include the use of renewable energies or alternative raw materials and/or recyclate material and/or process improvements. EMS suppliers are committed to massively reducing their CO_2 emissions by increasing efficiency and saving energy as well as through generation of CO_2-neutral energy. In addition, EMS has defined CO_2 emissions to be a relevant criterion for the selection of raw materials and is in close contact with current and potential suppliers. EMS has a long and proven tradition of sustainability measures and has always attached great importance to production as environmentally friendly and sustainable as possible. In 2006, for example, EMS reduced CO_2 emissions by over 80% by commissioning a biomass power plant on the company's largest production site in the world at Domat/Ems, Switzerland. In addition, EMS relies on hydropower and has been CO_2-neutral in terms of Scope 1 and 2 at all locations worldwide since 2020.

4.2 Science Based Targets initiative

EMS joined the Science Based Targets initiative (SBTi) at the beginning of 2024 and is committed to net-zero targets and the validation of a detailed decarbonization plan.

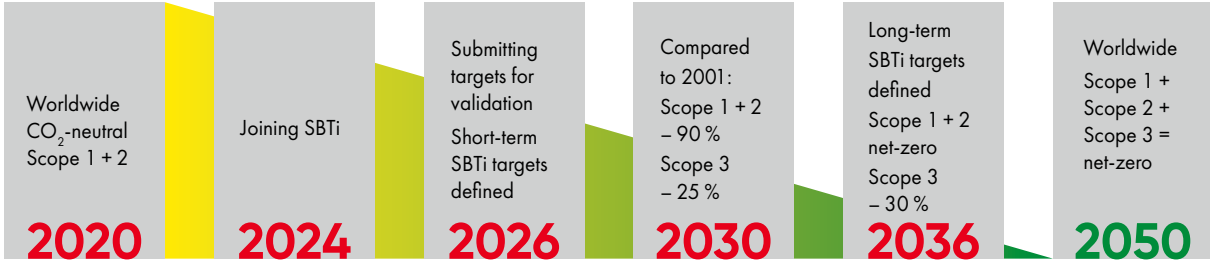
4.3 Decarbonization plan

To achieve the net-zero target for CO_2 emissions in Scope 1, Scope 2 and Scope 3 by 2050, EMS has drawn up the respective plan (top of the next page).

4.4 Circular economy

EMS is committed to the transition to a circular economy and is integrating bio-based raw materials (see GreenLine information box on page 17) as well as mechanical and chemical recycling into its own strategy. As a leading company in the polymer

Reporting on sustainability



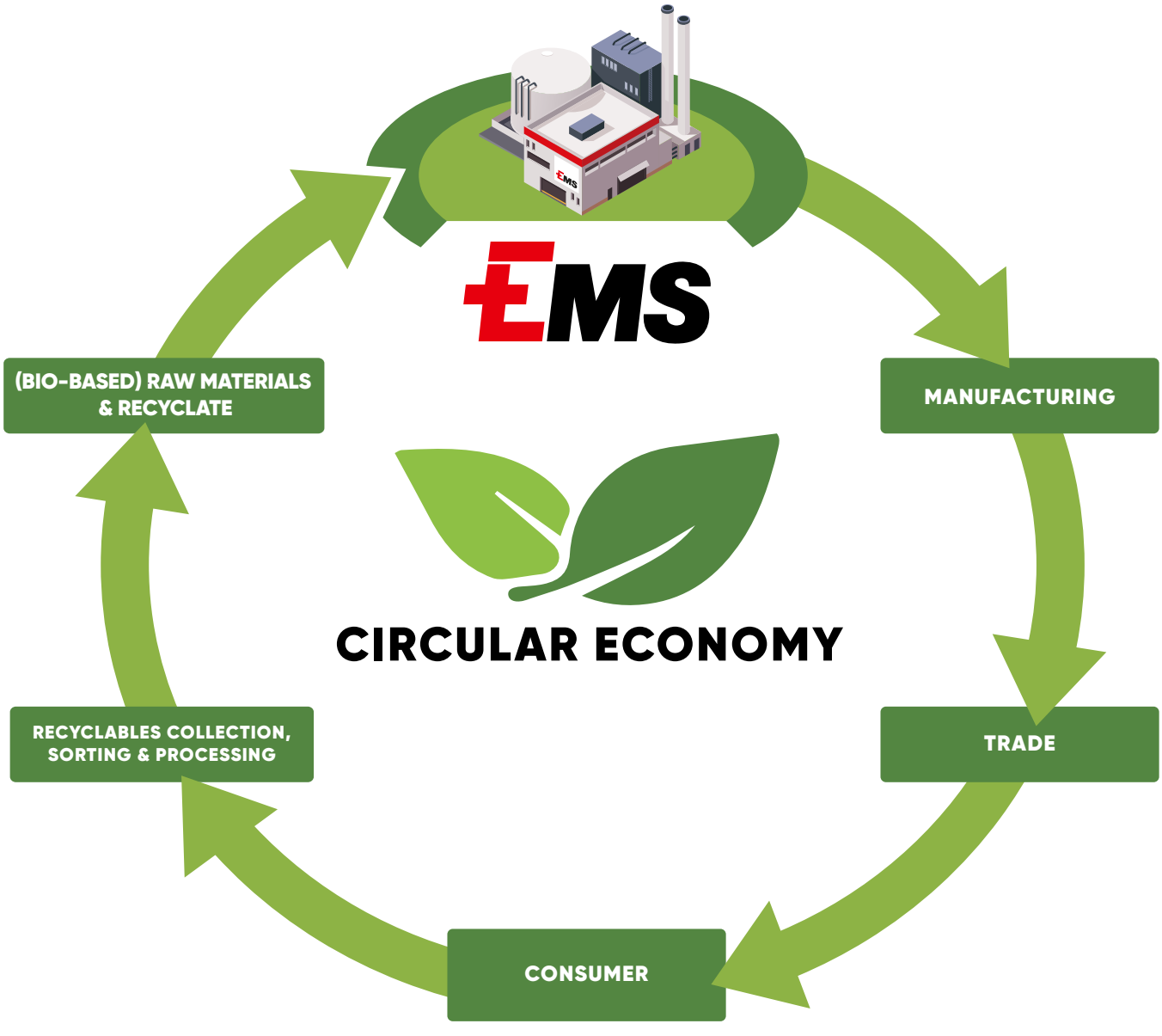
industry, EMS recognizes the need to make efficient use of resources and to minimize its ecological footprint. EMS is striving to convert to a circular economy and is increasingly replacing raw materials with bio-based alternatives. These bio-based raw materials come from sustainably managed sources and help to reduce CO_2 emissions in the EMS production chain. By taking this step, EMS is making an important contribution to reducing the impact on climate change and promoting a green economy. In addition to the use of bio-based raw materials, EMS also relies on chemical recycling. Thanks to innovative processes, EMS is able to replace an increasing amount of raw materials with materials from chemical recycling. This means that EMS returns waste products, otherwise deposited in refuse tips, to the production process.

EMS is actively involved in educating and raising awareness among its own customers about the importance of a circular economy, bio-based raw materials and different recycling approaches. Sustainable raw materials for the GreenLine product family are obtained from a plant source. Vegetable oil is used instead of crude oil as chemical raw material for synthesis of 100% bio-based monomers to produce polyamides. This makes an important contribution towards use of renewable raw materials in the chemical industry. Advantages of cultivating these plant sources are particularly significant compared to the bio-resources and biofuels typically obtained from food plant such as corn or sugar cane. The plant is not a food plant and therefore does not compete with food harvests. It is fruitful, economical in terms of water and land consumption, grows on dry soils without intensive use of fertilizers and can be cultivated by small farmers as a valuable supplement to other plants. The plant is resistant to drought and insect infestation, does not cause deforestation and can be harvested within 4–6 months of planting. 80% of the world's production is grown in India (Gujarat). Local initiatives ensure a steady income for participating small farmers and make an important contribution to sustainable cultivation.

4.5 Energy

EMS is actively committed to energy efficiency and global climate protection. The goal of EMS is to sustainably reduce its own energy consumption and the associated environmental impact. To achieve this, EMS relies on efficient technologies and renewable energies. EMS obtains 100% of its electricity for its largest production and sales sites in Switzerland and Germany from CO_2-neutral hydropower. At the world's largest production site, process steam is generated exclusively from biomass (wood). Production processes of EMS are designed to be as energy efficient as possible. Our process engineers are constantly looking for new optimization potential to further increase energy efficiency. In order to achieve even further reductions, the Energy –30% project was launched in 2019 with the aim of sustainably reducing energy consumption, and thus also CO_2 emissions, at the Domat/Ems site. Between 2012 and 2024, 185 energy-saving projects were implemented at the Domat/Ems site, and 173 more are planned or in progress for the years 2025 to 2026.

In order to reduce energy requirements and the associated greenhouse gas emissions in the medium term, EMS also develops fundamentally new processes and technologies. Energy-efficient processes are used from the outset in new plants and controls are optimized, so that important energy resources are conserved, and emissions are reduced to a minimum.



With weight-saving products, EMS' customers in the automotive industry can reduce vehicle weight and thus significantly reduce fleet consumption for their vehicles.

4.6 Air emissions

EMS has been committed to sustainable climate protection for many years now. With its voluntary participation in the program of the Energy Agency for Industry, EMS is committed to actively reducing CO_2 emissions and optimizing energy efficiency. EMS' target agreement is recognized worldwide by authorities and industrial partners.

Regular monitoring of exhaust air emissions is an integral part of EMS' environmental management. In addition to CO_2, EMS also continuously records the other relevant gas emissions in order to discover and implement potential for improvement. The goal is and remains to avoid emissions wherever possible. Where this is no longer technically possible, other options are implemented to minimize the environmental impact. For example, EMS fully offsets CO_2 emissions that cannot be further reduced in global climate protection projects.

As part of Responsible Care, EMS reports on air emissions in its own environmental reports, in

national surveys (climate registers, emissions reports) and in the global report of the CDP Carbon Disclosure Project.

4.7 Water

Fresh water

Water is of great importance for production at EMS and EMS is committed to its responsible and sustainable use. The aim is to protect water as a resource and, through continuous improvement measures, to use it as efficiently as possible while continually reducing emissions. With its high-performance polymers, EMS offers its customers solutions for the purification and treatment of water. EMS has various polymer materials in its portfolio, which are approved for use in contact with drinking water. EMS reports transparently and comprehensively on the topic of water. In addition to its own environmental reports, EMS also communicates on the topic of water within the framework of the Responsible Care Initiative.

Wastewater

Wastewater is produced when water is used as an auxiliary medium for cooling, dissolving or cleaning. One very special factor worth mentioning is that a considerable part of the water is also created as a by-product during polymerization. This so-called reaction water is split from the raw materials and results in the water output of EMS being greater than the input.

Part of the water used evaporates and is discharged in vapor form via exhaust air. The liquid wastewater portion is treated according to its intended use. Clean wastewater from cooling is returned directly to the natural water system after testing and inspection. Contaminated wastewater is taken to the wastewater treatment plant. At its main site in Domat/Ems, Switzerland, EMS operates its own wastewater treatment plant for this purpose. This treatment plant not only cleans the plant's wastewater, but also the wastewater of the surrounding communities.

Through continuous improvements of the treatment plant, efficiency has been continuously increased and is at a very high level compared to other industries.

EMS reports extensively on the subject of wastewater and wastewater quality. In addition to the company's own environmental reports, wastewater indicators can also be found in the reports of the Responsible Care initiative and in the reports of the national environmental authorities.

4.8 Waste and recycling

Waste

EMS is constantly working on new solutions for the circular economy and improved recycling. Materials are first reprocessed internally whenever possible, thus avoiding waste. Materials that cannot be recycled internally are sent for recycling wherever possible. The strategy of EMS is to maximize recycling. Materials such as polymers, metals, glass, wood, paper and packaging materials are removed from production refuse, sorted into different types and sent for recycling.

The remaining waste is mainly polymer waste, which has a particularly high heat value, and most of which is sent for thermal recycling. As secondary fuel, this waste replaces fossil fuels such as oil or gas, especially in the energy-intensive plants of the cement industry. Only the low heat value waste is burned in waste incineration plants.

In the case of hazardous waste, EMS aims to reduce the quantity by continuously taking optimization measures (substitution, increasing process stability, measurements, etc.). Hazardous waste is disposed of exclusively via authorized disposal companies and without exception in approved hazardous waste treatment facilities.

Recycling and disposal

Hazardous goods and chemicals are transported, stored and disposed of after use in accordance with applicable legal requirements. With internal collection points, EMS ensures that employees separate and dispose of waste properly so that a large proportion can be recycled. Specialized companies are commissioned to recycle specific materials (e.g. metals) in a professional and ecologically optimal manner.

4.9 Safe handling of base materials

EMS, as a chemical company, is subject to international chemical legislation, both at the production sites and in the export markets. For example, EU Regulation No. 1907/2006 (REACH) requires the registration of all chemicals imported into or produced in the EU in quantities greater than 1 ton per year. As a supplier of polymer materials, EMS is directly or indirectly affected by this registration obligation through the raw materials it uses and, together with its raw material manufacturers, ensures that products are REACH-compliant.

The Regulatory Affairs department at EMS coordinates activities worldwide to meet the chemical regulatory requirements for EMS products, and continuously monitors latest developments. Compliance with legal and customer requirements is confirmed in corresponding conformity documents.

Environmental protection and safety

Ensuring protection of the environmental and upholding safety levels are comprehensive tasks which cover all activities within EMS.

For more information, scan this QR code:

GreenLine

Under the general term GreenLine, the High Performance Polymers division of the EMS Group markets a wide range of biobased polyamides which are manufactured partly or entirely from renewable raw materials.

For more information, scan this QR code:

TCFD report

The requirements of the "Task Force on Climate-related Financial Disclosures" (TCFD) cover the areas of governance, strategy, risk management, targets and metrics.

1. Governance

The Board of Directors determines the sustainability strategy of the company, which also includes reduction of greenhouse gases (in particular CO_2 emissions). The Board of Directors forms a Sustainability Committee to monitor implementation of this strategy.

Executive Management defines the operational measures for sustainable development of EMS based on the sustainability strategy. The business unit leaders are responsible for implementing these measures. Executive Management regularly reviews whether the measures are implemented successfully. In the event of deviations, corrective measures are initiated.

The Environment and Safety Department supports Executive Management in further developing the sustainability strategy. It develops methods for identifying, assessing, monitoring and reporting climate-related risks and opportunities, and is also responsible for annual sustainability reporting in accordance with GRI, Key Figures Sustainability and various other reporting standards such as UNGC, and reporting under the Carbon Disclosure Project (CDP).

For more information, see:
- Report to Corporate Governance as part of the Annual Report 2024/2025
- Chapter 1, 2. Economic Sustainability, 2.3 Governance

2. Strategy

Assessment of risks and opportunities due to climate change

As part of its risk management, EMS regularly examines and evaluates significant risks and their financial impact.

2.1 Market growth

EMS views the development of sales markets and changing customer needs and preferences as an opportunity. Sustainability and the associated CO_2 savings are at the core of the EMS business model. With its products, EMS makes a direct contribution to the sustainability of its customers. The targeted improvement and further development of EMS specialty polymers makes it possible, for example, to replace metal in increasingly demanding applications. EMS customers can thus save up to two thirds of the weight of the original component. These weight-reducing solutions with specialty polymers achieve fuel savings in the automotive sector, for example, going hand in hand with a reduction in CO_2 emissions. Polymer materials from EMS are also used, among other things, for thermal and photovoltaic solar panels and small wind turbines. Highly resilient resins from EMS are also used in the manufacture of wind turbine blades.

Under the general term GreenLine, EMS provides a wide range of bio-based products made from renewable raw materials. These sustainable products have outstanding properties and make a demonstrable contribution to reducing the environmental impact of their production.

Thanks to its innovative strength, EMS is able to continuously expand its product portfolio in the area of sustainable products and thus increase sales.

2.2 CO_2 emissions

EMS has been CO_2-neutral worldwide since 2020 (Scope 1 and 2), which means that EMS is well advanced in terms of climate neutrality. EMS has always attached great importance to environmentally-friendly and sustainable production. As early as 2006, EMS reduced CO_2 emissions by over 80% by commissioning a biomass power plant at the world's largest production site in Domat/Ems, Switzerland. Since 2020, 100% of the electricity supply at the Swiss and German production and sales sites has also been generated from CO_2-neutral hydroelectricity.

A central pillar of this CO_2 strategy at EMS is saving energy, increasing efficiency and energy sourcing. The corresponding measures are planned in the business units and approved by Executive Management as part of the annual planning process.

EMS ensures that its suppliers along the value chain set themselves high targets with regard to the reduction of CO_2, which are in line with those of EMS, and also achieve these targets. Continuous modernization of facilities and infrastructure as well as ongoing investments in the latest technologies allow EMS to make its processes even more resource-efficient and achieve its emission reduction targets.

2.3 Elimination or compensation

The aim of EMS is to reduce CO_2 emissions as far as possible through its own efforts. Currently unavoidable CO_2 emissions, which ultimately also occur when renewable energy sources are purchased, are offset with investments in compensation projects.

2.4 Energy

EMS continuously analyzes the potential impact of energy (energy security and energy costs) and takes appropriate measures. As energy security is an important factor for business operations, EMS actively manages its energy requirements by continuously optimizing its processes with regard to energy requirements. In 2024, EMS successfully completed 9 energy-saving projects. A further 173 are planned by 2026 and their implementation has already begun.

Such optimized processes and other energy supply measures are intended to enable reliable production even with energy shortages. At the main site in Domat/Ems, for example, EMS is able to cover its energy requirements with an independent energy supply even in the event of a shortage.

2.5 Purchasing and supply chain

EMS operates worldwide using broad-based supply chains. This enables EMS to ensure a very high delivery capability.

2.6 Sustainable supply chain

EMS relies on a comparatively low level of vertical integration and therefore on a large proportion of purchased raw materials. Raw materials with the lowest possible CO_2 emissions are increasing in importance. EMS takes this into account when selecting suppliers. The management of sustainable raw material procurement strategies helps to better control and reduce climate risks in the supply chain. EMS continuously analyzes legislation and regulatory requirements and their impact. The high quality and durability of EMS products ensure that stricter regulations in the area of a circular economy and/or increased customer awareness of this issue provide opportunities to gain market share.

2.7 Scenario analyses

Based on TCFD guidelines, EMS developed scenario analyses, which examine potential impacts of various climate scenarios on the company.

In the first scenario (in compliance with the Paris Convention), global warming is less than 2 °C. In this scenario, current global greenhouse gas emissions are at their peak and then decline steadily.

Possible impact on EMS from the first scenario is:
- Increasing demand for low-emission products: Growing global demand for more environmentally friendly materials and technologies could lead to increased demand for low-emission products produced by EMS. EMS is preparing for this at an early stage.
- Energy costs: In order to achieve the goals of the Paris Convention, energy prices could rise. EMS is looking into investing in renewable energies and energy efficiency to counteract these rising costs.
- Regulatory Requirements: More stringent climate regulation could result in EMS having to invest in additional environmental regulation and reporting. EMS is preparing for these possible changes in advance.

In the second scenario, global greenhouse gas emissions do not peak until after 2030 and then slowly decline. Global warming is 3 – 4 °C.

Possible impact on EMS based on the second scenario is:
- Tightening of regulatory requirements: Due to the delayed transition, governments could adopt stricter climate protection measures in future, which could lead to higher costs. EMS will be prepared for this in advance.
- Reputational risks: In a scenario of higher global temperatures, companies that do not respond adequately to climate change could face increased reputational risk. EMS is taking preventive measures for this possibility.

TCFD report

EMS will implement the following measures:
- Investment in environmentally-friendly technologies and innovations: In order to benefit from the increasing demand for low-emission products, EMS invests continually in research and development.
- Supply chain: By developing strategies and implementation of measures, EMS ensures that with broadly based supply chains, it is capable of providing very good quality and varied delivery reliability.
- Energy efficiency and renewable energy: To counteract rising energy costs, EMS will invest in energy-efficient and environmentally-friendly technology and, with foresight, will continually increase use of renewable energy in its operations worldwide.
- Active communication of sustainability initiatives: To minimize reputational risks and strengthen the trust of investors and customers, EMS reports transparently on its measures in the area of climate protection and sustainability.
- Collaboration with suppliers and partners and their commitment: In order to make the entire value chain more sustainable, EMS commits its suppliers and partners to achieve common sustainability goals and reduce climate-related risks.

The TCFD scenario analysis shows that in connection with global warming, EMS will primarily gain opportunities. CO_2 reduction forms the core of the EMS business model. Weight-reducing solutions with special polymers provide fuel savings in the automotive sector, for example, which are directly associated with a reduction in CO_2 emissions. EMS products are also used among other things, for thermal and photovoltaic solar panels or rotor blades for wind turbines. Under the umbrella term GreenLine, EMS already offers a wide range of bio-based products made from renewable raw materials. These sustainable products have outstanding properties and make a demonstrable contribution to reducing environmental pollution during their manufacture.

For more information, see:
- Chapter 1, 1. Sustainability as part of long-term strategy and 4. Environmental sustainability, 4.4 Circular economy

3. Risk management

The EMS Group has a risk management system approved by the Board of Directors. In this system, risks are identified, analyzed and evaluated according to their probability and severity of occurrence, and measures are defined to address them. Risks related to climate change are also an important part of this. Executive Management, business unit leaders and local company leaders foresee regular evaluations and stipulate specific measures to identify and reduce risks. Controlling coordinates the risk management process and reports to the Board of Directors. In addition, significant climate-related risks and opportunities for sustainable business activities and their financial impact are addressed on an ongoing basis in regular executive management and board meetings.

For more information, see:
- Chapter 1, 2. Economic Sustainability, 2.4 Stakeholders and risk management
- Chapter 1, 4. Environmental Sustainability

4. Metrics and targets

EMS publishes comprehensive key figures and targets on sustainability and CO_2 within the scope of the sustainability report.

For more information, see:
- Chapter 3, Key Figures Environment

Key figures environment

Energy consumption

		2024	2023	+/– %
Electricity	[MWh/t product]	0.31	0.31	+ 0.6 %
Fossil fuel	[MWh/t product]	0.25	0.26	– 3.4 %
Renewable fuel (timber)	[MWh/t product]	0.15	0.14	+ 2.6 %
Total energy consumption	[MWh/t product]	0.71	0.71	– 0.4 %

Electricity mix

		Renewable [1]		Nuclear		Fossil	
		2024	2023	2024	2023	2024	2023
Switzerland [2]	[%]	100	100	0	0	0	0
Europe	[%]	97.8	95.7	1.2	2.1	1.0	2.2
Rest of the world	[%]	9.4	10.0	12.5	11.8	78.1	78.2

1) Water, sun, wind, geothermic, biomass

2) Production and sales locations with energy from renewable sources (Proof of origin hydropower)

Water and waste water

		2024	2023	+/– %	Target 2030
Drinking, river, lake water	[m^3/t product]	47.7	49.7	– 4.1 %	< 40.00
Waste water load	[kg TOC/t product]	0.13	0.14	– 9.1 %	< 0.10

Waste

		2024	2023	+/– %	Target 2030
Waste	[kg/t product]	32.6	32.8	– 0.6 %	< 30
Recycling quota	[%]	73.5	72.0	+2.1 %	> 75

Emissions (without CO_2 emissions)

		2024	2023	+/– %	Target 2030
VOC [1]	[kg/t product]	0.080	0.090	– 13.7 %	< 0.10
Dust	[kg/t product]	0.026	0.028	– 6.7 %	< 0.03
Anorg. gases	[kg/t product]	0.009	0.009	– 0.0 %	< 0.01

1) Volatile organic compounds

Key figures environment

CO_2 emissions

CO_2 emissions Scope 1 and 2

EMS has been CO_2 neutral at all locations worldwide since 2020.

The following overview includes all EMS locations worldwide. Scope 2 emissions were calculated as far as possible using country-specific factors. The Institute for Energy, Ecology and Economy (DFGE) certifies the Scope 1 and 2 emissions for the production sites in Domat/Ems (CH), Neumünster (D) and Gross-Umstadt (D). Unavoidable CO_2 emissions are compensated by hydropower projects (Verified Carbon Standard).
Target achievement Scope 1: Implementation of energy-efficient technologies in production processes in order to reduce direct energy consumption; use of low-emission or emission-free fuels in production facilities in order to minimize combustion emissions.
Target achievement Scope 2: Improved energy efficiency in our own buildings and facilities in order to reduce overall energy consumption.

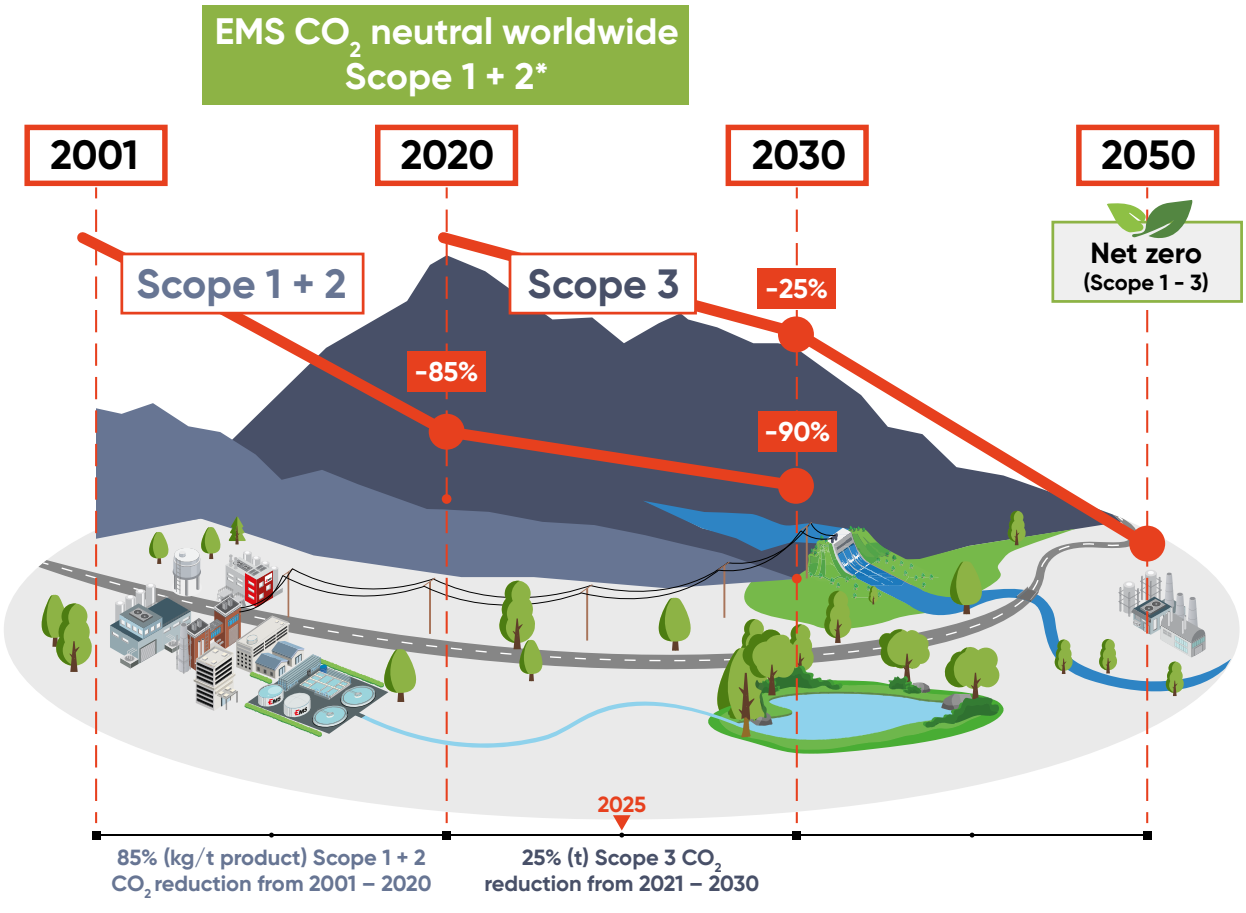
	2024	2023	2021	2001	2023/24	2021/30	2001/24	Target 2030
Scope 1								
[kg/t product]	30.3	30.8	37.0	270.9	– 1.8 %	– 42.9 %	– 88.8 %	21.1
[in kt]	22	20	22	27	+ 8.1 %	– 19.3 %	– 20.1 %	18
Scope 2								
[kg/t product]	117.4	131.5	144.3	937.1	– 10.7 %	– 36.8 %	– 87.5 %	91.2
[in kt]	84	85	87	94	– 1.7 %	– 10.7 %	– 10.4 %	78
Total CO_2 incl. compensation								
[kg/t product]	– 1.5	– 1.6	– 1.8	1'208.0	–	–	–	– 1.1

CO_2 emissions Scope 3

Scope 3 is made up of a total of 15 categories according to the GHG Protocol. For calculation of Scope 3, categories 1, 3, 4, 5, 6, 9 and 12 were taken into account.
Target achievement Scope 3: Identification, targets and cooperation with suppliers to ensure measures for the sustainable reduction of CO_2 footprints along the entire supply chain. All relevant participants along the whole supply chain show binding and sustainable decarbonization by switching to fossil-free energy sources and improving energy-relevant processes. Scope 3 CO_2 emissions are dependent to 90% on the energy source the supplier uses. In addition, transportation, storage and general logistics processes are evaluated and improved, for example through use of low-emission vehicles and optimized transport routes. Development of environmentally-friendly products and solutions is also important, as are higher recycling rates, both of which lead to a reduction in customers' own emissions and, as a result, to sustainable decarbonization.

	2024	2023	2021	2023/24	2021/30	Target 2030
Scope 3						
[kg/t product]	18'087	20'615	22'557	– 12.3 %	– 47.1 %	11'929
[in mill. t]	12.9	13.4	13.6	– 3.4 %	– 25.0 %	10.2

Development of greenhouse gas emissions of the EMS Group (Scope 1, 2 and 3)
Schematic representation



Scope 1 + 2
(own production)

Energy from renewable sources (bio-mass and hydropower)

Continous improvements in energy and resouce efficiency in production

Scope 3
(value-added chain)

Cooperation with suppliers to reduce their CO_2 emissions.

Use of bio-based, recycled and low CO_2 raw materials

*incl. compensation through hydroelectricity

Key figures employees

Workforce as of 31.12.

	2024	Share	2023	Share
Europe	1'734	58.7 %	1'717	59.8 %
thereof Switzerland	*1'071*	*36.2 %*	*1'084*	*37.8 %*
North and South America	487	16.5 %	452	15.8 %
Asia	734	24.8 %	701	24.4 %
Worldwide*	2'955		2'870	

* including apprentices

Diversity

	Management		Employees	
	2024	2023	2024	2023
Percentage of women	21.5 %	19.9 %	21.1 %	19.1 %

Age structure

	2024	2023
< 30 years	18.0 %	16.9 %
30 – 45 years	45.9 %	42.7 %
> 45 years	36.1 %	40.4 %

Personnel expenses

	2024 TCHF	2023 TCHF	+/– %
Wages and salaries	198'250	186'406	+ 6.4 %
Subcontractor salaries	10'702	9'370	+ 14.2 %
Expenses for defined benefit plans	7'129	5'666	+ 25.8 %
Other social benefits	29'313	27'932	+ 4.9 %
Other personnel expenses	9'768	7'507	+ 30.1 %
Total personnel expenditure	**255'162**	**236'881**	**+ 7.7 %**

GRI Content Index (Global Reporting Initiative)

CONTENT INDEX ESSENTIALS SERVICE 2025

EMS has reported in accordance with the GRI Standards for the period of 1 January 2024 to 31 December 2024. For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the German version of the report.

1 Requirements and principles

GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	None

2 General disclosures

GRI Standard/ Disclosures	Title/comment	Page*
GRI 2:	**General disclosures 2021**	
	The organization and its reporting practices	
2-1	Organizational Details	
2-1 a	Legal name *EMS-CHEMIE HOLDING AG*	
2-1 b	Ownership and legal form	AR p. 8
2-1 c	Headquarters *7013 Domat/Ems, Schweiz*	
2-1 d	Countries of operation	AR p. 68–71
2-2	Entities included in the organization's sustainability reporting	
2-2 a	Entities included in its sustainability reporting	AR p. 54–55
2-2 b	Entities included in the consolidated financial statements	AR p. 54–55
2-2 c	Approach used for consolidating the information	AR p. 54–55
2-3	Reporting period, frequency and contact point	
2-3 a	Reporting period for, and the frequency of, the sustainability reporting *01.01.2024–31.12.2024*	

* Page(s) in this report resp. in the Annual Report (AR = EMS Annual Report 2024/2025)

GRI Content Index (Global Reporting Initiative)

2-3 b	Reporting period for the financial report *EMS Group: 01.01.2024–31.12.2024* *EMS-CHEMIE HOLDING AG: 01.05.2024–30.04.2025*	
2-3 c	Date of publication *11.07.2025*	
2-3 d	Contact point for questions about the report *EMS-CHEMIE HOLDING AG* *Fuederholzstrasse 34* *8704 Herrliberg* *Schweiz* *Phone +41 44 915 70 00* *info@ems-group.com*	
2-4	Restatements of information *None.*	
2-5	External assurance *None.*	
	Activities and workers	
2-6	Activities, value chain and other business relationships	
2-6 a	Sector; significant changes from previous years, if applicable *Private sector. No significant changes in 2024.*	
2-6 b	Value chain (including activities, products, services and markets served; supply chain; downstream businesses; and material changes from previous years, if applicable) *No significant changes in 2024.*	p. 4 AR p. 6
2-6 c	Other relevant business relationships. *None.*	
2-6 d	Significant changes from previous years, if applicable *No significant changes in 2024.*	
2-7	Employees	
2-7 a	Total number of employees by gender and by region	p. 24

2-7 b	Total number of permanent employees, temporary employees, employees with non-guaranteed working hours, full-time and part-time employees by gender and region *As the number of permanent employees and the total number of employees are practically identical, the breakdown by region and gender generally corresponds to the information required under a. A separate breakdown for permanent employees is therefore not provided.* *Due to the small number of employees on fixed-term contracts, we do not consider a breakdown by region and gender to be significant.* *The under b iii mentioned employment type is not applicable because such employment type is not relevant to us and therefore not collected.* *The levels of granularity required under b iv and b v are not currently represented by our data collection systems.*	p. 24
2-7 c	Methodologies and assumptions *Information from personnel information system.* *All employee figures are given in the headcount.*	
2-7 d	*Contextual information necessary to understand the data reported* *None.*	
2-7 e	Significant fluctuations *No significant fluctuations in 2024.*	
2-8	Workers who are not employees *EMS employs temporary staff. The main reasons are their specific skills, or in case of resource bottlenecks.*	

Governance

2-9	Governance structure and composition	AR p. 9 – 14
2-10	Nomination and selection of the highest governance body	AR p. 10
2-11	Chair of the highest governance body	AR p. 9
2-12	Role of the highest governance body in overseeing the management of impacts	AR p. 11 – 13
2-13	Delegation of responsibility for managing impacts	AR p. 12
2-14	Role of the highest governance body in sustainability reporting	p. 8, 18

GRI Content Index (Global Reporting Initiative)

2-15	Conflicts of interest	AR p. 12–13
2-16	Communication of critical concerns	AR p. 12–13
2-17	Collective knowledge of the highest governance body	AR p. 11
2-18	Evaluation of the performance of the highest governance body	AR p. 7
2-19	Remuneration policies	AR p. 17–18
2-20	Process to determine remuneration	AR p. 17–18
2-21	Annual total compensation ratio *Fair remuneration is important to EMS. This includes a socially acceptable minimum remuneration as well as internal aspects. EMS also defines remuneration on the basis of position, market and performance.* *EMS does not consider the remuneration indicators required by GRI 2-21 to be meaningful for assessing the fairness of remuneration structures. GRI 2-21 is therefore not applicable. For this reason, the required key figures are not collected or reported.*	

	Strategy, policies and practices	
2-22	Statement on sustainable development strategy	p. 4–6, 8–9
2-23	Policy commitments	p. 4–17
2-24	Embedding policy commitments	p. 8–9
2-25	Processes to remediate negative impacts	AR p. 11–13
2-26	Mechanisms for seeking advice and raising concerns	AR p. 11–13
2-27	Compliance with laws and regulations	p. 8–9
2-28	Membership associations	p. 3, 5, 6, 10, 13, 14

	Stakeholder engagement	
2-29	Approach to stakeholder engagement	p. 5, 7
2-30	Collective bargaining agreements *At many sites, employees are covered by collective agreements (or collective labor agreements).*	

GRI Standard/ Disclosures	Title/comment	Page*
GRI 3:	**Material topics 2021**	
3-1	Process to determine material topics *The reporting is based on the GRI Sustainability Reporting Standards. The materiality assessment was carried out in accordance with the GRI standards. EMS used a materiality analysis to determine where the activities of the EMS Group have the greatest economic, social and environmental impact and which topics are relevant for our stakeholders. The finalised materiality analysis was reviewed and approved by Executive Management and the Board of Directors. In accordance with the principle of "double materiality", EMS assesses topics as material if they are important for EMS from an internal company perspective or have a significant economic, social or ecological impact.*	p. 5 – 6
3-2	List of material topics *Economic sustainability* – *Long-term profitable growth: The long-term profitable growth of the EMS Group is based on continual innovation as well as new and further development.* – *Business conduct: Ensure and promote that EMS business activities are conducted in accordance with regulations, standards and ethical principles.* *Environmental sustainability* – *Greenhouse gas emissions and climate change: Reduction of impact on climate change, including greenhouse gas emissions, (in particular, reduction of CO_2) along the value chain.* – *Energy consumption and efficiency: Reduction in energy consumption, increase in energy efficiency and use of renewable energy for provision of EMS' products and services.* – *Resource-saving performance: Sustainable reduction of environmental impacts resulting from provision of EMS' products and services through use of efficient technology and creation of an integrated circular process.* *Social sustainability* – *Attractive employer: Creating responsible conditions of employment and employer-employee relations.* – *Training and further education: Promoting personal development of employees with focus on training and further education far beyond the company environment.* – *Health and safety at the workplace: Maintaining and promoting a safe and healthy work environment for all employees involved in the provision of products and services.*	p. 5 – 6

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GRI Standard/ Disclosures	Title/comment	Page*
	Long-term profitable growth: The long-term profitable growth of the EMS Group is based on continual innovation as well as new and further development.	
GRI 3:	Material topics 2021	
3-3	Management of material topics *In order to ensure the targeted economic sustainability, EMS works with medium and long-term plans. EMS generates profitable growth in the medium and long term through its high innovative strength.* *EMS offers its employees attractive working and employment conditions. EMS recruits highly qualified employees for the development and provision of its products and services.*	
GRI 201:	**Economic performance 2016**	
201-1	Direct economic value generated and distributed	AR p. 4, p. 7
201-2	Financial implications and other risks and opportunities and risks due to climate change	p. 18–20
201-3	Defined benefit plan obligations and other retirement plans	AR p. 34
201-4	Financial assistance received from government *There are no significant government grants.*	
GRI 202:	**Market presence 2016**	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage *As a company active in the business units High Performance Polymers and Specialty Chemicals, EMS recruits highly qualified employees. Their salary depends on objective criteria such as function and performance. EMS adheres to local statutory minimum salaries. Equal pay for male and female employees is confirmed by equal pay analyses.*	
202-2	Proportion of senior management hired from the local community *As a globally active company, EMS hires from all countries and at all locations.*	

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	Business conduct: Ensure and promote that EMS business activities are conducted in accordance with regulations, standards and ethical principles.	
GRI 3:	Material topics 2021	
3-3	Management of material topics *As a member of the United Nations Global Compact, EMS is committed to high standards in the fight against corruption. Corruption is categorically rejected. There are clear guidelines for prevention and employees are trained in this regard.* *EMS is committed to fair competition with no price fixing, cartels or other competition-distorting activities. There are clear guidelines for prevention and employees are regularly trained in this regard.* *EMS pursues a long-term sustainable tax strategy, taking into account applicable national and international tax legislation.*	
GRI 205:	**Anti-corruption 2016**	
205-1	Operations assessed for risks related to corruption *All EMS companies are reviewed at regular intervals by internal audits for compliance risks. Which compliance risks are specifically audited depends on their significance, which is defined, among other things, by the risk assessments of the respective country and business area.*	
205-2	Communication and training about anti-corruption policies and procedures	p. 8 – 9
205-3	Confirmed incidents of corruption and actions taken *No cases of corruption are known for the reporting year.*	
GRI 206:	**Anti-competitive behavior 2016**	
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices *No legal proceedings due to anti-competitive behavior are known for the reporting year.*	
GRI 207:	**Tax 2019**	
207-1	Approach to tax	p. 10
207-2	Tax governance, control and risk management	p. 8, 10, 11
207-3	Stakeholder engagement and management of concerns related to tax	p. 10
207-4	Country-by-country reporting	p. 10

GRI Content Index (Global Reporting Initiative)

GRI Standard/ Disclosures	Title/comment	Page*
	Resource-saving performance: Sustainable reduction of environmental impacts resulting from provision of EMS' products and services, through use of efficient technology and creation of an integrated circular process.	
GRI 3:	Material topics 2021	
3-3	Management of material topics *EMS attaches great importance to environmentally-friendly and sustainable provision of products and services. EMS is constantly working on new solutions for the circular economy and improved recycling.* *EMS is committed to a responsible and sustainable approach. The aim is to use water as a resource efficiently through continuous improvement measures and to steadily reduce consumption. At its main site in Domat/Ems, EMS operates its own wastewater treatment plant with a very high level of efficiency compared to other industries.* *EMS is constantly developing and implementing new solutions for the circular economy and improved recycling. Materials are reprocessed internally whenever possible, thus avoiding waste. Materials that cannot be reprocessed internally are sent for recycling wherever possible.*	
GRI 301:	**Materials 2016**	
301-1	Materials used by weight or volume *The EMS purchasing portfolio is very varied. For this reason, key figures such as weight and volume are not relevant for management purposes.*	
301-2	Recycled input materials used	p. 16, 21
301-3	Reclaimed products and their packaging materials	p. 16, 21
GRI 303:	**Water and effluents 2018**	
303-1	Interactions with water as a shared resource	p. 16
303-2	Management of water discharge-related impacts	p. 16
303-3	Water withdrawal	p. 16
303-4	Water discharge	p. 16
303-5	Water consumption	p. 21
GRI 306:	**Waste 2020**	
306-1	Waste generation and significant waste-related impacts	p. 16–17
306-2	Management of significant waste-related impacts	p. 16–17
306-3	Waste generated	p. 21
306-4	Waste diverted from disposal	p. 16–17
306-5	Waste directed to disposal	p. 16–17

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	Energy consumption and efficiency: Reduction in energy consumption, increase in energy efficiency and use of renewable energy for provision of EMS' products and services.	
GRI 3:	Material topics 2021	
3-3	Management of material topics *EMS is actively committed to energy efficiency and global climate protection. The goal of EMS is to sustainably reduce its own energy consumption. To achieve this, EMS relies on efficient technologies and renewable energy.*	
GRI 302:	**Energy 2016**	
302-1	Energy consumption within the organization	p. 21
302-2	Energy consumption outside the organization *Information not available/incomplete because EMS does not determine this information due to its international presence, its size, and its complexity.*	
302-3	Energy intensity	p. 21
302-4	Reduction of energy consumption	p. 5, 14–15, 17, 19
302-5	Reductions in energy requirements of products and services	p. 2, 3, 5, 14–15
	Greenhouse gas emissions and climate change: Reduction of impact on climate change, including greenhouse gas emissions, (in particular, reduction of CO_2) along the value chain.	
GRI 3:	Material topics 2021	
3-3	Management of material topics *EMS has been committed with conviction to sustainable climate protection for years. With its voluntary participation in the programme of the Energy Agency for Industry, EMS is committed to actively reducing CO_2 emissions and optimising energy efficiency. EMS' target agreement is recognised by authorities and partners in industry. Regular monitoring of exhaust air emissions is an integral part of EMS' environmental management. In addition to CO_2, EMS also continuously records levels of other relevant gaseous emissions in order to discover and implement potential for improvement. The goal is and remains the best possible avoidance of emissions.*	
GRI 305:	**Emissions 2016**	
305-1	Direct (Scope 1) GHG emissions	p. 22–23
305-2	Energy indirect (Scope 2) GHG emissions	p. 22–23
305-3	Other indirect (Scope 3) GHG emissions	p. 22–23
305-4	GHG emissions intensity	p. 22–23
305-5	Reduction of GHG emissions	p. 13–14, 22–23
305-6	Emissions of ozone-depleting substances (ODS)	p. 22–23
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions *No significant emissions.*	

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GRI Standard/ Disclosures	Title/comment	Page*
	Attractive employer: Creating responsible conditions of employment and employer-employee relations.	
GRI 3:	Material topics 2021	
3-3	Management of material topics *EMS is committed to a sustainable personnel policy as well as to diversity in its workforce and structures. EMS values and supports its employees and offers them attractive employment and working conditions.*	
GRI 401	**Employment 2016**	
401-1	New employee hires and employee turnover *No significant fluctuations in the reporting period.*	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees *Additional benefits are provided to both full and part-time employees.*	
401-3	Parental leave *EMS grants parental leave in line with applicable legal rights and local custom.*	
	Training and further education: Promoting personal development of employees with focus on training and further education far beyond the company environment.	
GRI 3:	Material topics 2021	
3-3	Management of material topics *EMS attaches great importance to practical training and further education. The need for such training and further education is determined according to the respective development of the employees. Depending on their level and development, employees undergo further training internally or externally.* *EMS offers all employees the same opportunities. EMS supports diversity and promotes equal opportunities regardless of race, gender, religion, creed, national origin, age, sexual orientation, physical or mental disability, marital status, political views or other characteristics protected by law.* *EMS does not tolerate discrimination or bullying based on race, gender, religion, creed, national origin, age, sexual orientation, physical or mental disability, marital status, political views or any other characteristics protected by law.*	

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	Employees are fully free to join trade unions, associations and similar organizations. *EMS is committed to human rights and has manifested this by publishing a corresponding Declaration of Commitment. The aim of this declaration is to create a general framework for the company's responsibility to respect human rights. This framework is valid worldwide and underlies all EMS business activities and partnerships.*	
GRI 404:	Training and education 2016	
404-1	Average hours of training per year and employee	p. 5, 11–13
404-2	Programs for upgrading employee skills and transition assistance programs	p. 11–13
404-3	Percentage of employees receiving regular performance and career development reviews *All employees are evaluated at least once a year by their superiors. This evaluation takes place in the form of a documented discussion where the employee can make a situation assessment and suggest improvements.*	
GRI 405:	Diversity and equal opportunity 2016	
405-1	Diversity of governance bodies and employees *As EMS supports diversity across all hierarchical levels and promotes equal opportunities, differentiation according to minorities is not relevant to EMS management.*	
405-2	Ratio of basic salary and remuneration of women to men	p. 11
GRI 406:	Non-discrimination 2016	
406-1	Incidents of discrimination and corrective actions taken *No complaints of alleged discrimination are known for the reporting year.*	
GRI 407:	Freedom of association and collective bargaining 2016	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk *None known.*	
GRI 408:	Child labor 2016	
408-1	Operations and suppliers at significant risk for incidents of child labor *During auditing, no cases of child labor were determined for the reporting year.*	p. 6–7

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GRI 409:	**Forced or compulsory labor 2016**	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor *With its Code of Conduct, introduced in 2020 and its membership in the UN Gobal Compact, the EMS Group is committed to protecting human rights. This includes categorical repudiation of forced or compulsory labor in all business units. No company locations or suppliers were identified as having a substantial risk of forced or compulsory labor in the reporting year.*	
	Health and safety at the workplace: Maintaining and promoting a safe and healthy work environment for all employees involved in the provision of products and services.	
GRI 3:	Material topics 2021	
3-3	Management of material topics *To ensure the health and safety of its employees, targets are set throughout the Group, their achievement is periodically reviewed and promoted by means of programmes and measures.*	
GRI 403:	**Occupational health and safety 2018**	
403-1	Occupational health and safety management system	p. 12
403-2	Hazard identification, risk assessment, and incident investigation	p. 12
403-3	Occupational health services	p. 12
403-4	Worker participation, consultation, and communication on occupational health and safety	p. 12
403-5	Worker training on occupational health and safety	p. 12
403-6	Promotion of worker health	p. 12
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 12
403-8	Workers covered by an occupational health and safety management system	p. 12
403-9	Work-related injuries *The primary objective of EMS is to prevent accidents. Workplace risks are systematically assessed, and appropriate measures are continuously implemented to protect employees.*	
403-10	Work-related illness *The aim of EMS is to avoid work-related illnesses altogether through training of personnel and taking appropriate precautions.*	

HIGH PERFORMANCE POLYMERS
SPECIALITY CHEMICALS