



SUSTAINABILITY REPORT 2025

CLOSING DATE 11-30-2025

EDITORIAL



Dear readers,

With this Sustainability Report BAUMANN is making a clear statement: We don't merely want to help along the way to shaping the future, we want to be a driving force behind it. As a family business with a more than 140-year history, we are aware that real success is far more than just a question of economic figures. What is decisive is the effect of our actions – for people, for the environment and for future generations.

For us, sustainability is not a final goal but a continuous process that demands courage. Courage to question the norm. Courage to take responsibility seriously. And courage to make decisions that are not only convincing in the short term but have a long-term survival.

The ecological and social challenges of our time make it clear: Economy, ecology and social affairs are inseparably related. Therefore, we not only want to reduce risks, but to consciously provoke positive changes – within our company, in our supply chain and in society.

Last year we continued to polish our sustainability strategy and set our goals more consistently. The results of this report show that we are on the right track. Just as important as the visible progresses, however, is our attitude: We want to improve. Step by step, with clear orientation and real determination.

As part of a globally networked industry we assume responsibility – not because we have to, but because we are convinced that sustainable action is the only way fit for the future. Therefore, this report is more than a retrospection. It is an affirmation of our mission. An invitation to move forward together. And a promise to be an active part of the transformation – in dialog with our stakeholders, in cooperation with our partners and with a sharp eye on the future.

I hereby invite you to accompany us on this journey and look forward to your feedback and ideas which will help us to further improve our commitment.

Matthias Ch. Würsten, Dr. oec. HSG

Head of Group Strategy & Communication,
Lead Group Sustainability

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FOREWORD



Dear readers,

As CEO and representative of the fifth generation of BAUMANN, it is my pleasure to present you with our third Sustainability Report. For more than 140 years our products, springs, stampings and bent parts, have been contributing to increasing convenience, efficiency and safety. Although they often work behind the scenes, their effect is the key to many technical applications which influence our daily routine.

The world is changing dramatically – and with it our responsibility for sustainable action. We understand sustainability not as a goal in itself but as a continuous process that shapes our products and our business activities. As a company that has existed for generations, we are aware that we bear a special responsibility to our planet and to our society. This is not just a matter of reducing emissions but also of a responsible company management which fosters the well-being of all stakeholders – from our employees and customers to the communities in which we are active.

The global challenges of climate change, shortage of resources and social inequality demand that we not only react, but act with foresight. Sustainability is therefore the backbone of our business model and unites growth and innovation with responsibility.

The focus of our activities is on the economical and considerate exploitation of our natural resources and the reduction of our ecological footprint. With concrete measures in the areas of energy, waste and CO₂ emissions, we ensure that our products will continue to be manufactured under the highest ecological standards in the future. At the same time, we understand sustainability as an obligation to the people: fair working conditions, equality of opportunities and the respect for human rights along the whole supply chain are elementary issues for us.

Our branch plays an important role in the development of technological solutions which contribute to meeting global challenges. By the consistent integration of sustainable principles into our processes, we not only strengthen our competitiveness, we also created added value for all those associated with BAUMANN.

I am convinced that we will be able to cope with future challenges together – with commitment, power of innovation and a firm stand. Let us follow this road with responsibility and determination and actively shape a sustainable future.

Thank you for your support and confidence in our common vision.

Thomas H. Rüegg
President of the Board and Chief Executive Officer

BAUMANN SUSTAINABILITY 2025 HIGHLIGHTS



ENVIRONMENT

63 %

of the total electricity consumption from renewable sources*



SOCIAL

5.2

courses in Workday were attended per employee on average



GOVERNANCE

6

SpeakUp cases dealt with and completed

CORPORATE CARBON FOOTPRINT

Methodology for full calculation of all relevant Scope 3 emissions established

6344 KM

by 33 participants in the BikeToWork Challenge 2025

1622

employees have familiarized themselves with the new Code of Conduct

UN GLOBAL COMPACT

BAUMANN supports the UN Global Compact

*The electricity consumption percentage from renewable sources in the previous year amounted to around 44 %.

GLOBAL REPORTING INITIATIVE (GRI)

BAUMANN Federn AG is publishing its Sustainability Report for the third time as an independent, annually appearing publication. The report gives a comprehensive insight into the goals and progress of BAUMANN in the field of sustainability for the financial year 2025. Both the public Sustainability Report and the internal Annual Report cover the same reporting period: from December 1, 2024 to November 30, 2025.

This Sustainability Report complies with the internationally recognized reporting standard of the Global Reporting Initiative (GRI). Unless stated otherwise, all data refer to the BAUMANN Group. These include the consolidated information of the companies listed in the table on the right. BAUMANN Federn AG directly or indirectly holds all interests in the group companies.

In comparison with last year's Sustainability Report, the following new issues are reported:

- The CO₂ emissions data for the financial years 2023 and 2024 were recalculated based on updated emission factors. The resulting differences are above 5 % in places so that a new representation was necessary.
- The electricity data for the Singapore (BSI) site for the financial year 2023 and 2024 were reassessed. The electricity volumes previously listed as self-generated electricity were reclassified as certified green electricity.
- The electricity data for the Czech site (BCZ) for the financial year 2024 were also reassessed. The electricity previously listed as certified green electricity was reclassified as AECs (Attributed Energy Certificates).

The report has been reviewed and approved by the management and the board of directors. No committee was appointed to examine the Sustainability Report and no external examination by an independent body was conducted. Parts of the report have been compiled with the assistance of Microsoft Copilot (GPT- 5, 2026). For better readability, the masculine form has been used throughout and includes all genders.

CONSOLIDATION CIRCLE

Company		Headquarters
BAUMANN Federn AG*	BRU	CH-Eschenbach
Prodotti BAUMANN S.R.L.	BNA	I-Brescia
BAUMANN GmbH	BLI	D-Lichtenstein
BAUMANN Schlegel GmbH**	BSC	D-Lichtenstein
BAUMANN Muelles S.A.	BLE	E-Legutiano
BAUMANN Ressorts S.A.S.	BRF	F-Cranves Sales
BAUMANN Springs s.r.o.	BCZ	CZ-Karvina Nove Mesto
BAUMANN Springs USA. INC.	BST	USA-Grand Prairie
BAUMANN Springs León S. De R.L. De C.V.	BSL	MX-León
BAUMANN Spring Co. (S) Pte. Ltd.	BSI	SG-Singapore
BAUMANN Springs (Shanghai) Co. Ltd.	BCH	CN-Shanghai
BAUMANN Springs (Changshu) Co. Ltd.	BCN	CN-Changshu
BAUMANN Springs & Coating Pvt. Ltd.	BPU	IN-Pune

* BAUMANN Federn AG holds all interests in the group companies

** Interest held by BAUMANN GmbH

SUSTAINABILITY GOALS

LONG-TERM AMBITION

We endeavor to become the global expert for sustainable and circular solutions. We strive to become Net Zero as a company.

MEASURING VARIABLES 2026

In order to get closer to our long-term ambition, we endeavor to achieve the following indicators by 2026:

- By 2026, BAUMANN will increase its Ecovadis performance by 5 points in comparison with 2025.
- By 2026, BAUMANN will reduce its CO₂e emissions in Scope 1 and 2 relative to the weight of the produced articles by 10 % in comparison with 2022.

MEASURING VARIABLES 2035

In order to get closer to our long-term ambition, we endeavor to achieve the following indicators by 2035:

- By 2035, BAUMANN will be emission-free in Scope 1 and 2.

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDG)

BAUMANN supports the Sustainable Development Goals (SDGs). With our principal topics, we contribute to the objectives of the SDGs.

SUSTAINABLE DEVELOPMENT GOALS

CLIMATE CHANGE



Affordable and clean energy



Climate action

BUSINESS INTEGRITY



Peace, justice and strong institutions

EMPLOYEE WELL-BEING & DEVELOPMENT



Decent work and economic growth



Reduce inequalities

SUSTAINABLE INNOVATION



Industry, innovation and infrastructure



Responsible consumption and production

EXTERNAL SUSTAINABILITY RATINGS

Sustainability ratings offer an objective estimation of our progresses in the area of sustainability. They help us to measure our performance, identify potential for improvement and ensure transparency towards our stakeholders. Below, we present our current ratings which reflect our commitment for sustainable business procedures.

ECOVADIS



The EcoVadis rating is a comprehensive assessment instrument that examines the sustainability performance of a company in four central areas: environment, labor and human rights, ethics and sustainable procurement.

Score 61/100 at group level, awarded with the Committed-Badge.

CDP (CARBON DISCLOSURE PROJECT)

CDP is an international, non-profit organization that provides a system for disclosure of environmental information, namely in the categories climate change and water safety.

Climate Score: D
Water Score: D-
SEA Score: C- at group level

SAQ (SUSTAINABILITY ASSESSMENT QUESTIONNAIRE)

SAQ is a standardized questionnaire for assessing sustainability performances, with the focus on environmental, social and governance issues.

Score: 82/100 % as a cross-company average

Classification of the sustainability ratings

- EcoVadis: With 61 points, BAUMANN is above the branch average for the first time, and was awarded the Committed Badge for the second year in succession for the great improvement in comparison with the previous year.
- CDP: With a D (climate) and D- (water) in the CDP, BAUMANN is at the beginner's level of reporting. The ratings show that initial transparency has been created but further measures for controlling and goal setting are necessary.
- SAQ: With an average performance of around 82 %, BAUMANN achieved a B-rating and therefore satisfies the customers' essential sustainability requirements. The SAQ performance was improved from 46 % to 82 % by the introduction of a structured process for answering customer inquiries.

RECOGNIZED CERTIFICATIONS

Certifications verify our commitment to the highest standards. They ensure compliance with international requirements and underline our continuous efforts for improvement at all sites. The certifications which we have at our different sites are listed below.

ISO 9001

Quality Management System – certification for all factories

ISO 14001

Environment Management System – certification for all factories

ISO 13485

Quality Management System Medical Industry – certification for the sites in Switzerland, Singapore, the Czech Republic and the USA

ISO 45001

Occupational Health and Safety-Management System – certification for the China site

IATF 16949

Quality Management System Automotive Industry – certification for all sites except the production factory in the USA

AWARDS

In the financial year 2025 BAUMANN's Sustainability Report 2024 achieved Status Excellence in the ESG Transparency Award 2025. This award honors the high quality, credibility and transparency of the sustainability reporting and confirms BAUMANN's commitment to responsible and accountable sustainability communication.

On achieving the Status Excellence, BAUMANN is one of the officially recognized companies of the ESG Transparency Award. The award was accepted at the official award ceremony in November 2025 and was subsequently announced to the public.



ESG Transparency Award, ESG Summit Bonn, November 2025 – Jasmin Werra and Dr. Matthias Würsten



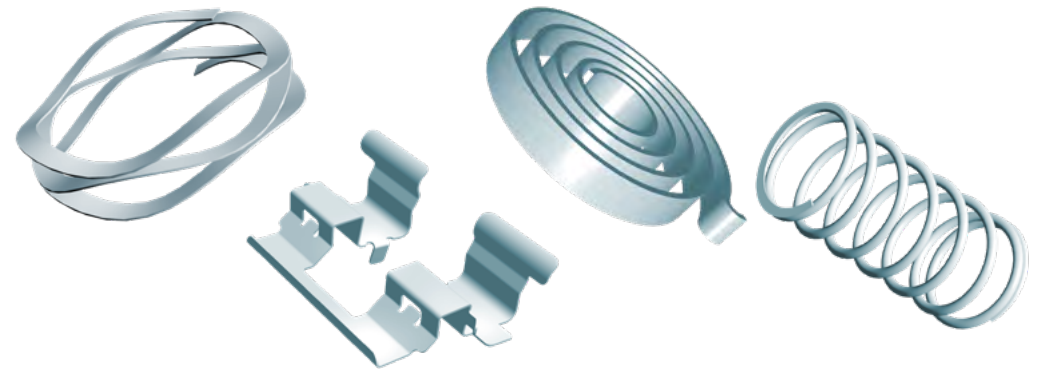
COMPANY PROFILE

ORGANIZATION

BAUMANN is a traditional family-run business with its headquarters in Ermenswil, Switzerland and a history that stretches back over 135 years. As per November 30, 2025 BAUMANN employed 1 622 people worldwide. Under 5th generation management, BAUMANN produces springs, stampings and bent parts for applications in the automotive, medical and industrial branches (NOGA classification: 259300)* at a total of eleven sites in nine countries (Switzerland, Germany, Italy, Spain, the Czech Republic, China, Singapore, Mexico and the USA). Essentially, BAUMANN has specialized in the global, large-scale production of cold-formed spring and stamping solutions for demanding applications (safety-relevant, low tolerance ranges and/or inhospitable environments such as heat, corrosion).



The basic raw materials for the production of spring, stamping and bent parts solutions are different kinds (form, alloy, diameter, coating) of steel wire or steel strip. BAUMANN procures these from various global manufacturers of steel wire and strip. Handling of the different raw materials and production processes demands many years of experience which is guaranteed, on the one hand, by the two departments Research & Development and Tooling and Equipment Technology and, on the other hand, by the own engineering organization. This enables BAUMANN to develop optimized and customized production processes in cooperation with clients and to offer the client a wide range of spring and stamping solutions. For the manufacture of special products (e.g. silver-plated parts), BAUMANN can rely on an established network of external partners.



Examples from the BAUMANN product portfolio: wave springs, stampings, coiled springs, compression springs

* BAUMANN was represented by production sites in nine countries by the end of the financial year. The Italian production site was sold as per November 30, 2025. However, the current report still includes all data for the Italian site, including the CO₂e accountings for the financial year 2025.

In order to attend to clients individually in the different markets, BAUMANN is organized into two divisions and two Business Units (Division Automotive & Industrial, Division Medical, Business Unit Contact Elements, Business Unit Power Lift Gate).¹ In many cases, BAUMANN supplies suppliers of OEMs (Original Equipment Manufacturers). In the Automotive sector BAUMANN produces long special compression springs for global clients, among other things, which are used as an integral part of spindle drive solutions in the tailgate opening of vehicles. In the Industrial sector BAUMANN supplies clients with components for power tools, among other things. The Medical Division concentrates on the supplying of spring solutions for medical appliances that are used both by doctors and patients. In the Contact Elements Business Unit BAUMANN develops and supplies solutions which ensure a reliable, space-saving and stable electricity transmission, for example, for electromobility.



Examples of applications which BAUMANN serves with its products: Long compression springs in tailgate opening systems, spring solutions in medical applications, contact elements for electrical transmission in the industrial environment and automotive sector

COMPANY MANAGEMENT

BAUMANN has been a family-run business under private ownership since its founding in 1886. As per November 30, 2025, BAUMANN has a total of 28 shareholders. The expectations and interests of the shareholders are recorded in a ownership strategy and serve the board of directors as a guideline for their actions. The ownership strategy (Ownership Strategy BAUMANN Group, 2023) records clear goals in the areas of economy, ecology and social affairs. The board of directors implements the proprietor strategy within the scope of the legal and statutory conditions.

The shareholders appoint the board of directors as the supreme supervisory and advisory body of the stock corporation for a period of three years by means of a resolution at the general meeting. The board of directors suggests possible candidates for election to the shareholders. Central factors for the choice of possible candidates are management and industrial experience, independence, network and capacity for teamwork. The President of the Board is determined by the same procedure by the shareholders at the general meeting. The board of directors' council determines the type and number of committees and their members. As per November 30, 2025, the board of directors of BAUMANN is made up of three persons. In comparison with the previous year, two members have left the BAUMANN board of directors. For the financial year 2026 it is planned to fill the two vacant seats with non-executive, independent directors. The BAUMANN board of directors has appointed two committees: Nomination & Compensation Committee and Audit Committee. No formal process for a performance rating of the board of directors exists.

¹ Comment: As of 12-01-2025 the two Business Units were incorporated into the Division Automotive & Industrial.

Thomas H. Rüegg holds the double function as Group CEO and President of the Board at BAUMANN. The advantages of the double function for the BAUMANN shareholders to whom Thomas H. Rüegg belongs are rated higher than the potential disadvantages resulting from this constellation. Risks arising from this double function are minimized by various mechanisms (external directors, Nomination & Compensation Committee, annual performance rating of the Group CEO, organization and expenses regulations).

The composition of the board of directors is shown below. No member of the board of directors belongs to an underrepresented social group. The President of the Board is responsible for identifying and assessing existing and potential conflicts of interest at regular intervals. As a family-run business, BAUMANN abstains from naming the individual members:

BAUMANN BOARD OF DIRECTORS AS PER NOVEMBER 2025

Name and position	Director since	Commitments	Gender	Representative Stakeholder
Thomas H. Rüegg President of the Board (executive, not independent)	2011	Group CEO BAUMANN, Other board of director mandates	male	Shareholder
Person II Vice President of the Board (non-executive, independent)	2010	Owner Manager Other board of director mandates	male	–
Person III Member of the Board (non-executive, not independent)	2017	Management position, large-scale enterprise	male	Shareholder

The board of directors appoints the executive team who are responsible for operative management of the company. As per November 30, 2025, the executive team of BAUMANN is made up of four positions: Group CEO, Group CFO & CHRO, CEO Division Automotive & Industrial, CEO Division Medical. The functions of Group CEO and CEO Division Automotive & Industrial will be taken over by Thomas H. Rüegg concurrently.

As the supreme supervisory and advisory body, the board of directors has the inalienable and non-transferable responsibility for overall management of the company. In its role, the board of directors determines the strategic direction of BAUMANN. It commissions Group Management with the development and implementation of the strategy. Sustainability has been anchored as an initiative in the BAUMANN strategy since 2022. Matthias Würsten, Head of Group Strategy & Communication, is responsible for the initiative as a sponsor at group level and supervises its practical implementation. Since 2025 the global sustainability policy of the BAUMANN Group has defined the central guidelines in the area of sustainability.

A report on the achievement of the initiative goals is submitted to Group Management at least every 3 months. In addition, both the short-term and mid-term goals of the initiative are submitted to the board of directors annually for examination. Furthermore, the board of directors will be informed at least every six months about the achievement of goals of all strategic initiatives, also including sustainability. They are supported here by information from an external sustainability rating. This takes the requirements of different stakeholders of BAUMANN into consideration and covers a number of sustainability aspects. The board of directors can therefore rely both on internal and external data for the effective performance of BAUMANN in the field of sustainability.

The BAUMANN board of directors is experienced in the handling of sustainability in the corporate environment. BAUMANN promotes interaction in the board of directors on new developments in the field of sustainability.

ETHICS AND INTEGRITY

BAUMANN commits itself to responsible business practices and acts in compliance with the corporate code of conduct as well as the pertinent laws and regulations. Two instruments for maintaining ethical management and integrity are described below non-conclusively – the code of conduct and the SpeakUp! process.

CODE OF CONDUCT

As a leading international manufacturer of springs, stampings and bent parts, BAUMANN's behavior towards all its stakeholders is always in compliance with the highest ethical standards. All staff and suppliers undertake to strictly observe the respective applicable laws. In addition, they are required to observe the standards and rules specified in the BAUMANN code of conduct. The code of conduct forms the non-negotiable framework for cooperation with and dealings at BAUMANN. It is an integral part of the BAUMANN identity and is therefore incorporated into all company issues (e.g. strategy, goals, supplier audits).

The BAUMANN code of conduct covers a wide range of topics. The observance of elementary human rights is non-negotiable for BAUMANN. These include, for example, the fight against discrimination (e.g. origin, gender, religion, sexual orientation), the guaranteeing of physical and mental integrity, the prohibition of child labor (ILO Convention 138) and the prohibition of corruption and bribery. Moreover, the code of conduct obliges one to protect the safety and health of the employees. It also draws reference to environmental protection. Finally, it instructs the suppliers to implement the aspects mentioned in the code of conduct in their companies and respective supply chains.

The code of conduct is accessible to the public on the BAUMANN website (baumann-group.com/about-us/downloads). In addition, all BAUMANN

employees are trained in the contents of the code of conduct. No standardized process for transferring the contents from the code of conduct to the individual organizational units exists. Suppliers will receive it for examination and approval. The code of conduct was revised and officially passed by the board of directors in 2024. Implementation of the revised code of conduct in the organization followed in 2025.

SPEAKUP! PROCESS – PROCESS FOR REPORTING CONCERNS

BAUMANN shall ensure that both internal and external stakeholders can report violations of the code of conduct or applicable legal norms or signal other ethical concerns. The Head of the Contract and Risk Management department carries the responsibility within the group for handling reports of critical concerns. He heads the Integrity Office which comprises the Group CEO, the Group CHRO and the Head Group Contract and Risk Management. In the course of annual publication, the Integrity Office again wrote an anonymized report to the board of directors which listed the number, type and status of the reported cases.

It is part of the BAUMANN culture that cases of discrimination, violations of the code of conduct or other staff-related topics can be discussed transparently and openly. BAUMANN is, however, aware that it is not always possible or appropriate to address problems directly. BAUMANN has, therefore, operated the SpeakUp! process since the fall of 2023. This ensures that violations of the code of conduct and applicable legal norms or ethical concerns can be reported through various channels (e.g., anonymously via the SpeakUp! hotline). The Integrity Office, which analyzes and assesses all reports, is governed by the principles of impartiality, the presumption of innocence and confidentiality. All employees are familiar with the SpeakUp! process from their obligatory participation in the digital training on the topic. Apart from the SpeakUp! process, no standardized, separate process for handling complaints and eliminating negative effects exists.

When a report is received, the Integrity Office determines the suitable procedure and appoints the responsible investigator. The Integrity Office shall determine suitable measures (e.g., disciplinary measures or mediation) based on the results of the formal investigation procedure. In addition, it will issue information in good time about the status of the complaint, insofar as this is not restricted or prohibited by confidentiality, protection of privacy or by the legal rights of the parties involved. The rights of the persons who are accused or otherwise involved in a case must be strictly protected. Information is therefore shared only with persons who absolutely need to know.

A total of 6 reports were received during the reporting year. These also included serious issues, in particular two reports of sexual harassment and a potential case of fraud which was not confirmed.

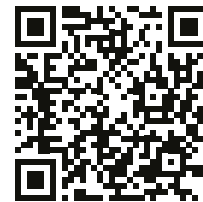
In addition, several minor to moderate violations were reported, mainly in connection with the non-compliance with internal regulations (e.g. IT regulations). Moreover, an offense against the protection of personal data was discovered in one company; appropriate actions were taken.

The 6 cases handled can be categorized as follows:

Number	Type	Status as per 11-30-2025
2	Sexual harassment at work	Completed
1	Potential fraud	Completed
1	Discrimination	Completed
2	Violation of regulations	Completed

All employees are further urged to report concrete or suspected violations of the BAUMANN Code of Conduct, laws or other regulatory requirements. The online channel should be used, above all, when other channels for solving a problem are not possible or were not successful.

SpeakUp! reporting platform:



baumann.speakup.report

STAKEHOLDERS

IDENTIFICATION AND INCORPORATION OF STAKEHOLDERS

In the annual Context and Risk Management process, BAUMANN elicits the relevant stakeholders and their general expectations of BAUMANN in an interdisciplinary team. In addition to those identified, other stakeholders may also have expectations of BAUMANN. The following stakeholders were identified at group level:

BAUMANN STAKEHOLDERS (IN ALPHABETICAL ORDER)

Authorities and legislators

Banks

Customers

Employees

Non-government organizations

Public & media

Shareholders

Suppliers

Unions

Incorporation takes place in different forms (e.g., participation, consultation, information) and cycles (annual, every six months, continuous) depending on the stakeholder. The incorporation of stakeholders serves at least two purposes on the whole. On the one hand, the legal rights of stakeholders can be satisfied (e.g., the shareholders' right to vote at the general meeting). On the other hand, it enables existing and potential effects of the business activities of BAUMANN to be identified and measures for the prevention or reduction of negative effects to be defined.¹

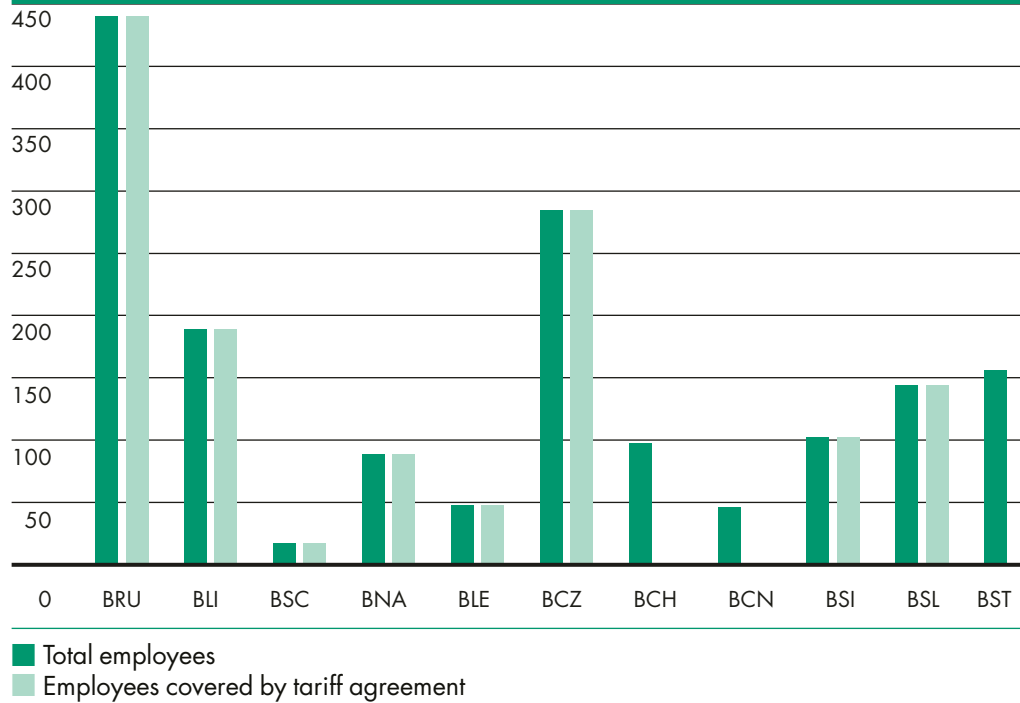
BAUMANN generally takes the interests of all stakeholders seriously and attempts to involve these by an integrative, respectful approach. Various communication channels are available to BAUMANN for this purpose which accommodate the different cultural backgrounds and languages of the stakeholders. Whenever possible, BAUMANN strives towards a collaborative cooperation and respectful intercourse with its stakeholders. To set an example and to satisfy the customers' increasing need for information, an improved and standardized process for handling sustainability inquiries was introduced in the financial year 2025. This defines clear responsibilities, enables structured processing and increases the transparency regarding the type and scope of incoming inquiries.

¹ See also further instructions for GRI 2-29a/ii

COLLECTIVE LABOR AGREEMENT/TARIFF AGREEMENTS

As of November 30, 2025, 1622 people were employed by BAUMANN of whom 81 % were covered by a tariff agreement. The factories in China and the USA have no tariff agreements.

OVERVIEW OF TARIFF AGREEMENTS FY25 (GRI2-30) NUMBER OF EMPLOYEES PER FACTORY



MEMBERSHIP IN ASSOCIATIONS AND INTEREST GROUPS

BAUMANN participates in various industrial associations and special interest groups which support the implementation of the corporate strategy. The following table (in alphabetical order) is a representative selection of these memberships.

Organizations	Type
ANCCEM Associazione Mollifici Italiani / IT	Industrial representation/collaboration
AEMU Asociación Española Muelles y Flejes / ES	Industrial collaboration
AVZO Arbeitgeberverband Zürcher Oberland / CH	Employer's representation
CANACINTRA National Camera of Transformation Industry / MX	Industrial representation/collaboration
CDP Carbon Disclosure Project / UK	Independent third party assessment
Confindustria / IT	Employer's representation
Ecovadis SAS / FR	Independent third party assessment
ESF European Spring Federation / EU	Industrial representation/collaboration
Fundación San Prudencio / ES	Industrial collaboration
High-voltage Switch Branch of China / CN	Industrial representation/collaboration
IST The Institute of Spring Technology / UK	Industrial representation/collaboration
Shanghai Automotive Parts Industry Association / CN	Industrial representation/collaboration
Stiftung Familienunternehmen / DE	Industrial representation/collaboration
Stiftung zur Förderung von Technologiemanagement, Technologiepolitik und Technologietransfer, Universität St. Gallen / CH	Industrial representation/collaboration
Südwestmetall Verband / DE	Employees Representative
Swissmem Verband für Firmen der Schweizer MEM-Industrie / CH	Industrial representation/collaboration
UN GLOBAL COMPACT / US, CH	Initiative for Sustainability
VDFI Verband der Deutschen Federnindustrie / DE	Industrial representation/collaboration

SUSTAINABILITY STRATEGY

The area of sustainability is an integral part of BAUMANN's strategic five-year plan (2022–2026) and is led as a strategic initiative by the Head of Group Strategy & Communications, Dr. Matthias Würsten. The initiative is promoted by an interdisciplinary management committee made up of different technical departments, called the Sustainability Council. The table below shows the composition of the Sustainability Council.

Name	Function
Matthias Würsten*	Head of Group Strategy & Communication Lead Group Sustainability
Samuel Küng	Head of Group Controlling
Pascal Finker	Head of Business Development Division Automotive & Industrial
David Pircher	Head of Business Development Division Medical
Karolína Aniolová	Global HR Specialist & HR Project Manager
Marco Mantovani	Head of Group Contract & Risk Management
Leticia Bas Ventín	ESG Coordinator

*Sponsor Sustainability Initiative

The Sustainability Council meets about every 2 months. The meetings serve for internal reporting, exchange of technical expertise and definition of the next steps. Achievement of the goals of the initiative is reported to the company executive every three months.

AMBITIONS OF THE INITIATIVE BY 2026

BAUMANN's long-term goal in the field of sustainability is to develop sustainable and circular solutions further as a global expert. By 2026, the end of the current strategic period, BAUMANN aims to belong to the leading companies in the spring industry in the field of sustainability. Two indicators serve for orientation: the external sustainability rating Ecovadis and the development of CO₂e emissions in the Scopes 1 and 2.

After 2024, in 2025 BAUMANN again achieved the increased Ecovadis goal for 2026. With this in mind, the goal for 2026 was increased again as per the end of 2025: BAUMANN now sets its sights on at least 66 points and the bronze medal (original goal for 2026: 49 points; status 2025: 61 points).

In the area of CO₂e emissions, BAUMANN is pursuing the long-term ambition within the framework of the Green BAUMANN Strategy 2035 to become climate neutral in Scopes 1 and 2 by 2035. As a mid-term goal, the intention is still to reduce the relative CO₂e emissions in relation to the weight of the produced articles by 10 % , in comparison with 2022, by 2026.

The essential sustainability topics were identified and appropriate measures taken to support these efforts. The process for determining the essential topics and their control is described below.

DETERMINING OF MATERIAL TOPICS

BAUMANN conducted a comprehensive materiality assessment in the spring of 2022. In an materiality assessment, potential environment, social and corporate governance topics which could affect the company and its stakeholders are identified and evaluated. The elicited material topics form the nucleus of BAUMANN’s sustainability strategy.

The materiality assessment followed a structured process. An interdisciplinary team consisting of five persons from the Sustainability Council compiled a detailed list with 41 topics which are relevant for BAUMANN and its stakeholders in the current business model and along the supply chain (ecological, economic, social). In the next step, the team members assessed the material topics according to the following criteria: Importance for the BAUMANN stakeholders, effect on BAUMANN’s supply chain, strategic importance for the BAUMANN business model. The list was reduced to 14 topics based on the team evaluation and by aggregation of related or similar topics. With the aim of improving understanding of the subject areas, the team compiled a list of possible indicators to measure the performance (KPI) per subject area. From the intensive discussion in the team with regard to the indicators, the list could be reduced to now only 11 material topics.

Then, a questionnaire was conducted with selected stakeholders of BAUMANN. A total of 68 persons participated in the questionnaire – 28 suppliers, 15 clients, 25 employees. In the questionnaire, the participants were asked to name the most important sustainability topics in their opinion, to rate the 11 material topics according to order of importance and to suggest other material topics for BAUMANN which are of central importance to them as stakeholders and in view of BAUMANN.

The evaluation of the questionnaire results showed that four subject areas (see the table below) are material for BAUMANN and thus represent the nucleus of BAUMANN’s sustainability strategy. The material topics and the implemented GRI topic standards are described in detail below.

For 2026, it is planned to renew the existing materiality assessment to meet the requirements for double materiality.

MATERIAL TOPICS

Climate Change	Business Integrity	Employee Well-Being & Development	Sustainable Innovation
			
GRI 302: Energy 2016		GRI 401: Employment 2016	
GRI 305: Emissions 2016		GRI 405: Diversity and Equal Opportunities 2016	

CLIMATE CHANGE

The subject area Climate Change includes all environment and climate effects caused by the business activities of BAUMANN. This perspective encompasses both the economic activities of BAUMANN and those of the upstream and downstream supply chains. The resulting wide spectrum of subject areas (e.g., materials, energy, water, biodiversity, chemicals, waste) demands additional focusing. Without disregarding other environment and climate effects, BAUMANN will be concentrating especially on the reduction of the CO₂e emissions until 2026. Hereby, BAUMANN follows the internationally recognized CO₂e balancing standard, the GHG Protocol. CO₂e emissions from their own as well as in upstream and downstream supply chains (Scope 1, 2, 3) are considered.

The effects of the CO₂e emissions caused by BAUMANN are explained below. In addition, the defined task and corresponding measures for reducing the negative effects are also described. Finally, the achieved successes are described.

EFFECTS

As a manufacturer of springs, stampings and bent parts solutions, BAUMANN is part of a global system of numerous supply and value chains that are required to produce a product for the end customer. CO₂e emissions can occur at various points along these supply chains. The applied processes from the raw material processing to the manufacture of steel wire, for example, are immensely energy-intensive. The iron and steel industry alone is estimated to be responsible for about 7 to 10 % of the worldwide CO₂e emissions (source: [handelszeitung.ch](https://www.handelszeitung.ch)). The manufacturing methods and processes in the BAUMANN supply chain also cause CO₂e emissions. The high electricity consumption (e.g., operation of production machines), heating oil consumption (e.g. heating of the buildings) and gas consumption (e.g., operation of furnaces), especially, are major causers of CO₂e emissions of BAUMANN in Scope 1 and 2. Finally, CO₂e emissions are caused in downstream supply chains (e.g., processing and assembly as an end product) and by the end customers in the utilization phase of the product (e.g., using an automobile).

As part of this system of numerous supply and value chains, BAUMANN has set the goal of sustainably reducing the CO₂e emissions caused by BAUMANN's business activities. In this way, BAUMANN wants to contribute to limiting global warming due to greenhouse gases. The aim of reducing the CO₂e emissions is to limit the negative effects on nature (e.g., loss of biodiversity), man (e.g., periods of heat and drought, floods) and economy (e.g., interruption of global supply chains) and strengthen BAUMANN's competitiveness in the mid-term.

TASK

BAUMANN pursues the ambition to considerably reduce its effects on the environment and climate and aims to develop towards net zero in the long term. A new goal was defined in 2025 within the framework of the Green BAUMANN Strategy 2035: BAUMANN will work towards becoming climate-neutral in the areas of Scope 1 and 2 by 2035. Two indicators were defined to measure the progress:

1. Increasing the percentage of green electricity from 44 % (2024) to 70 % (2026)
2. Achievement of carbon neutrality in the areas of Scope 1 and 2 by 2035

In order to achieve these goals, the essential influential factors of the CO₂e footprint were analyzed and appropriate measures developed. The focus lies on the fields of electricity, natural gas and heating oil. In electricity consumption, increases in efficiency and the increased use of renewable energies such as solar, water and wind power are to be pursued. Alternative technologies for the used of natural gas for heat treatment processes are being tested. More sustainable alternatives for the building heating at the Swiss site are also being looked for, whereby an optimization of the building shell could be necessary in the long term. Within the framework of the Green BAUMANN Strategy 2035, the relevant factors of influence for every site were analyzed and appropriate measures developed.

MEASURES

On the topic of climate protection, various measures were initiated and implemented in the financial year 2025. The structured organization of activities already introduced in the previous year was retained to present progresses transparently and accountably. The measures are assigned to the following subject areas: Carbon footprint methods and data, renewable energy, research projects, publications and student projects.

CO₂E EMISSIONS: METHODS AND DATA

BAUMANN began with the structured recording of its CO₂e emissions in 2023. The focus was initially placed on the development of suitable methods and the introduction of a software for measuring the CO₂e footprint per factory. In the financial years 2023 and 2024, it was, above all, the emissions of Scopes 1 and 2 as well as some selected Scope 3 categories for which data were elicited. This initial elicitation of data gave BAUMANN deep insight into its emissions and formed the basis for the development of the Green BAUMANN Strategy 2035. In the financial year 2025, about 50 measures were defined together with the factory sites which will make a central contribution to the Green BAUMANN Strategy 2035 over the next ten years. The majority of these measures concern the areas of energy efficiency of buildings and production processes as well as more sustainable mobility and transport solutions. The site-specific measures were agreed with the factories and their implementation systematically tracked.

At the end of 2024, a project was launched under the management of Dr. Matthias Würsten and Samuel Küng to cover the still missing Scope 3 categories and to complete the CO₂e balance. Now, all relevant Scope 3 emissions can be listed for the first time for the financial year 2025. With the complete CO₂e balance, the aim is also to be able to calculate the CO₂e footprint automatically per product, including the necessary methods, as of 2026.

OVERVIEW OF THE CURRENT AVAILABILITY OF THE CO₂E EMISSIONS DATA

Area	Available data
SCOPE 1 (excl. ODS, NO _x , SO _x , POP, VOC, HAP, PM)	Yes
SCOPE 2	Yes
SCOPE 3 Upstream categories	
Purchased goods and services	Yes
Capital goods	Yes
Energy and fuel-related activities	Yes
Upstream transport and distribution	Yes
Waste	Yes
Business trips	Yes
Commuting	Yes
Hired or leased tangible assets	Not relevant
SCOPE 3 Downstream categories	
Downstream transport and distribution	Yes
Processing of sold products	Yes
Use/utilization of sold products	Not relevant
End-of-life treatment of sold products	Yes
Hire or leased tangible assets	Not relevant
Franchise	Not relevant
Investments	Not relevant

PHOTOVOLTAIC PROJECTS

A photovoltaic project was put into action at the China (BCN) site in the financial year 2025. A solar plant with an annual generating capacity of about 1 600 MWh was installed on the new BAUMANN building. The plant commenced operation in the financial year 2025 and contributes to the increase in the percentage of renewable electricity.

ELECTRICITY FROM RENEWABLE SOURCES

The percentage of renewable electricity at the Swiss site has been gradually increasing since 2023. In the financial year 2025 an important milestone was reached: The percentage of renewable electricity at the Swiss site rose above 50 % for the first time. A further increase to 60 % is planned for the financial year 2026. From 2027 onwards the power at the Swiss site should be supplied completely from renewable energy sources.

Parallel to this, it is being examined to what extent solar plants can feasibly be installed on the buildings at the Swiss site. The examination especially includes the technical implementability, the economic investment requirements as well as the relevant basic regulatory and infrastructural conditions.

Progress was also made at the site in Spain in the financial year 2025. In fact, the production factory switched over completely to green electricity in mid-year and, over the whole year, achieved a percentage of around 43.6 % of certified green electricity.

At sites where the direct purchase of certified electricity from renewable sources (Certified Green Electricity) is currently not or only limitedly possible, BAUMANN uses Energy Attribute Certificates (EACs) to gradually reduce the Scope 2 emissions. EACs serve here as a supplementary instrument link the electricity consumption financially with renewable electricity generation when a physical supply of green electricity is unavailable.

The USA site has been using this instrument already since the end of 2024 and balances its entire electricity consumption using EACs. In the financial year 2025 the site in the Czech Republic also followed suit and bought EACs for its total electricity consumption.

In addition, electricity was purchased from renewable energy sources at the Singapore and China (BCN) sites. This percentage amounted to about 16 % of the total electricity consumption at the China (BCN) site in 2025, at the Singapore site about 9 %. These are photovoltaic plants installed on the BAUMANN production buildings but operated by an external partner. The electricity that BAUMANN draws from these plants is therefore purchased green electricity and not self-produced.

In the past, these electricity figures were incorrectly listed as electricity from own renewable sources. Since the financial year 2025 they are being classified and reported correctly as purchased renewable electricity – the previous years were also corrected accordingly.

RESEARCH PROJECT

The subject of Green Steel was also identified as a potentially relevant field of action last year. However, the deeper study planned by the Research and Development Department for 2025 was re-prioritized and not pursued further in the reporting year.

Only selective research activities took place in the field of sustainable materials. An external research project examined to what extent trace elements influence the fatigue strength of steel springs, especially in connection with recycled steel in which such elements can be enriched. The Green Steel subject was not further elaborated in 2025.

PUBLICATION

With the exception of the Sustainability Report 2024, no sustainability publications were released in the financial year 2025. BAUMANN did, however, contribute to the professional exchange on climate protection and decarbonization with an keynote by Dr. Matthias Würsten on the subject of CO₂ Management in the course of the UN Global Compact.

STUDENT PROJECTS

BAUMANN conducted no student projects with respect to sustainability and climate in the financial year 2025.

For the financial year 2026 a new student project in cooperation with the Zurich University for Applied Sciences (ZHAW) is planned. A Business Project will deal with the subject of Double Materiality Assessment with special focus on sustainability issues and Scope 3 emissions. The project will be headed by Jasmin Werra, Strategic Project Manager on the BAUMANN side and serve for methodical preparation for future regulatory requirements as well as the further development of the sustainability strategy and reporting.

MEASURES 2026

BAUMANN defined concrete measures for reducing the CO₂e emissions for 2026 within the framework of the Green BAUMANN Strategy 2035. The strategy concentrates here on the areas of electricity, natural gas and other fossil fuels such as heating oil or diesel. Electricity is needed, above all, for production plants and office infrastructures (e.g. lighting). In this area, reduced consumption, the purchase of more electricity from renewable sources and additional solar power projects are possible.

Natural gas is used mainly for building heating and heat treatment processes in production. Other fossil fuels concern especially diesel for stacker trucks and oil for the heating. Since 2025, investments in equipment that uses fossil fuels have only been permitted group-wide in justified exceptional cases (e.g. for technical reasons). Existing plants that require fossil fuels are gradually to be replaced by more sustainable alternatives.

A changeover to electric vehicles in the company vehicle fleet is also aimed at. Since 2025, clear rules apply for replacement investments to accelerate this transition.

The implementation and achievement of the goals of all measures will be reported to the company executive at least every three months. The CO₂e emissions per factory are calculated and the effectiveness of the implemented measures is checked on an annual basis.



PERFORMANCE

All BAUMANN production sites submitted their data for the financial year 2025 by January 30, 2026.

GREENHOUSE GAS EMISSIONS – BAUMANN GROUP

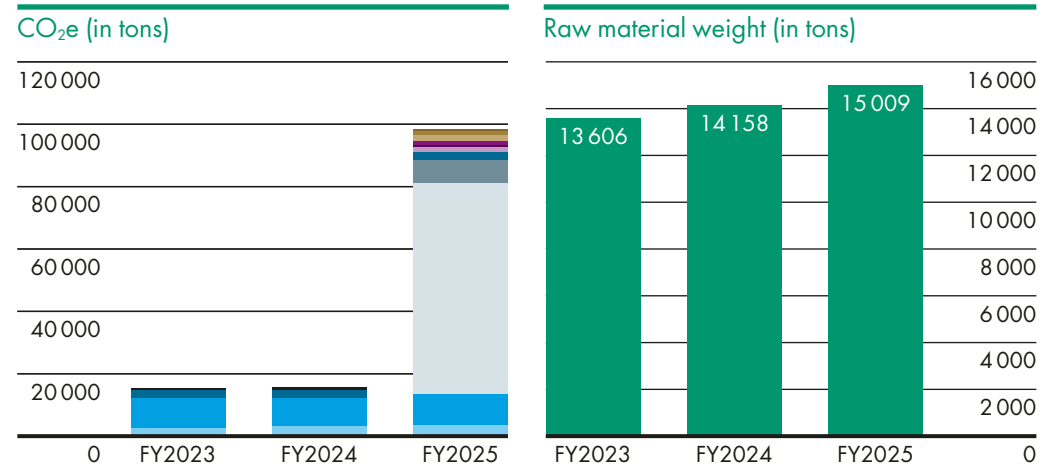
The raw material weight of the purchased products increased in the financial year 2025 by about 6 % to 15 009 tons in comparison with the previous year. Over all Scopes, the BAUMANN Group caused total greenhouse gas emissions of 98 210 tons (location-based) and 94 255 tons (market-based) of CO₂e respectively in the financial year 2025. A comparison with the total emissions (Scopes 1–3) of the previous year is not possible because all relevant Scope 3 emissions were listed completely for the first time in the financial year 2025.

In Scopes 1 and 2 in which BAUMANN has direct operative control and thus direct possibilities of influence, the emissions amounted to:

- 13 302 tons of CO₂e according to the location-based method
- 9308 tons of CO₂e according to the market-based method

The difference between the location-based and the market-based methods is mainly in the site-specific instruments for procuring electricity from renewable sources, especially by purchasing green electricity and by buying Energy Attribute Certificates (EACs). BAUMANN made important progress in this area in the reporting year and increased the percentage of renewable electricity group-wide to more than 62 %.

BAUMANN GROUP: DEVELOPMENT CO₂e EMISSIONS FY25 (INCL. BNA) PER FINANCIAL YEAR (FY 2023–2025)



- Scope 1: Direct emissions
 - Scope 2: Indirect emissions (location-based method)
 - Scope 3.1: Purchased goods and services
 - Scope 3.2: Capital goods
 - Scope 3.3: Energy and fuel-related activities
 - Scope 3.4: Upstream transport and distribution
 - Scope 3.5: Waste
 - Scope 3.6: Business travel
 - Scope 3.7: Employee commuting
 - Scope 3.9: Downstream transport and distribution
 - Scope 3.10: Processing of sold products
 - Scope 3.12: Disposal of sold products
- Raw material weight of the sold products

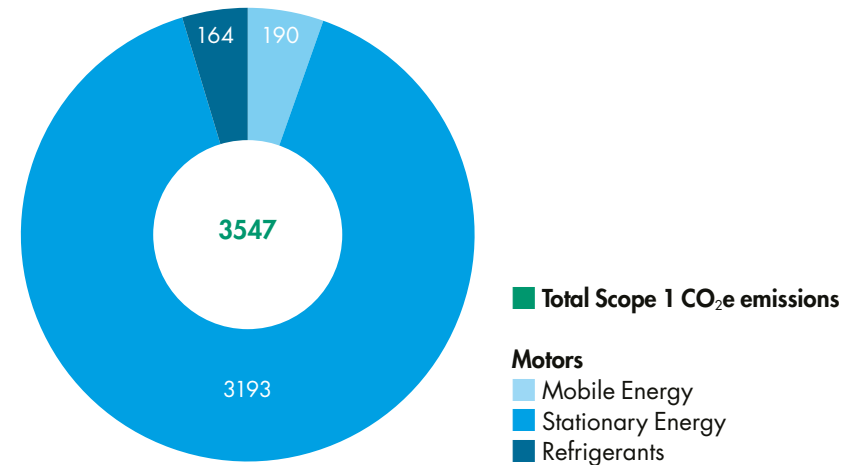
GREENHOUSE GAS EMISSIONS – SCOPE 1

The Scope 1 emissions increased in comparison with the previous year by about 10.9 % whilst the raw material weight of the purchased products only rose by about 6 %. The performance of the BAUMANN Group in Scope 1 therefore worsened both in absolute and relative figures.

The basic motor for the increase in Scope 1 emissions at group level was the area of Stationary Energy and especially the heating oil consumption at the Swiss site which again increased in comparison with the previous year. For economic reasons the buildings at the Swiss site were heated mainly with heating oil and not with natural gas. This decision is reflected in the increased Scope 1 emissions since the financial year 2023.

The use of the vehicle fleet had a much smaller influence on the Scope 1 emissions at group level. The energy consumption from fossil fuels in this area increased by about 6.3 % in comparison with the previous year. The contribution of the vehicle fleet to the total Scope 1 emissions is low on the whole with 4.7 % and is on a level comparable with the influence of coolants on the total Scope 1 emissions.

CO₂E EMISSIONS SCOPE 1 (INCL. BNA) IN TONS

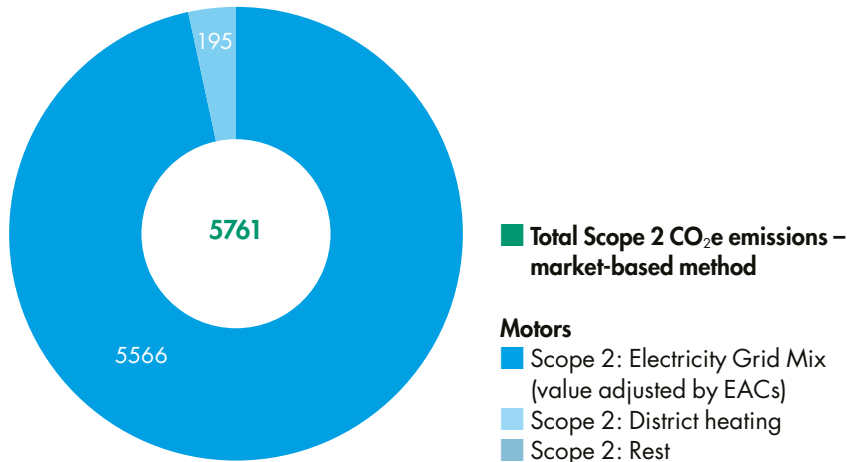


GREENHOUSE GAS EMISSIONS – SCOPE 2

Among the Scope 2 emissions, the consumption and source of the electricity are especially emission-relevant for BAUMANN. To a much lesser extent BAUMANN buys district heating at the sites in Italy and the Czech Republic, but their contribution to the total Scope 2 emissions is of secondary importance.

The assessment of the Scope 2 performance depends basically on the method of calculation used. By the location-based method, BAUMANN’s absolute performance in comparison with the previous year dropped by 10.2 %, whereas, by the market-based method, it improved (–15.5 %).

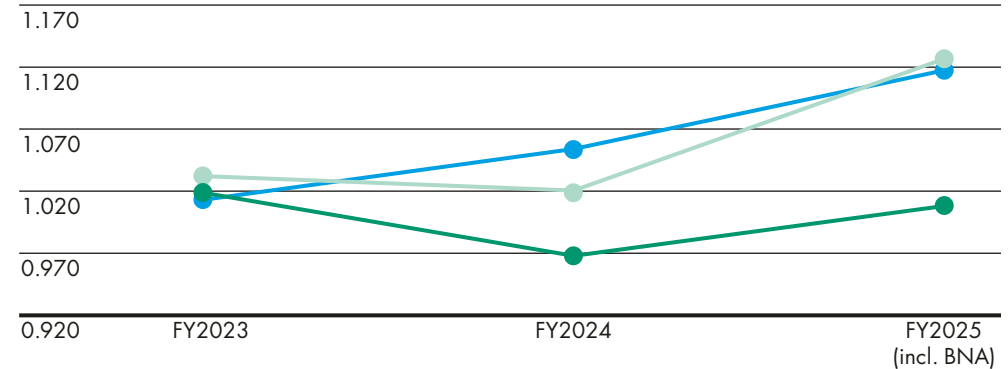
BAUMANN GROUP: CO₂e EMISSIONS SCOPE 2 – MARKET-BASED METHOD (INCL. BNA) IN TONS



Location-based method

- The electricity consumption is particularly emission-relevant for the location-based method. It is based on the average regional emission factors of the respective electricity grid and is independent of the actually procured electricity mix. Individual procurement measures such as the purchase of green electricity or the use of Energy Attribute Certificates (EACs) are not considered here.
- The main motor of emission increases by the location-based method was the increased electricity consumption of the BAUMANN Group in comparison with the previous year (+8.9 %). This increase is basically due to the additional electricity consumption of the newly opened factory in China (BCN).

CO₂e EMISSIONS: ABSOLUTE AND RELATIVE DEVELOPMENT – LOCATION-BASED METHOD IN TONS (INDEXED, REFERENCE YEAR FY2021 = 1.00)

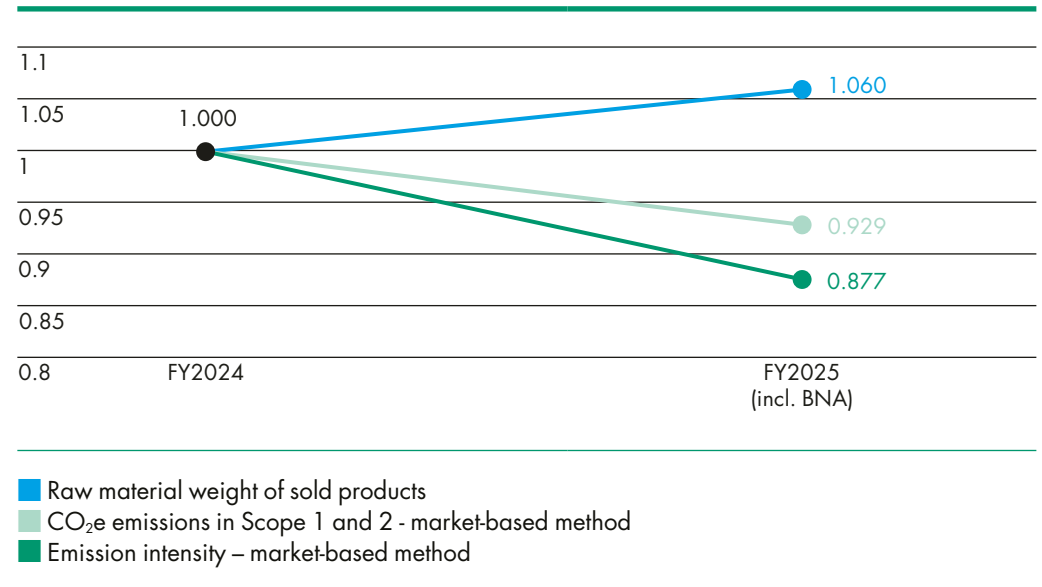


- Raw material weight of sold products
- CO₂e emissions in Scope 1 and 2
- Emission intensity – location-based method

Market-based method

- The market-based method considers the actually procured electricity mix of the BAUMANN Group, including electricity from renewable sources as well as purchased Energy Attribute Certificates (EACs). The recorded emissions therefore reflect the concrete procurement decisions as well as the ongoing decarbonization of the group's electricity portfolio.
- In comparison with the previous year, both the percentage of purchased, certified electricity from renewable sources and the use of EACs increased considerably. More than three times the amount of EACs were used than the previous year, whilst the procurement volume of certified green electricity could be increased by about 59.6 %. On the whole, about 46.4 % of the BAUMANN Group's total electricity consumption was covered by certified green electricity and EACs in the financial year 2025. The total percentage of renewable electricity, including the percentage from the respective electricity grid mix, amounted to 62.5 % in the financial year 2025.
- The absolute reduction of the Scope 2 emissions by the market-based method (-15,5 %) achieved in the reporting year underlines the effectiveness of the strategic focus on renewable energies and confirms the path taken for the further reduction of indirect energy-related emissions under the Green BAUMANN Strategy 2035.

CO₂e EMISSIONS: ABSOLUTE AND RELATIVE DEVELOPMENT – MARKET-BASED METHOD IN TONS (INDEXED, REFERENCE YEAR FY2024 = 1.00)



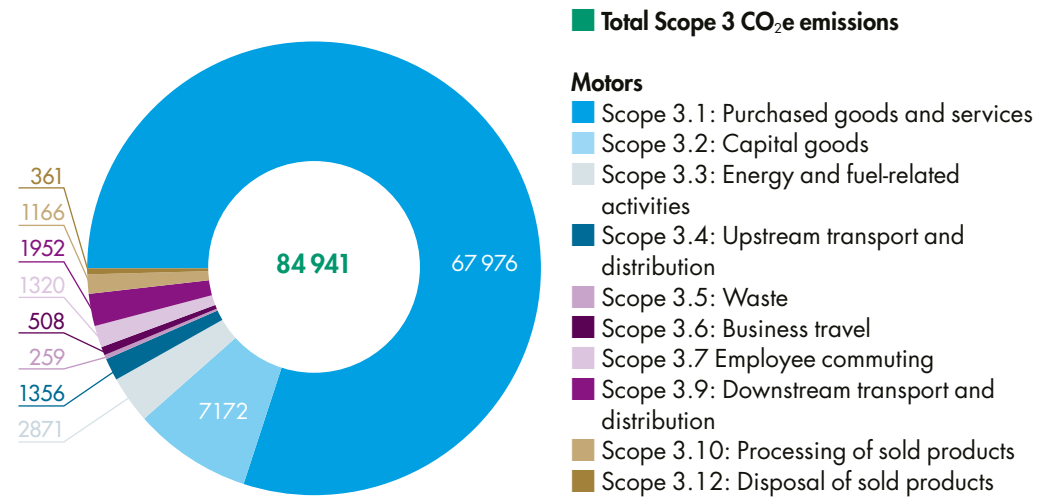
GREENHOUSE GAS EMISSIONS – SCOPE 3

All relevant Scope 3 emissions of the BAUMANN Group were listed for the first time in the financial year 2025. Scope 3 emissions include the indirect greenhouse gas emissions along the upstream and downstream supply chains beyond the direct operative control of BAUMANN.

The emissions in Scope 3 are much higher in relation to the Scope 1 and Scope 2 emissions. With a total of 84 947 tons CO₂e emissions, the Scope 3 emissions represent the biggest part of the total greenhouse gas emissions of the BAUMANN Group. Comparability with the previous year exists only for the categories Business travel (Scope 3, Category 6) and Fuel and energy-related activities (Scope 3, Category 3). For all other Scope 3 categories the appropriate data were collected for the first time in the financial year 2025 so that no comparison with the previous year is possible.

The major emission motors within Scope 3 – and likewise in the overall Carbon Accounting of the BAUMANN Group – are especially the categories Purchased goods and services (Scope 3, Category 1) and Capital goods (Scope 3, Category 2). Taken together, these two categories account for more than 88 % of the total Scope 3 emissions and are therefore of central importance to future reduction measures.

BAUMANN GROUP: CO₂E EMISSIONS SCOPE 3 (INCL. BNA) IN TONS



Scope 3 Category 1 – Purchased goods and services

- In this category, a distinction must be made between emissions from the purchased raw material, especially steel wire and steel strip, and the other purchased goods and services. The biggest motor within Scope 3 in general is the raw material with a total 49 579 tons of CO₂e in the FY2025 alone. The second biggest motor, also in category 1, are the other goods and services with 18 397 tons of CO₂e. Both of these together account for about 80 % of the total emissions in Scope 3.
- In the raw material, a basic distinction is made between carbon steel, stainless steel and copper-plated materials. The respective emission profiles depend on different parameters, especially the manufacturing route, the place of manufacture (country or region) and the material type.
- There are some gaps in the data with regard to the manufacturing route. In cases where no reliable information on the actual manufacturing route was available, the most emission-intensive manufacturing route (e.g. blast furnace/converter route, BF-BOF) was assumed for conservative reasons. This approach ensures that the recorded emissions are not underestimated.
- Other purchased goods and services, including, for example, chemicals, packing materials, grinding discs and plating and other process services, were assigned to the three main categories of purchased goods, external process services and purchased services with further differentiation in sub-categories respectively.

Scope 3 Category 2 – Capital goods

- In third place of the biggest motors in Scope 3 follow the capital goods with 7172 tons of CO₂e. Of relevance here in the financial year 2025, for example, were the procurement of production machines at the newly opened site in China (BCN), the building extension and production machines at the site in the Czech Republic (BCZ) or production machines at the Swiss site (BRU) where the Tooling and Equipment Technology department is located.

Scope 3 Category 3 – Fuel and energy-related activities

- The emissions in Scope 3 Category 3 (Fuel and energy-related activities) especially include the upstream emissions from the provision of energy carriers, including emissions from the production, processing and transport of fuels as well as electricity used in Scope 1 and 2 but not already accounted there.
- In the financial year 2025, the emissions in this category increased by 5.0 % in comparison with the previous year. This development is closely related with the absolute energy consumption of the BAUMANN Group. With an increasing production volume and expansion of capacities, the upstream energy-related emissions along the supply chain also increase.
- Within the scope of the Green BAUMANN Strategy 2035, the BAUMANN Group deals with these emissions especially by a gradual reduction in the use of fossil energy, the further expansion of renewable electricity, increase in the efficiency of energy-intensive processes as well as systematic optimization of the energy portfolio. These measures not only affect the emissions in Scope 1 and 2 but also contribute to the reduction of upstream emissions in Scope 3, Category 3 in the mid to long term.

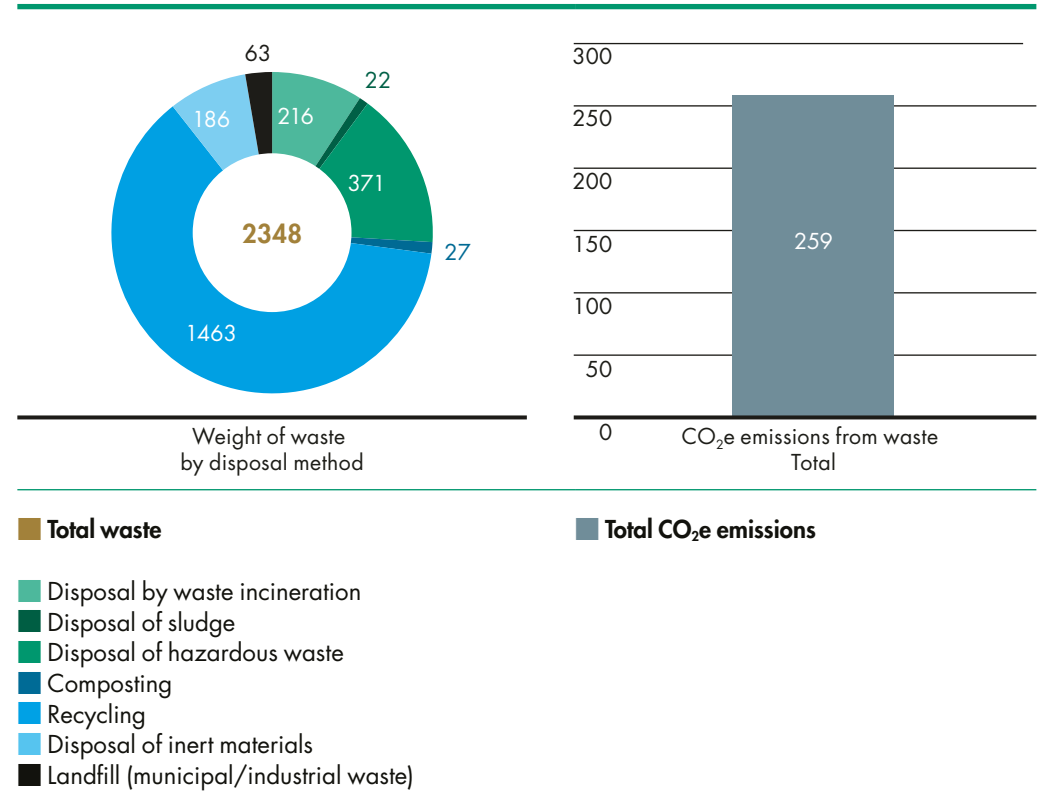
Scope 3 Category 4 & Category 9 – Upstream and downstream transport and distribution

- The emissions in Scope 3, Categories 4 and 9 (Upstream and downstream transport and distribution) include the greenhouse gas emissions from goods transport along the delivery and sales chain. Category 4 concerns transports for which BAUMANN bears the transport costs whilst Category 9 covers the transport of articles for which BAUMANN does not bear the transport costs. The main factors for calculation of the emissions are the transport weight, distance and means.
- The upstream transports in the financial year generated about 1356 tons of CO₂e, the downstream transports about 1952 tons of CO₂e. These are therefore the fourth and fifth biggest motors within Scope 3.

Scope 3 Category 5 – Waste

- Emissions in Scope 3 Category 5 include emissions from the treatment and disposal of waste which is generated during BAUMANN's operative activities. For the financial year 2025, the waste quantities are, for the first time, differentiated according to their methods of treatment, including incineration, recycling, composting, inert material disposal, hazardous waste, sewage sludges and landfill.
- The wastes of the BAUMANN Group in the financial year 2025 generated about 259 tons of CO₂e in total. In comparison with the other Scope 3 categories, the contribution of this category to the total greenhouse gas emissions is of secondary importance.
- A significant percentage of the generated waste is recyclable, especially scrap metals from the spring and stamping production, which helps to reduce the emissions in this category. The systematic separation and recycling of these waste flows makes a major contribution to keeping the emissions in Scope 3, Category 5 at a comparably low level.

BAUMANN GROUP: DISTRIBUTION WASTE DISPOSAL METHOD FY25 (INCL. BNA) IN TONS



Total waste

- Disposal by waste incineration
- Disposal of sludge
- Disposal of hazardous waste
- Composting
- Recycling
- Disposal of inert materials
- Landfill (municipal/industrial waste)

Total CO₂e emissions

Scope 3 Category 6 – Business travel

- Emissions in Scope 3, Category 6 cover the greenhouse gas emissions from business trips. These were reduced in the financial year 2025 in comparison with the previous year and amounted to a total 508 t CO₂e. The by far biggest percentage of the emissions is apportioned to flights, whilst hired vehicles, train and taxi fares only make up for a minor contribution.
- Because of their comparatively small percentage of the total Scope 3 emissions, this category remains of secondary importance in the overall Carbon Accounting picture.

Scope 3 Category 7 – Employee commuting

- Emissions in Scope 3, Category 7 include the greenhouse gas emissions from employees commuting between home and work. In the financial year 2025, these emissions amounted to a total 1320 tons of CO₂e. The emissions are generated mainly by the use of automobiles plus the use of buses, public transport and motorcycles.
- In comparison with the other Scope 3 categories, Category 7 is less important but still exhibits a relevant emissions value. It is noticeable that the emissions from employee commuting are greater than those from business trips (Scope 3, Category 6) which underlines the importance of this emission area in the overall Carbon Accounting picture of the BAUMANN Group.

Scope 3 Category 8 & Category 13 – Upstream and downstream leased assets

- The categories of upstream and downstream hire and leased tangible assets were classed as irrelevant for the BAUMANN Group. The basis for this is the consolidation approach of operative control.
- The emission-relevant activities from leased or hired tangible assets such as, for example, production buildings are already taken completely into account in the Scope 1 and Scope 2 emissions of the BAUMANN Group and are therefore not listed additionally in Scope 3.

Scope 3 Category 10 – Processing of sold products

- Emissions in Scope 3 Category 10 include the greenhouse gas emissions from the further processing of products manufactured by the BAUMANN Group and sold to customers. In the financial year 2025, the emissions in this category amounted to a total 1166 tons of CO₂e.
- Especially relevant here are the energy-related emissions generated by customers in the course of installation and assembly of springs and stampings in applications. Although these emissions are beyond the direct operative control of the BAUMANN Group, they represent a relevant part of the downstream supply chain and contribute accordingly to the overall Scope 3 emissions picture.

Scope 3 Category 11 – Use of sold products

- Emissions in Scope 3 Category 11 (Use of sold products) were classed as irrelevant for the BAUMANN Group. The products manufactured by BAUMANN generate no direct greenhouse gas emissions during the utilization phase and lead to no independent energy consumption.
- Emissions which could result from possible energy losses in the energy transfer by contact elements were assessed as being of little relevance for the overall greenhouse gas emissions picture and therefore not included in the accounts.

Scope 3 Category 12 – End-of-life treatment of sold products

- Emissions in Scope 3 Category 12 (Handling of sold products at the end of their life cycle) amounted to a total 361 tons of CO₂e in the financial year 2025. This category includes the emissions generated during waste treatment of the products manufactured by BAUMANN after their utilization phase.
- For the calculation, it was assumed that metal parts from industrial and automotive applications are recycled at the end of their life cycle. By contrast, it was assumed that products in medical applications are passed on completely for incineration due to regulatory and hygiene requirements because the products concerned are disposed of as a whole. These assumptions form the basis for the listed emissions in Scope 3, Category 12.

Scope 3 Category 14 & Category 15 – Franchises & Investments

- Emissions in Scope 3 Category 14 (Franchises) and 15 (Investments) were classed as irrelevant for the BAUMANN Group. BAUMANN operates no franchise models so that this category generates no emission-relevant activities.
- The investments made were also classed as not emission-relevant in the context of the Materiality and Relevance Examination. No Scope 3 emissions are listed for the categories 14 and 15 accordingly.

BASE YEAR 2025 (EXCL. BNA)

The financial year 2025 was defined as the new base year for the greenhouse gas reporting of the BAUMANN Group. A new base year was defined against the background of the first complete elicitation of all relevant Scope 3 emissions as well as structural changes within the group.

The emissions recorded for the financial year 2025 also include the emissions of the BNA company which was part of the BAUMANN Group until the end of the financial year 2025. BNA was sold as per the end of the financial year 2025 and will therefore no longer be included in the emissions balance in future reporting years.

For the future comparability, the emissions of the BAUMANN Group will be considered consistently in relation to the new base year 2025 as of the financial year 2026. The emissions of the BNA company were excluded in base year 2025 so that the reference value reflects the scope of the organization valid in the future.

BUSINESS INTEGRITY

The subject area Business Integrity encompasses all aspects which could potentially affect the integrity of BAUMANN. This perspective especially includes the immediate sphere of influence of the organization. Compliance with the regional, national and global regulatory specifications goes without saying for BAUMANN and is non-negotiable. Furthermore, BAUMANN is committed actively and unmistakably to the observance of basic human rights along the supply chain concerned. BAUMANN particularly represents the position of zero tolerance towards child labor, corruption and bribery. Finally, BAUMANN looks after the health and safety of its staff and minimizes possible stresses for man and the environment resulting from BAUMANN's commercial activities. Below, it is explained what effects the adherence to ethical standards have on stakeholders. The defined task and corresponding measures are also described.

EFFECTS

BAUMANN is a globally active producing company which connects numerous people, whether employees, business partners or other stakeholders, from many different regions and cultures with each other. BAUMANN acknowledges and accepts differences in the moral values, cultural conventions and ethical standards. The company's own code of conduct, which was revised and rolled out globally in 2025, serves as a recipe for successful cooperation at BAUMANN. This forms the mandatory framework for mutual interaction and cooperation. Violations of this BAUMANN code of conduct can have serious effects for man and the environment. BAUMANN expects strict compliance with the code of conduct from its staff and its immediate business partners.

TASK

BAUMANN commits itself to responsible business practices and acts always in compliance with the corporate code of conduct as well as the pertinent laws and regulations. The long-term aim of BAUMANN in the area of Business Integrity is, as a globally operative family-run business, to advocate responsible economic management and satisfy the highest business-ethical demands. Achievement of the goals is measured by three key performance indicators:

1. No violations of antitrust law in the direct context
2. No violations in the area of bribery in the direct context
3. Level of employee satisfaction with regard to the integrity of BAUMANN greater than 80 %

MEASURES

The SpeakUp! Process for the BAUMANN Group was introduced already in the fall of 2023. This allows violations of the code of conduct and applicable legal norms or ethical concerns to be reported through various channels (e.g., anonymously or via the SpeakUp! hotline). The table on page 14 presents an overview of the cases reported during the reporting period. A report on the cases reported since those cases reported the previous year was presented to the board of directors at the meeting on October 1, 2025.

Originally, several measures in the area of Antitrust, Unfair Competition and Corruption Prevention were planned for the financial year 2025. Owing to other company-internal priorities in the reporting year, these measures, including the creation and implementation of an antitrust and unfair competition regulation as well as the development and rollout of a regulation on corruption prevention including accompanying training courses, were not implemented.

Instead, the topic of integrity was addressed specifically within the framework of the group-wide employee satisfaction survey in 2025. The answers to the appropriate questions were analyzed and discussed internally. Initial fields of action were identified based on this. Concrete measures for further strengthening the integrity are currently under development.

The BAUMANN Code of Conduct which had remained unchanged since 2018, has now been revised to meet current legal requirements and branch standards. The updated version was approved by the board at the end of 2024 and rolled out group-wide and made accessible to all employees in the financial year 2025. Awareness of the revised code of conduct was ensured uniformly across the organization.

On the basis of this rollout, it is planned to anchor the code of conduct more deeply in the organization by detailed trainings and specific training formats and lastingly strengthen the awareness for compliance, ethical and integrity issues.

PERFORMANCE

No issues in connection with antitrust legislation or bribery were recorded in the financial year 2025. In the period between December 1, 2024 and November 30, 2025, a total of six reports were received which were pronounced completed by the deadline (November 30, 2025).

EMPLOYEE WELL-BEING & DEVELOPMENT

The subject area of Employee Well-Being & Development covers all aspects which influence the well-being of the employees as well as their personal and professional development. This perspective particularly but not ultimately includes important aspects such as safety and health at the workplace, basic and further training possibilities, diversity and equal opportunities or a discrimination-free working environment.

Below, it is explained how BAUMANN influences the well-being of employees and their personal and professional development. The defined task and corresponding measures are also described.

EFFECTS

As an employer, BAUMANN has a central responsibility towards its employees who put their time and skills at the company's disposal. In addition to wages in conformity with the market and fair working conditions, the physical and mental integrity of the employees, for example, is within BAUMANN's area of responsibility. In addition, a working environment, especially, in which one is able to fully exploit one's own performance potential can contribute to the well-being of employees. This includes, for example, comfortable facilities (e.g., light conditions, climatic conditions), the corporate culture (e.g.; culture of dialog, flat hierarchies) or equipment and aids (e.g., safety shoes and glasses in production). Lastly, basic and further training opportunities contribute to the well-being of an employee. Overall, therefore, BAUMANN as an employer has an influence on the well-being of its employees in difference places and indirectly on their families and friends.

TASK

The BAUMANN employees are the bedrock of long-term company success. They form the core of the strategic five-year plan which aims at achieving success through competent employees in the appropriate positions. In addition to gender-independent salaries for the employees in conformity with the market, BAUMANN aspires to a performance-oriented working environment and culture which is supported by an appropriate working environment as well as basic and further training opportunities. Goal achievement by the end of the financial year 2025 was measured based on three key performance indicators:

1. Increase in the participation rate in the employee survey per factory (vs. 2023)
2. Improvement in employee satisfaction from the employee survey per factory (vs. 2023)
3. Extension of the internal, digital course program for further training purposes

Goal achievement was adapted as per December 1, 2025 as follows:

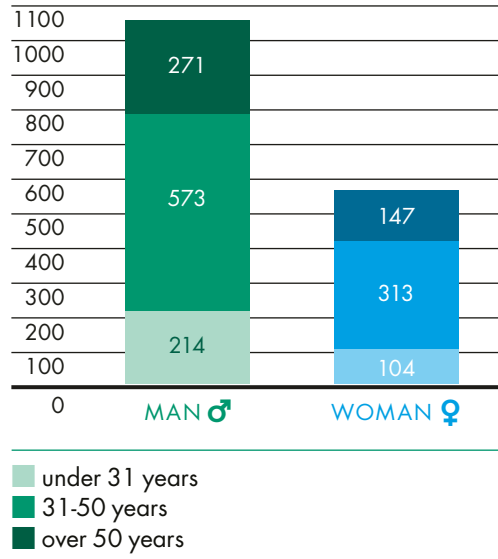
1. Improvement in employee satisfaction from the employee survey per factory (vs. 2025)
2. Raising of staff awareness for SpeakUp, the code of conduct and the corporate culture

MEASURES & PERFORMANCE

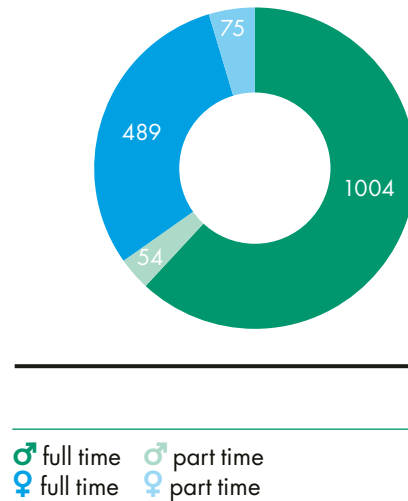
In the financial year 2025, the relevant data were gathered to create transparency with regard to the composition, fluctuation and payment of the staff. The complete list of data can be found in the section Performance Tables (pages 40–50). The figures below show the composition of the staff according to gender and age group as well as the number of persons per work time type.

NUMBER OF EMPLOYEES

per age group FY25



per work time type and gender



The staff composition shows that about one third of the personnel are female. They are underrepresented especially in management functions (Board of Directors, Group Management and Group Leaders). Of the 1 622 employees at BAUMANN, about 92 % work full time.

In 2024 BAUMANN implemented a new digital tool which simplifies and professionalizes the creation and management of internal training programs. The platform was also actively used and promoted further internally in the financial year 2025. More than 1 50 trainings have been created with the tool so far and made available to staff. This has further expanded the range of internal opportunities for basic and further training.

A pilot training scheme for Leadership and Management was developed in the financial year 2025 for specifically strengthening leadership and management competencies. The program was rolled out to the top two management levels (Group Management and Group Leaders) during the strategy seminar in Valencia and was conducive to the further development of central leadership and management competencies at group level. Based on the experiences gained from this pilot project, it is planned to expand the training program to other management levels in the financial year 2026.

Also in 2025, a group-wide employee satisfaction survey was conducted. The results were analyzed and discussed internally. Based on this, concrete fields of action and measures for further improvement of the working environment and the well-being of the employees were identified. These measures will be developed and gradually implemented as of 2026 and their effect evaluated over the following years.

Another point of emphasis was in the further development of the talent and performance cycle. In the financial year 2025, a concept of systematic successor planning for selected employee groups was developed. The implementation of the defined successor processes is planned for the financial year 2026.

For BAUMANN, sustainability is not only of central importance for external stakeholders but also an integral part of the company culture and employee development. Therefore, various initiatives for promoting sustainability consciousness as well as supporting a healthy lifestyle will be organized at the BAUMANN production sites once again in 2026.

SUSTAINABLE INNOVATION

The subject area Sustainable Innovation covers innovation projects of BAUMANN which pursue an additional sustainability purpose in addition to their business-related value. This perspective encompasses innovation projects in the areas of environment, social and corporate governance. BAUMANN employees should be given the chance to present, develop and finalize their ideas on the subject of sustainability. The Sustainable Innovation subject area therefore provides a platform for living sustainability totally and inter-organizationally.

TASK

In the field of Sustainable Innovation BAUMANN strives to achieve positive effects on the environment, man and the economy by sustainable innovations. BAUMANN hopes to have achieved an effective and efficient ecosystem for sustainable innovations by the end of the strategic period (2026) This includes the building up of an inter-organizational innovation process which considers and promotes sustainability aspects.

Achievement of the goals is measured by one key performance indicator:

At least one sustainability innovation started

No other indicators which allow statements on the efficiency or effectiveness of the innovation process were added.

MEASURES & PERFORMANCE

The focus in the area of Sustainable Innovation in the financial year 2025 was on conceptual and analytical work. Operative innovation projects related directly to sustainability were only pursued to a limited extent.

The analysis of the global market for green steel that began the previous year was not continued in the reporting year and is still in the conception phase. Accordingly, no new measures in this respect were implemented in 2025.

A major contribution in the area of Sustainable Innovation was made by the cooperation with a group of students of the University of St. Gallen (HSG). The existing innovation processes at BAUMANN were analyzed and systematically assessed within the framework of a structured project. The aim of the study was to identify fields of action for strengthening the power of innovation as well as improving the sustainability aspects in innovation processes. The results include, among other things, an analysis of the existing innovation culture, the modeling of actual and nominal innovation processes as well as recommendations for the strategic further development of the innovation management.

The knowledge thus gained serves BAUMANN as a conceptual basis for the further development of a sustainable innovation strategy in the years to come.

PERFORMANCE TABLES

ENVIRONMENTAL REPORTING SCOPE

The scope of the illustrated environmental data covers the whole BAUMANN Group with all its sites and applies the Operational Control Approach. The data were collected and the emissions calculated by the software solution from Sphera Solutions Inc., USA. Wherever possible, the environmental data were adapted to BAUMANN's financial year (December to November). The legal units in France (BRF) and India (BPU) which do not represent production sites and employ no staff were consciously excluded from the area of application. The production factory in Italy (BNA) was sold as per November 30, 2025. The CO₂e emissions of BNA will be assigned completely to the BAUMANN Group for the financial year 2025 and listed accordingly. Whilst the emission data for the financial year 2025 therefore include the BNA values, the newly set base year for ensuring comparability is defined without BNA. BAUMANN thus redefines the financial year 2025 (without BNA) as a base year.

EMISSION FACTORS AND GLOBAL WARMING POTENTIALS

The Emission Factors and Global Warming Potentials correspond to the Library.

AREA LIBRARIES

SCOPE 1	Defra v14.1 (10/2025); Custom Library
SCOPE 2	Defra v14.1 (10/2025); IEA v8 – IEA 2025 (11/2025); IEA static (IEA 2025) v5.0 (11/2025); MLC (formerly GaBi) v16.0 (10/2023)
SCOPE 3	Defra v14.1 (10/2025); Defra – 2024; IEA v8 – IEA 2025 (11/2025); Sphera MLC (formerly GaBi) v16.0 (10/2023); Sphera MLC Database – 2024.2; SupplyChainGHGEmissionFactors_v1.2; Custom Library

PERFORMANCE TABLES ENVIRONMENT

TOTAL EMISSIONS (TONS CO₂E)

GRI 305

	FY23 (incl. BNA)	FY24 (incl. BNA)	FY25 (incl. BNA)	Base Year: FY25 (excl. BNA)	Change in relation to previous year (incl. BNA)
Total Scope 1–3 emissions (location-based)	not available	not available	98 249	92 210	
Total Scope 1–3 emissions (market-based)	not available	not available	94 255	88 216	

DIREKTE UND INDIREKTE EMISSIONEN (TONNEN CO₂E)

GRI 305-1; 305-2

	FY23 (incl. BNA)	FY24 (incl. BNA)	FY25 (incl. BNA)	Base Year: FY25 (excl. BNA)	Change in relation to previous year (incl. BNA)
Scope 1: Direct emissions	2 667	3 199	3 547	3 254	10.9 %
Scope 2: Indirect emissions (location-based)	9 518	8 849	9 755	8 957	10.2 %
Scope 2: Indirect emissions (market-based)	not available	6 817	5 761	4 963	-15.5 %
Total Scope 1 & 2 emissions (location-based)	12 185	12 048	13 302	12 211	10.4 %
Total Scope 1 & 2 emissions (market-based)	not available	10 016	9 308	8 217	-7.1 %
CO ₂ e emissions of biogenic origin	not available	not available	not available	not available	

OTHER INDIRECT EMISSIONS (TONS CO₂E)

GRI 305-3	FY23 (incl. BNA)	FY24 (incl. BNA)	FY25 (incl. BNA)	Base Year: FY25 (exkl. BNA)	Change in relation to previous year (incl. BNA)
Upstream categories					
Purchased goods and services	not available	not available	67 976	63 954	
Capital goods	not available	not available	7 172	6 981	
Energy and fuel-related activities	2 616	2 740	2 877	2 565	5.0 %
Upstream transport and distribution	not available	not available	1 356	1 340	
Waste	not available	not available	259	239	
Business travel	628	774	508	506	-34.4 %
Employee commuting	not available	not available	1 320	1 251	
Upstream leased assets	not available	not available	not relevant	not relevant	
Downstream categories					
Downstream transport and distribution	not available	not available	1 952	1 664	
Processing of sold products	not available	not available	1 166	1 138	
Use/utilization of sold products	not available	not available	not relevant	not relevant	
End-of-life treatment of sold products	not available	not available	361	361	
Downstream leased assets	not available	not available	not relevant	not relevant	
Franchise	not available	not available	not relevant	not relevant	
Investments	not available	not available	not relevant	not relevant	
Total Scope 3 emissions	3 244	3 514	84 947	79 999	-

GHG EMISSION INTENSITY (TONS CO₂E EMISSIONS / TONS RAW MATERIAL WEIGHT OF SOLD PRODUCTS) GRI 305-4

	FY23 (incl. BNA)	FY24 (incl. BNA)	FY25 (incl. BNA)	Base Year: FY25 (exkl. BNA)	Change in relation to previous year (incl. BNA)
Raw material weight of sold products in tons)	13 606	14 158	15 009	13 598	6.0 %
Scope 1: Direct emissions	0.20	0.23	0.24	0.24	4.6 %
Scope 2: Indirect emissions (location-based)	0.70	0.63	0.65	0.66	4.0 %
Scope 2: Indirect emissions (market-based)	not available	0.48	0.38	0.36	-20.3 %
Total Scope 1&2 emissions (location-based)	0.90	0.85	0.89	0.90	4.1 %
Total Scope 1&2 emissions (market-based)	not available	0.71	0.62	0.60	-12.3 %
Total Scope 3 Emissionen	not available	not available	5.66	5.88	

OTHER GRI 305-6; GRI 305-7

	FY23 (incl. BNA)	FY24 (incl. BNA)	FY25 (incl. BNA)	Base Year: FY25 (exkl. BNA)	Change in relation to previous year (incl. BNA)
Other	not available	not available	not available	not available	

ENERGY (GJ)

GRI 302-1	FY23 (incl. BNA)	FY24 (incl. BNA)	FY25 (incl. BNA)	Base Year: FY25 (exkl. BNA)	Change in relation to previous year (incl. BNA)
Total energy direct	44 890	50 382	52 615	49 649	4.4 %
Gasoline	993	1 044	1 255	1 125	20.2 %
Natural gas	38 502	36 430	30 677	28 075	-15.8 %
Diesel	2 397	1 930	1 823	1 589	-5.5 %
Heating oil	2 342	10 381	18 059	18 059	74.0 %
Propane	79	20	0	0	-100.0 %
Kerosene	18	18	11	11	-38.9 %
LPG	139	160	156	156	-2.5 %
Wood and wood waste	421	356	271	271	-23.9 %
Self-produced electricity (wind or solar)	0	43	363	363	744.2 %
Total energy indirect (purchased)	112 116	113 479	119 483	106 338	5.3 %
Electricity (grid mix)	101 338	93 530	95 014	84 497	1.6 %
Green electricity (certified)	6 060	12 828	20 476	20 476	59.6 %
District heating	4 717	7 116	3 989	1 361	-43.9 %
Electric vehicles (fleet charged externally)	1	5	4	4	-20.0 %
Total energy sold	821	858	911	911	6.2 %
Energy sold	821	858	911	911	6.2 %
Total energy	156 186	163 003	171 187	155 076	5.0 %

ENERGY INTENSITY

(ENERGY IN GJ / TONS RAW MATERIAL WEIGHT OF SOLD PRODUCTS) GRI 302-3	FY23 (incl. BNA)	FY24 (incl. BNA)	FY25 (incl. BNA)	Base Year: FY25 (exkl. BNA)	Change in relation to previous year (incl. BNA)
Raw material weight of sold products (in tons)	13 606	14 158	15 009	13 598	6.0 %
Total energy direct / raw material weight of sold products (in tons)	3.30	3.56	3.51	3.65	-1.5 %
Total energy indirect / raw material weight of sold products (in tons)	8.24	8.02	7.96	7.82	-0.7 %

PERFORMANCE TABLES HR

TREND WORKFORCE GRI2-7

	FY21	%	FY22	%	FY23	%	FY24	%	FY25	%
Total workforce at the end of the reporting period										
man	943	66.32	952	64.98	940	64.74	989	65.58	1058	65.23
Total workforce at the end of the reporting period										
woman	479	33.68	513	35.02	512	35.26	519	34.42	564	34.77
Total	1422		1465		1452		1508		1622	

TREND FULL TIME EQUIVALENTS GRI2-7

	FY21	%	FY22	%	FY23	%	FY24	%	FY25	%
Full time equivalents (FTE)										
man	915.77	68.29	922.77	66.53	916.33	66.41	955.87	66.97	1028.09	66.47
Full time equivalents (FTE)										
woman	425.3	31.71	464.33	33.47	463.57	33.59	471.37	33.03	518.68	33.53
Total	1341.07		1387.10		1379.90		1427.24		1546.77	

WORKFORCE PER FACTORY AND GENDER FY25 GRI2-7

	man	%	woman	%	Total per factory
BRU	331	74.72	112	25.28	443
BLI	156	82.11	34	17.89	190
BSC	8	47.06	9	52.94	17
BNA	61	68.54	28	31.46	89
BLE	36	75.00	12	25.00	48
BCZ	138	48.25	148	51.75	286
BCH	61	62.24	37	37.76	98
BCN	38	82.61	8	17.39	46
BSI	73	70.87	30	29.13	103
BSL	70	48.28	75	51.72	145
BST	86	54.78	71	45.22	157
Total	1058	65.23	564	34.77	1622

TRAINEES PER FACTORY AND GENDER FY25

GRI2-7

	man	%	woman	%	Total per factory
BRU	22	78.57	6	21.43	28
BLI	8	80.00	2	20.00	10
BSC	0	-	0	-	0
BNA	0	-	0	-	0
BLE	0	-	0	-	0
BCZ	0	-	0	-	0
BCH	0	-	0	-	0
BCN	0	-	0	-	0
BSI	0	-	0	-	0
BSL	0	-	0	-	0
BST	0	-	0	-	0
Total	30	78.95	8	21.05	38

WORKFORCE PER AGE GROUP FY25

GRI2-7

	man	%	woman	%	Total per age group
under 31 years	214	67.30	104	32.70	318
31–50 years	573	64.67	313	35.33	886
over 50 years	271	64.83	147	35.17	418

WORKFORCE PER EMPLOYEE CATEGORY AND AGE FY25

GRI405-1B

	under 31 years	%	31–50 years	%	over 50 years	%
Group Management	0	0.00	3	100.00	0	0.00
Group Leader	0	0.00	14	56.00	11	44.00
White Collar	90	16.79	329	61.38	117	21.83
Blue Collar	237	22.40	537	50.76	284	26.84

WORKFORCE PER EMPLOYEE CATEGORY AND GENDER FY25

GRI405-1B

	man	%	woman	%
Group Management	3	100.00	0	0.00
Group Leader	24	96.00	1	4.00
White Collar	345	64.49	190	35.51
Blue Collar	686	64.78	373	35.22
Total	1058	65.23	564	34.77

WORKFORCE PER WORK TIME TYPE AND GENDER FY25

GRI405-1B, GRI2-7

	FY25	%
Number of full time male workers	1004	61.90
Number of part time male workers	54	3.33
Number of full time female workers	489	30.15
Number of part time female workers	75	4.62

TARIFF AGREEMENTS FY25

GRI2-30

	Workforce total	Workforce covered by tariff agreement Number	Workforce covered by tariff agreement %
BRU	443	443	100.00
BLI	190	190	100.00
BSC	17	17	100.00
BNA	89	89	100.00
BLE	48	48	100.00
BCZ	286	286	100.00
BCH	98	0	0.00
BCN	46	0	0.00
BSI	103	103	100.00
BSL	145	145	100.00
BST	157	0	0.00
Total	1622	1321	81.44

Necessary comment for GRI2-30b

BCH, BCN: There is no tariff agreement at the site.

BST: There is no tariff agreement at the site.

NEWLY APPOINTED WORKERS FY25 – MAN GRI401-1

	under 31 years	%	31–50 years	%	over 50 years	%
BRU	27	31.03	39	44.83	21	24.14
BLI	4	57.14	1	14.29	2	28.57
BSC	0	0.00	1	100.00	0	0.00
BNA	6	50.00	5	41.67	1	8.33
BLE	0	0.00	2	66.67	1	33.33
BCZ	39	44.32	43	48.86	6	6.82
BCH	2	15.38	9	69.23	2	15.38
BCN	6	40.00	9	60.00	0	0.00
BSI	5	33.33	8	53.33	2	13.33
BSL	9	45.00	11	55.00	0	0.00
BST	89	86.41	12	11.65	2	1.94
Total	187		140		37	

NEWLY APPOINTED WORKERS FY25 – WOMAN GRI401-1

	under 31 years	%	31–50 years	%	over 50 years	%
BRU	14	32.56	26	60.47	3	6.98
BLI	1	100.00	0	0.00	0	0.00
BSC	0	0.00	0	0	0	0.00
BNA	4	36.36	7	63.64	0	0.00
BLE	0	0.00	1	100.00	0	0.00
BCZ	10	20.41	35	71.43	4	8.16
BCH	1	33.33	2	66.67	0	0.00
BCN	0	0.00	11	100.00	0	0.00
BSI	2	28.57	5	71.43	0	0.00
BSL	3	100.00	0	0.00	0	0.00
BST	103	95.37	3	2.78	2	1.85
Total	138		90		9	

BOARD OF DIRECTORS PER AGE GROUP AND GENDER FY25 GRI405-1A

	man	%	woman	%	Total members of the board
under 31 years	0	0.00	0	0.00	0
31–50 years	2	100.00	0	0.00	2
over 50 years	3	100.00	0	0.00	3
Total	5	100.00	0	0.00	5

Comment

Two directors left the BAUMANN board as per the Annual General Meeting of 2025. They are included in the above diagram and can be assigned to the "Over 50" age group.

WORKFORCE FLUCTUATION PER FACTORY AND AGE GROUP FY25 GRI401-1

	under 31 years %	31–50 years %	over 50 years %	Total %
BRU	8.13	7.49	6.87	7.41
BLI	9.09	1.38	6.14	4.81
BSC	0.00	0.00	7.69	5.71
BNA	20.00	10.53	7.14	11.11
BLE	0.00	0.00	0.00	0.00
BCZ	22.22	10.53	9.80	12.43
BCH	0.00	4.79	0.00	4.26
BCN	40.00	33.77	0.00	32.94
BSI	20.00	8.20	18.60	12.31
BSL	27.03	18.18	5.88	17.59
BST	9.09	23.16	15.15	17.56
Total	15.64	10.36	7.92	10.54

WORKFORCE FLUCTUATION PER FACTORY AND GENDER FY25 GRI401-1

	man %	woman %
BRU	8.04	5.38
BLI	3.30	11.27
BSC	11.76	0.00
BNA	10.00	14.29
BLE	0.00	0.00
BCZ	16.67	8.73
BCH	6.84	0.00
BCN	27.40	66.67
BSI	11.51	14.29
BSL	19.58	15.85
BST	18.92	16.79
Total	10.56	10.48

Comment

The higher fluctuation in BCN staff is due to the site start-up phase and the small number of staff; it has now been stabilized.

WORKFORCE FLUCTUATION PER GENDER AND AGE GROUP FY25 GRI401-1

	man %	woman %
under 31 years	14.90	17.74
31–50 years	10.88	9.38
over 50 years	6.98	9.59

RELATION OF WAGES OF WOMEN AND MEN FY25

(Ø Wages women / Ø wages men) GRI405-2

	Group Management	Group Leader	White Collar	Blue Collar
BRU	–	–	0.84	0.90
BLI	–	–	0.64	0.78
BSC	–	–	N/A	0.86
BNA	–	–	0.72	0.88
BLE	–	–	0.85	0.92
BCZ	–	–	0.68	0.72
BCH	–	–	0.66	0.76
BCN	–	–	1.29	0.70
BSI	–	–	0.92	0.81
BSL	–	–	1.11	0.61
BST	–	–	0.86	0.78

Comment

The table above allows no statement to be made about whether female employees at BAUMANN earn less or more than their male colleagues for the same work. Employees with different work profiles and from different hierarchy levels are combined in the named employee categories (e.g. White Collar).

GRI INDEX

GRI 1 used:	GRI 1: Basics 2021
Application explanation:	BAUMANN Springs Ltd. has reported for the period from 12-01-2024 to 11-30-2025 in agreement with the GRI standards.
Relevant branch standard:	–
Omission of data:	According to comments in the GRI Content Index

GRI 2: GENERAL DATA 2021

GRI number	GRI definition	Chapter and page
GRI 2-1a	Organization profile	Page 6
GRI 2-1b	Organization profile	Page 6, Page 11
GRI 2-1c	Organization profile	Page 10
GRI 2-1d	Organization profile	Page 6, Page 10
GRI 2-2a	Entities that are considered in the sustainability reporting of the organization	Page 6
GRI 2-2b	Entities that are considered in the sustainability reporting of the organization	Not applicable: Annual Report of the BAUMANN Group is not accessible to the public
GRI 2-2c	Entities that are considered in the sustainability reporting of the organization	Page 6
GRI 2-3	Reporting period, reporting frequency and point of contact	Page 1, Page 6, 56 (legal notice)
GRI 2-4a	Correction or new representation of information	Page 6
GRI 2-5a	External examination	Page 6
GRI 2-5b	External examination	Not applicable: No external examination conducted
GRI 2-6a-c	Activities, supply chain and other business relations	Pages 10–11
GRI 2-6d	Activities, supply chain and other business relations	Not applicable: No significant changes in comparison with the previous reporting period
GRI 2-7a	White Collar	Pages 45–50 (Performance Tables)
GRI 2-8a-c	Employees who are not White Collar	Information unavailable/incomplete for the BAUMANN Group
GRI 2-9a-c	Management structure and composition	Pages 11–12
GRI 2-10a	Nomination and selection of the highest control body	Pages 11–12
GRI 2-10b/i	Nomination and selection of the highest control body	Page 11, the opinion of the shareholders is incorporated into the selection process

GRI 2: GENERAL DATA 2021

GRI number	GRI definition	Chapter and page
GRI 2-10b/ii	Nomination and selection of the highest control body	Pages 11–12, diversity in relation to gender or ethnic background is not a selection criterion
GRI 2-10b/iii-iv	Nomination and selection of the highest control body	Pages 11–12
GRI 2-11a-b	Chairperson of the highest control body	Pages 11–12
GRI 2-12a-c	Role of the highest control body in the supervision of coping with the effects	Page 12
GRI 2-13a-b	Delegation of the responsibility for management of the effects	Page 12
GRI 2-14a-b	Role of the highest control body in the sustainability reporting	Page 6
GRI 2-15a-b	Conflicts of interest	Page 12
GRI 2-16a-b	Conveyance of critical issues	Pages 13–14
GRI 2-17a	Collected knowledge of the highest control body	Page 12
GRI 2-18a-c	Assessment of the performance of the highest control body	Page 11
GRI 2-19a-b	Remuneration policy	Restriction based on confidentiality obligation: As a family-owned company in private hands, BAUMANN discloses no details about its remuneration policy
GRI 2-20a-b	Procedure for determining remuneration	Restriction based on confidentiality obligation As a family-owned company in private hands, BAUMANN discloses no details about its remuneration policy. The responsibility for the procedure for determining remuneration lies with the Nomination & Compensation Committee

GRI number	GRI definition	Chapter and page
GRI 2-21a-c	Ratio of annual total remuneration	Restriction based on confidentiality obligation: As a family-owned company in private hands, BAUMANN discloses no details about the ratio of annual total remuneration
GRI 2-22a	Application explanation of the strategy for sustainable development	Page 4
GRI 2-23a-f	Declaration of commitment to fundamental principles and procedures	Page 13
GRI 2-24a	Inclusion of the declarations of commitment to fundamental principles and procedures	Page 13
GRI 2-25a-e	Procedure for eliminating negative effects	Pages 13–14
GRI 2-26a	Procedure for obtaining advice and reporting issues	Pages 13–14
GRI 2-27a-d	Compliance with laws and directives	Information unavailable/incomplete for the BAUMANN Group The compliance with laws and regulations is examined and ensured by the local units. It is part of the requirements of the IATF 16949. For the BAUMANN Group there is no process yet which summarizes and controls this topic
GRI 2-28a	Memberships in associations and interest groups	Page 16
GRI 2-29a	Approach for the involvement of stakeholders	Page 15
GRI 2-30a-b	Tariff agreements	Page 16, Page 47 (Performance Tables)

GRI 3: ESSENTIAL TOPICS 2021

GRI number	GRI definition	Chapter and page
GRI 3-1a-b	Procedure for determining essential topics	Pages 17–18
GRI 3-2a-b	List of essential topics	Page 7, Page 18
GRI 3-3a-f	Management of essential topics	Pages 19–39
CLIMATE CHANGE		
GRI 302-1a-g	Energy consumption within the organization	Pages 40–44 (Performance Tables)
GRI 302-2a-c	Energy consumption outside the organization	Information unavailable/incomplete
GRI 302-3a-d	Energy intensity	Pages 40–44 (Performance Tables)
GRI 302-4a-d	Reduction of energy consumption	Not applicable: No measures implemented at the present time
GRI 302-5a-c	Reduction of energy requirement for products and services	Not applicable: No measures implemented at the present time
GRI 305-1a-g	Direct THG emissions (Scope 1)	Pages 40–44 (Performance Tables)
GRI 305-2a-g	Indirect energy-related THG emissions (Scope 2)	Pages 40–44 (Performance Tables)
GRI 305-3a-g	Other indirect THG emissions (Scope 3)	Pages 40–44 (Performance Tables)
GRI 305-4a-d	Intensity of greenhouse gas emissions	Pages 40–44 (Performance Tables)
GRI 305-5a-e	Reduction of greenhouse gas emissions	Pages 24 –33, Pages 40–44 (Performance Tables)
GRI 305-6	Emissions of ozone deleting substances	Pages 40–44 (Performance Tables)
GRI 305-7	Nitrogen oxide (NOx), sulfur oxide (SOx) and other significant air emissions	Pages 40–44 (Performance Tables)

GRI number	GRI definition	Chapter and page
BUSINESS INTEGRITY		
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EMPLOYEE WELL-BEING & DEVELOPMENT		
GRI 401-1a-b	Newly appointed employees and employee fluctuation	Pages 45–50 (Performance Tables)
GRI 401-2a-b	Company services that are offered only to full time employees but not to temporary employees or part time employees	Information unavailable/incomplete BAUMANN has no aggregated data at group level at present It is not planned to elicit such data at present
GRI 401-3	Parental leave	Information unavailable/incomplete BAUMANN has no aggregated data at group level at present It is not planned to elicit such data at present
GRI 405-a-b	Diversity in control bodies and amongst employees	Pages 45–50 (Performance Tables)
GRI 405-2	Ratio of the basic salary and remuneration of women to the basic salary and remuneration of men	Pages 45–50 (Performance Tables); restriction: For the personnel categories “Group Management” and “Group Leader”, no data can be provided due to the narrow scope of random sampling at some sites which would have enabled conclusions about individual persons to be drawn
SUSTAINABLE INNOVATION		
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FAQS ABOUT THE SUSTAINABILITY REPORT

1. WHAT DO THE ABBREVIATIONS OR TERMS ESG, GRI, SDG, ECOVADIS, UN GLOBAL COMPACT, CDP STAND FOR?

- ESG stands for Environment, Social and corporate Governance. It refers to the three central categories by which companies assess their sustainability and social responsibility. Environmental aspects include topics such as climate change, consumption of resources and environmental pollution. Social aspects include topics such as human rights, working conditions and diversity. Governance refers to the company management, transparency and ethical conduct, including topics such as suppression of corruption or the structure of the board of directors.
- GRI stands for Global Reporting Initiative and is a prevalent framework for sustainability reporting which helps organizations to measure and publish their performances in the fields of environment, social and corporate governance (ESG).
- UN SDGs refer to the goals for sustainable development of the United Nations, a series of 17 global goals aiming at dealing with urgent social, economic and ecological challenges by 2030.
- The UN Global Compact is the world's biggest initiative for entrepreneurial sustainability. It urges companies to follow ten universal principles in the areas of human rights, work standards, environmental protection and fighting against corruption. The goal is to promote responsible business actions and to contribute to achieving the global sustainability goals (SDGs).
- Ecovadis is a recognized service provider which provides sustainability ratings for companies based on their ecological, social and ethical performance throughout the whole supply chain.
- The CDP (Carbon Disclosure Project) is an international non-profit organization which supports companies, cities and countries in the transparent disclosure of their environmental impact. In particular, it assesses climate protection measures, water safety and the use of resources. The aim is to foster sustainable decisions and pursue the global environmental goals.

2. WHAT ARE CO₂e EMISSIONS AND WHAT DOES THE “E” STAND FOR?

CO₂e is a metric that is used to express the effects of different greenhouse gases on the climate in the form of CO₂ amounts. The GHG protocol normally uses six main greenhouse gases (GHG) to calculate the CO₂e emissions. These are:

- Carbon dioxide (CO₂)
- Methane (CH₄)
- Nitrous oxide (N₂O)
- Hydrofluorocarbons (HFCs)
- Perfluorocarbons (PFCs)
- Sulfur hexafluoride (SF₆)

These gases are converted based on their Global Warming Potential (GWP) into CO₂-equivalents (CO₂e) which measure their relative contribution to global warming over a certain period of time, usually 100 years. This enables a standardized comparison of the warming effects of various gases.

3. WHY ARE CO₂e EMISSIONS MEASURED AND WHY IS IT IMPORTANT TO REDUCE THEM?

Measuring CO₂e emissions enables companies to understand and quantify their contribution to climate change. By reducing CO₂e emissions, companies can contribute to curbing climate change, using resources more efficiently, cutting costs, reducing the risk of effects on the environment and improving the image and competitiveness of the company.

4. WHAT DOES SCOPE 1, 2 OR 3 MEAN?

CO₂e emissions are divided into Scopes 1, 2 and 3 to create a comprehensive framework for understanding and controlling greenhouse gas emissions of an organization. Understanding these differences helps organizations to identify areas for reducing emissions.

- Scope 1 emissions: These are direct emissions from sources which are in the possession or under the control of the company, e.g., emissions from the combustion of fossil fuels on site, including emissions from company vehicles or industrial processes.
- Scope 2 emissions: These are indirect emissions in conjunction with the consumption of purchased electricity, heat or steam that are produced off-site but are used by the company. These also include emissions that occur in the production of the consumed energy.
- Scope 3 emissions: These are indirect emissions that occur through activities of the company but come from sources which do not belong to the company or are not controlled by them. These include emissions from activities such as business trips, transport, commuting of the staff and emissions in conjunction with the use of products sold by the company.

5. WHERE IS THE GREATEST POTENTIAL FOR REDUCING CO₂E EMISSIONS FOR A PRODUCING COMPANY LIKE BAUMANN?

The greatest emission reduction potential for producing companies often lies in the areas of energy efficiency, raw material utilization, waste management and logistics. This can affect all three scopes, including:

- Scope 1: Direct emissions can be reduced by changing over to renewable energies, optimizing production processes and using energy-efficient technologies.
 - Scope 2: Changing over to renewable energies from the operation of production plants and buildings can reduce indirect emissions from energy production.
 - Scope 3: Measures such as the optimization of transport routes, the reduction of packaging materials and the promotion of sustainable supply chains can contribute to reducing indirect emissions along the entire supply chain.
- Most of BAUMANN's CO₂e emissions occur in Scope 3 (about 86 %), i.e. in upstream and downstream supply chains. The greatest leverage is in the raw material (steel wire and steel strip).

6. WHAT IS THE DIFFERENCE BETWEEN THE "MARKET-BASED" AND THE "LOCATION-BASED" VIEW IN THE REPORTING ON THE CO₂E EMISSIONS?

The difference between the location-based and the market-based method in Scope 2 emissions is in the calculation basis of emissions from the electricity consumption:

- Location-based method: This method calculates the emissions based on the average emission factor of the grid in the region in which the electricity is consumed. It takes no individual electricity supply contracts or specific energy sources into consideration.
- Market-based method: Here, the emissions are calculated based on the actually elicited electricity supply contracts or specific energy sources, e.g. certified green electricity. This method shows how the purchasing decisions of a company influence the emission balance.

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