



SUSTAINABILITY REPORT 2024

CLOSING DATE 11-30-2024

EDITORIAL



Dear readers,

With this Sustainability Report, we set off on the second leg of our journey towards more transparency and responsibility. As a family-run business with a history that goes back over 138 years, BAUMANN Federn AG (herein-after referred to as BAUMANN) has always focused on long-term success – success that is measurable not only in economic figures but also in responsible handling of people and the environment.

Sustainability is not a terminus but a constant obligation. In a time in which ecological and social transformation is becoming increasingly urgent, we understand the necessity to consistently integrate all three pillars of sustainability – economy, ecology and social affairs. It is not just a question of reducing negative effects but, above all, of making a positive contribution – for our employees, our customers and society as a whole.

BAUMANN took a further step in its sustainability strategy last year and defined its goals even clearer. This focus on sustainable development can be found in the results of this report.

Our concern is to assume responsibility as part of our industry and to contribute actively with our measures to a more sustainable economy. This report is intended not merely as a review but also as a motivation to keep moving along our path – in exchange with our stakeholders and in cooperation with all our partners.

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.

A handwritten signature in blue ink, appearing to read 'M. Würsten'.

Matthias Ch. Würsten, Dr. oec. HSG

Head 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 great pleasure to present you with our second Sustainability Report. For more than 138 years, our products – springs, stampings and bent parts – have been improving the comfort, efficiency and safety of a considerable number of people worldwide. We are proud that our work keeps the world in motion – often behind the scenes but with enormous effect.

In a world that is changing fast, it is our responsibility to act sustainably. For us, sustainability is not just a strategic goal but a continuous process which influences both our products and our business procedure. As a company that has existed for generations, we recognize the necessity to take over our part of the responsibility for the planet and society. It is not just a matter of reducing emissions but also of an ethical company management which fosters the well-being of all stakeholders – from our employees and customers to the communities in which we are active.

We are well aware of the global challenges: Climate change, shortage of resources, social inequality – all this demands that we not only react, but act proactively. In this context, we see sustainability as a central pillar of our business model that combines growth and power of innovation with responsibility.

The focus of our efforts is on the protection 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. But, for us, sustainability does not only concern the ecological sector but also social relations. Our responsibility extends to fair working conditions, the support of equal opportunities and the protection of human rights – all along our supply chain.

Our branch plays a central role in the development of innovative solutions which can contribute to overcoming the global challenges. By integrating sustainability into our processes, we not only secure our competitiveness, we also created added value for all those who are associated with us.

I am confident that – by continuous commitment, innovation and cooperation – we will be able to cope with future challenges together. Let us pave the way to a sustainable future with responsibility and spirit.

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

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

BAUMANN SUSTAINABILITY 2024 HIGHLIGHTS



ENVIRONMENT

44 %

of the total electricity consumption from renewable sources

3

Solar projects implemented or initiated in 2024

CO₂e EMISSIONS

On the way to CO₂ neutrality in Scope 1 and 2: Green BAUMANN Strategy 2035 defined.

1877 GJ*

of self-produced electricity

*This means an increase of 878 % in relation to the previous year. This amounts to about 1.8 % of the total electricity consumption of the BAUMANN Group.



SOCIAL

3.7

courses in Workday were attended per employee on average.

8958 KM

by 37 participants in the BikeToWork Challenge 2024



GOVERNANCE

11

SpeakUp cases dealt with and completed

UN GLOBAL COMPACT

BAUMANN supports the UN Global Compact

GLOBAL REPORTING INITIATIVE (GRI)

BAUMANN Federn AG is publishing its Sustainability Report for the second 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 2024. Both the public Sustainability Report and the internal Business Report cover the same reporting period: from December 1, 2023 to November 30, 2024.

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. In comparison with last year's Sustainability Report, the following updates have been made:

- The CO₂ emissions data for the financial years 2021–2023 were recalculated based on updated emission factors for energy. The resulting deviations are less than 4 %.
- The activity data for natural gas in the financial year 2023 contained a decimal place error. After identifying the error, the data were corrected and are now presented correctly in this report.
- The activity data for business trips in the financial year 2023 contained a decimal place error. After identifying the error, the data were corrected and are now presented correctly in this report.

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 ChatGPT (OpenAI, V4, 2025). 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

*** Company active since the end of 2024. CO₂e emissions for FY2024 in Scope 1 and 2 are negligible and will not be measured and recorded separately until as of FY2025.

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 20 % in comparison with 2024.
- 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 in four central areas: environment, labor and human rights, ethics and sustainable procurement.

Score 49/100 at group level, awarded with the «Committed-Badge».

CARBON DISCLOSURE PROJECT (CDP)



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-
at group level

Classification of the sustainability rating

- EcoVadis: With 49 points, we are branch average and were awarded the «Committed Badge» for our strong improvement in comparison with the previous year.
- CDP: With a D (climate) and D- (water) in the CDP, we are 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.

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 all medical sites

IATF 16949

Quality Management System Automotive Industry – certification for all automotive sites

COMPANY PROFILE

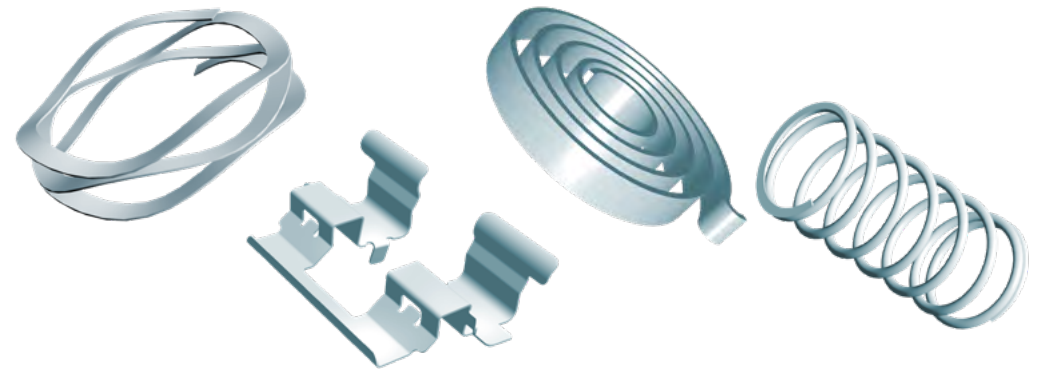
ORGANIZATION

BAUMANN is a traditional family-run business with its headquarters in Ermenswil, Switzerland and a history that stretches back over 138 years. As per November 30, 2024 BAUMANN employed 1508 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, 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, deep tolerance ranges and/or inhospitable environments such as heat, corrosion).



BAUMANN is represented by production sites in nine countries

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 «Engineering» 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

In order to attend to clients individually in the different markets, BAUMANN is organized into two divisions and one Business Unit (Division Automotive & Industrial, Division Medical, Business Unit Contact Elements). In many cases, BAUMANN supplies suppliers of OEMs (Original Equipment Manufacturers). In the Automotive Division 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 Division 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, 2024, BAUMANN has a total of 23 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 ownership 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, 2024, the board of directors of BAUMANN is made up of five persons. It has appointed two committees: «Nomination & Compensation Committee» and «Audit Committee». No formal process for a performance rating of the board of directors exists.

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 30, 2024

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
Person IV Member of the Board (non-executive, independent)	2019	Owner Manager Other board of director mandates	male	–
Person V Member of the Board (non-executive, independent)	2023	Professional director Other board of director mandates	male	–

The board of directors appoints the executive team who are responsible for operative management of the company. As per November 30, 2024, the executive team of BAUMANN is made up of four positions: Group CEO, Group CFO & CHRO, CEO Division Automotive & Industrial, CEO Division Medical.

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 Strategy & Communication, is responsible for the initiative as a sponsor at group level and supervises its practical implementation.

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 information 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. For 2025, it is intended to complete the implementation of the revised code of conduct in the organization by means of training programs.

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 Head Group HR and the Head Group Contract and Risk Management. In 2024, the Integrity Office wrote an anonymized report to the board of directors which listed the number, type and status of the reported cases and which will be submitted annually in the future.

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 or 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.

During the financial year (December 1, 2023 to November 30, 2024), 15 cases were reported within the scope of the SpeakUp! process. Of these, 9 cases were not pursued further. These were either «Non-Cases» – cases which did not meet the requirements of a SpeakUp! case – or «No-Follow-Up-Cases» – cases which justified reporting through the online channel but which the reporter did not follow up in a dialog with the Integrity Office despite an inquiry.

The 6 cases that were or are being processes can be categorized as follows:

Number	Type	Status as per 11-30-2024
2	Work conditions	completed
2	Work conditions	in progress
1	Abuse of power	in progress
1	Unfair treatment	in progress

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)

Shareholders

Banks

Authorities and legislators

Unions

Customers

Employees

Non-government organizations

Public & media

Suppliers

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.

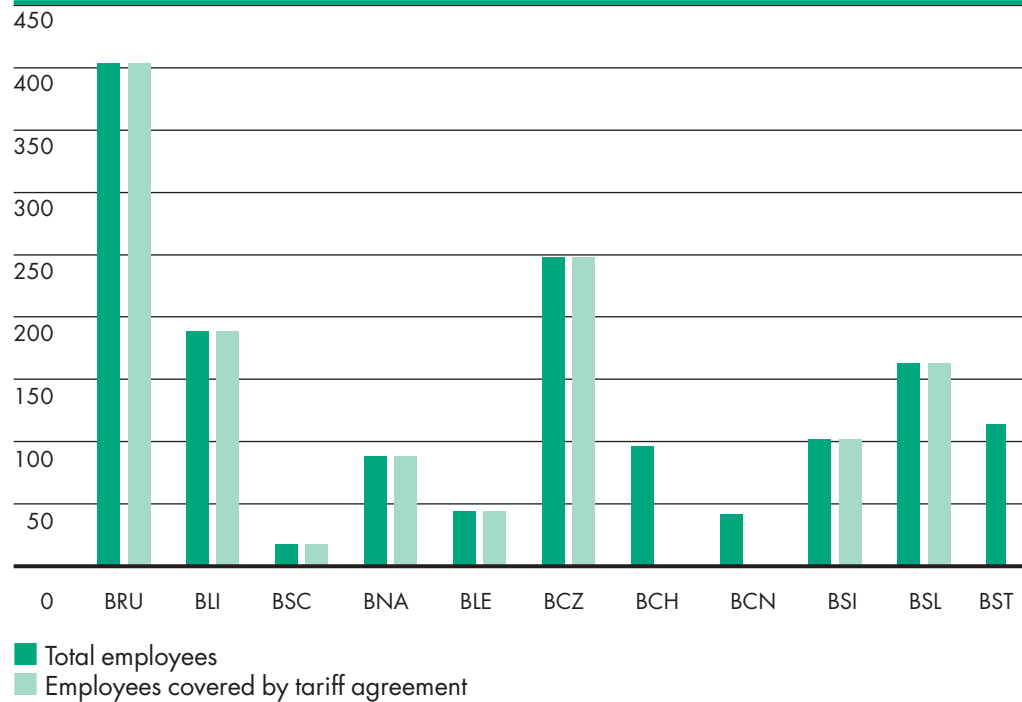
COLLECTIVE LABOR AGREEMENT/TARIFF AGREEMENTS

As per November 30, 2024 1508 people were employed by BAUMANN of whom 83 % were covered by a tariff agreement. The factories in China and the USA have no tariff agreements.

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

OVERVIEW OF TARIFF AGREEMENTS

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
Electrical Equipment Industry Association / CN	Industrial representation/collaboration
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
Shanghai Jiading Fire-fighting 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 Strategy & Communications, 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 Strategy & Communications Lead Group Sustainability
Samuel Küng	Head of Group Controlling
Pascal Finker	Business Development & Strategic Project Manager 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

*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 CO₂e emissions in the Scopes 1 and 2.

In 2024, the original Ecovadis goal for 2026 was already achieved so that a more ambitious goal was set: By 2026, the own performance should be increased by about 20 % (score 2024: 49 points; goal aimed at for 2026: 60 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 leg, the intention is still to reduce the CO₂e emissions relative 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 ESSENTIAL TOPICS

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

The essentiality 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 essential 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 essential 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 essential topics according to order of importance and to suggest other essential 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 essential for BAUMANN and thus represent the nucleus of BAUMANN's sustainability strategy. The essential topics and the implemented GRI topic standards are described in detail below.

ESSENTIAL 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	

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: [science.org](https://www.science.org)). 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).

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 2024 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 heat treatment processes are being tested for the use of natural gas. 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 started and successfully implemented in the financial year 2024. These can be divided into several categories: Carbon footprint methods and data, renewable energy, research projects, publications and student projects. The central measures of the financial year 2024 are explained on the following pages.

CO₂E EMISSIONS: METHODS AND DATA

The focus in the financial year 2023 was placed on the development of methods and the implementation of the software for measuring the CO₂e footprint per factory. By January 2024, the data for every factory site were collected, subjected to a plausibility check and processed. The elicited categories as shown in the table on the right also apply for the Sustainability Report 2024. The initial elicitation of these data gave BAUMANN deep insight into its own emissions and laid the cornerstone for the development of the Green BAUMANN Strategy 2035.

At the end of 2024, a project was launched under the management of Matthias Würsten and Samuel Küng to cover the still missing Scope 3 categories and to complete the CO₂e balance. This project should be completed by May 2025 so that the data will be in time for the Sustainability Report 2025. With the completion of the CO₂e balance, the aim is also to be able to calculate the CO₂e footprint automatically per product.

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	No
Capital goods	No
Energy and fuel-related activities	Yes
Upstream transport and distribution	No
Waste	No
Business Trips	Yes
Commuting	No
Hired or leased tangible assets	No
SCOPE 3 Downstream categories	
Downstream transport and distribution	No
Processing of sold products	No
Use/utilization of sold products	No
End-of-life treatment of sold products	No
Hire or leased tangible assets	No
Franchise	No
Investments	No

PHOTOVOLTAIC PROJECTS

It was with great pleasure that the BAUMANN Group was able to successfully launch operation of the solar farm on the roof of the production hall in Singapore in November 2024. After permission for the project was granted in 2023, installation began promptly so that the system is now covering between 16 % and 27 % of the total electricity consumption of BAUMANN Singapore.

The installation of a solar plant is planned for the new BAUMANN building in China. The plant has a capacity of 1600 MWh and will cover about one third of the electricity consumption at the site. Installation began at the end of December 2024 and should be completed by the end of January 2025. Connection to the national electricity grid is planned for February 2025 so that the solar plant can then go into operation.

In October 2024, the production factory in Germany (BLI) put its new photovoltaic system into operation. The system produces about 80 MWh annually and covers up to 3 % of the electricity consumption at the site. In addition, other photovoltaic systems are planned on four buildings which must be renovated first. Today, already 50.9 % of BAUMANN Germany's electricity comes from renewable sources. With this step, BAUMANN aims at a more sustainable energy supply.



BAUMANN Medical management team on the roof of the production hall in Singapore



The new photovoltaic system in Germany



Planned photovoltaic installation on the new building in Changshu, China

ELECTRICITY FROM RENEWABLE SOURCES

The percentage of renewable electricity at the Swiss site was increased to 20 % already in 2023. In 2024, this percentage increased further to 40 % (resp. 3054 MWh). A gradual increase in the percentage of electricity from renewable energy sources to 60 % is planned by 2026. It is also being examined to what extent the installation of solar plants on the buildings at the Swiss site is feasible, including the necessary investments and general conditions.

In 2024 the BAUMANN Group achieved important progress in the area of renewable energies at the Texas, USA site. As of July 2024, the percentage of renewable electricity was increased initially to 20 %. This initiative was developed consistently in the further course of the year so that the site was switched over completely to 100 % renewable energy already by the end of 2024.

The percentage of renewable electricity at the Karviná site in the Czech Republic was also increased to about 10 % in 2024. Further increases in this percentage are planned for the future.



Electricity from 100 % renewable energy at the production site in the USA (BST)



Karviná site, Czech Republic: Here, the percentage of renewable electricity was increased to about 10 % in 2024

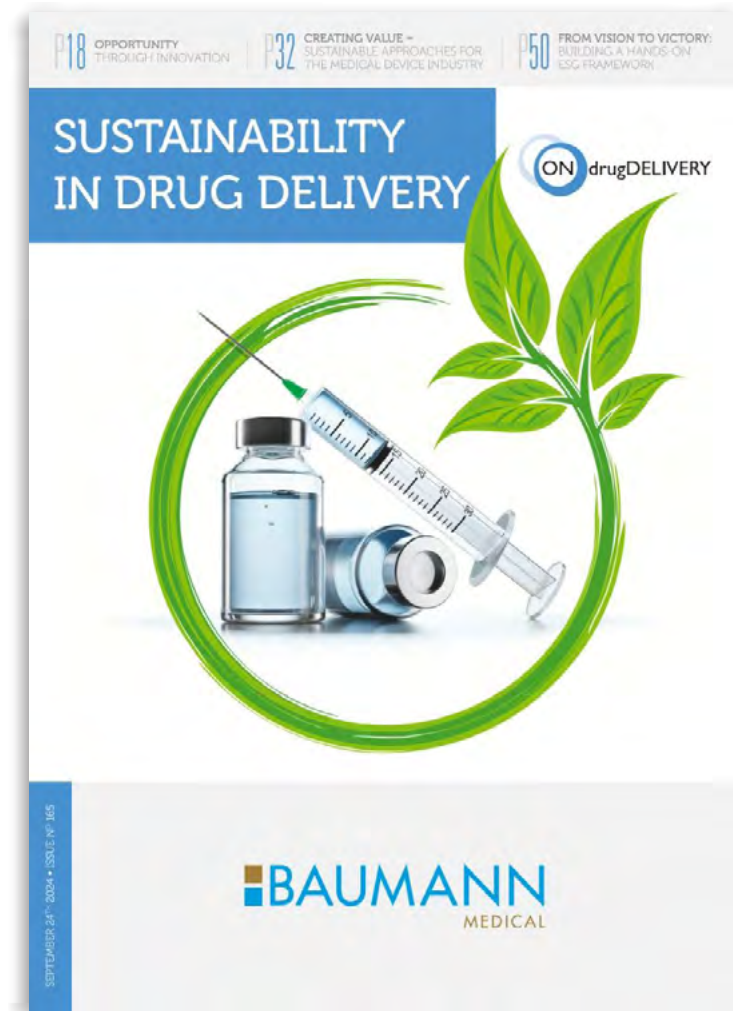
RESEARCH PROJECT

Based on the results of two student projects, it was decided to delve more deeply into the subject of Green Steel and to acquire the basic scientific principles through the Research and Development Department. This focus was chosen because steel wire and steel strip accounts for about 85 % of the total emissions (Scope 1–3) at BAUMANN. In view of the developments in the steel industry as well as the political and regulatory efforts to promote green steel, it is essential for BAUMANN to become active here. The basic scientific principles for green steel are being acquired in the first step. A central aspect will be the definition of green steel as well as the possible effects on the properties of the raw material. Modifications in the production methods could have an influence on the entire production process and the product design at BAUMANN.

PUBLICATION

In 2024, the BAUMANN Group contributed to the sustainability edition of the ONdrugDelivery Magazine. In an article by David Pircher, Head of Business Development Division Medical, it was demonstrated how suppliers can promote sustainability in the medical technology branch. The article examined the current situation in the branch, the significance of sustainable innovations and concrete measures for promoting a future that is kind on resources.

The publication underlines our commitment to making a positive contribution by partnerships and innovations and developing sustainable solutions with our stakeholders.



Contribution to the sustainability edition of the ONdrugDelivery Magazine 2024

STUDENT PROJECTS

In the financial year 2024, BAUMANN conducted two projects with students which dealt intensively with sustainability and CO₂ reduction.

International Business Project – ZHAW, Switzerland

- Within the scope of this project, a group of five master students of the ZHAW worked for six to eight weeks on a case study with the subject: «Evaluation of the Global Green Steel Market and Deduction of Potential Chances and Risks for BAUMANN». The recommendation was to intensify measures on the topic of green steel because although movements in the branch are already being registered, there are still many uncertainties.

Managerial Impact Project – University of St. Gallen, Switzerland

- In this project, a group of five students worked on a BAUMANN challenge within the scope of the Entrepreneurship course of the KMU-HSG. The subject was: «How can BAUMANN, as a family-owned company with an over 135-year history, become CO₂-positive within five years?». The result of the project was the identification of levers for CO₂ neutrality. A central knowledge gained was that the raw material, in particular – especially with regard to green steel – was responsible for a large percentage of BAUMANN's emissions. The topic of green steel must therefore move into focus for a CO₂-neutral future.



International Business Project – ZHAW, Switzerland: Evaluation of the global Green Steel Market



Managerial Impact Project – University of St. Gallen, Switzerland: Ways to CO₂ neutrality

MEASURES 2025

Concrete measures for reducing the CO₂e emissions were defined for 2025 within the framework of the Green BAUMANN Strategy 2035. The strategy concentrates here especially on the areas of electricity, natural gas and other fossil fuels such as heating oil or diesel. Electricity is used, above all, in production for machines as well as in offices (e.g. lighting). In this area, measures for reducing the consumption, the increased purchase of electricity from renewable sources as well as the implementation of solar projects are planned or possible. Natural gas is used primarily for the heating of buildings and heat treatment in production furnaces. Other fossil fuels concern mainly diesel for forklift trucks and heating oil for building heating. As of 2025, investments in equipment which uses fossil fuels will only be allowed throughout the group in exceptional cases (e.g. Technical requirements). Existing equipment which still relies on fossil fuels will gradually be replaced by more sustainable alternatives. Achievement of the goals by these 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 factories submitted their data for the financial year by January 31, 2025.

BAUMANN GROUP: DEVELOPMENT OF CO₂e EMISSIONS

In comparison with the previous year, the raw material weight of the sold products increased by 4.1 % whilst the measured CO₂e emissions rose by 6.5 %. Please note that, at present, only the categories 3 (fuel and energy-related emissions) and 6 (business trips) are recorded in Scope 3.

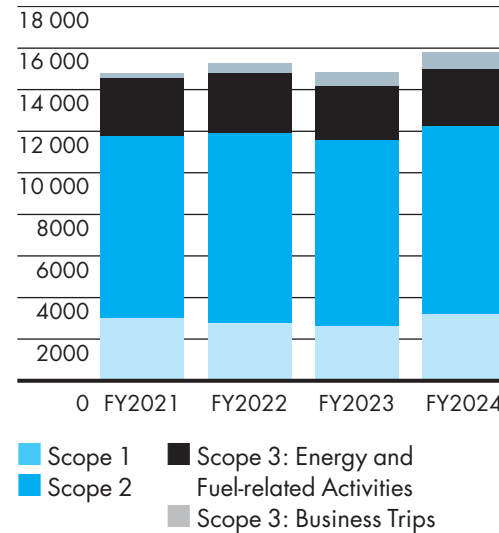
For Scope 1 a considerable increase in the CO₂e emissions of almost 20 % was registered which is due particularly to the increased use of heating oil at the Swiss site. Heating oil has about 30 % higher CO₂e emissions than the natural gas that was mainly used previously (source: bafu.admin.ch).

Despite an almost unchanged electricity consumption, the absolute CO₂e emissions in Scope 2 in accordance with the «location-based» method rose by almost 1.7 % over the whole group. On the other hand, the development with regard to certified green electricity and self-produced electricity from photovoltaic is increasingly positive. This effect is only registered by the «market-based» method, however, which was calculated for the first time this year. A comparison with the previous year will not be possible until next year.

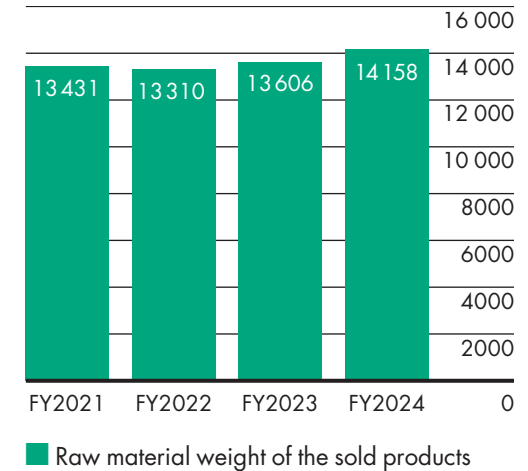
The Scope 3 emissions were influenced by increased travel activities – especially flights. The increase in the absolute emissions in the two measured categories of Scope 3 amounts to around 8.5 % in comparison with the previous year.

BAUMANN GROUP: DEVELOPMENT CO₂e EMISSIONS PER FINANCIAL YEAR (FY 2021–2024)

CO₂e (in tons)



Raw material weight (in tons)



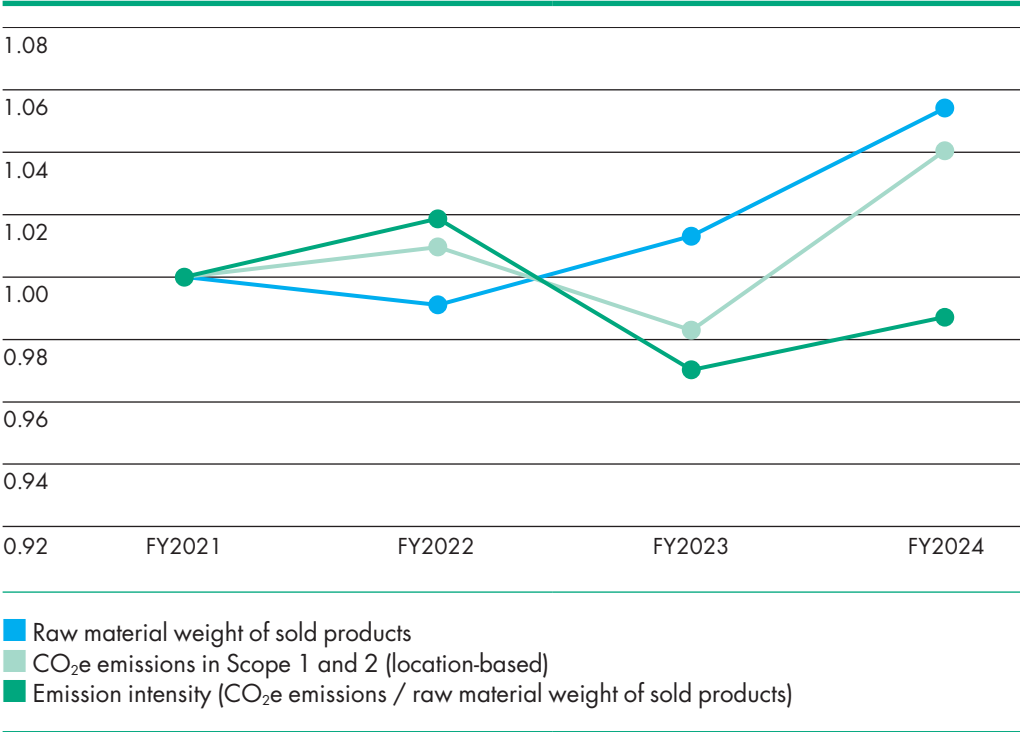
Comment of the diagram

The diagram shows the development of the absolute CO₂e emissions (in tons) in comparison with the development of the raw material weight of the sold products. The Scope-3 emissions are shown individually according to categories to illustrate that other Scope-3 categories have not yet been elicited and are therefore missing in the diagram. Especially Scope 3, Category 1 (purchased goods and services) is missing – this category will probably account for the largest percentage of the total emissions of the BAUMANN Group. The Scope-3 categories missing to date will be presented for the first time in the Sustainability Report 2025.

CO₂E EMISSIONS: ABSOLUTE AND RELATIVE DEVELOPMENT

The CO₂e emissions in Scope 1 and 2 have increased by 4.1 % in total since the financial year 2021, whilst the raw material weight of the sold products increased by 5.4 %. Whereas in absolute terms no improvement was achieved, BAUMANN was able to reduce its emission intensity (CO₂e emissions per ton of raw material of sold products) by about 1.3 %. These changes are still only moderate – the effects of planned measures will only become clearer in the years to come.

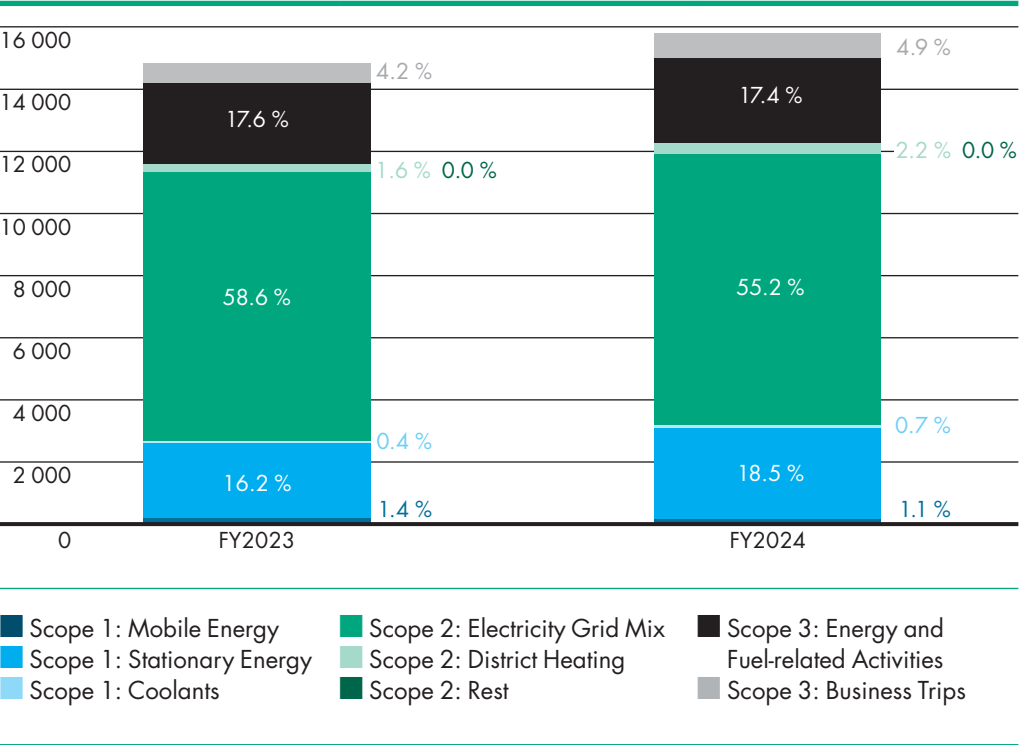
CO₂E EMISSIONS: ABSOLUTE AND RELATIVE DEVELOPMENT IN TONS
(INDEXED, REFERENCE YEAR = 1.00)



CO₂E EMISSIONS: ABSOLUTE DISTRIBUTION IN FY 2023 & 2024

The distribution of the CO₂e emissions over the different categories remains largely stable. The increased use of heating oil in Switzerland is reflected in Scope 1 (stationary energy), whilst electricity remains the central emission motor in Scope 1 and 2. Not to forget that, in Scope 3, only two categories are measured at the moment. Category 1 (purchased goods and services) especially, which probably accounts for the largest proportion of total emissions, is not yet recorded. BAUMANN aims at making a full calculation of all Scope 3 categories in 2025.

CO₂E EMISSIONS IN FY 2023 & 2024 (ABSOLUTE) IN TONS



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 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. To name just one example: The BAUMANN code of conduct regulates the handling of dangerous chemicals to minimize possible hazards to the health of the staff and for the surrounding countryside. 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 Swiss 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 13 presents an overview of the cases reported during the reporting period. A report on the cases reported since the introduction of the SpeakUp! Process was presented to the board of directors at the meeting on October 2, 2024.

The BAUMANN code of conduct, unchanged since 2018, was revised to meet current branch standards. The updated version was approved by the board at the end of 2024. For 2025, it is planned to launch and further consolidate implementation of the code of conduct in the organization by training courses and workshops.

MEASURES 2025

Three measures are planned for 2025: Firstly, an antitrust and unfair competition regulation will be complied and implemented. Secondly, a directive for the prevention of corruption will be devised, rolled out and supported by trainings in Workday. Finally, specific feedback on the topic of integrity of the company will be collected and analyzed within the scope of the employee satisfaction survey.

PERFORMANCE

No issues in connection with antitrust legislation or bribery were recorded in the financial year 2024. In the time period between December 1, 2023 and November 30, 2024, 15 cases were reported via the SpeakUp! process. Of these, 9 cases were not pursued further (Non-Cases; No-Follow-Up-Cases), 2 cases were processed and completed, 4 cases were in process as per the target date (November 30, 2024).

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 and their families 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 different 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. Achievement of the goals is measured by three key performance indicators:

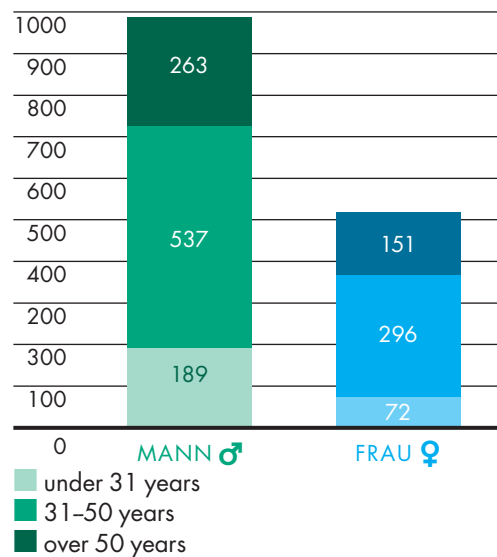
1. Increase in the participation rate in the employee survey per factory (vs. 2023)
2. Improvement in employee satisfaction from the employee survey per factory (vs. 2023)
3. Extension of the internal, digital course program for further training purposes

MEASURES & PERFORMANCE

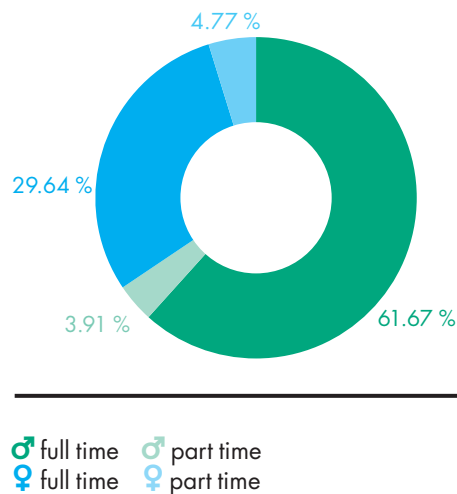
In the financial year 2024, the relevant data were gathered to create transparency with regard to the composition, fluctuation and payment of the staff. The complete list of data can be found in the section «Performance Tables» (pages 33–41). The figures below show the composition of the staff according to gender and age group as well as the number of persons per work time type.

NUMBER OF EMPLOYEES

per age group FY24



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 1508 employees at BAUMANN, about 91 % work full time.

In 2024 BAUMANN implemented a new digital tool which considerably simplified and optimized the creation of internal training programs. In addition to the noticeable increase in trainings offered in 2024, the tool is still being actively promoted internally to maximize its use. More than 150 trainings have already been created with the aid of this platform.

Strategic meetings were held to strengthen leadership and management competencies. Based on the results of these discussions, a pilot training program for the year 2025 is currently being developed that will serve as a cornerstone for the future leadership development initiatives of BAUMANN.

In 2025, a comprehensive employee satisfaction survey will be conducted. The elicited data will be carefully analyzed and discussed to deduce targeted measures for further improvement of the working environment and well-being of the employees at all BAUMANN production sites. The results of these measures will be evaluated in 2026.

Another central development area is the annual talent and performance cycle. As of 1025, there will be an increased focus on a systematic successor planning for selected employee groups.

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 our production sites in 2025.

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 detailed life cycle analysis of the BAUMANN products announced last year was not carried out for priority and capacity reasons. Instead, a project for the complete recording of all Scope 3 categories in the CO₂e emission database was started in the fall of 2024. Especially in the area of raw materials, this will provide BAUMANN with sound knowledge of the associated emissions.

Also announced last year and currently in progress is the analysis of the global market for green steel. The basic scientific principles for this are being acquired by Research & Development (R&D), whereupon further measures will be defined.

In the spring of 2024, a cooperation agreement with a Swiss early-stage startup was signed. The company develops biodegradable packing solutions with the focus on the food industry. The subject of packing also plays an important role for BAUMANN because some of the materials currently being used are not environmentally friendly and are often used only once. Whereas cardboard boxes are recyclable; this is not the case for the plastic bags used in them. The packing solution also influences the emissions during transport. Individually packed springs in honeycomb solutions take up more room in the truck and therefore lead to higher emissions per unit.

For BAUMANN, the cooperation offers the opportunity to replace plastic bags by biodegradable alternatives. In 2024, first samples of an algae-based packing solution were tested. An initial analysis revealed that the tear strength is not yet sufficient for all applications. However, it could be a practicable alternative for smaller, light springs. After feedback from BAUMANN, the startup is now in a second development phase and will present the improved solutions at a later date.

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 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 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). BAUMANN redefines the financial year 2024 as a reference year.

The CO₂e emissions for Scope 2 were calculated for the FY2024 for the first time according to both location-based and market-based methods. For the market-based method, the effective CO₂e emissions per site were acquired from the electricity suppliers. Where data were unavailable, the emission factors from the following databases were used:

- IEA v5 – IEA 2022 (12/2022)
- IEA static (IEA 2023) v3.0 (12/2023)

EMISSION FACTORS AND GLOBAL WARMING POTENTIALS

The Emission Factors and Global Warming Potentials correspond to the Library

- Defra v12 (09/2023)
- IEA v5 – IEA 2022 (12/2022)
- IEA static (IEA 2023) v3.0 (12/2023)
- MLC (formerly GaBi) v16.0 (10/2023)

PERFORMANCE TABLES ENVIRONMENT

DIRECT AND INDIRECT EMISSIONS (TONS CO₂E) GRI 305-1; 305-2

	FY21	FY22	FY23	FY24
Scope 1: Direct emissions	3 027	2 773	2 667	3 199
Scope 2: Indirect emissions (location-based)	8 760	9 127	8 919	9 066
Scope 2: Indirect emissions (market-based)	not available	not available	not available	6 969
Total Scope 1&2 emissions (location-based)	11 787	11 900	11 586	12 265
Total Scope 1&2 emissions (market-based)	not available	not available	not available	10 168
CO ₂ e emissions of biogenic origin	not available	not available	not available	not available

OTHER INDIRECT EMISSIONS (TONS CO₂E) GRI 305-3

	FY21	FY22	FY23	
Upstream categories				
Purchased goods and services	not available	not available	not available	not available
Capital goods	not available	not available	not available	not available
Energy and fuel-related activities	2 808	2 934	2 616	2 747
Upstream transport and distribution	not available	not available	not available	not available
Waste	not available	not available	not available	not available
Business trips	210	459	628	774
Commuting	not available	not available	not available	not available
Hired or leased tangible assets	not available	not available	not available	not available
Downstream categories				
Downstream transport and distribution	not available	not available	not available	not available
Processing of sold products	not available	not available	not available	not available
Use/utilization of sold products	not available	not available	not available	not available
End-of-life treatment of sold products	not available	not available	not available	not available
Hire or leased tangible assets	not available	not available	not available	not available
Franchise	not available	not available	not available	not available
Investments	not available	not available	not available	not available
Total Scope 3 emissions	3 018	3 393	3 244	3 521

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

	FY21	FY22	FY23	FY24
Raw material weight of sold products in tons)	13 431	13 310	13 606	14 158
Scope 1: Direct emissions	0.23	0.21	0.20	0.23
Scope 2: Indirect emissions (location-based)	0.65	0.69	0.66	0.64
Scope 2: Indirect emissions (market-based)	not available	not available	not available	0.49
Total Scope 1&2 emissions (location-based)	0.88	0.89	0.85	0.87
Total Scope 1&2 emissions (market-based)	not available	not available	not available	0.72

OTHER GRI 305-6; GRI 305-7

Other	not available	not available	not available	not available
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Comment

Renewable Energy Certificates (RECs) to a total amount of about 8,930 GJ were purchased for the FY2024.

ENERGY (GJ) GRI 302-1

	FY21	FY22	FY23	FY24
Total energy direct	46 826	45 518	45 082	52 216
Gasoline	933	905	993	1 044
Natural gas	43 588	39 512	38 502	36 430
Diesel	1 566	2 004	2 397	1 930
Heating oil	0	2 538	2 342	10 381
Propane	70	56	79	20
Kerosene	30	24	18	18
LPG	468	267	139	160
Wood and wood waste	172	213	421	356
Self-produced electricity (wind or solar)	0	0	192	1 877
Total energy indirect (purchased)	112 458	116 868	111 925	113 119
Electricity (grid mix)	108 586	111 868	101 338	93 530
Green electricity (certified)	0	0	5 868	12 468
District heating	3 872	5 000	4 717	7 116
Electric vehicles (fleet charged externally)	0	0	2	5
Total energy sold	-1 072	-981	-821	-858
Energy sold	-1 072	-981	-821	-858
Total energy	158 212	161 406	156 187	164 477

**ENERGY INTENSITY
(ENERGY IN GJ / TONS RAW MATERIAL WEIGHT OF SOLD PRODUCTS) GRI 302-3**

	FY21	FY22	FY23	FY24
Raw material weight of sold products in tons)	13 431	13 310	13 606	14 158
Total energy direct / raw material weight of sold products (in tons)	3.49	3.42	3.31	3.69
Total energy indirect / raw material weight of sold products (in tons)	8.37	8.78	8.23	7.99

PERFORMANCE TABLES HR

TREND WORKFORCE GRI2-7

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

TREND FULL TIME EQUIVALENTS GRI2-7

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

WORKFORCE PER FACTORY AND GENDER FY24 GRI2-7

	man	%	woman	%	Total per factory
BRU	307	75.99	97	24.01	404
BLI	152	80.42	37	19.58	189
BSC	9	50.00	9	50.00	18
BNA	67	76.14	21	23.86	88
BLE	33	75.00	11	25.00	44
BCZ	111	44.76	137	55.24	248
BCH	59	61.46	37	38.54	96
BCN	36	85.71	6	14.29	42
BSI	72	70.59	30	29.41	102
BSL	73	44.79	90	55.21	163
BST	70	61.40	44	38.60	114
total	989	65.58	519	34.42	1508

WORKFORCE PER AGE GROUP FY24 GRI2-7

	man	%	woman	%	total per age group
under 31 years	189	72.41	72	27.59	261
31–50 years	537	64.47	296	35.53	833
over 50 years	263	63.53	151	36.47	414

WORKFORCE PER EMPLOYEE CATEGORY AND AGE FY24

GRI405-1B

	under 31 years		31–50 years		over 50 years	
		%		%		%
Group Management	0	0.00	3	75.00	1	25.00
Group Leader	0	0.00	14	60.87	9	39.13
White Collar	71	13.95	327	64.24	111	21.81
Blue Collar	190	19.55	489	50.31	293	30.14

WORKFORCE PER EMPLOYEE CATEGORY AND GENDER FY24 GRI405-1B

	man		woman	
		%		%
Group Management	4	100.00	0	0.00
Group Leader	21	91.30	2	8.70
White Collar	327	64.24	182	35.76
Blue Collar	637	65.53	335	34.47
total	989	65.58	519	34.42

WORKFORCE PER WORK TIME TYPE AND GENDER FY24

GRI405-1B, GRI2-7

	FY24	%
Number of full time male workers	930	61.67
Number of part time male workers	59	3.91
Number of full time female workers	447	29.64
Number of part time female workers	72	4.77

TARIFF AGREEMENTS FY24

GRI2-30

	Workforce total	Workforce covered by tariff agreement Number	Workforce covered by tariff agreement %
BRU	404	404	100.00
BLI	189	189	100.00
BSC	18	18	100.00
BNA	88	88	100.00
BLE	44	44	100.00
BCZ	248	248	100.00
BCH	96	0	0.00
BCN	42	0	0.00
BSI	102	102	100.00
BSL	163	163	100.00
BST	114	0	0.00
total	1508	1256	83.29

Necessary comment

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

BST: There is no tariff agreement at the site.

NEWLY APPOINTED WORKERS FY24 – MAN

GRI401-1

	under 31 years		%	31–50 years		%	over 50 years		%
BRU	24	37.50		34	53.13		6	9.38	
BLI	1	0.00		1	0.00		1	0.00	
BSC	0	0.00		0	0.00		0	0.00	
BNA	8	53.33		6	40.00		1	6.67	
BLE	1	0.00		0	0.00		1	0.00	
BCZ	20	35.71		30	53.57		6	10.71	
BCH	5	41.67		4	33.33		3	25.00	
BCN	2	14.29		12	85.71		0	0.00	
BSI	2	16.67		9	75.00		1	8.33	
BSL	11	45.83		13	54.17		0	0.00	
BST	39	84.78		6	13.04		1	2.17	
total	113			115			20		

NEWLY APPOINTED WORKERS FY24 – WOMAN

GRI401-1

	under 31 years		%	31–50 years		%	over 50 years		%
BRU	5	23.81		14	66.67		2	9.52	
BLI	1	0.00		0	0.00		1	0.00	
BSC	0	0.00		0	0.00		0	0.00	
BNA	1	16.67		5	83.33		0	0.00	
BLE	0	0.00		2	0.00		0	0.00	
BCZ	12	38.71		18	58.06		1	3.23	
BCH	0	0.00		5	100.00		0	0.00	
BCN	0	0.00		6	100.00		0	0.00	
BSI	2	33.33		2	33.33		2	33.33	
BSL	13	44.83		16	55.17		0	0.00	
BST	31	77.50		7	17.50		2	5.00	
total	65			75			8		

BOARD OF DIRECTORS PER AGE GROUP AND GENDER FY24 GRI405-1 A

	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

WORKFORCE FLUCTUATION PER GENDER AND AGE GROUP FY24 GRI401-1

	man %	woman %
under 31 years	11.76	22.40
31–50 years	8.05	9.72
over 50 years	4.65	7.10

WORKFORCE FLUCTUATION PER FACTORY AND AGE GROUP FY24 GRI401-1

	under 31 years %	31–50 years %	over 50 years %	Total %
BRU	8.47	6.05	3.38	5.61
BLI	14.49	5.37	8.59	8.40
BSC	0.00	0.00	0.00	0.00
BNA	5.71	5.56	3.28	4.76
BLE	0.00	3.51	6.90	4.49
BCZ	14.81	6.90	6.32	8.15
BCH	0.00	30.59	0.00	27.03
BCN	0.00	21.05	0.00	19.05
BSI	17.14	10.71	8.33	11.28
BSL	30.00	21.05	11.43	21.18
BST	11.11	13.33	2.53	8.78
total	14.62	8.64	5.57	8.73

WORKFORCE FLUCTUATION PER FACTORY AND GENDER FY24 GRI401-1

	man %	woman %
BRU	5.69	5.35
BLI	6.60	15.38
BSC	0.00	0.00
BNA	3.15	9.76
BLE	2.94	9.52
BCZ	11.88	5.30
BCH	2.82	9.88
BCN	16.67	33.33
BSI	12.86	7.27
BSL	20.69	21.59
BST	4.96	14.29
total	7.79	10.48

Comment

The production building BCH2 was closed during the reporting period. The new production building BCN was opened during the reporting period. Both aspects affect the fluctuation for BCH/BCN. The correct, aggregated fluctuation figures for China (BCH/BCN) are 5.62 % for men and 11.49 % for women.

RELATION OF WAGES OF WOMEN AND MEN FY24 (Ø Wages women / Ø wages men) GRI405-2

	Group Management	Group Leader	White Collar	Blue Collar
BRU	–	–	0.84	0.89
BLI	–	–	0.65	0.78
BSC	–	–	0.80	0.81
BNA	–	–	0.74	0.87
BLE	–	–	0.87	0.98
BCZ	–	–	0.63	0.75
BCH	–	–	0.66	0.75
BCN	–	–	0.61	0.68
BSI	–	–	0.92	0.78
BSL	–	–	1.07	0.61
BST	–	–	0.88	0.81

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 12-01-2023 to 11-30-2024 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 10
GRI 2-1c	Organization profile	Page 9
GRI 2-1d	Organization profile	Page 6, Page 9
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, Page 47 (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 9–10
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 37–41 (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 10–11
GRI 2-10a	Nomination and selection of the highest control body	Pages 10–11
GRI 2-10b/i	Nomination and selection of the highest control body	Page 10, 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 10–11, 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 10–11
GRI 2-11a-b	Chairperson of the highest control body	Pages 10–11
GRI 2-12a-c	Role of the highest control body in the supervision of coping with the effects	Page 11
GRI 2-13a-b	Delegation of the responsibility for management of the effects	Page 11
GRI 2-14a-b	Role of the highest control body in the sustainability reporting	Page 6
GRI 2-15a-b	Conflicts of interest	Page 11
GRI 2-16a-b	Conveyance of critical issues	Pages 12–13
GRI 2-17a	Collected knowledge of the highest control body	Page 11
GRI 2-18a-c	Assessment of the performance of the highest control body	Page 10
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 12
GRI 2-24a	Inclusion of the declarations of commitment to fundamental principles and procedures	Page 12
GRI 2-25a-e	Procedure for eliminating negative effects	Pages 12–13
GRI 2-26a	Procedure for obtaining advice and reporting issues	Pages 12–13
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 15
GRI 2-29a	Approach for the involvement of stakeholders	Page 14
GRI 2-30a-b	Tariff agreements	Page 14, Page 38 (Performance Tables)

GRI 3: ESSENTIAL TOPICS 2021

GRI number	GRI definition	Chapter and page
GRI 3-1a-b	Procedure for determining essential topics	Pages 16–17
GRI 3-2a-b	List of essential topics	Page 7, Page 17
GRI 3-3a-f	Management of essential topics	Pages 18–32
CLIMATE CHANGE		
GRI 302-1a-g	Energy consumption within the organization	Pages 33–36 (Performance Tables)
GRI 302-2a-c	Energy consumption outside the organization	Information unavailable/incomplete BAUMANN has the aim to collect data on all Scope 3 categories in 2025
GRI 302-3a-d	Energy intensity	Pages 33–36 (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 33–36 (Performance Tables)
GRI 305-2a-g	Indirect energy-related THG emissions (Scope 2)	Pages 33–36 (Performance Tables)
GRI 305-3a-g	Other indirect THG emissions (Scope 3)	Pages 33–36 (Performance Tables)
GRI 305-4a-d	Intensity of greenhouse gas emissions	Pages 33–36 (Performance Tables)
GRI 305-5a-e	Reduction of greenhouse gas emissions	Pages 25–27, Pages 33–36 (Performance Tables)
GRI 305-6	Emissions of ozone depleting substances	Pages 33–36 (Performance Tables)
GRI 305-7	Nitrogen oxide (NOx), sulfur oxide (SOx) and other significant air emissions	Pages 33–36 (Performance Tables)

GRI number	GRI definition	Chapter and page
BUSINESS INTEGRITY		
–	–	–
EMPLOYEE WELL-BEING & DEVELOPMENT		
GRI 401-1a-b	Newly appointed employees and employee fluctuation	Pages 37–41 (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 37–41 (Performance Tables)
GRI 405-2	Ratio of the basic salary and remuneration of women to the basic salary and remuneration of men	Pages 37–41 (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.

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.

Edition notice

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