

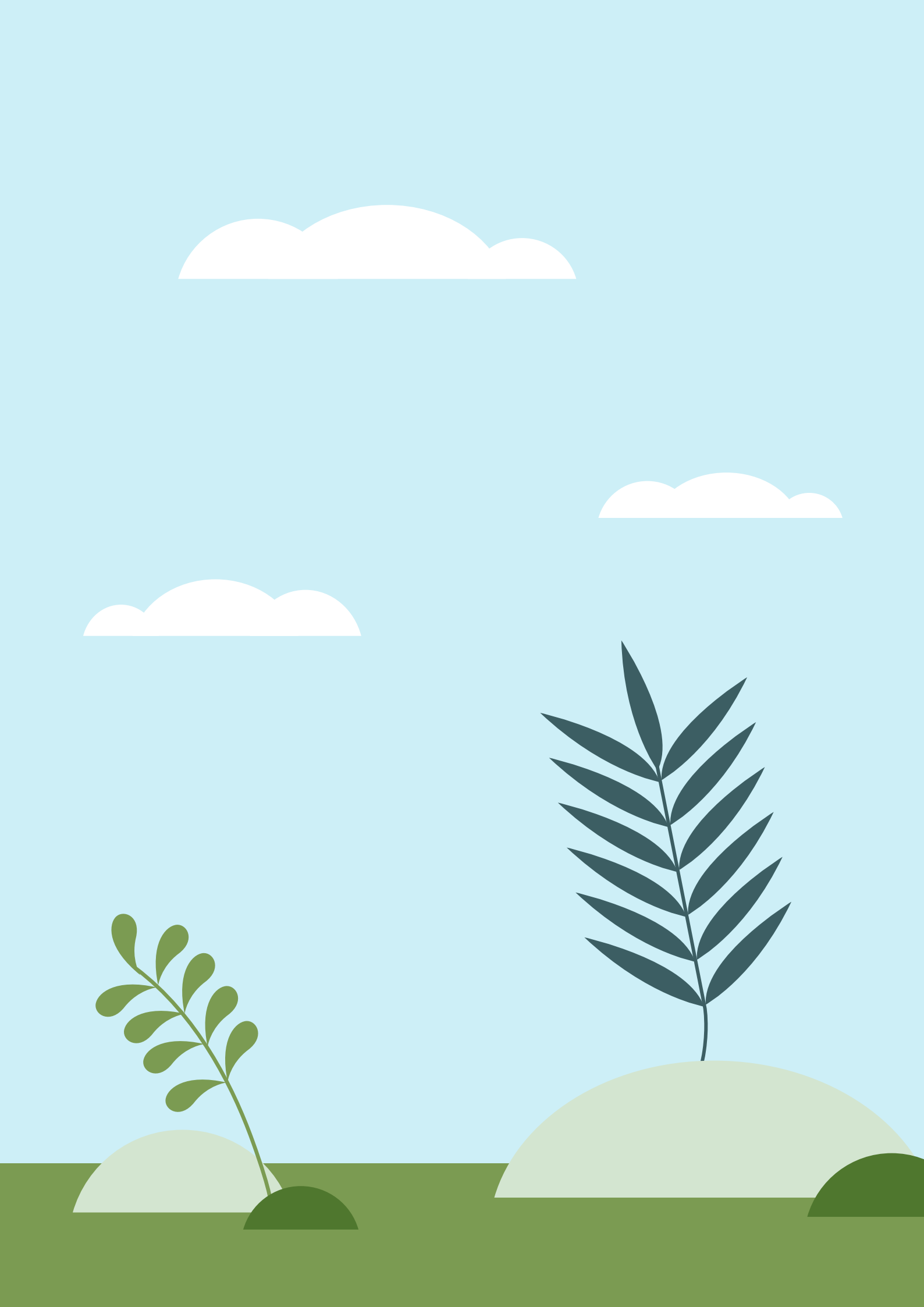




Sustainability report

The sustainability strategy of the Arbonia Group (Arbonia) covers the following three subject areas: **Climate**, **Community**, and **Compliance**. Arbonia informs its stakeholders about current developments, measures, as well as plans for promoting a sustainable and successful future.







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Facts and figures

Target:

4.2 %

Arbonia is aiming for a 4.2 % average annual reduction in operational CO₂ emissions from Scope 1 and 2 by 2035 (compared to the reference year 2020).



Success:

6 %

Arbonia achieves a 6 % reduction in operational CO₂ emissions from Scope 1 and 2 in 2024 compared to 2023.



Arbonia receives a bronze medal in the

EcoVadis

sustainability rating and is thus among the best 35 % of the assessed companies.



As a member of the

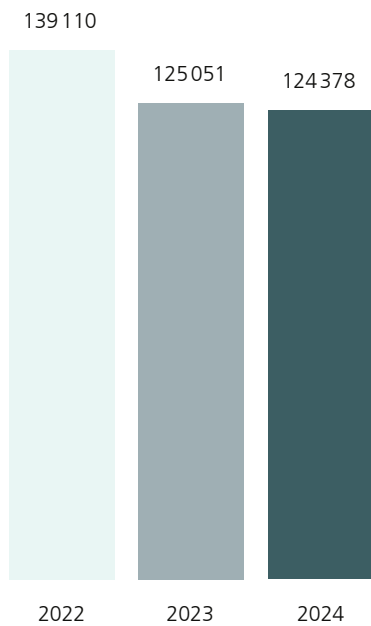
UN Global Compact,

Arbonia is committed to its 10 principles in the areas of human rights, labour, environment, and anti-corruption.

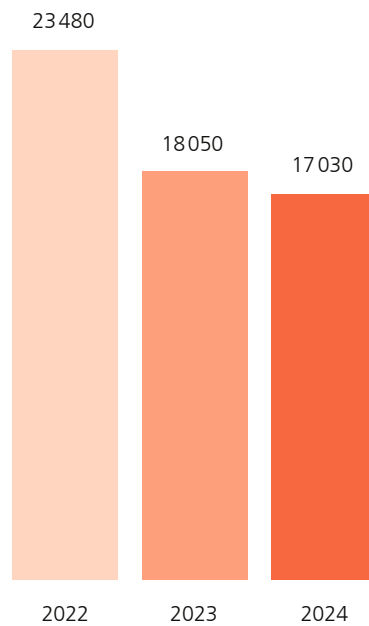


Arbonia has joined the
**Science Based Targets Initiative
(SBTi)**
to further develop its climate strategy.

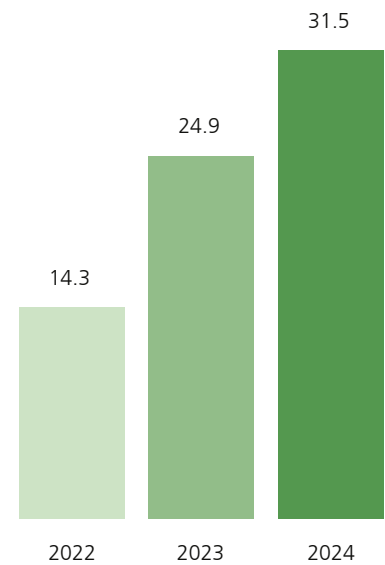
Water consumption (in cubic metres)



Waste (in tonnes)



**Proportion of renewable energy
in total electricity consumption
(in percent)**



47

innovation projects were in progress at the individual companies.

Preface





Dear Readers

The past financial year was a year of transformation and focusing for Arbonia. With the sale of the Climate Division, our focus is now fully on the doors business, which allows us to bundle our strengths in a more targeted manner. We produce our innovative and durable wood and glass solutions as resource-efficiently as possible and taking into account ecological aspects. With our activities in the emission-intensive building sector, we want to actively contribute to more environmentally friendly construction and living through the targeted use of wood and its ability to store CO₂ during its use phase, among other things. At the same time, we are continually working on orienting our processes even more strongly to increased efficiency and conserving natural resources.

Sustainability is not only anchored in our products but also forms the basis for Arbonia's business activities. In the past year, we joined the Science Based Targets Initiative (SBTi) and committed ourselves to short- and long-term emission reductions in line with the net zero standard of the SBTi. It helps us that we recorded our Scope 3 emissions in detail for the first time in 2023. We continue to intensify this data collection in order to develop emission reduction targets over our entire value-added chain.

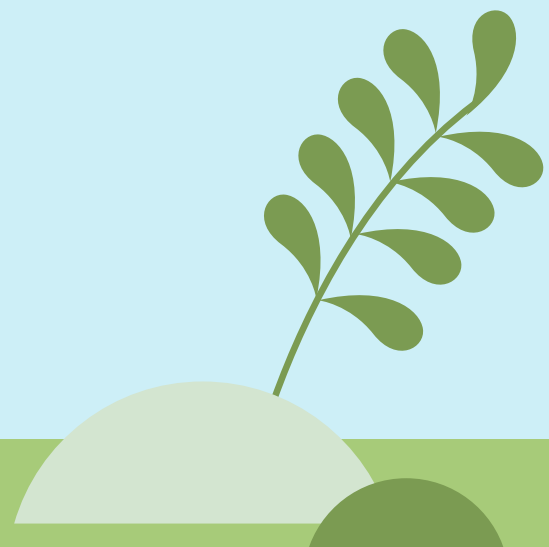
Arbonia's sustainability strategy is based on the three pillars of **Climate** (ecological issues), **Community** (social issues), and **Compliance** (governance issues). These topics reflect our company's holistic approach to sustainability and underscore that ecological, social, and business ethics aspects are inseparably connected to each other. Only through their interaction can we promote sustainable development in the long term and thereby ensure that we live up to our claim to commit ourselves to more than the legal requirements. As an active member of the UN Global Compact, we therefore advocate for the ten principles for human rights, labour, environment, and anti-corruption.

Along with many other companies, we are facing new challenges on a regulatory level, but we also regard these as an opportunity for a more comprehensive data basis and more targeted measures as a result. We are currently preparing for the requirements of the Corporate Sustainability Reporting Directive (CSRD) as well as the EU taxonomy, according to which we will report starting in the next financial year. As a result of the further development of our processes for regulatory reasons, sustainability aspects will be placed even more strongly in the focus of our corporate identity and reporting, which should lead to further effective steps.

We would be pleased if this report gives you an insight into our current status. In accordance with our sustainability strategy, it is divided into the three chapters: **Climate**, **Community**, and **Compliance**. We would also like to take this opportunity to thank in particular our shareholders, partners, customers, as well as all employees who accompany and support our plans and activities. Together, we are committed to a future in which economic development, environmental protection, and social responsibility are not contradictions.

Alexander von Witzleben
President of the Board of Directors

Uwe Schiller
CFO





Companies of Arbonia

Arbonia is a focused building components supplier of doors with the two business units Wood Solutions and Glass Solutions.

Production companies

| Company | Site | Business Unit | Manufactured products |
|------------------------------|---|-----------------|-------------------------------------|
| Arbonia Glassysteme GmbH | Deggendorf (D) | Glass Solutions | Construction glass |
| Bekon-Koralle AG | Dagmersellen (CH) | Glass Solutions | Shower stalls |
| Dimoldura Group | Lalín (ES), Quintanar (ES), Extarren (ES), Irutzun (ES), Carregal do Sal (PT) | Wood Solutions | Interior doors |
| Garant Türen und Zargen GmbH | Ichtershausen (D) | Wood Solutions | Interior doors and frames |
| Interwand GmbH | Dörzbach (D) | Glass Solutions | Wall systems |
| Invado Sp.z o.o. | Ciasna (PL) | Wood Solutions | Interior doors |
| Joro Türen GmbH | Renchen (D) | Wood Solutions | Functional doors |
| Kermi Duschdesign GmbH | Plattling (D) | Glass Solutions | Shower stalls |
| Lignis s.r.o. | Koryčany (CZ) | Wood Solutions | Interior doors and functional doors |
| Prüm-Türenwerk GmbH | Weinsheim (D) | Wood Solutions | Interior doors |
| Rozière SAS | Bozouls (FR) | Wood Solutions | Interior doors |
| RWD Schlatter AG | Roggwil (CH) | Wood Solutions | Functional doors |
| TPO Holz-Systeme GmbH | Leutershausen (D) | Wood Solutions | Special doors |

In the course of the reporting year, Arbonia acquired the Spanish Dimoldura Group, which also includes Rozière as well as the Czech company Lignis. Since these were still in the integration process during the reporting year, they will not be taken into account until the next sustainability report.



Administration and distribution companies

| Company | Site | Business Unit | Type of site |
|---|--------------------------|-----------------|-----------------------|
| Arbonia AG | Arbon (CH) | Group | Holding |
| Arbonia Doors Suisse AG | Arbon (CH) | Wood Solutions | Administration, sales |
| Arbonia Doors GmbH | Erfurt (D) | Wood Solutions | Administration |
| Arbonia Duschdesign Suisse AG | Arbon (CH) | Glass Solutions | Sales |
| Arbonia Management AG | Arbon (CH) | Group | Administration |
| Arbonia Services AG | Arbon (CH) | Group | Administration |
| Baduscho Dusch- und Badeeinrichtungen Produktions- u. Vertriebsgesellschaft mbH | Margarethen am Moos (AT) | Glass Solutions | Sales |





Sustainability approach

For Arbonia, responsible action is an essential requirement for long-term company success. This includes responsible dealings with employees, suppliers, customers, and investors, as well as with the environment and natural resources.

Our sustainability strategy is divided into the three sub-areas of **Climate** (ecological issues), **Community** (social issues), and **Compliance** (governance issues). In these areas, we want to continually improve our sustainability performance beyond the legal requirements.





Sustainability strategy

We focus on using raw materials responsibly and turning them into valuable products. To promote sustainable development, we continuously invest in further developing our product portfolio, optimising our production methods, supporting employees, and strengthening long-term partnerships. We have been a member of the United Nations Global Compact since 2022 and are committed to its 10 principles. We support the Paris Agreement from the Paris Climate Conference as well as the European Green Deal, on the basis of which we pursue the strategic objective of actively contributing to minimising global warming. While we have striven for a CO₂ reduction target for our emissions from Scope 1 and Scope 2 since 2021, we have committed ourselves to short- and long-term emission reductions in line with the net zero standard of the Science Based Targets initiative (SBTi) in the reporting year. We are therefore developing corresponding targets and will submit them to the SBTi for validation in 2026 at the latest. Further information about our climate strategy can be found in the "Strategy" section of the TCFD report (see p. 40). As of the

2023 financial year, a quantitative climate target aimed at reducing the intensity of greenhouse gases has been integrated into the variable compensation for Group Management.

The Group-wide sustainability strategy applies to the entire corporate group and is supported by the Board of Directors. At the same time, the sustainability targets are centrally defined and coordinated. The companies are responsible for the decentralised implementation, plan specific measures, and implement them.

In the framework of the current EcoVadis evaluation along the areas of environment, labour and human rights, ethics, as well as sustainable procurement, Arbonia was awarded the bronze medal. This means that we are among the best 35 % of the companies evaluated by EcoVadis. This recognition is a motivation for us to develop our sustainability strategy further and continuously improve our performance.



Sustainability governance

Arbonia is organised in a decentralised way and has a holding structure. Group Management consisted of the Executive Chairman of the Board of Directors (until 31 December 2024), the CFO, as well as the two CEOs of the Doors and Climate Divisions. As of 1 January 2025, the CEO of the Doors Division assumed the role of CEO of Arbonia while remaining CEO of the Wood Solutions Business Unit at the same time. With the departure of the CEO of the Climate Division and the closing of the sale of this business unit, Group Management now consists of the CEO, the CFO, as well as the CEO of the Glass Solutions Business Unit. Together with the Chairman of the Board of Directors, they define the targets and measures with which the strategy specified by the Board of Directors is implemented. The responsibility for the operational business lies with the companies and their respective management boards.

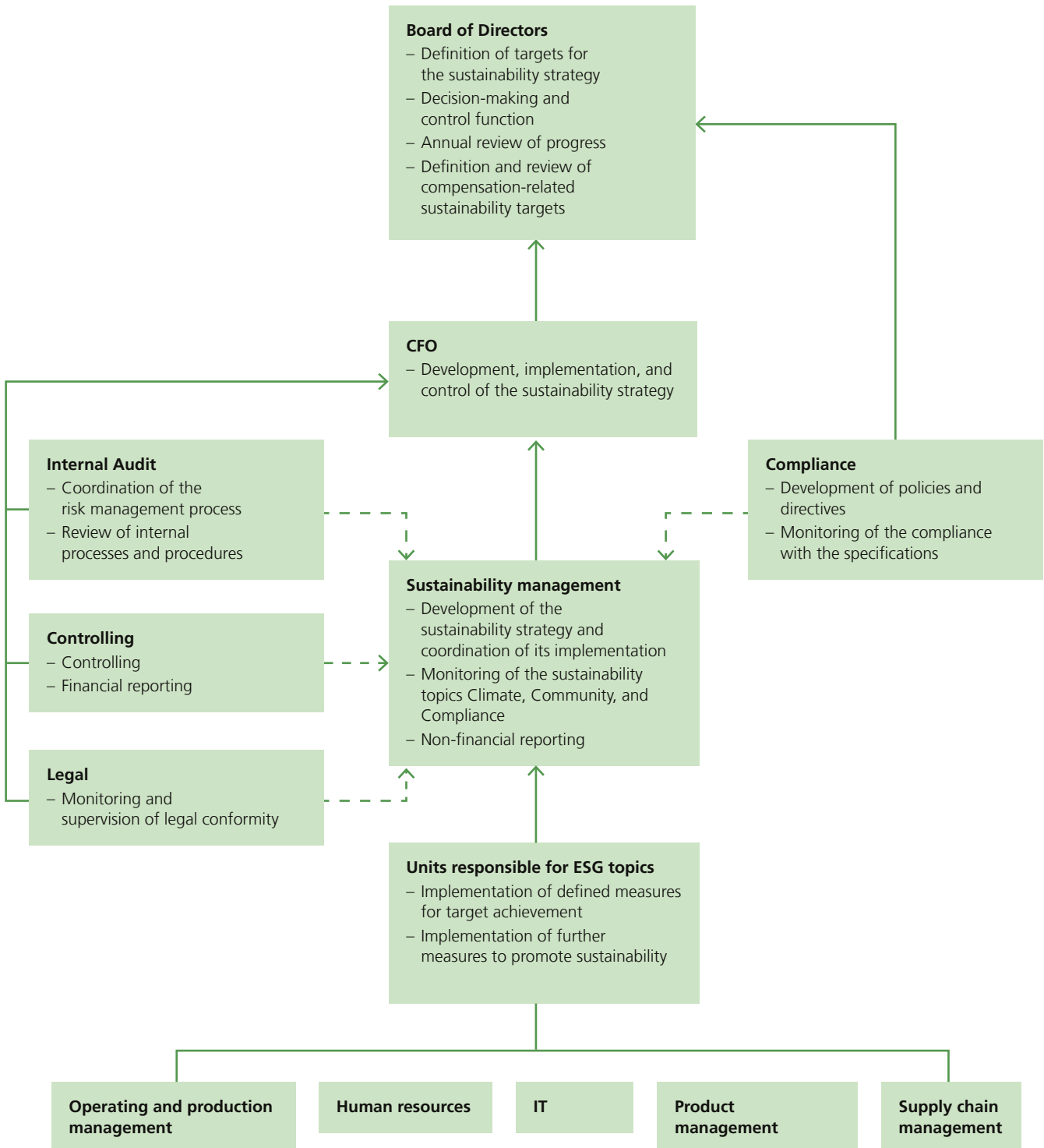
Sustainability is a central part of the Group strategy. The CFO is responsible for managing the topic within the Group. This person develops the sustainability strategy together with the sustainability management, which is part of the Corporate Communications & Investor Relations department and is responsible for the Group-wide coordination. The sustainability committee, which still existed in the last financial year, was therefore replaced by the sustainability management. The people responsible for ESG topics as well as the companies

coordinate individual measures with the Group functions and implement them. Group Management evaluates important initiatives and projects on a monthly basis.

The Board of Directors and Group Management are pursuing a long-term strategy, while always keeping in mind the interests of the company, its employees, shareholders, and other important stakeholders. Once a year, they review the strategy and its reporting with regard to the material topics for Arbonia. The Board of Directors of Arbonia is continuously informed about new legal requirements for sustainable corporate governance. It takes on the decision-making and control function for all measures and evaluates the performance on the basis of defined targets.

This concerns Internal Audit and thus risk assessment, for example. In the reporting year, Internal Audit sent the Board of Directors 15 audit reports on risks and the implementation of planned measures. These reports are also available to external auditors. The Board of Directors is also continually involved in examining possible acquisitions in the form of due diligence processes. The Board of Directors can order investigations or call in external consultation via the Audit Committee committee in all areas of competence.

Simplified sustainability governance structure

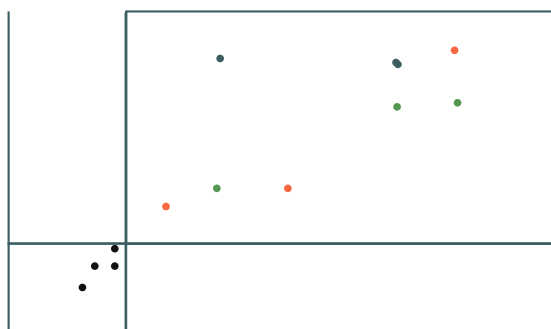
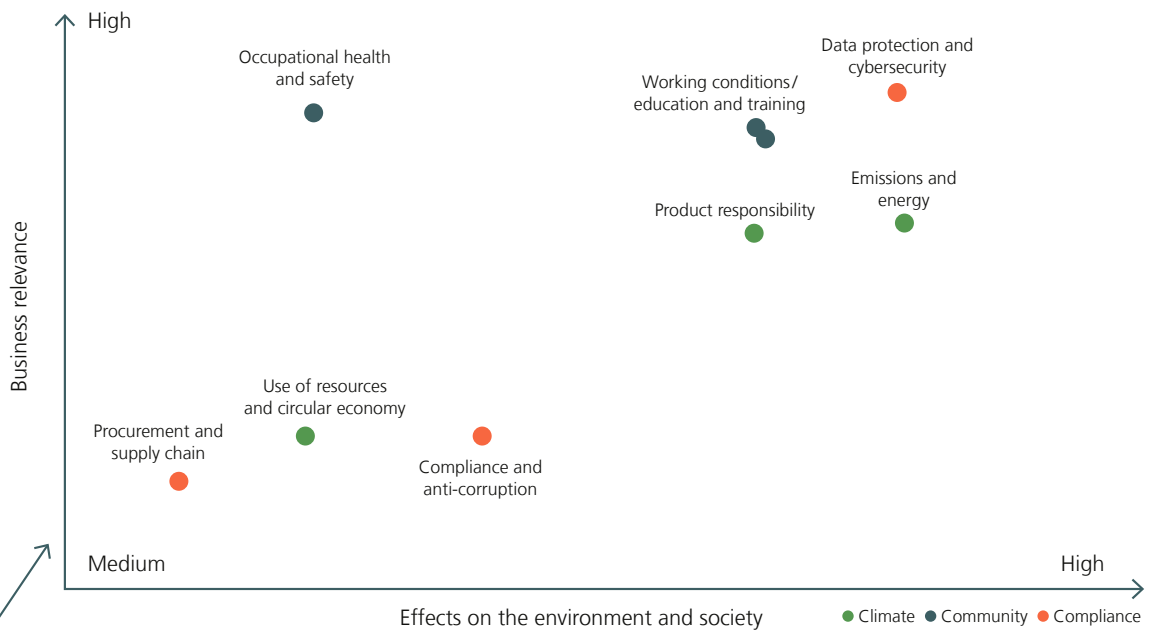


Materiality analysis

The materiality analysis carried out in 2023 was reviewed in 2024 and remains valid with the identified nine material topics. These topics are relevant on the one hand for long-term business success and on the other hand in respect to important effects on the environment and society. The analysis was based on frameworks such as the GRI standards, the Swiss Code of Obligations, and an initial comparison with the European Sustainability Reporting Standards (ESRS). Additional references included a benchmark analysis with sustainability reports from competitors as well as ESG rating analyses.

A core team consolidated the selection of topics, and an evaluation was then carried out by 23 internal stakeholders, including the CFO of Arbonia, the sustainability team, as well as representatives of the companies from various areas of responsibility and various corporate functions. The individual topics were rated according to the two dimensions "Effects on the environment and society" and "Business relevance". A threshold value was used to distinguish material topics from non-material topics. A workshop was then held where the stakeholders validated the results together with an external team of experts. On this basis, nine of the 13 topics were rated as "material" and are shown in the matrix below:

Materiality matrix





By contrast, the following four topics were rated as "non-material": "Equal treatment and equal opportunities for all", "Social engagement", "Water and waste water", "Biodiversity and ecosystems". While Arbonia is aware that these topics are also highly relevant when considering the topic of sustainability as a whole, their current significance with regard to impact as well as business success was rated as significantly lower than that of the other topics (classified as relevant) in this reporting cycle as well. Nevertheless, Arbonia is also undertaking

measures and initiatives in these areas that are assessed as being non-material.

The process of double materiality analysis was initiated in preparation for the Corporate Sustainability Reporting Directive (CSRD) of the European Union. The results of this process will form the basis for our sustainability strategy and reporting for the financial year 2025.



Article 964a ff. Code of Obligations

Comparison of material topics with the interests of the Code of Obligations

| Material topic of Arbonia | Allocation of material topics in accordance with Code of Obligations, Art. 964 ^{ter} , B. 1 | Page |
|---------------------------------------|---|------|
| Emissions and energy | Environmental matters | 43 |
| Use of resources and circular economy | Environmental matters | 49 |
| Product responsibility | Environmental matters; Social issues | 52 |
| Working conditions | Social issues | 58 |
| Education and training | Employee-related issues | 62 |
| Occupational health and safety | Employee-related issues | 63 |
| Compliance and anti-corruption | Combating corruption | 68 |
| Procurement and supply chain | Respect for human rights; Environmental matters; Social issues; Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (Seventh section Article 964 ^{quinquies}) | 70 |
| Data protection and cybersecurity | Social issues | 72 |



Risk management

Each year, Arbonia goes through its established risk management process. The risk catalogue reflects strategic, operative, and external risks on the basis of 26 risk scenarios and is continuously updated.

Internal Audit coordinates the risk management process. The assessment of the risk scenarios involves the relevant managers of the Group as well as the Wood Solutions and Glass Solutions Business Units. Both the probability of occurrence and extent of loss are estimated here. In this process, the two business units as well as the Group representatives evaluate the complete risk catalogue. As part of the evaluation, the risk exposures are represented on a matrix. The results are compared with the previous year to check their plausibility and consolidated for the Group for as well as for the two business units. The entire risk profile is presented to the audit committee as well as to the Board of Directors.

In the risk catalogue, there is a higher-level ESG risk scenario that describes in particular the financial impact of non-conformity in respect to sustainability topics. In the reporting year, the risk catalogue was supplemented, however, by integrating the ESG topics defined from the 2023 materiality analysis as well as the climate risks described according to TCFD in the scenarios.

The risks assessed in the reporting year differ from the previous year in individual points or in their order. The three highest risks from the perspective of Arbonia are in the areas of "price pressure" (external), the "subsidiaries/acquisitions/impairment" (strategic), and with topics related to the "development of the construction industry" (external).

Responsible people and mitigation measures have been defined for each risk. A status report indicates whether the respective measure is planned, proposed, being implemented, or completed, or whether it is an ongoing process. This status report is integrated in a risk management tool which carries out continuous internal monitoring of the risk exposure and the status of the measures.



Dealing with stakeholders

A continuous exchange with all those stakeholders who have a significant influence on the economic, environmental, and social goals of the Arbonia is of great importance. This group of internal and external stakeholders includes customers, employees, shareholders, as well as investors, analysts, public authorities, the neighbourhood, and communities at the company sites but also partners such as transport companies, suppliers, research institutes, and associations, as well as the general public. The exchange of ideas with these groups takes place in the context of personal discussions, meetings, conferences and trade fairs, as well as surveys. The table "Inclusion of stakeholders and their concerns" (see below) provides an overview of our interactions with the various stakeholders.

Memberships in the most important chambers and associations – including Swissmem (association of the Swiss mechanical, electrical, and metalworking industries), Swiss Holdings, or the German-Swiss Chamber of Commerce – allow us to have a

continuous dialogue with sector-related companies and relevant interest groups. In Germany, we are a member of the Gütegemeinschaft Innentüren ("Quality Control Association for Interior Doors), the HOLZRING network, and the Verband der deutschen Holzwerkstoffindustrie (VHI – "Association of the German Wood-based Materials Industry") through individual companies. Arbonia has also been a member of the UN Global Compact since the end of 2021 and meets all of the obligations arising from our membership.

We are also locally active in the communities of our production sites. This is demonstrated by numerous donor programmes and support for non-profit organisations. Many companies sponsor sports activities for young people and adults. The Group also sponsors a non-profit association which organises educational projects to prepare children and young people for the challenges of the digital age. We also help to finance scholarships at universities of applied science.

Inclusion of stakeholders and their concerns

| Stakeholders | Form of inclusion | Concerns |
|--|--|---|
| Customers | Internal and external customer surveys, personal discussions | Product quality, product life cycle, customer satisfaction |
| Employees | Employee interviews and personal discussions, employee representatives, trade unions, newsletter | Occupational safety, strategy, sustainability engagement, salary negotiations |
| Shareholders and investors | General Meeting, representation by Board of Directors, roadshows, personal discussions | Economic performance, future prospects, strategy sustainability performance |
| Analysts | Roadshows, conferences, press releases, personal discussions | Economic performance, future prospects, strategy sustainability performance |
| Public authorities | Regular exchange, approval processes for particular installations and processes | Compliance with legal and regulatory requirements |
| Communities and neighbours | Regular exchange, Sponsoring | Securing jobs, promoting cultural life, noise and emission protection |
| Partners such as transport companies, suppliers, research institutes, and associations | Supplier surveys, regular exchange | Transport damage minimisation, exchange of information, partnership, and fair cooperation |
| General public | Press releases, website | Current information on the company |



Arbonia's contribution to the SDGs

Arbonia is aware of its economic, environmental, and social responsibility. We are committed to operating more sustainably over the long term.

We make a substantial contribution to climate protection by advancing the innovation of our products in order to produce them more sustainably, for example, in respect to the use and consumption of raw materials, efficient production processes, or transport and logistics as well. In addition, Arbonia strives for a dynamic, open corporate culture and places a great deal of importance on a pleasant, appreciative, and supportive working environment with attractive working conditions. As

regional employers, the companies of Arbonia are an important economic factor in the respective regions. Arbonia is committed to the United Nations' goals for sustainable development. In particular, Arbonia is dedicated to supporting the following eight Sustainable Development Goals (SDGs) that are highlighted.

Via the topic areas of climate, community, and compliance, we show our activities that support the targets of the United Nations for sustainable development. These are highlighted by SDG icons in the corresponding sections.







Climate

As a building components supplier for products and solutions for interior doors made of wood and glass, Arbonia has a responsibility for protecting the environment and climate. We see great potential in the transformation into an environmentally compatible economy and would like to substantially contribute to making the building sector more sustainable with our product, development, and service portfolio. We want to reduce the ecological impact of our own operating activities and those of our customers through various measures in production as well as in the upstream and downstream value-added chain.





TCFD report

Arbonia reports once more on its climate-related risks and opportunities according to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). We disclose how physical as well as transition risks and opportunities that could have a financial impact on our company in connection with climate change are identified and handled. This second TCFD report is divided into the areas of governance, strategy, risk management, as well as key figures and targets.

1. Governance

The overarching strategic responsibility for climate-related risks and opportunities lies with the Board of Directors, while operational responsibility lies with Group Management. As climate-related topics affect all areas of Arbonia's business, they are managed at the highest operational level.

The Board of Directors and Group Management are pursuing a long-term strategy, while always keeping in mind the interests of the company, its employees, shareholders, and the other stakeholders. Once a year, they review the strategy and reporting with regard to the material topics for Arbonia. In collaboration with Group Management, the Board of Directors defines the sustainability strategy, which also includes approaches relating to the climate strategy. The sustainability strategy covers the material topics of emissions and energy, use of resources and circular economy, as well as product responsibility. The reduction of the intensity of greenhouse gases is defined as the central goal and is integrated into the variable compensation for Group Management.

Group Management is responsible for implementing the climate strategy, with the results and degree of target achievement being presented to the Board of Directors at least once a year for review. The CFO is responsible for managing the topic within the Group and develops the climate strategy together with the sustainability management. The companies coordinate individual measures with the Group functions and implement them. Group Management evaluates important initiatives and projects on a monthly basis.

Together with Internal Audit, the sustainability management derives climate-related risks and opportunities for Arbonia and integrates them in the risk management. A further explanation of the governance structure is found in the chapter "Sustainability governance" (see p. 30).

2. Strategy

Arbonia's climate strategy aims to reduce the company's ecological footprint. We want to play an active role in reducing environmental impacts and promote a more sustainable use of resources. We are committed to continuously optimising our production and supply chain in order to reduce greenhouse gases and minimise energy and resource consumption. For this purpose, we rely on the use of energy-efficient technologies and renewable energies, among other things. Furthermore, we strive for material savings as well as the use of more sustainable materials and want to increasingly use alternatives with fewer environmental effects.

We endeavour to review and improve our climate strategy on the basis of international standards and best practices. Even though the achievement of the 1.5 degree target of the Paris Climate Agreement seems increasingly unrealistic, we use this target as the basis for decarbonising our operating activities. Consequently, we strive for a CO₂ reduction target for our emissions from Scope 1 and Scope 2 in line with the Science Based Targets initiative (SBTi). In order to take the emissions in Scope 3 into account in our specific climate targets as well in the future, we committed ourselves to short- and long-term emission reductions in line with the net zero standard of the SBTi in the reporting year.

The analysis of climate-related opportunities and risks that was carried out in 2023 for the first time started with a longlist of relevant physical and transition aspects which comprised recognized scenarios of the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA). As a first step, this list was qualitatively assessed by the risk management and the Corporate Communications & Investor Relations department. The project team developed concrete risk scenarios for selected aspects. In this process, short-term (< 1 year), medium-term (2–5 years), and long-term (> 5 years) perspectives were considered. In addition, two scenarios that corresponded to a warming of 1.5°C–1.8°C and > 3°C were taken into account.

The analysis created in 2023 was reviewed and adjusted in the reporting year. The climate-related effects on Arbonia can be divided into the following three categories:



Physical risks

Physical climate risks encompass direct consequences for companies as a result of climate changes; for example, potential damage to buildings. These risks result from climate change effects such as drought, water shortage, heat, heavy rainfall, and sea level rise. Some of these problems were previously referred to as natural hazards, but climate change is causing an increase in both their extent and probability of occurrence.

Transition risks

Transition climate risks describe indirect effects on companies as a result of the successive decarbonisation of the national economy and arise from ambitious climate protection policies. These are related to factors such as tightening of emissions trading rules, stricter efficiency regulations, or changing market conditions, as well as technological progress.

Climate-related opportunities

The decarbonisation of the economy brings with it opportunities for company-specific growth. The same applies to the climate changes that are expected in the coming decades. Competitive advantages may be achieved by changing the product portfolio, adopting a forward-looking approach to market positioning, and optimising operational processes.

The characteristics of the previously described categories of climate-related consequences are linked to scenario analyses. Our initial approach at Arbonia was to investigate two scenarios for global warming by the year 2100. As an initial step, these analyses relate to Arbonia's largest sites. Potential consequences for the entire Group are derived from trend descriptions, forecast ranges, and financial calculations. The consideration of physical risks for the individual locations could not be completed during the reporting year for capacity reasons and will be continued in the next year.

3. Risk management

Arbonia has a centralised risk management system with institutionalized processes (see p. 34). All potential and material risks are evaluated as part of this system. Key parameters for the evaluation include probability of occurrence, reputational damage, and extent of loss. Arbonia's risk management process is repeated on an annual basis, and the results are reported to the CFO and the Board of Directors.

The risk catalogue of Arbonia already contains a higher-level ESG scenario, which was supplemented by material risks for Arbonia in the reporting year, however. On the one hand, the risks of the topics defined as part of the materiality analysis (see p. 32) were integrated in existing scenarios. In the Climate area, these are the topics of "Emissions and energy", "Resource usage and circular economy", and "Product responsibility". On the other hand, the climate-related risks according to TCFD were also included in the risk management during the reporting year. These climate risks are therefore assessed annually. It is reviewed annually whether the climate-related risks considered in the risk catalogue are still relevant, with a view to our own production as well as the upstream and downstream value-added chain.



| Category | Scenario considered | |
|--|---|--|
| | 1.5°C–1.8°C | > 3°C |
| | Selected potential risks and opportunities identified in the initial analysis: | |
| Acute physical risks | Production interruptions and damage due to flooding | |
| Chronic physical risks | Increased electricity costs for cooling and air conditioning due to increasing heat and more frequent heatwaves | |
| Opportunities due to long-term physical changes | Higher demand for products that contribute to a pleasant indoor climate (e.g. thermal insulation door) | Higher demand for functional doors (e.g. fire protection door) |
| Transitory market risks | Impact of emission targets and target achievement on financial valuations and creditworthiness | – |
| Transitory political/legal risks | Increased costs for emissions accounting and fulfilment of other legal requirements and their tracking in the supply chain | – |
| Transitory market opportunities | Higher demand for Arbonia products due to the attractiveness of construction projects in which products for a pleasant indoor climate are used (e.g. thermal insulation door) | – |

4. Key figures and targets

We strive to determine and implement suitable measures for mitigation of climate-related risks that include the upstream and downstream value-added chain, in addition to our own production.

On the basis of the SBTi guidelines, we have determined a path for reducing our own CO₂ emissions (Scope 1 and 2) and defined corresponding targets and measures. We are aiming for an average annual absolute reduction of 4.2 % by the year 2035 (reference year 2020). To support the target achievement and check the effectiveness of our measures, we rely on ISO-certified energy and environmental management systems, among other things. For example, Arbonia Glassysteme, Kermi, Garant, and Prüm are certified in accordance with ISO 50001 as well as Kermi and RWD Schlatter in accordance with ISO 14001. We are looking at introducing such management systems in other parts of the company.

The optimisation of energy consumption – and thus the improvement of the CO₂ balance – has long since become a task of all companies, departments, and areas of Arbonia. All targets in the area of energy efficiency are defined annually and advanced with corresponding measures.

A large portion of Arbonia’s total emissions are the indirect greenhouse gas emissions in the upstream and downstream value-added chain. We would like to fulfil our responsibility and set corresponding reduction targets here too. As an initial step, we joined the SBTi in 2024 and committed ourselves to short- and long-term emission reduction in accordance with the net zero standard of the initiative.



Emissions and energy



Article 964a ff. Code of Obligations

Concept and due diligence

All business processes, from research and development to production to logistics and transport, consume energy and cause emissions. Arbonia wants to operate with the lowest possible emissions across its entire value-added chain and aims for a 4.2 % average annual reduction in operational CO₂ emissions from Scope 1 and 2 by 2035 (compared to the reference year 2020). The greenhouse gas emissions from Scope 3 are now also to be considered in the target, which is why Arbonia has committed itself to short- and long-term emission reductions in accordance with the net zero standard of the SBTi.

The main objective of all companies is to grow responsibly and to aim for maximum energy efficiency. The companies are continually taking new measures to achieve this. The energy efficiency of our production processes is monitored as standard and investigated with regard to optimisation potentials. For this purpose, clear competencies and energy representatives have been designated. These representatives from the areas of development, production, and logistics continuously monitor the target achievement. All targets in the area of energy efficiency are evaluated annually.

Measures including evaluation of effectiveness

Arbonia is steadily increasing the share of renewable energy in its own electricity consumption by expanding the provision of photovoltaic (PV) systems and biomass CHP plants at its production sites. Arbonia continues to work towards more energy efficiency, whether from process optimisations, improvements to

machines and technologies, or energy-efficient renovations. While energy management is an important task of all companies, individual companies also have corresponding certifications for energy and environmental management systems. We also increasingly rely on e-mobility. Individual locations have electric vehicles in their fleet as well as electrically operated utility vehicles in use. In addition, electrical charging stations have sometimes been installed for employees and third parties to further support the use of e-mobility.

Material risks and how they are handled (own scope of business and, where applicable, business relationships)

Growing customer expectations regarding sustainability as well as increasing legal requirements entail risks that we are able to counter – both at our own company and in the upstream and downstream parts of the value-added chain – with scientifically substantiated climate targets, an improved data situation, and corresponding measures. A higher quantity of data and an improved quality of data will allow us to provide more detailed information about material risks and how they are handled in future.

Key performance indicators

The key performance indicators include in particular energy consumption according to energy sources (MWh), the composition of energy consumption (MWh), as well as the greenhouse gas emissions of Scope 1–3 (t CO_{2e}).



| Priority | Target | Status 2023 | Status 2024 |
|---|--|-------------------------------------|-----------------------------------|
| Arbonia reduces its CO ₂ emissions from Scope 1 and 2. | By 2035: reduction by an average of 4.2 % per year (reference year 2020) | Reduction by 9.2 % compared to 2022 | Reduction by 6 % compared to 2023 |

Emissions in the individual scopes

We focus on consistently reducing the emissions from our own operational processes (Scope 1 and 2) which result from operation, production, transport, and logistics. For this purpose, we rely on renewable energies from PV and biomass CHP plants as well as more energy-efficient processes, machines, and infrastructure. Energetic and environmentally relevant key figures play a significant role in the planning and application of production technology. Greater machine efficiency, preventive maintenance and continuous servicing, optimisation of manufacturing control, and precise planning of downtimes are central to this. In the reporting year, it was possible to achieve an absolute reduction in greenhouse gas emissions from Scope 1 and 2 of 6 % compared to the previous year. While the consumption of conventional electricity decreased by 6.6 %, the use of renewable electricity also increased by 29.7 %.

We are aware that a large part of our total emissions occur in the upstream and downstream value-added chain (Scope 3). To create an in-depth data basis, we systematically recorded our Scope 3 emissions for the first time in 2023. The categories from Scope 3 identified as material include:

- 3.1 Purchased goods and services
- 3.2 Capital goods
- 3.3 Upstream fuel- and energy-related emissions
- 3.4 Transport (upstream)
- 3.5 Waste
- 3.7 Employee commuting
- 3.9 Transport and distribution (downstream)

The Scope 3 emissions increased in individual categories compared to the last reporting year. In the case of purchased goods and services, an increase can be attributed on the one hand to the higher purchasing and production volumes of some companies. On the other hand, the data collection was refined and expanded in 2024. This also applies to the category of capital goods, while individual companies were able to collect considerably more comprehensive data on additional investment types. While some companies were able to reduce their emissions in upstream transport, these emissions increased at other companies due to increased purchasing volumes. In addition, Kermi was dependent on a new supplier that delivers from a considerably more distant location, causing transport-related emissions to increase.

As a result of the expansion of data collection and more precise methods of calculating the Scope 3 emissions, Arbonia is able to present a more comprehensive and more realistic picture of the emissions along its value-added chain. The data collection is being continuously expanded in respect to quality as well as quantity, in order to serve as the basis for defining science-based targets and measures for emission reduction in Scope 3 in the future.



Key environmental figures

| | 2024 | 2023 | 2022 |
|--|----------------|----------------|----------------|
| Energy consumption in MWh | 160 062 | 164 267 | 179 359 |
| Thereof renewable | 66.2 % | 65.9 % | 59.1 % |
| Electricity | 55 368 | 54 063 | 56 958 |
| Own electricity production | 13.3 % | 14.6 % | 14.0 % |
| Total renewable electricity | 31.5 % | 24.9 % | 14.3 % |
| Heat | 92 767 | 99 228 | 104 298 |
| Own heat production (wood chips/shavings) | 88 535 | 94 800 | 97 786 |
| Natural gas | 3 380 | 3 220 | 4 785 |
| Heating oil | 852 | 1 208 | 1 727 |
| Fuels | 11 928 | 10 976 | 18 104 |
| Diesel | 11 132 | 10 422 | 17 712 |
| Petrol and Liquified Petroleum Gas (LPG) | 796 | 554 | 391 |
| Energy consumption in kWh/CHF net revenues | 0.34 | 0.34 | 0.32 |
| Greenhouse gas emissions (Scope 1–3) in t CO_{2e} | 212 043 | 160 593 | 40 724 |
| Greenhouse gas emissions (Scope 1+2) in t CO_{2e} (location-based) | 22 948 | 24 418 | 26 890 |
| Scope 1 (location-based) | 5 437 | 5 336 | 6 161 |
| Own heat production (wood chips/shavings) ¹ | 1 340 | 1 428 | 1 480 |
| Natural gas | 686 | 654 | 971 |
| Heating oil | 221 | 314 | 461 |
| Diesel | 3 001 | 2 809 | 2 983 |
| Petrol and Liquified Petroleum Gas (LPG) | 189 | 131 | 266 |
| Scope 2 (location-based) | 17 511 | 19 082 | 20 729 |
| Electricity | 17 511 | 19 082 | 20 729 |
| Scope 2 (market-based) | 20 029 | 22 428 | – |
| Electricity | 20 029 | 22 428 | – |
| Scope 3 ² | 189 095 | 136 175 | 13 835 |
| 3.1 Purchased goods and services ³ | 127 362 | 98 644 | – |
| 3.2 Capital goods ⁴ | 10 851 | 2 075 | – |
| 3.3 Upstream fuel- and energy-related emissions | 5 517 | 5 242 | 8 105 |
| Energy-related upstream chain electricity | 4 694 | 4 456 | 5 210 |
| Heating-related fuels | 146 | 160 | 1 850 |
| Transport-related fuels | 677 | 626 | 1 045 |
| 3.4 Transport (upstream) ⁵ | 27 051 | 2 995 | – |
| 3.5 Waste ⁶ | 4 065 | 4 529 | – |
| 3.7 Employee commuting ⁷ | 5 411 | 5 635 | 5 730 |
| 3.9 Transport and distribution (downstream) ⁸ | 8 838 | 17 055 | – |
| Greenhouse gas emissions (Scope 1+2) in kg CO_{2e} / CHF net revenues | 0.048 | 0.049 | 0.049 |
| Greenhouse gas emissions (Scope 1–3) in kg CO_{2e} / CHF net revenues | 0.445 | 0.320 | 0.074 |

¹ Direct emissions due to the production of the greenhouse gases methane and nitrous oxide, which are not absorbed during growth.

² Biogenic CO₂ emissions are reported outside of scopes according to the GHG protocol and amounted to 31 341 t CO_{2e} in 2024 and 33 406 t CO_{2e} in 2023.

³ For Scope 3.1, 3.2, 3.4, 3.5, 3.9: headquarters in Arbon, Interwand, Joro and are not part of the scope, as their contribution to Arbonia's total emissions is estimated to be negligible due to their small size and activity.

⁴ Refers to production-related products from Tier 1 suppliers.

⁵ Refers to machinery, equipment, buildings and vehicles from Tier 1 suppliers with a value of CHF/EUR > 10 000.–.

⁶ Refers to the transport of the goods considered in Scope 3.1.

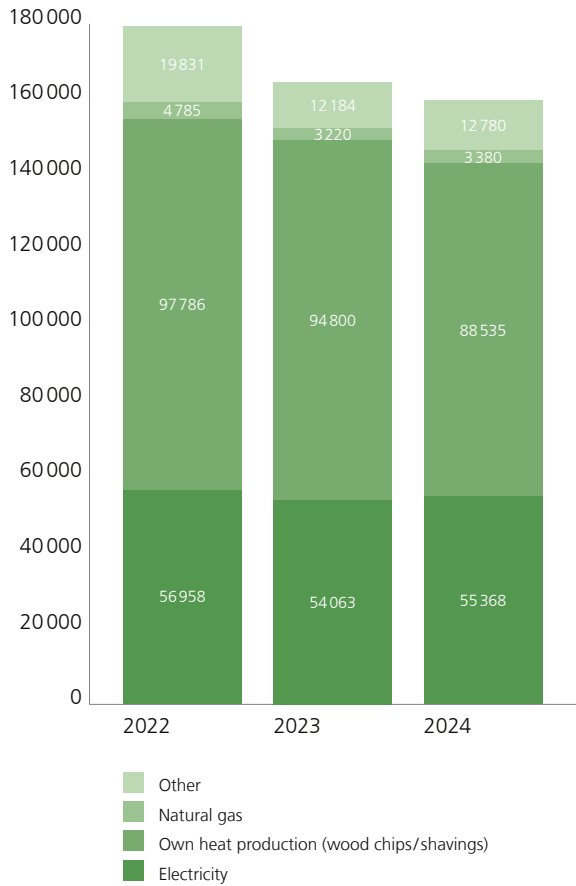
⁷ Refers to the waste of the goods considered in Scope 3.1.

⁸ The calculation is based on an employee survey on commuter behaviour from 2022.

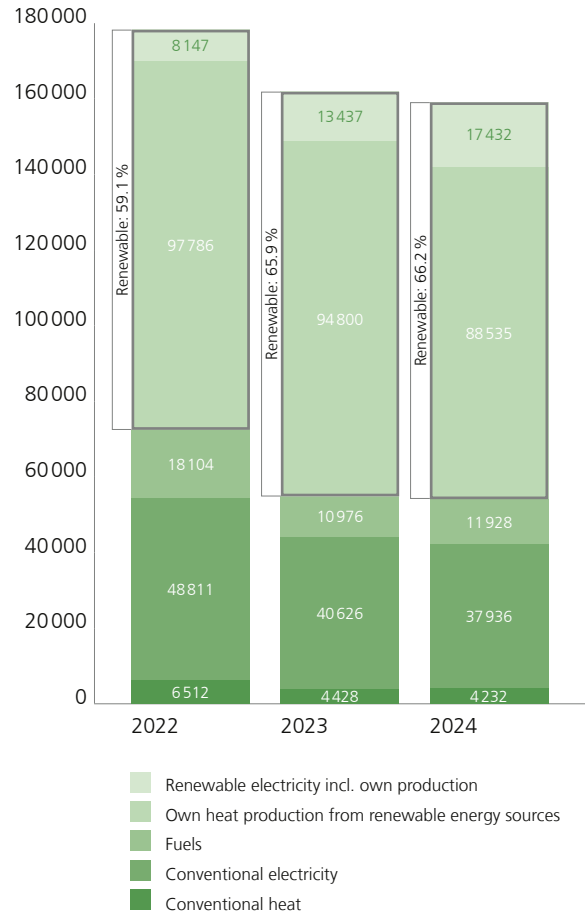
⁹ Transport of the products sold and marketed to customers. Storage is excluded.



Energy consumption by energy source (MWh)



Composition of energy consumption (MWh)



Data and calculation basis

The calculation of the greenhouse gas inventory follows the guidelines of the WRI/WBCSD Greenhouse Gas Protocol.

Scope 1: Emissions from fuels.

Scope 2: Emissions that result from the production of purchased electricity. Country-specific emission factors are used here ("location-based approach").

Scope 3: The categories 3.1. Purchased goods and services; 3.2. Capital goods; 3.3. Upstream fuel- and energy-related emissions; 3.4. Transport (upstream); 3.5. Waste; 3.7. Employee commuting, as well as 3.9. Transport and distribution (downstream) are reported in accordance with the Greenhouse Gas Protocol. Country-specific emission factors are also used here ("location-based approach").

Emission factors used: IEA (2023), DESNZ (2023), US EPA (2023), and Ecoinvent 3.11.



Measures for greater climate protection at the companies

One measure for more energy efficiency is certification according to ISO 50001. This international standard requires a complete monitoring of energy key figures, among other things. Arbonia Glassysteme, Garant, Kermi, and Prüm have such energy management systems. To reduce further environmental impacts, Kermi and RWD Schlatter have established an environmental management system in accordance with ISO 14001 and have themselves correspondingly audited regularly.

Energy efficiency is an important factor especially in the modernisation of production lines and peripheral systems because it allows significant reductions in power consumption. The degree of self-sufficiency is also continually increased through the construction of new energy generation systems or the expansion of existing ones. Attention is also paid to energy-saving technology in new buildings and renovations at the operating sites.

For example, Garant replaced fluorescent tubes in the dispatch and storage area with LED lighting in 2024 and is planning such a replacement in the production area for doors and frames in 2025. Heat quantity measurement was used to identify potentials for waste heat utilisation, such as refrigeration from waste heat using absorption cooling, the renovation of air-conditioning systems, or the supply of waste heat for neighbouring commercial customers. In addition, Garant succeeded in continually reducing the energy demand of the production by retrofitting the equipment and optimising the compressed air generation. In 2021, Garant began planning a state-of-the-art biomass CHP plant, which will be commissioned in 2025. This plant will cover around 50 % of the power requirements of the production plant. The commissioning of this new plant will eliminate the need for liquid gas as a heating energy source and further reduce the use of heating oil. This also reduces the indirect CO₂ emissions of Garant due to the transport of waste wood as well as its disposal and transport costs.

In the reporting year, Prüm concentrated on improvements to plant efficiency and successively starting up new plants. The heat and power generation of the biomass CHP plant entailed numerous challenges; the plant was unable to reach its capacity due to technical problems. As a result, an extensive boiler conversion became necessary in autumn 2024, after which it was possible to put the plant back into operation shortly before the end of the year. With this basis, the share of power and heat generation from own production waste is to be considerably increased in 2025. The electricity production only covered 2x of the in-house power requirements in the reporting year. On production-free days, the electricity was fed into the grid. In the reporting year, heat was generated with the old biomass combined heat and power system, and excess was used to supply a nearby company.

At Invado, selected employees in the production processes went through a training course during the reporting year to improve the efficiency and effectiveness of the machine utilisation and the material flow. The objective is increase the flow and production efficiency with the same machines. In addition, two new high-speed doors were installed to reduce the opening cycle in winter; further replacement measures are planned for 2025. Furthermore, Invado replaced approx. 610m² of a hall roof for better energy efficiency.

Kermi also completed a roof replacement with a new insulation on over. 15,000m² in the reporting year. Further energy-saving measures include the continued changeover to LED lighting, the use of motion detectors over approx. 10,000m² as well as the optimisation of installation runtime. At Kermi, hall windows, doors, and production plants were also checked for possible energy losses and optimised where necessary. In the powder coating plant, the resource utilisation was optimised through heat recovery and optimised pump control; in addition, a more efficient exhaust air routing was tested.

A central project at Arbonia Glassysteme in the reporting year was the new procurement of a pre-composite furnace for producing laminated safety glass (LSG), which already led to power savings of 197 MWh and thus 75 tonnes of CO₂. This savings corresponds to the total annual per person greenhouse gas emissions of almost 5.7 Swiss people. In addition, the exhaust air of an LSG furnace is modified in a production hall to utilise the waste heat better and reduce the heating oil consumption. It was possible to start the constructional and heating adaptations in 2024.

At the TPO company, a new compressor with lower energy consumption was purchased in 2024. Due to fire damage, oil was used for heating at TPO in the reporting year; however, work was started on installing a new heating system for burning wood or wood materials from manufacturing. The goal is to obtain 100 % of heat from these materials in the future.

In the first year, RWD Schlatter generated 310 MWh for their own consumption and supply to the electricity grid with their PV system at the logistics centre in Roggwil (CH), which roughly corresponds to the annual electricity consumption of 62 Swiss households. The existing PV system is also to be expanded as part of the roof renovation planned for 2025. In addition, various measures for optimisation and increased efficiency were implemented at RWD Schlatter. One example is improvements to the compressed air preparation, which allows approx. 55 MWh to be saved per year. For 2025, a heat exchanger is planned for the compressor, so that waste heat generated during compressed air preparation can be used and supplied to other processes, such as for example the painting line. In the reporting year, it was also possible to lower the temperature for drying the adhesive by 25 % and shorten the



pressing time, which leads to further energy savings. Parallel to this, work was begun on expanding the existing control system in order to control energy flows such as heating, cooling, or process heat as needed and continuously optimise them.

Interwand was recorded for the first time with this report. Their PV system, which was already commissioned in 2014, produces approx. 140 MWh per year, of which 80 MWh are fed into the grid and compensated. The biomass system, which has also existed since 2014, has a 550 kW boiler output, the heat of which is exclusively used for their own operation. Around 10 % of the biomass originates from their own wood waste.

Optimisation measures are under way in procurement at all production sites of Arbonia to ensure that collection and return transport arrangements are made with as many suppliers as possible in order to avoid empty trips. The progressive digitisation throughout Arbonia, which is becoming increasingly relevant to logistics, allows more energy-efficient logistics together with consolidation of the route planning by optimising routes, bundling travel, and avoiding unnecessary trips. For example, deliveries at Kermi are optimally utilised with their own lorries, and return transports for other companies are enabled for a fee. Comprehensive planning tools play a central role here. This helps to avoid emissions.

Strengthening biodiversity

Arbonia is implementing concrete measures and is driving innovations to minimise the negative impact on biodiversity. With regard to the use of chemicals, the companies continue to increasingly rely on water-based coating materials instead of solvents. As a further example, Prüm is optimising the use of resources in the painting process by using the so-called overspray efficiently. The excess paint is collected and reused, which can reduce paint consumption by around 29 %. Prüm has also contributed to preserving biodiversity by renaturing a compensation area of 12 567 m² several years ago and guarantees the financing of the required maintenance of the deciduous mixed forest until 2050. Invado cooperates systematically with the local community to support the planting of trees along the local streets. In the reporting year, Garant planted over 1 000 trees in total through an internal tree-planting action and a further one in cooperation with a school from Erfurt.

Consistently monitored objectives

At the companies with a certified energy management system in accordance with ISO 50001, the monitoring has led to a greater sensitivity for energy savings. At Kermi, for example, measurements are regularly taken in production via a state-of-the-art data acquisition system to identify any weak points and immediately replace inefficient consumers. At Prüm, approximately 100 in-plant energy measurement points are in operation for the machines and the infrastructure. Arbonia Glassysteme calls up all consumptions in real time with a state-of-the-art energy management system. An automated reporting system makes it possible to take countermeasures when defined limit values are exceeded. Prüm and Garant each have an energy team which is responsible for the current status and initiates improvements. At Invado, the energy consumption in the entire company as well as in the individual production halls is also regularly monitored and compared with the figures for the previous year. Invado also participates in the Enel X Demand Side Response programme for limiting output, i.e., a temporary reduction of the electricity consumption upon request by the transmission system operator. Audits are additionally carried out at regular intervals. RWD Schlatter also has an energy management system, where targeted measures are continually derived from the energy key figures that are collected and analysed monthly.



Use of resources and circular economy



Article 964a ff. Code of Obligations

Concept and due diligence

Our objective is to conserve natural resources and to encourage a materials cycle that is as circular as possible. This saves expenses for the transport and preparation of raw materials and thus energy in this process as well, which also supports our energy efficiency goals. Various functions at the company share responsibility for the cross-sectional issue of resource management. Product Management and Development have the task of designing products that can be produced in as resource-efficient a manner as possible. The production managers are responsible for ensuring that processes are designed with resource efficiency and a circular economy in mind. A waste policy has been in place throughout Arbonia since the 2022 financial year. This provides a guideline for the consistent separation of operational waste, stipulates that production must be reviewed with regard to resource-efficient processes, and requires that the waste volume must be measured.

Measures including evaluation of effectiveness

Arbonia has established a foresighted resource management system, focusing on high quality and production that is as free of defects as possible in order to prevent rejects and complaints. Energy and material savings are to be taken into consideration when developing new products and improving existing ones. Usable production waste or old parts are used again in manufacturing where possible. In 2024, the respective companies were able to increase the share of recycled materials and reduce plastics in products and packaging. The use and expansion of digital systems supports resource-efficient operations at Arbonia.

Material risks and how they are handled

(own scope of business and, where applicable, business relationships)

Market distortions and supply chain problems can cause raw material prices, other material prices, and freight prices to rise. Further risks are products and services that are difficult to obtain or unavailable. The higher manufacturing costs of our products cannot be passed onto the customers in full or quickly enough, which can lead to additional costs, delivery delays, revenue decreases, and loss of margins.

Key performance indicators

The key performance indicators for us include the key figures relating to error costs, waste according to disposal method, and water consumption.



| Priority | Target | Status 2023 | Status 2024 |
|--|----------------------------------|---|--|
| Arbonia reduces resource consumption for water (in m ³), gas (in MWh), and waste (in t). | By 2035: annual reduction of 3 % | Natural gas reduced by 33 %, waste reduced by 23 %, water consumption reduced by 10 % | Natural gas increased by 4.9 %, waste reduced by 5.7 %, water consumption reduced by 0.6 % |

Priority for resource conservation

Arbonia wants to conserve natural resources. For this purpose, we rely on a foresighted resource management to save material as well as energy. This is supported by digital solutions for planning and tracking production processes and is continually improved. Resource savings are central to the development of new products as well as the improvement of existing products, whereby the use of old or common parts is also checked. A production that is as error-free as possible saves resources. For this reason, reject and error costs are continuously monitored and corresponding improvements are initiated. In the reporting year, our error rate increased slightly, which was due to the replacement of machines at Prüm, among other things. Corresponding countermeasures have been started to reduce the rate in the future.

The companies continually check where resources can be conserved. In the case of packaging materials, for example, the companies are changing over to materials made from renewable raw materials such as cardboard and paper wherever possible and increasingly eliminating plastic or polystyrene. Kermi, for example, has changed over the complete packaging of their showers to cardboard without plastic foil. Packaging wood is being successively changed over to honeycomb panels with high stability. The measure to continually reduce the share of Styrofoam, which was begun in 2023, was continued but not fully completed. At RWD Schlatter, residual material from Sonitus mid-layers is used as an intermediate layer for transport. Invado has set itself the goal of delivering doors and frames exclusively in cardboard packaging in the future. The replacement of Styrofoam with cardboard as corner protection was 90 % achieved in 2024 and is to be implemented 100 % in 2025. In addition, the foil thickness is to be reduced, which will lead to around 20 % less material use. Interwand plans to introduce an automatic beam processing centre that could save more than 10 % of the scrap and thus allow 7000kg less aluminium to be used per year.

It was not possible to achieve the goal of reducing water consumption by 10 % during this year; we are therefore focusing all the more on targeted measures in order to realise further savings in the future. For example, digital solutions can support resource savings. At Prüm, for example, water consumption recording was integrated in the Efficio program and automated. In this way, irregular deviations, for example, due to leaky water lines, can be quickly detected and corrected even outside of the monthly evaluation. Additionally, a new

spraying robot with a cyclone separator was commissioned in 2024, which reduces the water consumption of this plant. Furthermore, Prüm has introduced a new serial door leaf press which enables continuous bonding of the mid-layer panels. This makes it possible to avoid material scraps, which lowers resource consumption and reduces the amount of production waste.

With the objective of saving material, paint consumption tests are continuously being carried out at Garant as well. In addition, it was possible to change over from paints containing solvents to more environmentally friendly water-based paints in the reporting year. Furthermore, the material thickness of the protective boards used for transport support was reduced, and this weight savings leads to fewer emissions. At Garant as well, work was begun to further expand Efficio in the area of energy data collection (electricity, compressed air). The components of water and heat are to be added to it in the coming years in order to enable a precise analysis of the consumption values. The introduction of SAP and the resulting database will make it possible to create a consumption forecast with optimisation and savings potentials.

We were able to achieve further optimisations through digitisation with exhibitions and sample exhibits. Digital 3D POE systems ("point of experience") are increasingly being used there. As a result, savings can be achieved in the production, transport, and assembly of sample elements, while clients receive a more precise product selection, which in turn reduces re-orders and corrections. In the Wood Solutions Business Unit, over 100 POEs are already in use, which can be used to show over 1 million product combinations at a scale of 1:1 in high-resolution 4K image quality. Bekon-Koralle also shows the different product variants with a digital system at their location.



Waste management

In addition to resource savings, Arbonia strives to keep reusable materials in circulation as long as possible. For example, in the Glass Solutions Business Unit, all showers with suspected damage are inspected and resold if possible if the quality allows it. Otherwise, all valuable parts are disassembled and reused. A decrease in waste and the related direct and indirect costs pursued in general. We measure the waste quantities and analyse the error costs in order to assess the effectiveness of the measures. The waste resulting at the company is consistently separated, pretreated where necessary, and recycled when possible. The quantity of products that are disposed of through waste incineration and sent to landfills is also to be analysed and minimised.

At Bekon-Koralle, for example, no products are sent to waste incineration or landfills. The products (shower enclosures) consist of glass, aluminium, and metal parts. All these materials are collected and handed over to a nearby recycling company. Complete shower stalls from returns are sorted for their individual materials at the recycling centre.

Dust and shavings that are generated in production at Invado are partly incinerated in a specially prepared furnace, while the energy is used for warm water and heating buildings. Other waste such as plastics, metals etc. are recycled. Small quantities of hazardous waste are picked up by a company with a corresponding approval. All waste that leaves the Invado production plant is registered in the state-run database BDO, which enables evaluations and subsequent optimisations to reduce waste.

Prüm also relies on digital support for waste management; the solution here developed in-house also offers comprehensive evaluation possibilities via a cloud-based recording.

RWD Schlatter reorganised the waste management in the reporting year and centralised it for the first time, which makes the disposal process more efficient, minimises transport routes, and allows further improvements.

In addition, Interwand has established an internal circular economy, in which packaging materials are returned from the construction site and reused for new orders as much as possible. So far, 80 % of the materials can be reused. There is also a waste concept according to which all waste materials are collected by type and recycled.

Key water consumption values

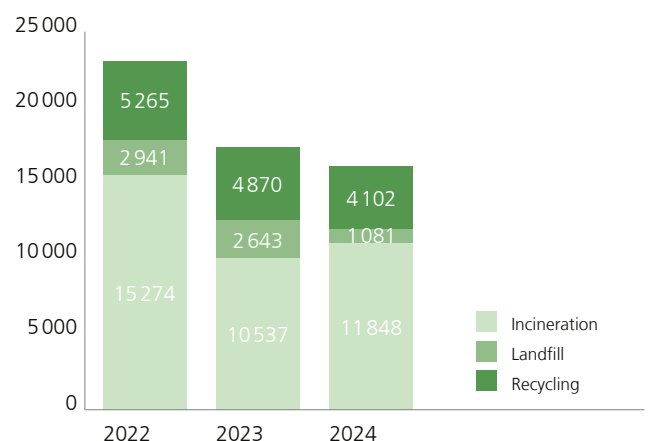
| | 2024 | 2023 | 2022 |
|--|-------------|-------------|-------------|
| Water consumption in m ³ | 124 378 | 125 051 | 139 110 |
| Water consumption in m³ / CHF net revenues | 0.26 | 0.25 | 0.25 |

Key figures for resource efficiency

| | 2024 | 2023 | 2022 |
|----------------------------------|---------------|---------------|---------------|
| Error costs in % of net revenues | 2.4 | 2.2 | 2.0 |
| Waste in t | 17 030 | 18 050 | 23 480 |
| Non-hazardous waste | 16 059 | 17 183 | 22 894 |
| Incineration | 11 477 | 10 281 | 15 160 |
| Landfill | 590 | 2 099 | 2 546 |
| Recycling | 3 992 | 4 803 | 5 188 |
| Hazardous waste | 972 | 868 | 586 |
| Incineration | 372 | 256 | 115 |
| Landfill | 491 | 544 | 394 |
| Recycling | 109 | 67 | 77 |

The figures for commercial and hazardous waste cover all manufacturing companies in Arbonia as well as the headquarters in Arbon, Switzerland. Pure distribution companies were not included.

Waste by disposal method (in tonnes)





Product responsibility



Article 964a ff. Code of Obligations

Concept and due diligence

Arbonia aims to expand its leading position in the European doors market by developing innovative and reliable products, strengthening product quality and sustainability, reducing delivery times, and strengthening customer relationships. Our product management and development take on the responsibility for the conformity of our products at the interface between our company and the market. Both ensure that all new requirements from customers and/or of legal regulations and standards are implemented. They assign responsibilities within the company, define specifications for quality assurance, and regulate the labelling requirement including corresponding certifications in line with technical conformity. They additionally guarantee the safety and health for (end) customers and control the handling of problematic components such as dangerous chemicals.

Measures including evaluation of effectiveness

With our measures, we especially want to extend the service life of the products. Key factors are the continuous optimisation of the quality management system and production methods, the modernisation of the machinery as well as the careful selection of suppliers with the highest standards. Corresponding training courses for employees are to enable them to implement measures

and bear responsibility.

Material risks and how they are handled (own scope of business and, where applicable, business relationships)

New sustainability requirements may lead to a lower product margin as customers are unwilling to pay higher prices. At the same time, there is a risk of damage to the company's image or reputation if the product portfolio is not sufficiently sustainable or product developments do not correspond to market demand. Furthermore, there is a particular focus on product safety or technical defects which may have legal consequences. This requires strict tests and high safety standards.

Key performance indicators

Key performance indicators comprise key figures on expenses as well as employees in the area of research and development. For the quantitative performance measurement of our product innovations, we collect data on the revenues from them. Feedback from customers and end users allow a qualitative assessment. In addition, we collect data on the product volumes in accordance with ISO 14001 and ISO 50001-certified sites.



Product development and innovation

Our innovative products and solutions are decisive for acquiring new market shares. The focus lies on the manufacturing of interior doors and shower stalls in series as well as according to individual customer requirements. In addition, technical doors, frames, wall partition systems, trims, and fittings are part of our product portfolio.

Arbonia's product strategy is based on optimising existing production processes and products as well as on developing innovative solutions. The focus is on the topics of energy efficiency, CO₂ footprint, and product safety. Product development not only concentrates on technical progress but also on an innovative design that aims to convince users, fitters, and planners in equal measure. The exchange of experience between the companies as well as the contact with research centres are to support this. Success monitoring for new developments is ensured with systematic project management and regular reporting to management.

The companies make important contribution to establishing future standards and regulations through their active participation in bodies and committees. This also makes it possible to identify trends early in order to adjust our own strategic orientation.

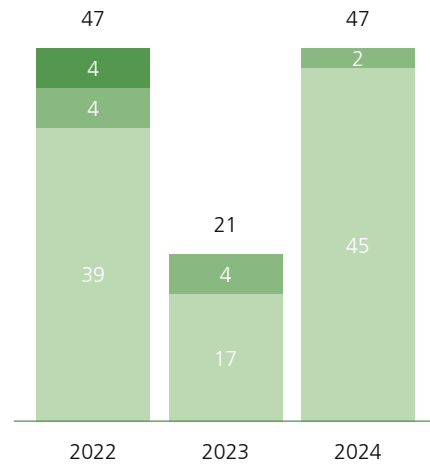
New requirements on the part our customers or legislators feed directly into product programme planning and roadmaps. The Arbonia sales managers of the individual markets are kept informed through close collaboration, and the Development department implements the defined projects accordingly.

In the reporting year, Arbonia introduced a new development for ecological construction, a durable door with a linoleum surface. The contents of linoleum consist of 98 % natural or mineral raw materials such as wood flour, linseed oil, paper substrates, mineral fillers, and tree resins. The selection of CO₂-binding raw materials and the use of renewable energies in production make it possible to manufacture this door surface with a positive CO₂ balance.

Key figures for product responsibility

| | 2024 | 2023 | 2022 |
|---|--------|--------|--------|
| Employees in research & development (FTE) | 43 | 46 | 51 |
| Expenditure on research & development (TCHF) | 4 083 | 4 777 | 4 957 |
| Expenditure on research & development as a share of revenues | 0.9 % | 1 % | 0.9 % |
| Share of net revenues from third parties with new products ¹ | 9.7 % | 18.5 % | 16.5 % |
| Expansion investments in % of total investments | 36.7 % | 57.2 % | 58.7 % |

¹New products are defined as products introduced during the last three years.



- Project volume greater than CHF 300 000
- Project volume between CHF 100 000 and CHF 300 000
- Project volume less than CHF 100 000



Customer-oriented products

The basis for developing high-quality products with optimised material use is in-depth market observation: Through regular customer surveys, Arbonia ensures that the requirements and demands of customers are taken into account in the innovation process. In the reporting year, Kermi achieved first place in the shower/tub enclosures area in a survey of specialist tradespeople by the "markt intern" publishing company. In this process, topics such as handling complaints, care, and sales support were assessed. At Kermi, it was possible to reduce customer complaints by approx. 35 % during 2024 at the same time. This improvement is due to the newly developed and expanded quality management, which reduces the error rate, as well as the introduction of supplier management.

Product safety and quality assurance

Standardised processes aimed at ensuring product safety are an integral part of operational workflows. This involves checking material quality and functionality as well as applicable safety guidelines. Training programmes ensure that all corresponding employees are familiar with these processes and can apply them correctly.

In the development process, risk and hazard assessments are carried out and measures are implemented to reduce hazards where appropriate. Furthermore, particularly in the case of products with electrical and/or electronic parts, extensive internal and external testing is carried out, for example, regarding electrical safety and electromagnetic compatibility. At Kermi, for example, long-term tests take place in the in-house laboratory. If necessary, modifications are made to products following these tests.

Arbonia consistently complies with the specifications of the REACH Regulation, which regulates the handling of chemical substances and limits or prohibits their use in production throughout Europe. The use of low-pollutant materials in the manufactured products is of great importance to Arbonia as well as its customers. Numerous products go through a pollutant test and are certified according to the guidelines of eco-INSTITUT. For example, the entire production volume of Prüm as well as Garant is covered by such certificates. The Glass Solutions Business completely does without polluting materials such as chromium, lead, or plastics during development. The objective is to eliminate all polluting materials from the existing production as well – a project that has been implemented 95 % to date at Glass Solutions and is still being consistently pursued.

Certifications of the Arbonia companies

Internal product management and development ensure that even highly specialised customer requirements are fulfilled and all legal regulations and common standards are observed through standards-compliant production. For this purpose, in-plant production controls are carried out. The quality assurance of the respective company monitors the materials used during manufacturing, supervises production control, and checks the manufactured parts.

A consistently high product quality is ensured in part by the ISO 9001 quality management system as well as further certification bodies such as ift and SIPIZ. In the Glass Solutions Business Unit, the products are tested and sold in accordance with the standards EN 14428 (CE) and PPP 53005 (TÜV/GS). This covers characteristics such as sturdy materials, seals, and easy-care use.

The companies that have been certified in accordance with ISO 14001 and ISO 50001 implement additional, standardised processes for the sustainable design of production with their environmental and energy management systems beyond the Group standard.

| | 2024 | 2023 | 2022 |
|--|--------|--------|--------|
| Total production volume ¹ in TCHF | 520382 | 507417 | 447213 |
| of which at ISO 14001 certified sites | 22 % | 20 % | 26 % |
| of which at ISO 50001 certified sites | 60 % | 66 % | 80 % |

¹Production costs of goods produced at the site, excluding purchases

Several years ago, individual companies produced Environmental Product Declarations to understand the ecological impacts of their products. We now want to expand this approach and apply it to the entire corporate group in order to record the environmental impacts of important product groups more precisely and offer our customers more transparency in this respect. In 2025, a company-wide project for environmental product declaration is planned for several product groups that are still to be defined.



Durability of our products

The durability of products is decisive for sustainability, since it conserves resources, reduces waste, and minimizes the need for frequent replacement, which contributes to a lower environmental impact. The life cycle of the products is supplemented by various service solutions from Arbonia. Intensive support of customers during the construction phase is thus just as much a matter of course as preserving the value of the manufactured products. This is done through maintenance instructions and maintenance work, for example.

An example of innovation for more durability are the premium edges of Prüm and Garant, which are especially shock-resistant due to their zero joint technology. The robust PU edge from RWD Schlatter means that the doors can be used for longer. This is especially important in areas in which doors are intensively used on the one hand and on the other hand in places where the edge is especially stressed, for example, in hospitals. The active exchange of know-how of the companies within the Glass Solutions Business Unit is reflected in the durability of their shower stalls, among other things.

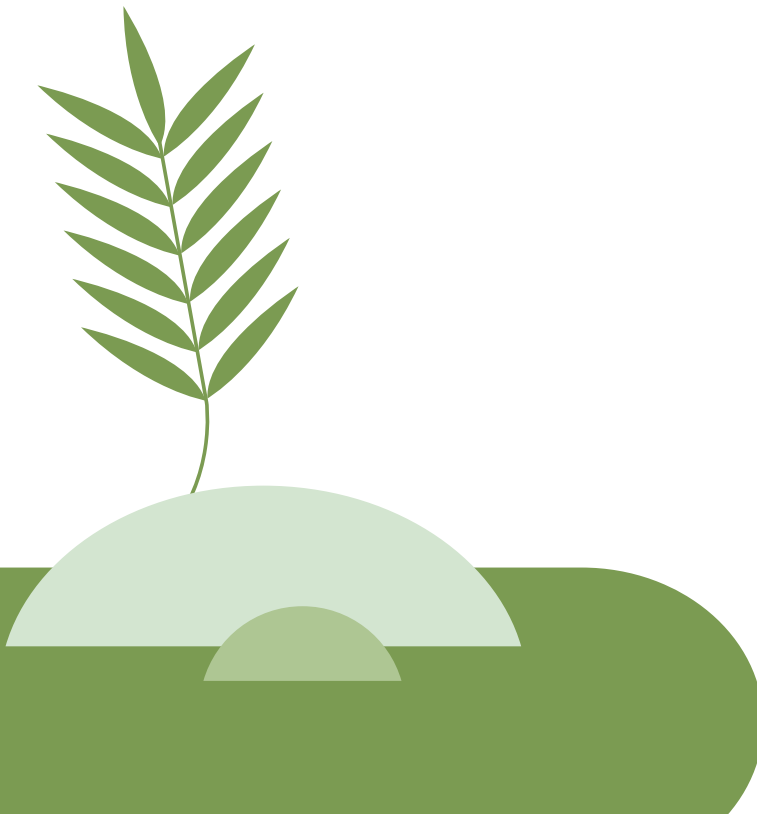
A further aspect is the selection of materials. For manufacturing doors and frames, Arbonia consciously relies on the natural, regionally available, and renewable raw material of wood. On the one hand, wood contributes to people's well-being indoors. On the other hand, wood makes an active contribution to climate protection, since it absorbs CO₂ from the atmosphere during its growth and stores it in its biomass for a long time, roughly 0.7 to 0.9 tonnes of CO₂ per cubic metre of wood. As long as wood products remain in existence, the stored CO₂ also remains bound. Appropriate management and procurement methods are essential for the sustainable use of forests and wood as a raw material (see "More sustainable material procurement" p. 71). Climate change and its consequences such as extreme weather events and pest infestations have a negative effect on forests, which is why their protection and maintenance is of great importance.





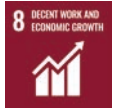
Community

The employees of Arbonia are the driving force for the further development of the company. They act as ambassadors for its values at the same time. The employees show themselves to be dedicated, determined, and reliable in their day-to-day work, while Arbonia endeavours to be an attractive employer for them.





Working conditions



Article 964a ff. Code of Obligations

Concept and due diligence

It is our stated aim to permanently secure the attractiveness of our sites, further increase employee retention, and pool our many years of experience. At Arbonia, we provide our employees with modern facilities and offer them attractive, future-oriented jobs as well as a wide range of development and career opportunities. We place value on regular employment and consciously make sure to avoid non-regular employment contracts such as temporary or insecure jobs. We believe that integrating employees regardless of their sex, age, origin, religion, health impairments, or other individual characteristics is an integral part of a modern working culture. Our Code of Conduct provides orientation. Overarching Group-wide guidelines on equal opportunities and freedom from discrimination establish a framework in which diversity can be put into practice. Within the corporate group, the HR officers of the Group are responsible for further developing the Arbonia corporate culture within the workforce. They report to our CEO or the CFO of the Group. A regular exchange among the HR officers is to ensure that any insights or ideas are shared across all companies. Close cooperation with employee representatives in all countries is a crucial factor in our business success. Regular meetings take place throughout the Group between the management team and employee representatives.

Measures including evaluation of effectiveness

In order to be perceived as an attractive employer and increase our employee retention, we work on strengthening our employer branding and make sure that our recruitment processes are up to date. Our compensation system is structured in line with common market practices, and location-specific employee benefits also contribute to our attractiveness as an employer. We offer workplaces that are as flexible as possible, with options for mobile work as well as various models for flexible working hours and part-time work, among other things.

Material risks and how they are handled (own scope of business and, where applicable, business relationships)

Staff absences and departures (retirement, turnover, illness, overwork, etc.), hiring mistakes for key positions, labour shortages on the European work markets, and inflation can result in staff bottlenecks, a lack of managers, loss of know-how, and higher personnel costs. These factors can jeopardise Arbonia's financial targets. The recruitment market remains tight, while this bottleneck is already reflected in longer recruitment processes. The shortage of skilled workers is one of the greatest challenges at the moment and poses a potential risk for competitiveness.

Key performance indicators

The key performance indicators are the turnover rate, period of employment, and gender distribution in management.



Corporate culture

A dynamic and open corporate culture is essential for Arbonia. We aim to create a pleasant, appreciative, and supportive work environment and fulfil our corporate responsibility at all times.

In line with active diversity, we promote an inclusive culture in which all employees are treated equally regardless of sex, gender identity, ethnicity, social origin, age, sexual orientation, health, political orientation, religious conviction, or other characteristics. Values such as equal opportunities, non-discrimination, and equal treatment are extremely important to us. Although the labour market is regulated differently in each country, the overarching guidelines of the Group apply at all Arbonia locations.

We observe three central leadership principles were: Firstly, colleagues maintain direct, personal working relationships with each other and are open to ideas as well as other points of view. Secondly, day-to-day business is characterised by pragmatism and realism; decisions are based on facts. Thirdly, managers are to take time for their employees and not regard them only as workers but also as people. These principles also

apply to employee development in addition to day-to-day work. Wages, social benefits, employment levels, contract set-ups, and compensation are to follow the principles of a responsible group. Not the least, the companies of Arbonia make a contribution as regional employers by creating and securing jobs, generating income, and paying public contributions in the form of taxes.

All of our companies maintain continuous relationships with their stakeholders in order to communicate innovative strength, social commitment, and a positive aura externally for the purposes of employee recruitment. Investments in the infrastructure as well as the progressing digitisation create further synergy effects within the Group and thereby provide high efficiency gains. The growing automation of routine activities increases the quality of jobs further.

In order to live up to Arbonia's reputation as a fair employer in line with the market or to make changes, we regularly compare ourselves with other internationally active companies of a similar size.

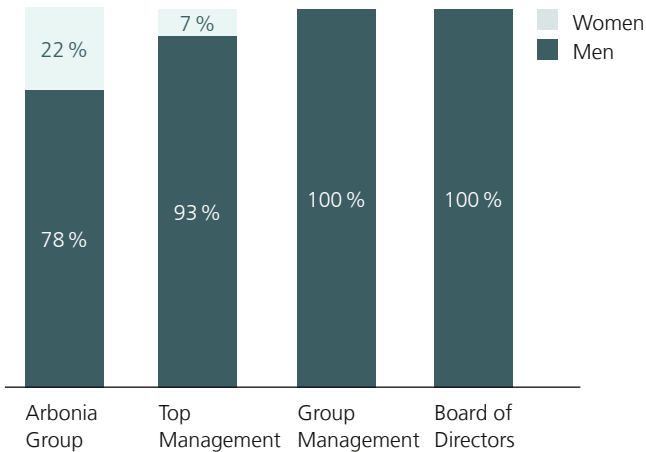
Composition of the workforce as of 31 December

| | 2024 | Share in % | 2023 | Share in % | 2022 | Share in % |
|--|-------------|------------|-------|------------|-------|------------|
| Employees (permanent employees only; in FTE) | 2 828 | | 2 945 | | 3 099 | |
| Employees (permanent employees only) | 2 951 | 96.7 % | 3 052 | 96.3 % | 3 220 | 97.3 % |
| Apprentices | 97 | 3.3 % | 114 | 3.7 % | 117 | 2.7 % |
| Employees who are not permanent ¹ | 52 | 1.7 % | 43 | 1.4 % | 98 | 3 % |
| Employees by employment type | Full-time | 92 % | | 92 % | | 92 % |
| | Part-time | 8 % | | 8 % | | 8 % |
| Employees by gender | Female | 22 % | | 22 % | | 21 % |
| | Male | 78 % | | 78 % | | 79 % |
| Employees by age | < 30 years | 16.3 % | | 18.4 % | | 20.3 % |
| | 30–50 years | 46.2 % | | 45.5 % | | 45.1 % |
| | > 50 years | 37.5 % | | 36.1 % | | 34.6 % |

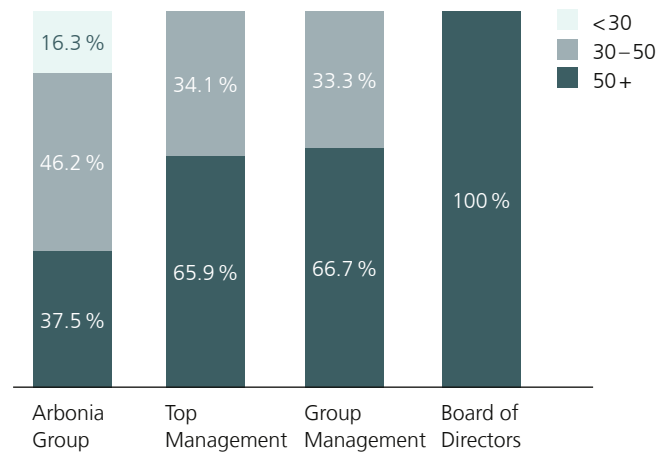
¹ Such employees were mainly employed in logistics, assembly, and production in the reporting year. The number of interns cannot be determined due to the decentralized recording in different systems.



Diversity according to gender



Age structure



Employee retention

An attractive work environment is demonstrated by motivated and satisfied employees. This increases competitiveness and is reflected in a lower gross turnover rate (incl. retirements). While this amounted to 16 % in the previous reporting year, it fell to 12.5 % in 2024. The duration of employment relationships is also an indication of employee satisfaction. The average period of employment at Arbonia is 12.3 years. In addition to reducing the turnover rate, Arbonia also wants to continue to speed up the process of filling vacancies with qualified employees, for example, by using professional onboarding systems as well as by developing new key performance indicators in human resources. In general, Arbonia's goal is to respond to changing conditions faster and more flexibly.

Measures for retaining employees include efforts in the area of HR development. By directly addressing the regional labour market and identifying potential employees early on – for example, within the context of internships – the quality and quantity of the workforce at the respective sites is to be strengthened further. These targets can be reviewed by looking at whether vacancies can be filled and, if so, how quickly.

A tailored integration management allows employees with health impairments to return to the workplace. While companies based in Germany are subject to a legal obligation, an individual regulation is discussed and implemented with affected employees in Switzerland. At other companies, commissions with employer and employee representatives are used to develop joint solutions for restoring the ability to work and securing jobs.

Our employees' freedom of association and right to collective bargaining is respected. For example, works councils are present at the respective companies. Only at Joro and TPO are there currently no works councils, since these companies both have fewer than 30 employees. The interests of these employees are taken into account in a different way.

Balanced compensation structure

Arbonia's compensation system is based on the conviction that the success of a company depends to a considerable extent on the quality of work and dedication of employees. We want to use our compensation system to attract and retain employees with the necessary skills and qualities and to motivate them to deliver a consistently high level of performance. The compensation system is designed to ensure that the interests of top managers are consistent with the interests of Arbonia and its shareholders.

In developing the compensation structure, we follow common market practices of similarly situated companies that operate on the capital market. A benchmark analysis commissioned in 2020 showed that the compensation of the members of Group Management is of a similar magnitude to that of the two comparison groups. In addition, Arbonia's salaries are reviewed annually by an external service provider, and compensation levels are amended in the event of significant deviations.

On the occasion of each Annual General Meeting, the Board of Directors proposes that the Compensation Report be approved by means of a non-binding consultative voting process. In the reporting year, the Compensation Report was confirmed with a



qualified majority. The Compensation Report (see p. 105) of Arbonia presents the compensation governance and the principles of the compensation system of the Board of Directors and Group Management and contains information on their compensation in the respective financial year. In addition, it provides information on the roles with economic purpose that the members of the Board of Directors and Group Management exercise at other companies, and on the shareholding rights held by the members of the Board of Directors and Group Management.

The Compensation Report has been compiled in accordance with the regulations on compensation at companies whose shares are listed at a stock exchange in the Swiss law that supplements the Swiss Civil Code (Part Five: Code of Obligations) in the fourth section on corporate law and the directive on information relating to corporate governance (RLCG) of 29 June 2022 of the SIX Exchange Regulation.

Since 2023, Arbonia has included a quantitative sustainability target in the variable compensation of Group Management in order to incentivise efforts for a more sustainable corporate governance.

Arbonia offers additional benefits to employees for the companies that are subject to collective labour agreements in order to ensure attractive compensation beyond the industry-standard pay. The variously designed benefits include, for example, a programme for obtaining e-bikes and discounted memberships for fitness studios and swimming pools. At companies that are not subject to collective labour agreements, the compensation for the core workforce is significantly above the legal minimum wage. We ensure that our compensation level is in line with the market by means of agreed principles and internal groupings, as well as regular analysis in collaboration with the employee representatives, taking into account the labour market and developments in the region.

Close social partnership

We work constructively with the trade unions in all countries in which we operate. In Switzerland, the collective labour agreement of the Swiss mechanical, electrical, and metalworking industries (Swissmem) is applied at all companies, unless other mandatory collective labour agreements are in effect. Contact with social partners in Switzerland therefore generally takes place through this association. Most of the German companies are also subject to collective labour agreements – either via an in-house wage agreement or the regional collective agreement of the trade unions.

Employees can see the conditions of the relevant wage agreements on information boards and screens at the production plants or via the Intranet at all times in addition to through communication by the social partners themselves. At the same time, there is no uniform procedure for the entire Group, since the requirements differ according to the company and local regulations. However, regular meetings take place between the management teams throughout the Group and employee representatives from the trade unions. When an employment relationship is terminated, all companies have a standardised process. The Arbonia Board of Directors approves all important internal frameworks and general agreements. These include the Code of Conduct of Conduct (see "Compliance and anti-corruption", p. 68), the salary system, leadership development, collective labour agreements and wage agreements, as well as the strategic guidelines for HR management over all levels down to the local sites. The companies receive support from the Group for succession planning and management development as well as for recording key performance indicators. In addition, personnel matters are also discussed and addressed depending on their relevancy.



Education and training



Article 964a ff. Code of Obligations

Concept and due diligence

Based on the company targets and strategies, we determine the necessary key competencies and knowledge areas and always work on improvements. With our HR work, we want to help people reach their full potential, and we invest in further training to be able to meet changing conditions faster and more flexibly. When it comes to recruitment, we work with schools and universities and take part in regional activities in personnel marketing, such as trade fair appearances and to help us find suitable candidates.

Measures including evaluation of effectiveness

Employees are prepared for new requirements with internal and external training. In addition to specialist further training, the measures also include seminars for strengthening methodical expertise, educational leave, advancement qualification, and courses on project management. Training rooms and exhibits at the production sites give employees the opportunity to familiarise themselves with the manufacturing processes as well as with the product application. For personnel recruitment of junior staff, we organise trade fair appearances and sponsoring, and we use social media.

Material risks and how they are handled

(own scope of business and, where applicable, business relationships)

Given the constant need for staff, declining applicant numbers and a trend towards academic education paths pose a risk for Arbonia's revenue targets. For this reason, our brand as an employer is set to play an increasingly important role in our efforts to combat the shortage of skilled workers. We are therefore stepping up our commitment to employer branding, looking for new recruitment channels, and focusing on increasing employee retention – particularly for junior staff.

Key performance indicators

On the one hand, the number of trainees is a key performance indicator. On the other hand, the average time spent on training per Arbonia employee is an important key figure.

Investments in further training

At Arbonia, we foster a culture of continuous learning and identify gaps in knowledge and skills through employee interviews, performance reviews, and feedback. We support employees' professional development with internal and external further training and contribute to the majority of costs. In the reporting year, our education and training activities were continued in the context of individual HR development, while talent promotion initiatives were developed to strengthen internal development opportunities. In the reporting year, the average time spent on training per employee was three hours.

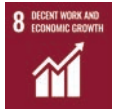
In addition to specialist further training and programmes for managers and junior staff, Arbonia offers courses on programs such as Excel, training in project management and coaching, language courses as well as sales and trade fair training. In the reporting year, a majority of managers at Prüm and Garant were trained in the procedure for return-to-work discussions. There were a total of four courses with around 15 participants at each location.

Training programmes as a matter of course

The cooperation with schools and universities plays an important role for us in demonstrating the attractiveness of Arbonia's as an employer to potential applicants at the earliest possible stage. In particular the companies Garant and Prüm were represented at 8 to 10 school fairs each in the reporting year. Additionally, it was possible to carry out "taster" internships at the production companies. In the reporting year, this offer was increasingly publicised by initiatives in the area of social media recruiting. At the same time, we involve our trainees in our communication activities in order to harness their persuasive power and creativity when it comes to directly appealing to the younger generation in social media. At some sites, we offer dual study places in order to support university students in a practical environment. In the reporting year, this was offered by Kermit, for example; in 2025, Garant and Prüm will also have opportunities for dual study places. Over the past three years, RWD Schlatter has been part of the "industrial project" of the Eastern Switzerland University of Applied Sciences in which they accompanied students of the bachelor programme in business economics over several semesters.



Occupational health and safety



Article 964a ff. Code of Obligations

Concept and due diligence

Our concept for occupational health and safety is based on a three-pillar concept. The first pillar contains measures for prevention, and the second pillar absence management, which concerns interventions. The third pillar contains case management, which promotes integration or re-integration. All three pillars are supported and developed together with the relevant stakeholders – Group Management, managers, HR employees, business partners, as well as social partners. The production managers, managing directors, HR managers, and the works council are responsible for occupational health and safety. In addition to this, specific people are designated as responsible within the individual companies.

Measures including evaluation of effectiveness

Risk avoidance and health protection are central topics in all employee training at Arbonia. We continually analyse the processes internally and externally; for example, through special workplace inspections together with the responsible people. Furthermore, Arbonia annually invests in labour-saving machines such as, for example, lifting systems. If accidents occur, they are immediately analysed, and measures are initiated to minimise the risk of accidents. To avoid and identify health risks to employees early on, we hold leadership courses for supervisors on a regular

basis. Employees can take advantage of professional company medical care as well as preventative medical check-ups. During this reporting year as well, we expanded the health management system and took specific measures to minimise non-occupational accidents further as well. These include courses for stress management, first aid courses, and psychological support services. The measures are aligned with the needs of the workforce via corresponding employee surveys.

Material risks and how they are handled (own scope of business and, where applicable, business relationships)

Consistent occupational safety is also an important topic for us due to its impact on the operating activities of the companies: Every accident and downtime causes additional costs. The consequences can be production delays or downtimes, as well as reputational damage and lower work morale.

Key performance indicators

The key performance indicators for occupational health and safety are the proportion of employees covered by an appropriate management system, the absence rate, the accident frequency rate, the accident severity rate, and the number of deaths.



| Priority | Target | Status 2023 | Status 2024 |
|---|--|---|--|
| By increasing occupational safety, we reduce days lost to work accidents. | By 2025: reduction of lost days by 25 % compared to 2021(69.9) | Increase by 62.9 % compared to the base year, although this is especially due to a change in the survey method. | Reduction by 5.7 % in comparison to the base year and reduction by 42.1 % compared to the previous year. |

Safety and security as a priority

As Arbonia, we want to ensure a health and safety culture at a high level by operating safe production plants as well as sales locations. This involves the prevention of accidents and injuries, continuous risk analysis with derived measures, as well as proactive health promotion in the workplace.

The aim is to lower absences, prevent illnesses, and reduce mental and physical stress. All of our sites fulfil the legal regulations for the respective countries, which means that we could in principle apply for certification according to OHS AS 18001 or ISO 45001. So far this has not been necessary due to the high legal as well as social partnership standards at our locations.

Various committees of the companies (occupational safety committee, health working group, works council committee, occupational health and safety protection) hold regular meetings to analyse the current situation and develop suitable measures. Arbonia also promises its customers in every work contract to maintain the highest standards in respect to occupational safety. External business partners who work on the business premises of Arbonia apply the same safety rules.

Key figures for occupational health and safety

| | 2024 | 2023 | 2022 |
|--|--------|--------|--------|
| Proportion of employees covered by an occupational health and safety management system | 92.9 % | 94.8 % | 97.5 % |
| Absence rate | 7.0 % | 6.3 % | 7.2 % |
| Frequency of minor accidents (number of accidents per 200 000 working hours) | 3.3 | 5.2 | 1.6 |
| Frequency of major accidents (number of accidents per 200 000 working hours) | 4.2 | 5.2 | 3.7 |
| Total number of accidents at work ¹ | 142 | 207 | 113 |
| Number of work-related fatalities | 0 | 0 | 0 |
| Accident frequency rate (number of accidents per 200 000 working hours) | 7.1 | 9.8 | 5.3 |
| Accident severity rate (days lost per 200 000 working hours) | 65.9 | 113.9 | 76 |

¹ The survey method was changed at several companies in 2023, which is why the key figures are not comparable in relation to 2022.



Health promotion, prevention, and training

Arbonia offers company health programmes. Examples include the "Focus on People" platform of the Glass Solutions Business Unit and a comprehensive range of courses and training. Employees can additionally take advantage of professional company medical care as well as preventative medical check-ups. All employees of Arbonia have access to subsidised, occupational health services and health promotion programmes such as fitness, yoga, and Pilates. Health problems such as back pain are actively prevented with ergonomic workplaces.

In 2024, Invado completed a social audit at one of its customers with a positive result. Invado also passed the annually carried out sanitary-epidemiological station visits with a good result. To reduce physical strain on employees, Invado continues to work on automating the production process. For example, in the reporting year, Invado installed a new door frame assembly machine that works fully automatically and produces less noise than the predecessor model. In addition, a robot station has automatically placed the doors on pallets since 2024, which considerably reduces the strain on employees. A system for folding and gluing cardboard edges fully automatically has been set up, because the changeover from polystyrene edge protection to cardboard edge protection has required employees to manually fold and glue the cut cardboard sheets until now. The machine now performs the entire process automatically.

Automation solutions of this kind were implemented at the other companies some ago, taking the strain off employees and increasing effectiveness.

RWD Schlatter has its own health management system which is looked after by a five-person health panel. Current topics are discussed on a regular basis in collaboration with those responsible for Arbonia's company health management scheme and measures are initiated as appropriate. In the reporting year, various measures were carried out by the health panel. It offered discounts on herbal remedies to strengthen the body's defences as well as ear protection for employees in production and organised a first aid course as well as a fire extinguishing course. In addition, there was a campaign for flu vaccinations again. The illness rate as a result of occupational and non-occupational accidents was also analysed.

In addition to the usual instructions for occupational health and safety for people joining the company, Bekon-Koralle created a three-year plan for preventing non-occupational accidents together with the SUVA (Swiss National Accident Insurance Fund). Furthermore, all employees completed a course on the topic of "household and DIY" in the reporting year. "Tripping/falling" is scheduled for the following year.

In Germany, Kermi implemented several measures for noise reduction as well as for ergonomic improvements in the reporting period. For example, new work stations in production are height-adjustable, exoskeletons provide support when lifting or carrying, and at the new assembly lines, lifting and carrying are completely eliminated.

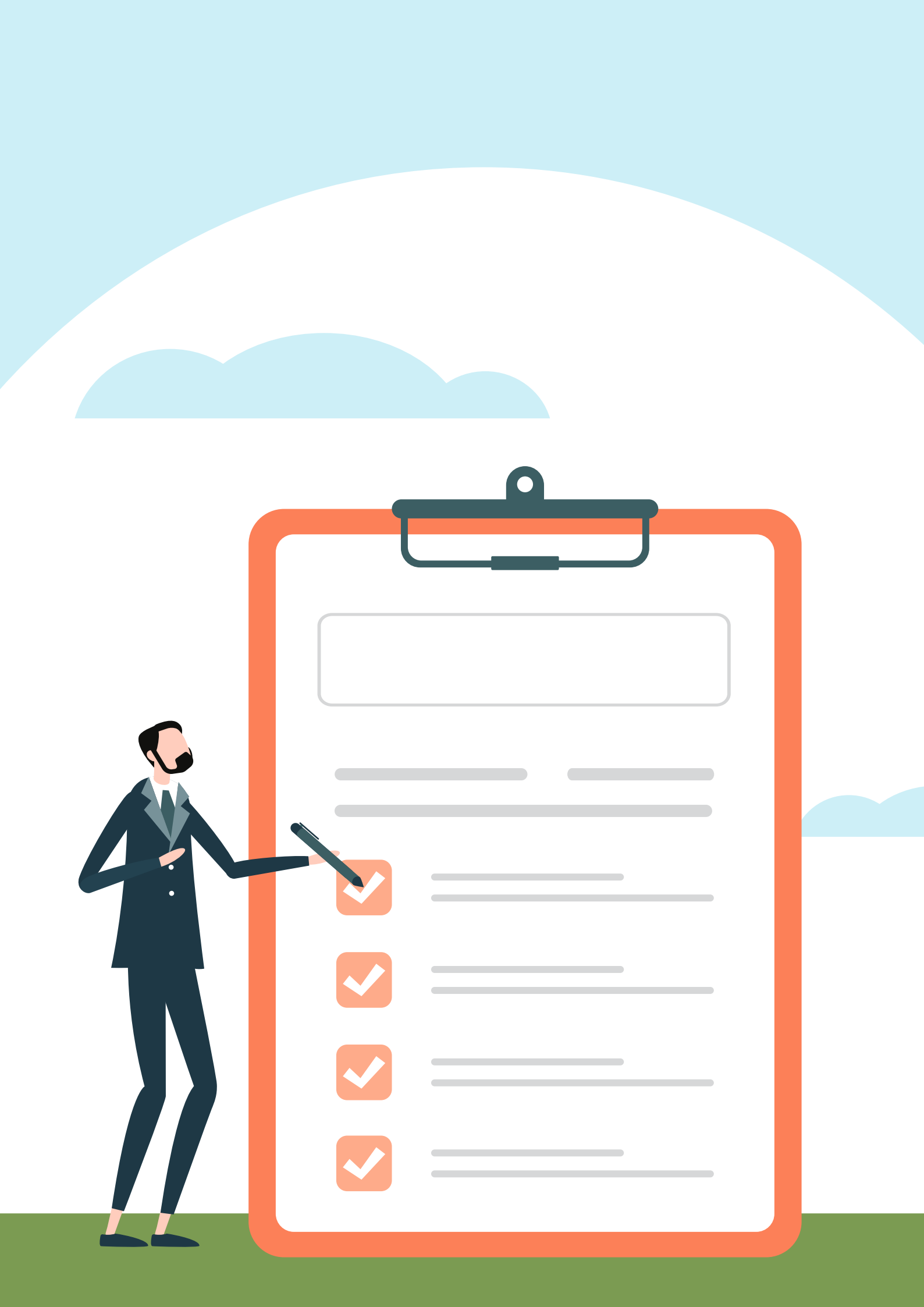
Interwand has procured a new lifting system for transferring glass, which replaces the previous manual work. It allows physically careful as well as more efficient working, which has considerably increased employee satisfaction.

At Arbonia Glassysteme, a test of the use of an exoskeleton in production started during the reporting period. In addition, employees are trained to be safety officers. In 2024, the employers' liability association was on site for a consultation appointment regarding occupational safety, and this occasion was used to evaluate further measures.

The Garant company introduced fire-fighting and first aid training as well as company health management. Furthermore, operational procedures were optimised to replace cutting tools with tools that have improved, integrated safety measures. In cooperation with the health insurance companies, back screenings were carried out in the reporting year, and measures to quit smoking are planned for 2025. In addition, a day on the topic of health was organised for 2025.

Continually reviewed targets

In addition to internal reviews, Arbonia also relies on regular feedback from external agencies to help achieve its targets. In 2024, for example, Garant received positive feedback from the employers' liability association BGHM for its efforts to decrease reportable accidents and the positive development of the company in the area of hazard assessments and correspondingly derived measures. In general, Arbonia receives important feedback for such improvements through area inspections by the industrial inspectorate and trade unions as well as from external safety audits. Regular inspections of the work conditions and machines take place in respect to occupational safety, in which work environment tests (e.g. noise, weights), medical examinations, and risk assessments are carried out at the workplace. In addition, the employees continually go through safety training.





Compliance

For Arbonia, integrity and law-abiding business practices lay the foundation for sustainable corporate governance and hence a future-proof company. The spectrum of topics covers numerous ethical principles relating to our internal cooperation and our work with business partners. Furthermore, the topics of data security and data transfer are becoming more and more important. In addition to our own business practices, we are placing increasing emphasis on due diligence in the supply chain. In all countries in which Arbonia operates, it adheres to the Universal Declaration on Human Rights of the United Nations, the UN Convention on the Elimination of All Forms of Discrimination against Women, the UN Convention on the Rights of the Child, and the ten principles of the UN Global Compact.



Compliance and anti-corruption



Article 964a ff. Code of Obligations

Concept and due diligence

There is a Group-wide Code of Conduct whose up-to-dateness and relevancy is ensured by the Board of Directors and the Head of Compliance, while the compliance officer is responsible for its implementation in the subsidiaries and is supported by Internal Audit.

We are aware of our economic, ecological, and social responsibility and commit to the following in our Code of Conduct:

- Respecting human rights, with particular regard to the prohibition of child labour,
- Ensuring the health and occupational safety of employees,
- Cooperating with suppliers who have committed to sustainable operating activities and fulfil their social responsibility,
- Observing environmental protection standards, and
- Using resources carefully.

Employees are called upon to participate actively in observing the Code of Conduct, including the "Supplement to the Code of Conduct" for production employees. For this reason, the Board of Directors issued a whistleblowing directive in 2013 and has introduced corresponding reporting units, which were further developed in 2023 based on the EU Whistleblowing Directive and the national regulations of the individual EU countries. The process for dealing with reports was defined in a policy that was made available to our subsidiaries in the EU together with an employee information sheet that indicates the relevant reporting units. The subsidiaries are required to set up reporting units on their websites for suppliers, customers, and other third-parties.

All employees who identify violations of the Code of Conduct are requested to report them to the internal or legally prescribed external reporting units. The CEOs of the business units, the compliance officer, the respective managing director of the companies, the Head of Compliance and the Head of Internal Audit function as internal reporting units. The protection of the reporting employees is a central element of the whistleblowing concept. Whistleblowers must not be subject to any disciplinary, legal, or other actions that could be to their detriment due to their reporting.

The required measures in respect to the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) for the affected companies and the Swiss Ordinance on Due Diligence and Transparency (VSoTr) for Swiss companies were also implemented

in this financial year. In this context, no human rights or environmental risks, no suspected cases, and a low risk for child labour or no reasonable suspicion or obvious suspicion of child labour was determined. In respect to purchased minerals and metals, the legal thresholds for a reporting obligation were not met, and the companies are therefore exempt from the due diligence and reporting obligations.

Measures including evaluation of effectiveness

Upon joining Arbonia, all employees sign the Code of Conduct and commit to upholding the company's values as well as its ethical and social principles. Internal Audit checks that specific regulations from this are observed and all newly hired employees have signed the Code of Conduct. The Board of Directors receives an internal audit report on this. In addition to the Code of Conduct, the Board of Directors issued the "Supplement to the Code of Conduct" in 2018, which is specially addressed to production employees. This contains in-depth regulations for production – for example, concerning resource handling, occupational safety, and environmental protection. It does not contain topics such as competition law. The "Supplement to the Code of Conduct" is hung in the factory halls in the form of posters and explained to production employees in a training video.

The Board of Directors is informed about all whistleblowing reports received at the Group as well as about the related investigations and initiated measures. Two whistleblowing cases were reported in the reporting year. The subsequent investigations did not find any indication of unlawful conduct or any shortcomings at the company. No sanctions were imposed due to non-compliance cases either.

Various compliance e-learning courses are available to office staff. One example is the course "Compliance principles", which deals with all key topics of the Code of Conduct and goes into more detail on individual detailed directives and topics, such as conflicts of interest, insider trading, or corruption. After last year's pilot phase, this course was taught to all office staff in the reporting year. In addition, the modules "Fair competition", "Data protection", and "Fair supply chains" were provided to relevant office staff. Production employees have continuous access to the training video with the most important contents from the "Supplement to the Code of Conduct", which is used at the production sites by the compliance officer.



Material risks and how they are handled (own scope of business and, where applicable, business relationships)

The subject of compliance is an integral part of the risk management process of Arbonia. It is defined as an operational risk and encompasses the infringement of existing laws, regulations, and contracts with subsequent sanctioning. At Group level, compliance is currently classified as a medium-high risk. Possible violations relate to infringements of the Code of Conduct such as corruption cases, embezzlement, infringements of competition law and cartel law, or data protection breaches. Consequences may include fines and possible reputational damage. Internal Audit ensures that all companies are regularly checked for the operability, correctness, safety, and economic efficiency of internal processes and

workflows. Larger companies are ideally audited every two years, while smaller companies are subjected to an audit at least every three years. On site, the audit generally lasts a week, although corresponding preparations are made in advance. The audits are mostly carried out by one person, and external support is brought in for more complex cases. Extraordinary audits, for example through our whistleblower reporting system, can also take place.

Key performance indicators

The number of participants in corresponding courses of the e-learning platform for compliance topics is the relevant key performance indicator. In the reporting year, the completion rate of these courses was 87.5 %.

Directives

The following instructions are available to all Arbonia employees in various languages and establish the corresponding corporate standards. They supplement the general Code of Conduct within Arbonia and can be called up by office staff in the Intranet:

- Anti-corruption directive
 - Directive on gifts
 - Sponsoring directive
 - Directive on intermediaries, distributors, and merchants
- Data protection directive
 - Supplement 1: Rights of affected persons
 - Supplement 2: Data breach policy
 - Supplement 3: Explanation for employees
- Insider trading
- Internet directive
- Kickback payments
- Reporting obligation for management transactions
- Protection against sexual harassment, bullying, and discrimination at the workplace
- Social networks
- Handling of resources and waste
- Handling of water
- Instructions for using AI-based tools
- Competition directive
- Whistleblowing

Tax policy

We are committed to a cooperative and transparent relationship with the tax authorities in all countries in which we are active and therefore pay taxes. In doing so, we follow all established processes, guidelines, and communication channels in order to promote a constructive dialogue and strengthen the compliance together. Arbonia prohibits any form of tax evasion through transfer pricing. We ensure that our transfer prices correspond to the international guidelines, especially the OECD guidelines. We also consciously refrain from using tax havens in order to ensure that we fully meet our tax obligation from our activities in other countries.

Principles for politics and lobbying

The business practices of Arbonia are free from political influence, and no political interests are pursued. Political contributions are prohibited in principle, although a justified exception can be authorised by Group Management.

We are indirectly involved in lobbying through our membership in associations and their representation of interests for the industry. At the same time, we ensure that these activities are in line with our ethical standards. The financial contributions are limited to the membership fees of the associations.



Procurement and supply chain



Article 964a ff. Code of Obligations

Concept and due diligence

A more sustainable supply chain brings a multitude of advantages for Arbonia and demonstrates responsibility towards society. It creates innovation and drives the development of new management and production methods forwards. The majority of our total emissions occur in Scope 3, in other words, the upstream and downstream value-added chain, so that there is a great potential here for reducing our emissions. Furthermore, a more sustainable supply chain provides business benefits, since it improves the monitoring of costs and resources and can thus lead to savings. On the whole, a sustainable procurement and supply chain improves reputation, strengthens customer relationships, and increases the interest of investors.

Arbonia also takes its responsibility very seriously with regard to upholding human rights and preventing child labour within its own scope of business and in relation to business partners. A policy targeting more sustainable procurement was developed in 2023. This policy aims to bring Arbonia's strategic and operational procurement practices in line with the most important international standards, the UN Children's Rights and Business Atlas, the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG), and the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (VSoTr), as well as implementing the steps required to implement these principles. This guideline supports the sustainable and transparent expansion of Arbonia's procurement processes, including ethical criteria. The due diligence process comprises a risk analysis according to the German LkSG as well as the Swiss Code of Obligations and currently contains suppliers of direct materials with a purchasing volume of more than CHF 0.5 million. However, the context of procurement and supply chain not only comprises all direct materials that enter inventory through purchasing and procurement, but also indirect materials such as tools and equipment, consultation, and rent. Such indirect materials are procured in the region of the respective companies as a matter of principle. Suppliers from countries with an elevated risk in relation to

human freedom, child labour risk, and slavery risk are checked regardless of the purchasing volume. Specific product groups are also included in the risk analysis. When assigning product groups and countries to risk categories, Arbonia follows internationally recognised standards such as, for example, the UN Children's Rights and Business Atlas.

Measures including evaluation of effectiveness

Arbonia has developed a Supplier Code of Conduct (Supplier CoC), which has been approved by Group Management. It is being successively expanded to all current suppliers and is part of all new supplier relationships and orders. In this document, our suppliers expressly commit themselves to the Universal Declaration of Human Rights of the United Nations, the UN Convention on the Elimination of All Forms of Discrimination Against Women, and the UN Convention on the Rights of the Child. For the risk analysis of the suppliers, Arbonia combines internal data with externally generated key figures, for which we have used the ESG ratings from EcoVadis since 2022. Suppliers without an external rating have to demonstrate in a suitable way – for example, with a code of conduct, that human rights are respected and that child labour and forced labour in particular are prevented.

Material risks and how they are handled (own scope of business and, where applicable, business relationships)

The main risks include above all liability risks as well as a reputation risk, such as in the case of ecological or human rights misconduct by direct or indirect suppliers. These are increased by the risk of a lack of transparency on the part of suppliers. In the area of transportation and logistics, risks such as climate-related interruptions of the supply chain and delivery delays can occur. In addition, there is the general risk of increasing procurement costs.

Key performance indicators

The key performance indicator is the proportion of production volume for which the suppliers can show an assessment according to EcoVadis or a code of conduct.



Focus on close supplier relationships

The most frequently used materials and semi-finished goods of Arbonia consist of wood, glass, steel, and aluminium. We preferably work with suppliers from the European Economic Area and ideally with local companies. Arbonia sources a good 99 % of its entire procurement volume from EU or EFTA states, which ensures high standards in respect to ecological and social criteria. In the reporting year, 86.7 % the purchasing volume was procured from local suppliers, in other words, from countries where we have our own production sites. This improves our ability to monitor the production means compared to a partnership with suppliers from remote regions.

Competence development and supplier assessment

As a corporate group, we are continuously raising awareness of ecological and social factors in direct and indirect purchasing. For this purpose, we provide the employees in our purchasing departments with modules of the EcoVadis Academy and a compliance e-learning course on the topic of fair supply chains. In addition, the expansion of category management is being continued, which sets framework conditions for strategic purchasing and concludes cross-company agreements with suppliers, among other things. In addition, this they continually collect and evaluate market information in order to react to potential risks in the supply chain early on. The category managers also ensure compliance with the guideline for sustainable procurement and the use of the supplier CoC.

We use EcoVadis ratings of our suppliers to include external risk assessments in the supplier evaluation process. Currently, suppliers of direct goods with a sales volume of CHF 0.5 million and up are evaluated. If an EcoVadis rating is not carried out, the supplier must show a code of conduct. Accordingly, 54.2 % of the purchasing volume of direct goods was covered by such risk assessments in the reporting year (previous year: 48.5 %). The risk analysis is to be continually expanded to all direct suppliers and later applied to indirect suppliers as well. Across all product groups, the coverage with risk assessments is 29.6 % (previous year 26.2 %). In addition to the described supplier evaluation, Category Management selectively carries out discussions and visits on site at suppliers in order to obtain better insights into their practices and risks as well as to identify any potentials for improvement.

More sustainable material procurement

For the procurement of wood as a raw material, certifications in accordance with PEFC and FSC® play a central role for the companies of the Wood Solutions Business Unit (see annex, p. 84). These certificates are essential since they ensure the ecological and social responsibility along the entire supply chain and ensure that the wood is sourced from responsibly managed forests.

Expectations of customers

On the customer side as well, audits are increasingly being carried out to determine whether Arbonia complies with sustainability criteria. For example, the customers of Invado regularly check what materials the company uses to manufacture doors and frames and where the raw materials come from. For this reason as well, Arbonia prefers to work with suppliers who have proven themselves for years.



Data protection and cybersecurity



Article 964a ff. Code of Obligations

Concept and due diligence

As Arbonia, we have set up an information security management system and operate it with a security program. Our security approach is continuously checked as part of the repeatedly adapted information security strategy.

Cyber risks are an integral part of the risk management process, which is why the risk is transferred to an insurance company. Arbonia has taken the necessary measures with regard to the Swiss Federal Act on Data Protection (DSG). Responsibility for information security throughout Arbonia essentially rests with the Chief Information Security Officer and the Chief Information Officer. The relevant topics are always coordinated with Group Management and the responsible people at the various companies, and they are presented to the Board of Directors if necessary. When it comes to implementing individual measures, the local IT teams and ICT security specialists provide support as interfaces to the sites and companies.

Measures including evaluation of effectiveness

The security awareness programme helps employees to recognise real threats and potential attacks and to react to them correctly, in accordance with the motto "THINK BEFORE YOU Click.Post.Type". The effectiveness of the awareness programme is checked on a regular basis; for example, by means of pretend phishing emails, a knowledge quiz, or test calls to employees.

In accordance with the General Data Protection Regulation (GDPR) of the European Union and Swiss law, all websites of Arbonia

were updated with the current data protection requirements in 2024. Records of processing activities are maintained, and corresponding data processing agreements including the associated technical and organisational measures (TOMs) were concluded with service providers who collect personal data.

Material risks and how they are handled (own scope of business and, where applicable, business relationships)

Unauthorised parties may gain access to sensitive customer data as a result of insufficiently secured access and data connections (virtual and physical), or sensitive data may get into the wrong hands due to a lack of due diligence on the part of an employee. This will result in additional costs and criminal proceedings. An inadequate IT infrastructure (network, firewalls, servers, etc.), outdated ERP systems, incorrect use of IT (internally), or a cyber attack may impede digitisation and lead to an IT failure, data loss, and insufficient competitiveness. This may in turn result in operational restrictions, delivery delays, additional costs, and/or financial losses. The defined standards are checked for compliance and effectiveness with regular checks and audits in the framework of the general IT controls.

Key performance indicators

Various key figures give Arbonia an overview of the status of information security. Among other things, key figures on participation and phishing behaviour of the awareness programme. Other key figures such as malicious attack attempts, completed incidents, and the reaction to potential incidents are recorded in the Security Operations Center.



| Priority | Target | Status 2023 | Status 2024 |
|--|--|-------------|-------------|
| Arbonia increases the participation rate in e-learning courses in the area of cybersecurity. | By 2025: average participation rate of 100 % | 87 % | 97 % |
| Malicious attack attempts | No critical incidents | 20 | 17 |
| Reaction to potential incidents | No critical incidents | 15 | 13 |
| Completed incidents | No critical incidents | 666 | 288 |

Together for more information security

As Arbonia, we can only maintain information security together with our employees. Our aim is to protect the operating activities and competitiveness of the Group against attacks on business and customer data. The employees of Arbonia are a central link in the security chain in the area of cybersecurity and are empowered by us to assume the corresponding responsibility. The most common attack tool for cyber attacks is e-mail – followed by social engineering (manipulating or influencing a person), the Internet, as well as weakly secured accesses and configuration errors.

Through measures to strengthen so-called cyber resilience, we at Arbonia are trying to reduce the risk of successful cyber attacks to a minimum. We are pursuing a comprehensive security approach with technical measures, processes, guidelines, and standards, the compliance with and implementation of which is checked by the Chief Information Security Officer and his or her team at Group level. Cyber attacks of any kind must be recognised early on and repelled. Accordingly, employees are increasingly being trained and made aware of this topic.

This involves a number of policies. The password policy describes and defines principles for the creation and use of passwords at Arbonia. The policy on information security requirements for third parties sets out the security standards and requirements that must be fulfilled by service providers and suppliers who come into contact with sensitive information or IT systems belonging to Arbonia. It aims to ensure that third parties implement appropriate security practices in order to protect the confidentiality, integrity, and availability of information. Arbonia has responded to the development of AI by issuing corresponding "Instructions for using AI-based tools". These instructions cover the benefits, risks, data protection, and restrictions regarding use of such tools. Furthermore, there is a "Data Privacy Statement for Employees", which provides information about the data Arbonia collects from employees and the purpose for which it is used.

On the basis of high cyber resilience and e-mail security, Arbonia’s general objective is not to experience any security-critical incidents and thus ensure a permanently smooth course of business. For this purpose, the results of the attack simulations are used to strengthen resilience. To control security, cyber maturity is also measured on the basis of defined standards. Further key figures are collected via the Security Operations Center (SOC) for all companies and are used to improve cyber defence. In this process (malicious) incidents and the reaction to them are continually recorded. The management system classifies these incidents according to their type and severity and evaluates the defence measures according to filter functions and existing use cases. As a further protection level, all network areas are monitored with an NDR (Network Detection and Response) and passed on to the SOC.





Annex





Report profile

With this sustainability report, Arbonia is publishing non-financial information on its operating activities for the fifth time (date of publication: 4 March 2025).

It thereby enshrines ecological, social, and economic sustainability in its corporate development. Arbonia documents its impact on the climate and the environment, specifies strategic sustainability targets, and reports on the degree of target achievement for the material topics. The information includes overarching management approaches for the entire Group. In addition, the targets and measures are described on the level of individual companies. The scope of consolidation of the sustainability report is given on pages 26 and 27.

This report has been created in accordance with the 2021 GRI standards. All information refers to the reporting period from 1 January to 31 December 2024 (in analogy to the financial reporting). The indicators were selected based on a materiality analysis in which various internal and external stakeholders were surveyed (see p. 32). Nine material topics were defined as the result. Further guidelines for the content structure are recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Sustainable Development Goals (SDGs) of the United Nations, as well as ESG rating analyses. This also fulfils the Swiss requirements regarding transparency in non-financial matters.

The key environmental figures of this sustainability report include the resource consumption of all manufacturing companies of Arbonia as well as the Corporate Center in Arbon, Switzerland. This excludes the new acquisitions in 2024. Alongside information about its direct (Scope 1) and indirect energy-related emissions (Scope 2), Arbonia provides extensive data about its upstream and downstream value-added chain (Scope 3) in this report. Pure administration and distribution companies are not included due to their low environmental impact. The key figures in relation to employees include all companies. There is an annual reporting cycle – the last report was published on 27 February 2024. Due to the effective requirements of the Swiss Code of Obligations Article 964a ff., this report is divided into a mandatory part and a voluntary part. The sustainability report has been created on behalf of Group Management and approved by the Board of Directors. It is not subject to any external audit.

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For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was provided on the basis of the German language version of the report.

| | |
|--|---|
| Use declaration | Arbonia has reported for the period of 1 January to 31 December 2024 in agreement with the GRI standards. |
| GRI 1 used | GRI 1: Foundation 2021 |
| Applicable GRI sector standard(s) | None |

| Standard / disclosure | Page | Comment / reason for omission |
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| Standard / disclosure | | Page | Comment / reason for omission |
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Compliance and anti-corruption

GRI 3: Material Topics 2021

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Procurement and supply chain

GRI 3: Material Topics 2021

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Data protection and cybersecurity

GRI 3: Material Topics 2021

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| 3-3: Management of material topics | 72 | |
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Glossary

Biomass combined heat and power (CHP) plant: Generates electrical energy by burning solid biomass such as wood chips. A biomass CHP plant also provides heat which can be used as district heat, local heat, or process heat.

CSRD – Corporate Sustainability Reporting Directive: Directive of the European Union that requires companies to report detailed and standardised information on environmental, social, and governance aspects.

EcoVadis: The platform provides holistic assessments in the area of sustainability (environment, labour and human rights, ethics, and sustainable procurement). On the one hand, this gives companies a better understanding of their own performance in these areas. On the other hand, companies can also see assessments of their suppliers through this platform and thereby obtain a more comprehensive picture of their supply chains.

EPD – Environmental Product Declaration: Documentation of detailed information on the environmental impact of a product or service over its entire life cycle the entire life cycle, based on international standards.

ESRS – European Sustainability Reporting Standards: Binding reporting standards of the European Union that were introduced in the framework of the CSRD. They define how companies have to disclose their environmental, social, and governance aspects.

EU taxonomy: Classification system of the European Union which is to disclose ecologically sustainable economic activities. Companies are required to assess their activities on the basis of specific criteria and quantify them in relation to income, investment expenses, and operating expenses.

FSC® – Forest Stewardship Council: An international certification system for more sustainable forestry. The wood of furniture, books, packages, and other products with the FSC symbol comes from forests that are sustainably managed.

Greenhouse Gas (GHG) Protocol Initiative: A partnership of different companies, NGOs, and governments. The initiative is coordinated by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). The goal of the initiative is to develop internationally recognised standards for greenhouse gas accounting.

GRI – Global Reporting Initiative: The GRI standards for creating sustainability reports were developed to provide organisations with guidelines for creating reports on their economic, environmental, and social impacts.

Heat exchanger: A device used to transfer thermal energy from one material flow to another. The two elements do not come into direct contact with each other; they are conveyed past each other.

IEA – International Energy Agency: A cooperation platform in the area of research, development, market introduction, and application of energy technologies.

ISO – International Organization for Standardization: The International Organization for Standardization develops international standards that help to improve the quality and safety of goods and services as well as simplifying trade between countries and companies.

LkSG – Act on Corporate Due Diligence Obligations in Supply Chains: German federal law for controlling the economic action of companies based in or active in Germany by subjecting them to duties of care with respect to human rights and environmental protection within their supply chains.

NDR (network detection and response): Describes security solutions that continuously monitor and analyse network traffic in order to identify and automatically react to suspicious data traffic. Artificial intelligence (AI) and machine learning (ML) methods are used to analyse network traffic and identify anomalies.

PEFC – Programme for the Endorsement of Forest Certification Schemes: Certification system for larger and smaller forest owners as well as wood-processing and wood-selling companies that are committed to sustainable management and fair as well as transparent trade.

Pre-composite furnace: Industrial furnace used for the thermal treatment of glass, for example, to heat it to a temperature at which it is prepared for final processing or further processing. In this process, an even heat distribution is ensured in order to minimise material tensions and achieve the desired product quality.

quinquies: This Latin word is often used in legal texts to indicate that a particular article, section, or paragraph has been amended or supplemented five times.

SBTi – Science Based Targets initiative: An initiative of different organisations that specifies reduction targets for greenhouse gas emissions. It specifies how much and how quickly a company has to reduce its greenhouse gas emissions to limit global warming to less than 1.5°C in line with the Paris Agreement.



Scopes: To distinguish between direct and indirect emission sources, the GHG Protocol defines three areas of validity for reporting and accounting greenhouse gas emissions

Scope 1: All emissions that caused directly by a company.

Scope 2: Indirect CO₂ emissions from purchased energy such as electricity, steam, district heating, or cooling.

Scope 3: All indirect emissions that occur along the value-added chain.

SDGs – Sustainable Development Goals: The 17 goals for sustainable development are political objectives of the United Nations (UN) which aim to ensure sustainable development on an economic, social, as well as ecological level. With the Agenda 2030, all UN member states – including Switzerland – have committed to achieving these goals by 2030.

Social engineering: Interpersonal influencing with the goal of provoking certain behaviours in people, for example, motivating them to reveal personal information, buy a product, or release financial resources.

Sonitus mid-layer: The inside of a door is also called the mid-layer and is enclosed by the frame and cover plates. Sonitus mid-layers are primarily used with sound insulated doors. The residue of the relatively soft material is also well suited to protecting doors from scratches during transport. This reduces the need for other protective material and means that residue can be reused instead of disposed of.

TSG furnace – toughened safety glass furnace: Furnace for manufacturing toughened safety glass in which glass panes are heated to high temperatures and then suddenly cooled. This process increases the surface tension, giving the glass a higher strength and safer fracture behaviour.

UN Global Compact: Initiative of the United Nations for sustainable and responsible corporate governance. Member companies commit to observing 10 principles in the areas of human rights, labour standards, the environment, and anti-corruption.



FSC®-certified companies

| Company | Site | License code | Certificate code |
|------------------------------|-------------------|--------------|------------------|
| Arbonia Doors AG | Arbon (CH) | FSC-C188065 | SQS-COC-101343 |
| Dimoldura Group | Lalín (ES) | FSC-C135877 | BMC-COC-006245 |
| Garant Türen und Zargen GmbH | Ichtershausen (D) | FSC-C114283 | TUVDC-COC-100677 |
| Invado Sp.z o.o. | Ciasna (PL) | FSC® C005006 | NC-COC-015584 |
| Prüm-Türenwerk GmbH | Weinsheim (D) | FSC-C114007 | TUVDC-COC-100620 |
| RWD Schlatter AG | Roggwil (CH) | FSC-C014712 | SQS-COC-100126 |
| TPO Holz-Systeme GmbH | Leutershausen (D) | FSC-C175652 | TUVDC-COC-101238 |

PEFC-certified companies

| Company | Site | License code | Certificate code |
|------------------------------|-------------------|------------------|--------------------------|
| Arbonia Doors AG | Arbon (CH) | PEFC/15-31-0152 | SQS-PEFC-COC-47316 |
| Dimoldura Group | Lalín (ES) | PEFC/14-35-00366 | BMC-PEFC-COC-00321 |
| Garant Türen und Zargen GmbH | Ichtershausen (D) | PEFC/04-31-2110 | DINC-PEFC-COC-000677 |
| Invado Sp.z o.o. | Ciasna (PL) | PEFC/32-31-162 | PBN-PEFC-COC-015584 |
| Joro Türen GmbH | Renchen (D) | PEFC/04-31-2313 | DINC-PEFC-COC-000963-225 |
| Prüm-Türenwerk GmbH | Weinsheim (D) | PEFC/04-31-2057 | DINC-PEFC-COC-000620 |
| Rozière SAS | Bozouls (FR) | PEFC/10-31-662 | QUAL-PEFC-COC-05069 |
| RWD Schlatter AG | Roggwil (CH) | PEFC/15-31-0132 | SQS-PEFC-COC-46364 |
| TPO Holz-Systeme GmbH | Leutershausen (D) | PEFC/04-31-2313 | DINC-PEFC-COC-000963/196 |

