



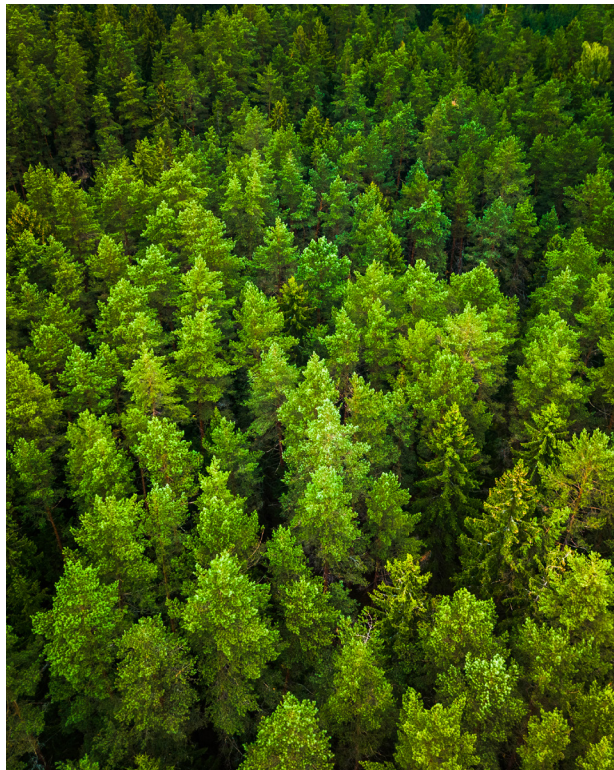
SUSTAINABILITY REPORT 2024

SCHURTER HOLDING AG

 **SCHURTER**
ELECTRONIC COMPONENTS



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Sustainability at SCHURTER

Statement from the CEO on sustainability

In this report, we give an account of our sustainability journey for the third year. We show that sustainability is an essential component of long-term corporate action for the entire Group and that we are systematically and continuously reducing our footprint.

Four years ago, we drew up a roadmap with which we defined a binding reduction path and corresponding sustainability priorities for the SCHURTER Group. It was important for us to address sustainability in a holistic manner. We have therefore bundled our goals into four sustainability dimensions in which we can make significant contributions as a globally active company: Personnel and management, products and materials, production and infrastructure, partners and supply chain.

It is important to us that we as SCHURTER Group reduce our ecological footprint wherever we operate. All Group companies worldwide are involved in this, whether through projects and measures at their local site or through collaboration on Group-



Lars Brickenkamp
Group CEO SCHURTER Holding AG

wide issues. The companies set their own priorities each year by defining individual annual targets that contribute to achieving the SCHURTER Group's overarching sustainability goals.

SCHURTER is committed to increase the sustainability of its business processes. This objective has been set and has served as a guideline since 2022. However, it is not always implemented with the same intensity. External factors and internal strategic issues influence both the pace and the extent of the implementation steps. The slowdown of the electronics market from the previous year continued in 2024. This affected sales across the entire supply chain and led to a noticeable, temporary decline in sales at SCHURTER.

The change of ownership at the beginning of 2023 also marked the start of a phase of change for SCHURTER. The global organization is being optimized and aligned with future market needs. Sustainability activities nevertheless continue as far as the change projects allow. However, it is foreseeable that some of the roadmap targets will not be achieved within the planned time horizon. We plan to review our sustainability goals and focus in 2025 and adapt them to the newly established organization on

a case-by-case basis.

We are aware that our engagement must be long-term. Our constant attention is necessary for them to have an impact. This fourth sustainability report shows what we have achieved in 2024, where we stand today and what gaps still need to be closed to fulfill our contribution to achieving the global UN Sustainable Development Goals.

Lars Brickenkamp,
Group CEO SCHURTER Holding AG

Projects within the SCHURTER Group

In the past year, projects were initiated at various sites for the benefit of the local community and the environment.

SCHU, Hungary

Our Hungary colleagues initiated three projects for their community last year. They supplied the neighbourhood with free fruits on a weekly basis, planted trees and gave a donation to the local school. This enabled the purchase of a new schoolyard bench so that the students could enjoy the outdoors while being protected from the weather.



SCHU, Hungary

SSA, France

SSA supports the ESAT (Establishment and Service for Assistance through Work) of Chaumont and Breuvannes. This institution supports adults with disabilities in carrying out their personalized support project. In the picture you can see the well equipped wood workshop where e.g. picnic tables, deck chairs or shoe racks are realized.



SSA, France

SEI, India

Last year, Schurter Electronics India Pvt Ltd. supported 40 children with financially disadvantaged backgrounds with scholarships enabling them to pursue their education to foster societal transformation. The sponsored programs include nursing degrees, ayurvedic programs and other non-medical university degrees.



SEI, India

Project



One project for the local community
per Group company by 2023

The SCHURTER Holding AG

The Swiss technology company SCHURTER has been synonymous with continuity since 1933 and is now globally successful with 17 branches in 15 countries.

The SCHURTER Holding AG is headquartered in Lucerne, in the heart of Switzerland. The company founded in 1933 stands for continuity and sustainability. It seeks long-term optimisation over short-term profit maximisation. The majority of the SCHURTER Group was acquired by the Swiss investor Capvis in 2023.

founded **1933**

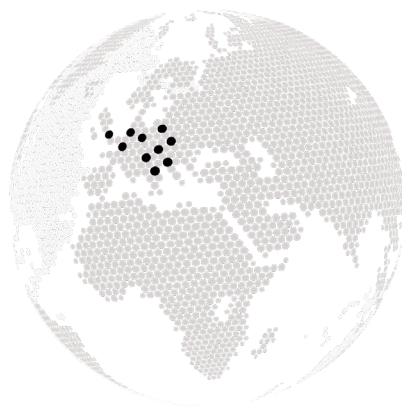
The company operates successfully with components for safe energy supply, input systems for easy control and sophisticated complete solutions. Agility as well as excellent product and service quality inspire customers worldwide. Focus lies on the market segments of industrial equipment, medical equipment, data and communication, avionics and space as well as energy. Here, SCHURTER is a leading innovator, producer and provider of components for circuit protection and connectors, switches and EMC products.

17 group companies in 15 countries

Input systems are developed and produced in close cooperation with customers. The Solutions division oversees complete solutions, from project planning to the manufacture of final products. SCHURTER competencies in the individual subsidiaries are extraordinarily comprehensive. They range from development and production to quality management, supply chain and services. Specifically, SCHURTER offers proven know-how and services in tool and machine construction, metal processing, the processing of touchscreens in clean rooms, the equipping of PCBs for the electronics industry and much more. SCHURTER brand products are developed, pro-

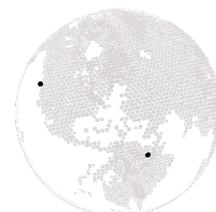
duced and distributed at 17 branches in 15 countries. The 12 production sites are located on the three continents of Europe, Asia and North America. Altogether, SCHURTER maintains a product range of about 20,000 standard articles, with around 500 million parts dispatched worldwide from just the Lucerne site every year.

1 500+
employees

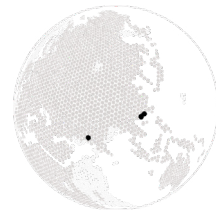


- Austria
- Czech Republic
- France
- Germany
- Hungary
- Italy
- Netherlands
- Poland
- Switzerland
- United Kingdom

■ Production ■ Sales



- Brazil
- USA



- China
- India

232.5
Mio. CHF revenue

The main sales markets are situated in Europe, followed by Asia and America. Branches in numerous countries and global cooperation with distributors ensure that SCHURTER has an international presence. In 2023, consolidated Group revenue amounted to CHF 232.5 million, with research and development expenses accounting for 3.2 per cent. Across the Group, SCHURTER employs over 1,500 people.

Sustainability management

We assume our corporate responsibility and consider economic, environmental and social aspects in all our activities and decisions.

Today, we do not know what the world will look like in ten or 20 years. But this does not stop SCHURTER from taking measures to reduce environmental impact and protect human health. The latest scientific findings serve as our guide. They show which approaches SCHURTER can use to support this development as effectively as possible. For this reason, we proactively seek out opportunities to reduce the ecological footprint of our activities and products on a preventative and continuous basis. It is also due to this fundamental attitude that we embed sustainability for the entire SCHURTER Group in the form of goals that apply to all Group companies on all continents. This represents the further development and consolidation of the principles of responsible, holistic corporate governance, which have been introduced over the last decades. For us, it is therefore the next logical step to combine and expand on the individual initiatives and make progress towards the overarching goal of comprehensive sustainability.

We are guided by the UN Sustainable Development Goals (SDGs). The SDGs comprise 17 goals with

169 targets on topics ranging from nature conservation to poverty alleviation. We also base the content and structure of our reporting on the GRI standard. This allows us to benchmark ourselves against best practice and makes it easier for interested readers to access our information. In discussions with internal and external stakeholders, and in consultation with industry associations and experts, we have identified relevant topics and SDGs along the value chain. On this basis, the Sustainability Steering Committee has grouped the topics into four dimensions, which we have taken into account in our report. We have defined, or are preparing to define, specific targets for the most important issues. This was based on an assessment of our impact on and relevance to our stakeholders.

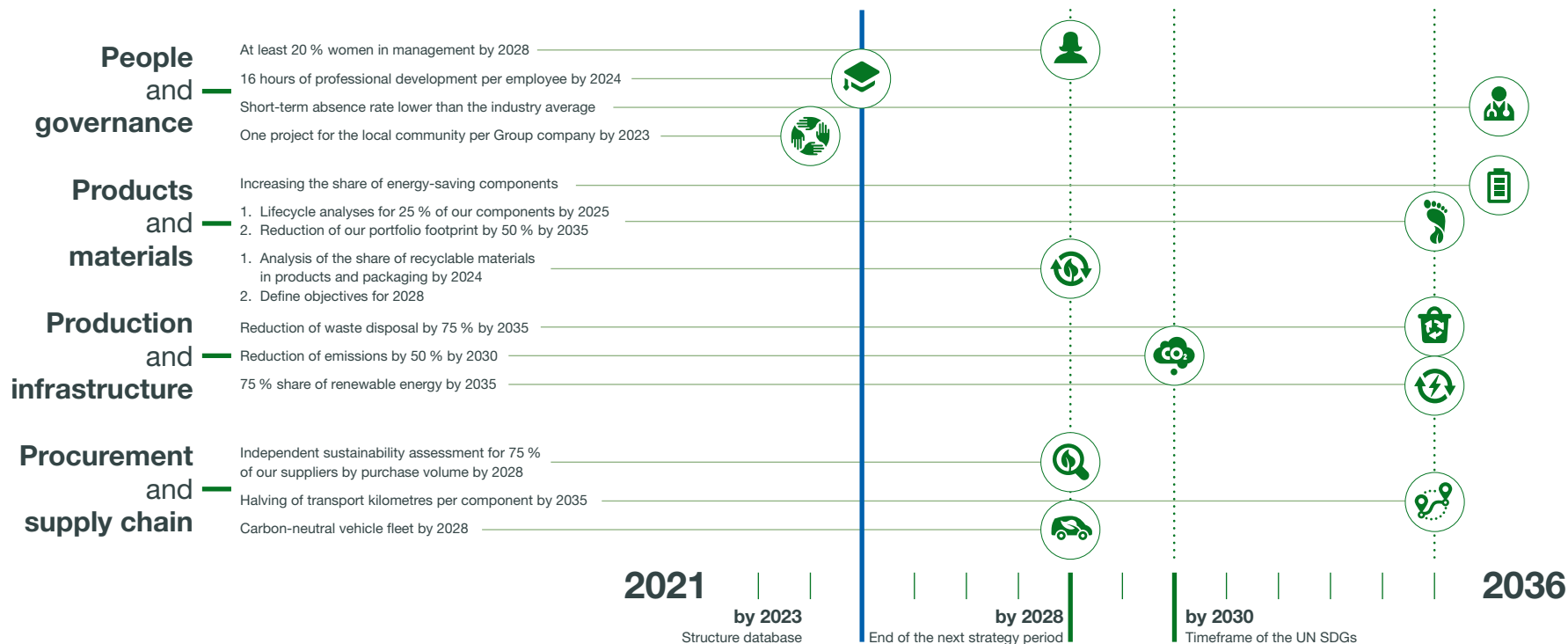
- Waste disposal
- Code of Conduct
- Data management and communication
- Design innovation in weight reduction and additive manufacturing
- Digitalisation and automation
- Digital SaaS products and the SCHURTER cloud
- Energy consumption and carbon balance
- Health, accidents and company catering
- Components
- Circular economy
- Customer selection in terms of arms manufacturers
- Local earnings taxation
- Material innovation in organic plastics
- Shorter material transport
- Material consumption
- Staff environmental awareness
- Quality and safety (energy efficiency and longevity)
- Reporting
- Recyclability
- Traceability
- Substance management
- Total Cost of Ownership analysis
- Transshipment processes and interfaces
- Corporate culture and internal succession planning
- Supporting local communities
- Supporting staff development
- Water consumption
- Few suppliers
- Supply chain certification

Identified topics in our four sustainability dimensions

Roadmap

Based on global and national sustainability strategies, industry associations and experts, we have set ourselves targets for environmental, social and governance topics in our four dimensions.

They define our path towards a more sustainable future. We review our progress every year and expand our list of targets when we identify further important topics we wish to address.





People and governance

[9 KPI](#) [10 WHO WE ARE](#) [11 OUR CULTURAL VALUES](#) [16 SOCIAL COMMITMENT](#) [17 COMPLIANCE MANAGEMENT](#)

We assume our responsibility as an employer and as part of society. We promote mutual respect, education and personal development for everyone in order to safeguard the well-being of our employees, local communities and the environment.

left to right: Regine Hendry, Thi Anh
Hong Nguyen, Sandro Troxler, Annja
Pfänder, Herbert Blum, Elmehdli Moradi



People and governance

9 KPI 10 WHO WE ARE 11 OUR CULTURAL VALUES 16 SOCIAL COMMITMENT 17 COMPLIANCE MANAGEMENT

SDG

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Risks and opportunities

We address demographic change and the shortage of qualified workers by investing in training and seeking to become more attractive as an employer. We also see this as an opportunity: high employee satisfaction and diverse teams improve the company's prospects of success.

Respect and competence as central values

At SCHURTER, we practise a culture of openness. Everyone is welcome to participate in discussion and is judged by their performance, regardless of their ethnicity, sexual orientation or other background.



2024	2023	2022	Target
20.3 %	20.8 %	20.4 %	20 %

At least 20 % women in management by 2028

Equal opportunities

We promote the personal development and lifelong learning of every individual, enabling us also as a company to grow continuously. Internal and external training programmes are open to everyone and are supported by the Bruno H. Schurter (BHS) Foundation in individual cases.



16.8 h	21.9 h	20.3 h	16 h
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16 hours of professional development per employee by 2024

Health is paramount

We strive to provide a healthy work-life balance and a safe working environment for everyone at SCHURTER. We therefore offer a range of social benefits and apply the highest health and safety standards at our locations.



2.7 %	2.6 %	3.2 %	<2.5 %
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Short-term absence rate lower than the industry average

A flourishing environment benefits everyone

We are conscious of our responsibility and capacity as part of society. Consequently, we support our local communities with social and ecological initiatives and pursue economic sustainability.



18 %	40 %	25 %	100 %
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One project for the local community per Group company by 2023

Who we are

As a responsible enterprise, values such as satisfaction and enjoyment at work are key pillars of our culture.

SCHURTER offers interesting challenges as an attractive employer for around 1,500 employees worldwide. We attach importance to a positive company culture and mutual respect. Committed employees provide a major contribution to the success of our company with their personality and conduct. Our cultural values promote collaboration and strengthen identification. This is highly important to us and is reflected by the often extensive periods of employment at our company and the high satisfaction. Our average colleague is around 44 years old and has been with the company for almost 14 years. Not only do we want to offer our staff a pleasant company culture, but also the possibility to develop continuously. This way, we secure all critical competencies and can fill key positions primarily from our own ranks.

Board of Directors SCHURTER Holding AG

- > Andreas Umbach VRP
- > Klaus Göltenbot
- > Oliver Gäss
- > Andreas Hugener
- > Boris Zoller

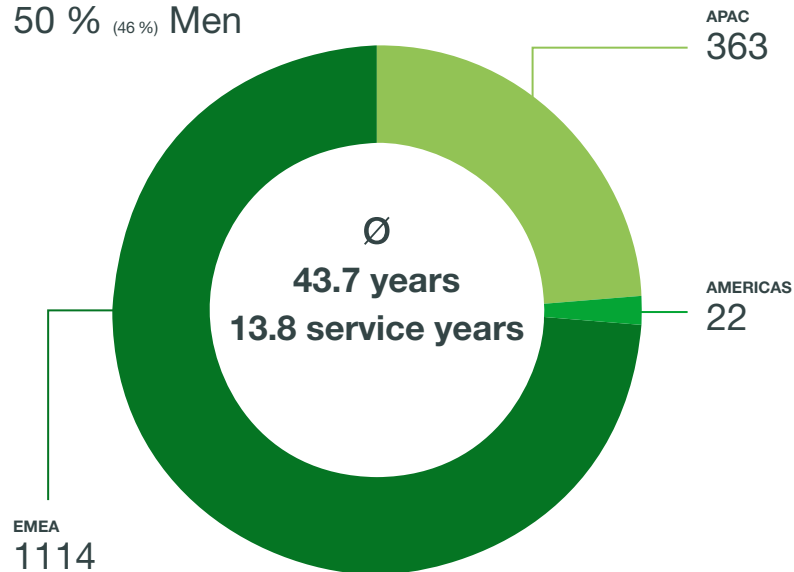
CEO SCHURTER Holding AG

- > Lars Brickenkamp

Full time employees
1 499 (1 950)



50 % (54 %) Women
50 % (46 %) Men



Our cultural values

Cultural values, leadership principles and the code of conduct are integral elements of our sustainability management at SCHURTER. They guide our actions and decisions.

Integrity, professional conduct at all times and the good reputation of our company are decisive competitive advantages. As a company active around the globe, SCHURTER not only complies with the relevant national laws and regulations, but also maintains business relationships with partners built on trust and honesty. SCHURTER Holding, its management and managerial staff at all levels are committed to actively practising integrity in their everyday work and promoting the observance and implementation of the code of conduct.

Four cultural values serve as guiding values in our daily cooperation: proximity to the customer, commitment, competence and respect.

Customer-centric

Our customers are central to everything we do. We exceed expectations by listening actively and delivering solutions in a prompt manner

Commitment

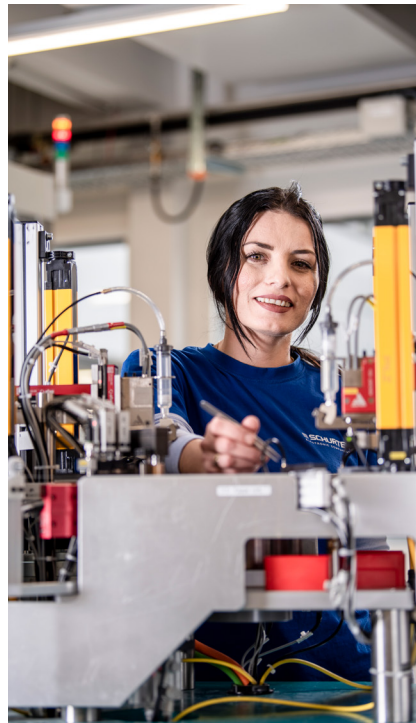
We are committed to our goals and take pride in teamwork and global coordination. We achieve our vision by taking ownership and securing high quality.

Competence

We are agile and focus on continuous learning. By sharing knowledge and empowering each other, we raise our performance and competence.

Respect

We listen, value diverse opinions, and keep our promises. Fairness, safety and respect guide how we are working together.



Ridvana Aliu

Key elements of our code of conduct

- > Adhering to laws, regulations and instructions
- > Observing human rights
- > Promoting good and safe working conditions
- > No discrimination whatsoever is tolerated. Employees must comply with the legal minimum age of the respective country. Child labour is not tolerated
- > Protecting the environment, health and safety "SCHURTER is committed to sustainable development and takes all measures necessary to protect the environment in its sphere of control."
- > Ensuring business integrity and anti-corruption provisions
- > Avoiding conflicts of interest and maintaining business and operating secrets
- > Committing trade partners in the supply chain to observe the principles of the code of conduct

Work-life balance

We attach great importance to the health and satisfaction of our employees. Various work models make it possible to reconcile work with private life.

The satisfaction of our employees is one of the pillars that support our success. That is why we endeavour to assist our employees flexibly in all life situations, enabling them to enjoy a positive balance between work and private life. Fairness is a key principle: beneficial employment conditions apply to full-time workers, part-time workers as well as employees with temporary employment contracts. Furthermore, we always observe the statutory minimum notice periods. Our employees can take advantage of a range of benefits in the various Group companies. These include attractive working arrangements such as holiday policies, transport discounts, options to work from home and sabbaticals, as well as the free use of leisure activities that we offer, such as tickets for cable cars or museums.



Summer event 2022



Most activities within the SCHURTER Group are handled by permanent employees. In exceptional cases, temporary employees may provide support to our production departments, for example. The fluctuation across the Group amounts to 21 per cent. In some Group companies, cleaning work is outsourced to an external service provider.

Collective wage agreements and parental leave

In many places, employment relationships are subject to collective wage agreements. This applies to ca. 71 % of employees overall. As a rule, we observe all statutory minimum requirements at each of our locations and in many places go beyond these provisions for the benefit of our employees. For instance, this includes our policy on parental leave.

Health and safety

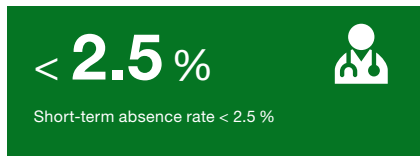
Our priority is to ensure employees have a high level of health and safety at work to enable them to remain healthy and fit for work in the long term.

Management approach

Seven SCHURTER Group companies have implemented a management system for occupational safety that is certified in accordance with ISO 45001. It covers all workplaces in the respective facilities and 75 per cent of our workforce in total.

As part of this system, we comply with all country-specific laws and regulations on occupational medical services. Our employees are informed by their line managers and by explanatory notices about relevant topics. Moreover, in Switzerland, for example, we have an employee commission and safety coordinators who deal with these topics and contribute proposals.

Likewise, we record occupational and non-occupational accidents and compare them with similar companies. Hazards at the workplace must be promptly reported to the line manager and work suspended. Work may only resume once the hazard has been eliminated. In addition, analyses on hazard potential are prepared following regular safety inspections.

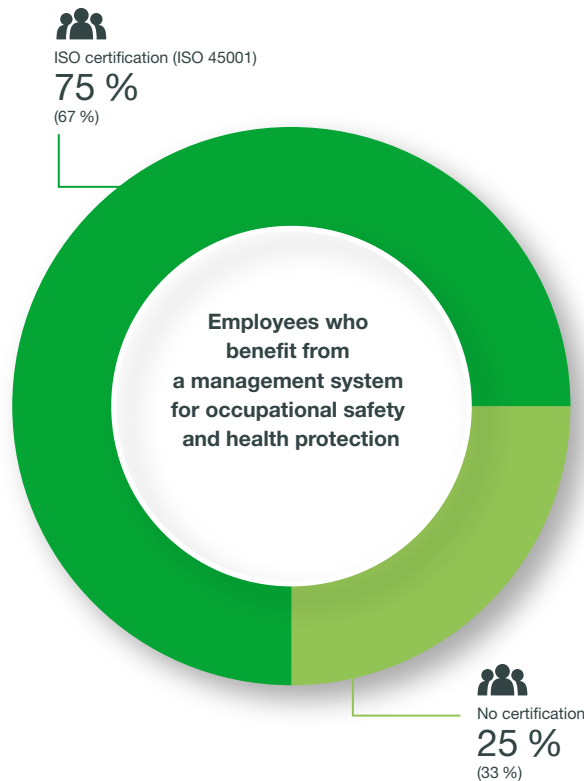


Training portfolio

Safety at the workplace is also ensured by a range of activities. These include obligatory and extensive workplace-specific training, a training portfolio as part of the SCHURTER Academy that also covers health and safety, as well as annual safety training sessions on correct conduct in the event of fire, for example. First aid courses and “safe and environmentally conscious conduct” are also offered as possible training topics. A seminar evaluation forms part of the courses, allowing the employees to assess the training and make suggestions for improvement.

Health programme

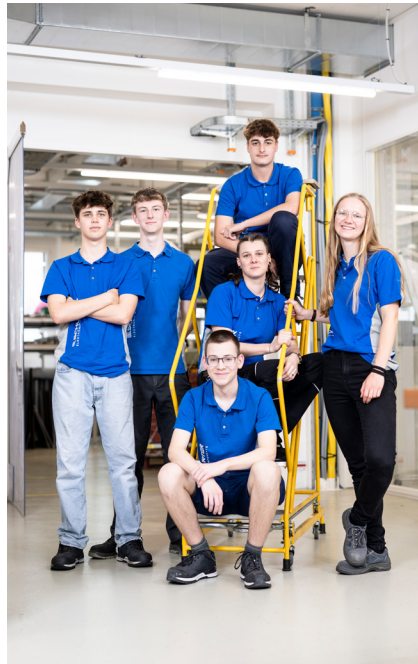
Besides occupational medical services, an annual health programme is created by the human resources department in each Group company. The programme includes blood pressure measurements at work, periodic hearing tests for staff in stamping operations, health tests for night-shift employees or influenza vaccinations.



Equal opportunities

At SCHURTER, we treat all employees according to their performance and do not permit any form of discrimination. The code of conduct lays the foundation for this philosophy and is regularly addressed.

We are guided by our cultural value of “competence”. We encourage all our employees and attach importance to professional development opportunities to ensure internal succession planning and promote local managers. Each of our Group companies is therefore an integral part of the local area. Around 99 per cent of the managers come from the country in which they work or they have a corresponding residence permit. In SCHURTER locations situated near a border, a number of individuals from neighbouring countries are engaged as managers.



16 h

2 days of professional development per employee by 2024



20 %

At least 20 % women in management by 2028



Antidiscrimination

Reports of discrimination are taken seriously and carefully investigated. Measures are implemented, where necessary, to achieve improvements for the long term. Employees are therefore regularly familiarised with the code of conduct. There were no reports of discrimination at SCHURTER in 2024.

Training and development

We develop trainees, promote research and part-time studies and offer professional training and development programmes. SCHURTER has had an e-learning platform (bookboon) since 2021, which offers employees around the world audio courses and audio books in various languages. These training resources are available to all employees via QR code and supplement the training portfolio of the SCHURTER Academy.

The average training time per employee throughout the entire Group amounts to 2.1 days. There are currently a number of different survey methods across the individual Group companies. For this reason, these methods will be standardised in the coming year, which may result in a deviation from the published figure.

Share of women in management

At management level, the proportion of women is 20.3%. As a result, the Group-wide share is above our target value for the second year in a row. We will pursue this path and adjust our target to further increase diversity through the recruitment and promotion of women in technical professions.

Open doors

SCHURTER practises an open-door philosophy both internally and externally, with an integrative and tolerant attitudes towards all stakeholders.

The most important stakeholder groups are defined in a workshop together with all internal interest groups and reviewed annually in the business excellence steering team. The focus is on obtaining a balanced picture with respect to the influence of customers, competitors, suppliers and service providers, society, investors, senior management, Group companies, employees, unions as well as policymakers.

We involve these stakeholder groups in continuous dialogue to address current developments and topics. Customers, employees and suppliers are also selected with great care and systematically surveyed. Following the approach “Plan, Do, Check, Act”, the results are analysed, measures derived and their effectiveness reviewed. Only in this way is SCHURTER able to keep improving.

Dialogue with stakeholders considering the example of SAG

Research and education

- Lecturing at universities and institutions of higher education
- Cooperation with project work and theses
- Projects in collaboration with Innosuisse

Unions

Within the framework of the collective work agreement

Investors

- General assembly
- Detailed meetings of the Board of Directors
- Annual reports

Customers

- Targeted customer surveys and contacts
- Evaluation of the customer satisfaction survey
- Tours of SCHURTER facilities
- Trade fairs with the attendance of management personnel
- Joint projects for specific customers

Suppliers and service providers

Supplier audits

Media

Information by the Chair of the Board of Directors or the CEO SCHURTER Holding AG

Employees

- Employee satisfaction surveys
- Benchmark between companies
- Staff magazine “Competence”
- Centralised and decentralised points of contact (human resources, managers, compliance, employee commission, etc.)

Competitors

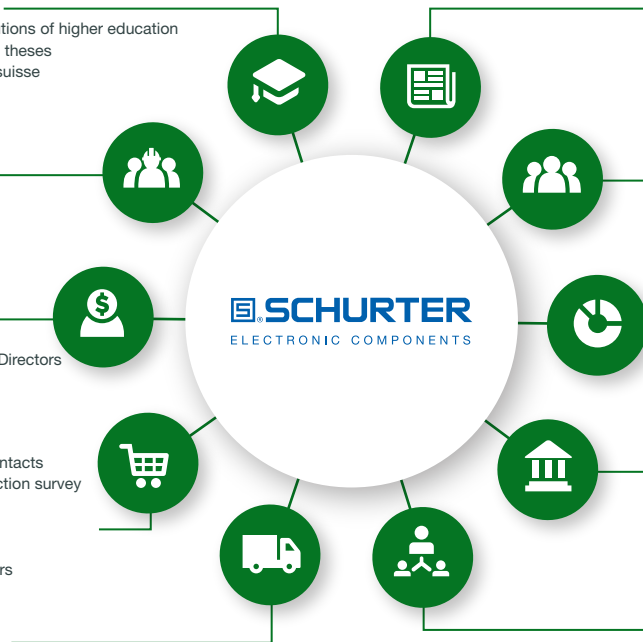
- Manufacture of private label products
- Sale of trade products

Policymakers

Dialogue with regional political representatives

Associations

- Board of Swissmem
- Board of the Chamber of Industry Commerce Central Switzerland (IHZ)



Social commitment

Our strong ties to the community are evident in our social initiatives. The establishment of the Bruno H. Schurter Foundation in 2022 was a milestone.

SCHURTER is committed to Switzerland as a location for industry and to its own production sites in various countries worldwide. The technology company has been established at many locations for decades. What's more, the investments made often represent a key contribution to the prosperity of the local region. At the headquarters in Lucerne alone, CHF 30 million have been invested over the last two years in the expansion and modernisation of existing buildings. Further major investments in the millions have also been made recently in Hungary as well as India. SCHURTER is a reliable partner for the community and stands for good working conditions to also be an attractive employer for young people. In Lucerne, for example, a number of apprenticeships are offered.

Social and cultural institutions are consciously supported. These include our commitment to the Lucerne Symphony Orchestra, the Lucerne Culture and Congress Centre (KKL) or our decades of support to the charity "Hilfswerk von Schwester Conso-

lata Graber" in Brazil. The Schurter family has a long tradition in rowing. For instance, SCHURTER has been main sponsor of the Swiss Rowing Association for many years. But also other local organisations such as regional ski associations are able to count on the active support of SCHURTER.

For decades, the technology company has been maintaining close cooperation with workshops for people with disabilities, who can thus pursue meaningful employment in various institutions. SCHURTER is also active in a number of business associations. Moreover, the employees are encouraged to serve the community.

An important milestone in terms of SCHURTER's social commitment was the establishment of the Bruno H. Schurter Foundation. After decades of service within the SCHURTER Group, Bruno Schurter decided to give back the fruits of his labour for the common good through the Bruno H. Schurter Foundation. The foundation helps and supports current

and retired employees from the companies held by SCHURTER Holding AG around the globe. One area of focus is the promotion of young employees in professional development and training. All employees and their family dependants are supported in the event of illness, accident, disability or hardship through no fault of their own.



The BHS began its official operations in January 2022. Shortly thereafter, the first requests for support arrived from Europe and the USA. In 2024, we provided financial assistance to SCHURTER employees and their families in eight countries, including four new destinations. This demonstrates that the awareness of this support option is growing throughout the entire group. In total, 20 grants were given out. The areas of support comprise 45% for education, 20% for medical treatment, 20% for childcare, 5% for storm damage, and the remainder for various other causes.

Project



One project for the local community per Group company by 2023

Compliance management

The Code of Conduct sets binding guidelines for our actions as employees of the SCHURTER Group as well as for our suppliers and trading partners.

Control and risk management

The Group has a strategic risk management system, which is revised every two years by the Board of Directors of SCHURTER Holding AG and Group management. All strategic risks are described in detail in a risk scenario and the risks are assessed according to financial impact and frequency. Measures are defined to avoid or mitigate risks. All Group companies update their operating risk portfolio on an annual basis following the same method and structure and review it with the local Board of Directors. Unethical or criminal conduct can be reported to the CEOs of the Group companies or SCHURTER Holding AG.

Compliance, data protection and corruption

SCHURTER Holding AG reported no violations of laws, legal proceedings or complaints in terms of the environment, health, product information, data protection, anti-competitive conduct or corruption in 2024. In none of our sites was a risk for freedom of association, for child or forced labour or for violations of human rights determined. Corruption risks are not identified as a material risk in the risk management of the SCHURTER Group.

Tax concept

The SCHURTER Group has always been managed according to business principles and not tax optimisation criteria. SCHURTER declares its industry-typical profits for taxation locally in the Group companies. SCHURTER has been complying with the OECD BEPS guidelines (regulation on tax avoidance) for a long time now and has been documenting all intercompany relations for the local tax authorities according to the BEPS rules since 2016. SCHURTER actively cooperates with the tax authorities. For us, it is important to submit tax returns in good time following the annual accounts and to have no backlogs in terms of assessments.



left to right: Marte Marku, Dario Puskaric, Salih Hasanbasic, Pehlül Demir



Products and materials

[19 KPI](#) [20 SAFE & EASY](#) [21 SUSTAINABLE INNOVATION](#) [22 CONSERVING NATURAL RESOURCES](#)

We want to maintain the high quality as well as safe and easy application of SCHURTER products in the future. At the same time, we strive to continuously improve functionality and environmental compatibility. That is why we invest in renewable materials and the development of smart components that can actively save resources.

Products and materials

19 KPI

20 SAFE & EASY

21 SUSTAINABLE INNOVATION

22 CONSERVING NATURAL RESOURCES

SDG

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

15 LIFE ON LAND

Progress

With the change of ownership in 2023, the focus of resources was on restructuring and overcoming the difficult economic situation, so some projects could not be pursued as planned.

Risks and opportunities

To meet legal provisions and deal with rising costs, we want to find more environmentally friendly materials. Combined with smart, energy-saving components, this will help us to expand our portfolio, reduce our footprint considerably and protect natural resources.

Safe & Easy also in the digital world

As the leading manufacturer of high-quality electronic components and input systems, we are also further developing SCHURTER in the digital world by designing smart solutions. These enable our customers to offer intelligent products and improved services that save resources.



2024	2023	2022	Target
n/a	n/a	n/a	tbd*

Increasing the share of energy-saving components by 2028

Making our portfolio sustainable

We are aware of the impact and use of SCHURTER products and are constantly improving the design and services to minimise their ecological footprint. We therefore invest in renewable materials and improve their application.



2024	2023	2022	Target
1.4 %	0.6 %	0.6 %	25 %

- Lifecycle analyses for 25 % of our components by 2025
- Reduction of our portfolio footprint by 50 % by 2035

Conserving natural resources

We are switching our non-renewable material sources to renewable sources in order to decouple our economic growth from the exploitation of natural resources and advance a circular material flow.



2024	2023	2022	Target
n/a	n/a	n/a	tbd*

- Analysis of the share of recyclable materials in products and packaging by 2024
- Define objectives for 2028

* Target yet to be defined

safe&easy

The innovation and development of SCHURTER products focuses on safe power supply and the ease use of components, devices and systems.

Quality and safety

SCHURTER develops and produces components and systems that enable safe power supply and the easy use of electrical and electronic devices. This is paramount for customers, as SCHURTER products are also used in areas where faulty products or defective operations can have life-threatening consequences, such as the danger of fire.

The application of our components in automotive and medical equipment, avionics and space, as well as the food industry means that we have very high requirements in terms of product quality. We ensure these requirements are met in vigorous internal qualification processes and testing with external registration authorities. Conformity with international standards is displayed directly on our components, our packaging and published datasheets. Despite these qualifications and ongoing checks during series production, in rare instances it is possible that technical defects are reported by customers. Complaints controlling in these cases is then integrated into the continuous optimisation process. As a re-

sult, our products always meet the highest standard of safety.

Substance management

Besides safe use, safety for the environment is also a central concern when developing our components. The compliance of SCHURTER products with the guidelines and regulations of RoHS, China RoHS and REACH, for example, is therefore ensured by

a dedicated team. We provide product information on substances, compliance with guidelines and regulations as well as ecological details online with over 800 product content sheets (PCS). At the same time, in multiple projects we are working towards eliminating materials such as lead and chlorine from our products and qualifying environmentally friendly materials for use.



Sustainable innovation

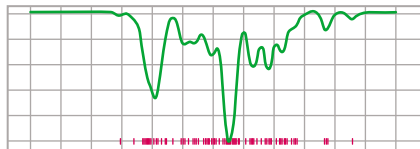
We are constantly further developing our portfolio to meet the new requirements of climate change and technological progress.

SCHURTER develops products that make a key contribution to increasing energy efficiency. One example are our 400-volt direct current appliance couplers. That is because the practice in information and communication technology is to supply data centres with direct current. This is practical since the servers, as end consumers, are powered with direct current in any case. If the supply of direct current from the grid to the chip is made possible, losses in voltage transformation and conversion can be reduced. This also facilitates the integration of backup batteries or energy sources based on renewable resources into the supply network.

Besides energy efficiency, this also results in possible savings in equipment and maintenance, which in turn contributes to improving reliability and availability.



Probability of wasteful operation resulting from usage patterns



Sustainability through digitalisation

Devices and products that are connected directly to the Internet are becoming more and more prevalent in our everyday lives. The development of IoT (the Internet of Things) allows manufacturers to make their products smart, i.e. enable their connection to the Internet and thereby open up additional functionalities. With the Smart Connector DS11, we now offer an integrable appliance inlet solution that can be connected to a cloud. This communication capability opens up possibilities for enhancing a simple inlet with additional features. One application is the analysis of measured energy data by artificial intelligence in order to generate usage patterns automatically. Based on this, the respective device is automatically shut down to prevent wasteful operation, such as unnecessary cooling cycles, without foregoing functionality.

New production technologies

For a number of years now, additive production technologies have been opening up interesting possibilities for saving materials in the production of plastic and metal parts. Components can be manufactured according to wishes with the desired technological characteristics and minimal material consumption in a matter of days. We apply this additive production method in prototype construction and the production of small series with a batch size of fewer than 1,000 units in order to act quickly and precisely. Moreover, we are increasingly using numerical calculation tools to counter increased material consumption in the development phase. This allows us to reduce costly and material-intensive testing procedures.

-50 %

Reduction of our portfolio footprint by 50 % by 2035



Lifecycle analyses

To improve our overview of the footprint of our products and quantify problem zones, we have arranged lifecycle analyses (LCAs) throughout the entire SCHURTER product portfolio.

Besides material composition, production methods, logistical paths and packaging are examined to quantify energy use and how this is consumed. For the around 20,000 articles, grouped into about 1,165 product families, we first want to identify areas for adjustment that we can then leverage in the second phase to minimise our footprint. We will therefore analyse at least 25 per cent of our portfolio by 2025 and use these findings to halve our carbon footprint by 2035.

Conserving natural resources

Our choice of materials has a significant effect on the conservation of natural resources. We take this into account when developing new products and updating existing components.

Environmentally compatible product development

The choice of materials used in the final product is decided during the early stages of product development. Material changes at a later time therefore often come at substantial expense. For this reason, our development engineers are obligated to focus not only on technical functionality but also on environmentally compatible product design as well as the appropriate choice of materials. This is ensured by means of corresponding work packages and milestones in the standardised project sequence. Furthermore, various projects deal with the use of more environmentally friendly alternative materials. In addition to introducing Greenline products made from organic-based plastics, we are working on eliminating components that contain halogens from our product portfolio.

Many isolating components made from polyvinyl chloride (PVC) are used in current projects and will

no longer be considered in future developments. Moreover, two projects have been initiated that aim to substitute lead in the product range. On the one hand, this concerns alloys in turned and stamped bent parts that contain lead and on the other hand, investigations have been launched with an external research partner to seek possible alternatives for high-temperature soldering for reflow-compatible fuses.

Material consumption

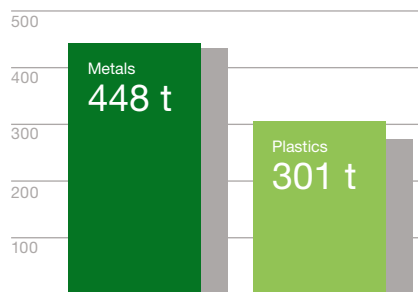
In 2024, we processed 448 tonnes of metal and 301 tonnes of plastic throughout the Group. Most of the metal used is recycled. In the case of the plastics, the recycled proportion currently accounts for a maximum of 20 to 25 per cent due to the high safety requirements for live components. Here we are working on the use of alternative materials that may result in a considerably improved ecological footprint.



* Target yet to be defined

Non-renewable materials used at sites with metal and plastics processing

Not all production sites included due to data availability



Green Line products

With the Green Line, SCHURTER offers sustainable products made from bio-based plastics that do not compete with food production.

This comes in the usual high SCHURTER quality and with a reduction in CO2 emissions of up to two thirds, as verified by an independent body. In a first step, the first 10A/250VAC appliance connectors were introduced in 2023, which were very well received by the market and exceeded expectations. In a further step, more products from the 16A/250VAC appliance connector range followed in 2024 in order to continuously expand the range and thus reduce the CO2 emissions of SCHURTER and our customers.

Packaging

The primary packaging of our products is assessed and optimised in the development phase in terms of the materials used, the number of different materials and its volume and weight.

Production and infrastructure

24 KPI 25 BUILDINGS AND FACILITIES 26 ENERGY CONSUMPTION AND EMISSIONS 27 WATER CONSUMPTION 28 WASTE

We optimise our infrastructure and production processes to reduce emissions and waste. We thus invest in buildings and systems, switching to environmentally compatible alternatives such as renewable energies.

Production and infrastructure

24 KPI 25 BUILDINGS AND FACILITIES 26 ENERGY CONSUMPTION AND EMISSIONS 27 WATER CONSUMPTION 28 WASTE

SDG

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



Avoiding the waste of non-renewable resources

Avoiding the waste of non-renewable materials is critical for maintaining the material cycle. For this reason, we are constantly minimising the quantity of hazardous and non-renewable waste materials.



2024	2023	2022	Target
-54 % 290 t	-30 % 445 t	743 t Reference year	-75 %

Reduction of waste disposal by 75 % by 2035, reference year 2022

Striving towards net zero emissions

We improve the infrastructure and operations of SCHURTER to optimise energy consumption and reduce emissions considerably. This is an important step for limiting global warming in accordance with national and international targets.



-24 % 3548 t	-23 % 3621 t	4 683 t Reference year	-50 %
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Reduction of CO₂-emissions in Scope 1+2 by 50 % by 2030, reference year 2022

Switching to renewable energy sources

The right energy mix plays a decisive role in achieving the net zero emissions target. We therefore continuously seek to increase the share of energy from renewable sources towards 100 per cent for all our locations.



29 %	30 %	29 %	75 %
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75 % share of renewable energy by 2035

Progress

Due to an update of emission factors (DEFRA 2024) and the transfer of the SER and SAG Mendrisio site to new owners, the baseline numbers have been recalculated.

Risks and opportunities

As a production company, we have a high energy requirement and also work with hazardous substances that need to be handled appropriately. Increased awareness for these topics leads to the development of environmentally friendly energy solutions and production methods that activate further savings potential.

Buildings and facilities

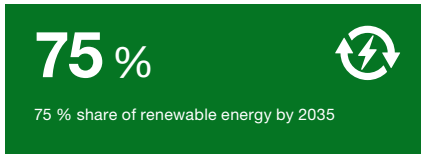
SCHURTER invests in its building infrastructure and facilities world-wide in order to ensure operations are optimised according to energy and ecological aspects.

We actively implement measures that improve our energy efficiency and minimise waste. From expansion and new construction to renovation – sustainable buildings provide a major contribution to climate protection. They conserve natural resources, increase well-being and ideally adapt to the socio-cultural environment.

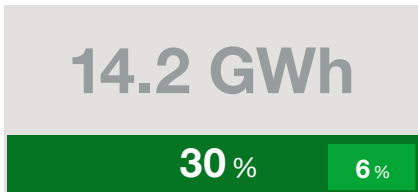
Besides measures in building management, this also includes the use of the latest systems and production technologies as well as continuous process optimisation. These investments reduce our energy consumption, as modern production machines are more efficient and have lower consumption compared to older models. For instance, we are therefore replacing our hydraulic injection moulding systems with electric models and continuously testing other ways to develop our machinery further.

The possible use of available space to produce electricity ourselves, for example through solar energy, is also being analyzed on an ongoing basis. Solar power is already being generated at four locations.

Due to the restructuring of the company, our facilities in Romania and Mendrisio (CH) changed ownership including one solar system. This led to the decrease in produced solar energy and the slight reduction of the share of renewables in our total energy consumption.



● Share of renewable energy



● Total energy consumption

Solar energy produced	
SINC	152 MWh
SEI	264 MWh
SGmbH	378 MWh

● Energy demand covered by self-produced solar power

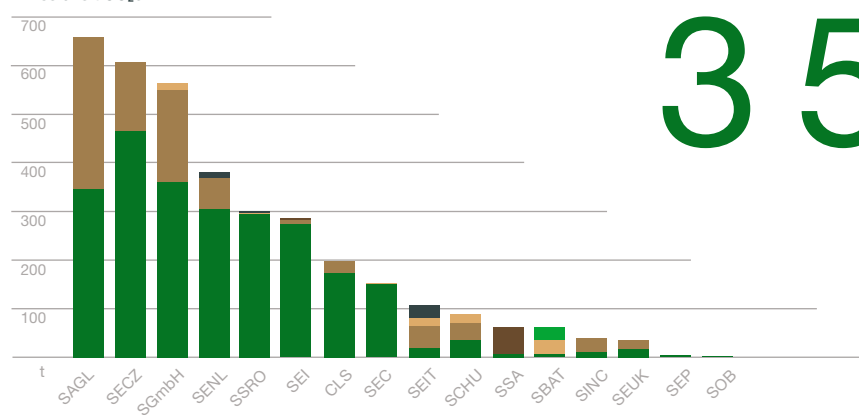
Energy consumption and emissions

SCHURTER constantly endeavours to identify and exploit potential for savings. We are continuously optimising our energy consumption by modernising our buildings.

Carrying out various measures on our buildings and production facilities enables us to minimise our energy consumption throughout the Group. As a manufacturing company, however, we are still dependent on a number of energy-intensive processes where there are not yet any alternatives. This includes heating and cooling the injection moulding machines. Nevertheless, we are gradually reducing our energy needs and switching to renewable energy sources by installing solar panels or using thermal energy from lakes in the future, for example.

Last year we established a comprehensive data collection system to monitor our progress towards our energy and emissions targets. Where available, emissions are calculated on the basis of the specific emission factor of the energy supplier, otherwise the country-specific electricity mix is used.

Emissions t CO₂e



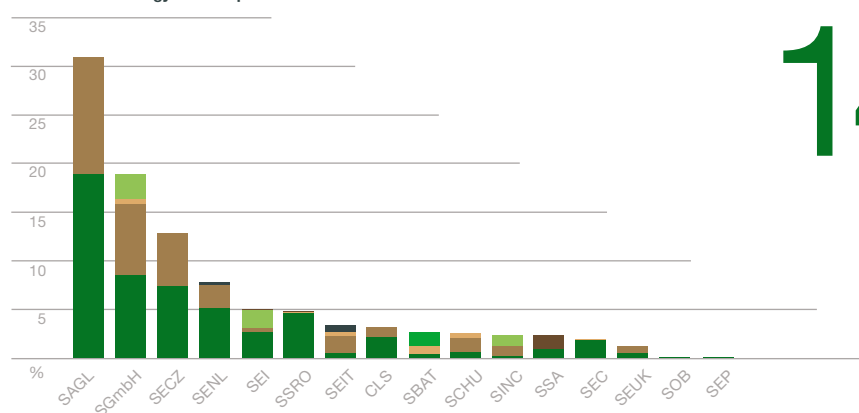
3 548 t

-50 %

Reduction of emissions by 50 % by 2030



Share of total energy consumption



14.2 GWh

- Gasoline
- Diesel
- Gas
- Oil
- Solar Power
- District Heating
- Electricity

Water consumption

We are decreasing our water consumption using modern infrastructure and machinery to alleviate regions facing water scarcity.

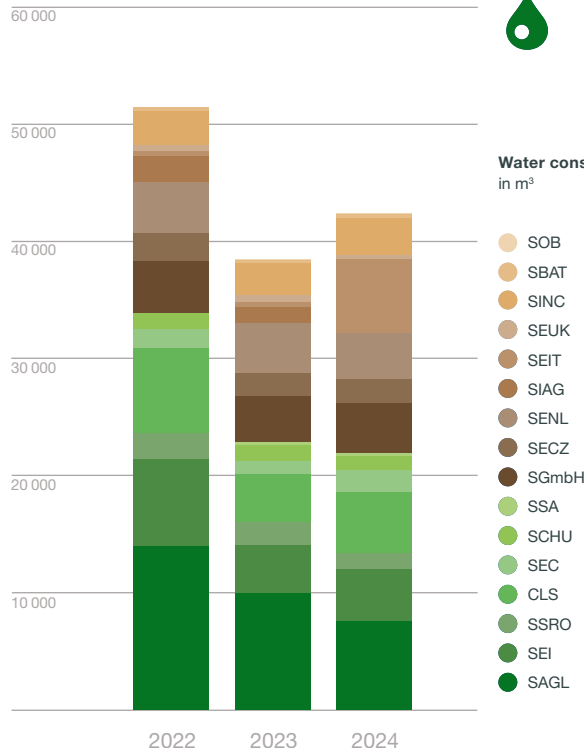
When extracting water and returning it to the water cycle, as a company we consistently follow the statutory regulations applicable in each country.

For instance, water is required at our production sites in order to cool machinery. Here we focus on closed cooling cycles to keep this consumption as low as possible. Due to the higher number of employees at the production sites, water consumption is further elevated here.

Certain processes in the individual production facilities also have an effect on consumption and the requirements on water supply. At the location in Lucerne, for example, we operate an electroplating system that generates wastewater, which we process in an on-site treatment plant. As a result, we have authorisation to return this treated water to the sewerage system.



42 396 m³



The 5 million liter increase in consumption is due to higher production figures in China and, in particular, a faulty water meter at SEIT, which has now been retroactively priced in for previous years. 27

Locations with water scarcity

An urgent problem are worsening water shortages in regions around the world as a consequence of climate change and the increased consumption due to population growth. Our production sites in Gujarat, India and Shenzhen, China are situated in more severely affected regions and therefore require special attention and measures to prevent problems in the future.

Waste

Waste is sorted and sent for re-processing, recycling or incineration. These are elements of our comprehensive waste concept.

Waste management is handled by the individual Group companies, since different forms of waste arise depending on the production processes and products. We are striving to reduce the variety of materials wasted, minimise the quantity of waste through high utilisation and direct these waste products to recycling. All our external disposal partners are qualified and are required to hold an official permit for legally compliant disposal. All thirteen production sites collect waste data in order to identify measures for improvement. Overall, 83 per cent of our companies have defined activities to minimise their waste. These range from the use of recyclable packaging, timers for infrastructure, recycling plastic resin and waste separation through to a recycling programme for components.

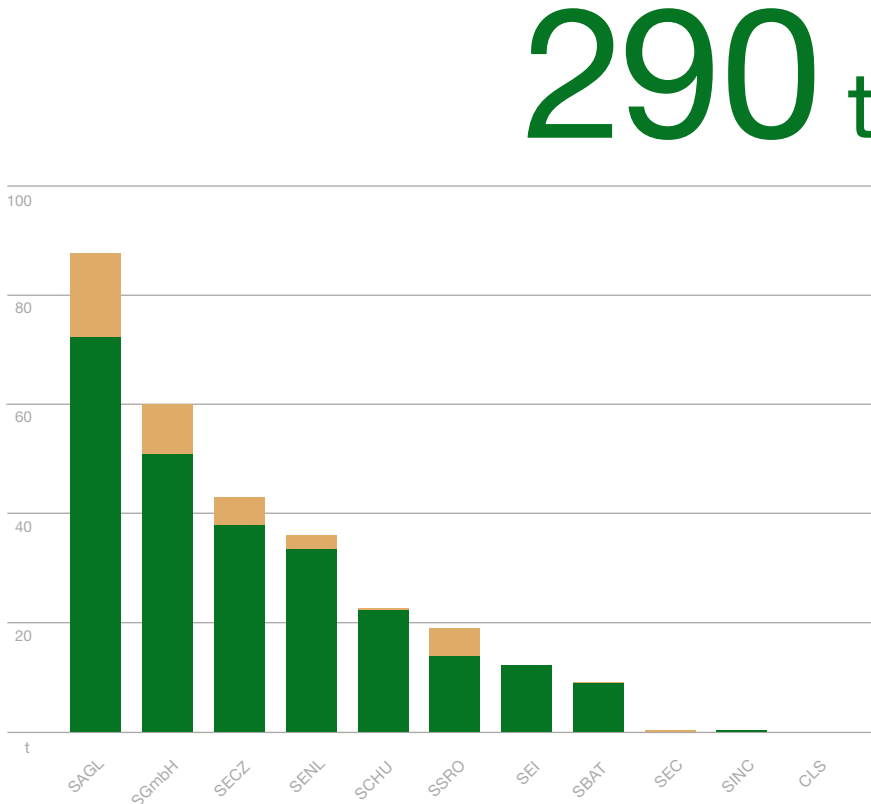
We will expand on these measures with the aim of saving 75 per cent of our waste by 2035. In the 2024 reporting year, the proportion of non-recycled waste decreased by 165 tons compared to the previous year due to the closure of production lines, the renewal of production processes and improved data on disposal.

-75 %

Reduction of waste disposal by 75 % by 2035

Non-recycled waste
in t

- Hazardous waste
- Non-hazardous waste





Procurement and supply chain

[30 KPI](#) [31 OUR SUPPLY CHAIN](#) [32 SUSTAINABLE PROCUREMENT](#)

We continuously review our global supply chain according to economic, ecological and social criteria. This allows us to improve working conditions and logistics processes for an overall sustainable supply chain.



Procurement and supply chain

30 KPI 31 OUR SUPPLY CHAIN 32 SUSTAINABLE PROCUREMENT

SDG

3 GOOD HEALTH AND WELL-BEING



6 CLEAN WATER AND SANITATION



8 DECENT WORK AND ECONOMIC GROWTH



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



Certifying our supply chain

Besides our employees and companies, we are also responsible for the indirect impact in upstream and downstream areas. For this reason, we evaluate our supply chain according to economic, ecological and social criteria.



2024

n/a

2023

n/a

2022

n/a

Target

75 %

30

Independent sustainability assessment for 75 % of our suppliers by purchase volume by 2028

Reducing transport kilometres

A global supply chain is susceptible to disruptions and has major implications for the environment. Our goal is to streamline our logistics and minimise transport routes through more localised and optimised warehousing.



-37 %
0.26 tkm/pc

-34 %
0.27 tkm/pc

0.41 tkm/pc
Reference year

-50 %

Halving of tonne-kilometers per component by 2035, reference year 2022.

Minimising CO₂ emissions in logistics

We understand that air freight, shipping and supplier logistics have a great impact on our footprint and the environment. We therefore endeavour to reduce our emissions in logistics.



8 %

8 %

4 %

100 %

Carbon-neutral vehicle fleet by 2028

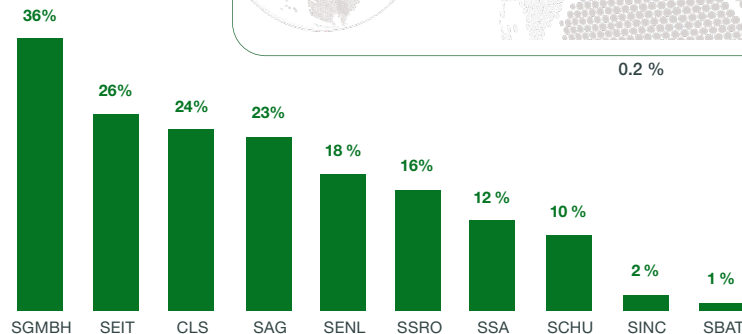
Our supply chain

The SCHURTER supply chain spans 37 countries and encompasses 1 895 suppliers.

Our products travel many kilometers before they reach the customer. Today, technical production aspects and delivery concepts established years ago lead to transportation routes that are often longer than absolutely necessary. We have therefore set ourselves the goal of halving our tonne-kilometers per component sold by 2035 compared to the reference year of 2022 (196,000,000 tkm) through local sourcing and clustering. The continuing difficult economic situation, particularly in Europe, as well as production relocations are reflected in the reduced transport performance of 78,000,000 tkm, which led to a further slight improvement to 0.26 tkm per part sold (baseline 2022: 0.41 tkm/pc).

Procurement share of local suppliers

The share of local suppliers varies considerably across the Group companies. In particular, pure sales organisations, such as SEIT in Italy, source finished products almost exclusively from our global production sites and procure hardly any local components.



Share of goods procured nationally in the total purchasing budget per Group company

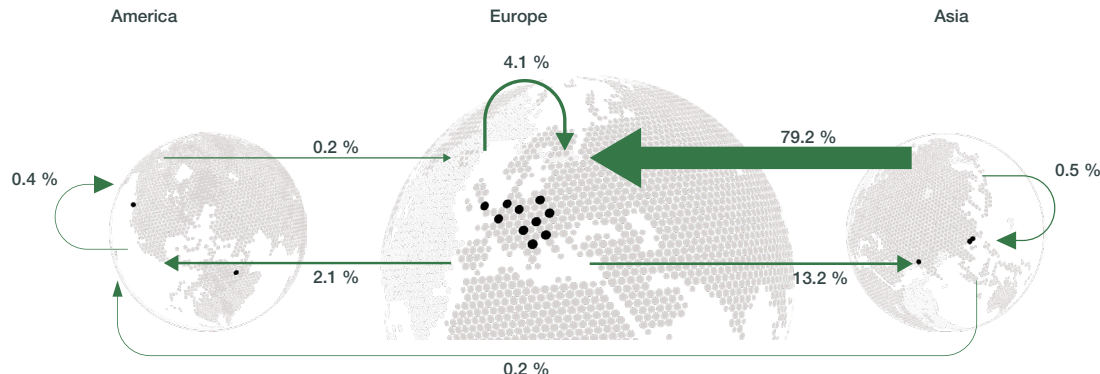
-50 %

Halving of tonne-kilometers per component by 2035



100 %

Carbon-neutral vehicle fleet by 2028



Supply flows as a percentage share of the overall procurement budget of the SCHURTER Group.

2024

Sustainable procurement

We are increasingly aligning our global supply chain according to sustainability criteria and will further intensify these efforts.

Currently, suppliers are selected according to the individual criteria of each SCHURTER Group company. During this process, the country-specific statutory regulations are always taken into account and observed. A third of the companies audit new suppliers according to social criteria and around half of the companies also do so for environmental criteria. In 2024, none of the audited suppliers were determined to have negative social or environmental effects.

As part of Group-wide sustainability management, we want to define Group-wide standards for supply audits. Our goal is for 75 per cent of our suppliers to be audited independently according to procurement budget following a consistent standard by the end of the next strategy period in 2028.

75 %



Independent sustainability assessment for 75 % of our suppliers by purchase volume by 2028





APPENDIX

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left to right Markus Kötter, Fernando Suarez, Daniel Löttscher

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About this report

The data in this report covers the period from 1 January 2024 to 31 December 2024. It is published in accordance with the GRI Standards: "Core" option. The GRI Index from page 34 provides an overview of where the specific data and information can be found in the report.

Last year, two sites, SER in Romania and SAG Mendrisio in Switzerland, changed ownership due to a divestiture. This led to a recalculation of the base year values, on which we defined our reduction targets. Two further group companies (SIAG and SSIN) were closed.

The report is a key tool in our approach to performance measurement. We therefore take great care to ensure that the report is clear in its wording and presentation. If you have any questions or comments, please contact the Global Sustainability Team at sustainability@schurter.com.

We would like to thank all colleagues in the SCHURTER Group, whose daily work has made this report possible in the first place. Special gratitude also goes to those involved in preparing this report.



Jörg Kurmann

Group companies

SAG	SCHURTER AG, CH
SSRO	SCHURTER spol. s r.o., CZ
SCHU	Cabex Kft., HU
SEI	SCHURTER Electronics (India) Pvt. Ltd., IN
SEC	SCHURTER Electronics (China) Ltd., CN
SSA	SCHURTER SAS, FR
SEIT	SCHURTER Electronics S.p.A., IT
SEP	SCHURTER Electronics Sp. z o.o., PL
SBAT	Burisch Elektronik Bauteile GmbH, AT
SINC	SCHURTER Inc., US
CLS	CHI LICK SCHURTER Ltd., HK
SGmbH	SCHURTER GmbH, DE
SENL	SCHURTER Electronics B.V., NL
SEUK	SCHURTER Electronics Ltd., GB
SECZ	SCHURTER Electronics spol. s r.o., CZ



Current information on sustainability in the SCHURTER Group can be found at
www.schurter.com/en/about-us/sustainability

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