VSME SUSTAINABILITY REPORT

Sustainability Report 2025

Abifor AG

VSME Basic & Comprehensive Module · 01.01.–31.12.2025

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Foreword

Statement by Management

Peter Hinder
Chairman & CEO, Abifor AG

"Since 1957 we have been making adhesives that hold. That is our promise to our customers - and it is also our benchmark for sustainability: building things so that they last."

With this report we are disclosing where we stand for the first time. Not to make a good impression, but because transparency is the foundation of any credible improvement. 2025 was our last full operating year at our previous production site in Wutöschingen - with machinery that was, in some cases, older than me. That is no secret, and I say it deliberately: we are showing our starting point so that in the coming years you can see how we develop and what progress we make.

Since the takeover in 2021 we have invested in three areas that belong together: in people, in digitalization - because today the requirements of our customers and partners can no longer be met without modern tools - and in infrastructure. Adjusting wages to market-appropriate salaries and modernizing employment contracts were among the first measures. Numerous further decisions have followed, for the benefit of our employees, our environment, and the long-term success of our company. The completion of our new production facility in 2026 is the most visible part of this transformation.

95% of our CO_2 emissions arise from the raw materials we purchase. We are working on this: with bio-based, biodegradable, and recycling-based product lines that are already part of our portfolio today.

Sustainability at Abifor is not a project. It is an attitude that we think of in generations.

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About Abifor

Company · Products · Markets · Circular Economy

COMPANY PROFILE

Specialty adhesives. Since 1957.

Abifor AG is an owner-managed specialty manufacturer of thermoplastic hot-melt adhesives, headquartered in Dübendorf (Switzerland) with a production plant in Wutöschingen (Germany). Since our founding in 1957 we have developed and produced adhesives in powder, granulate, web, net, and film form. Webs, nets, and films have been part of the range since 2016 - an expansion that enables adhesive application on materials for which powder is not suitable.

In 2021, Peter Hinder acquired a majority stake in the company and initiated a comprehensive transformation: improved working conditions, digitalization investments, a training offensive, sustainability management, and the decision to modernize the production facilities, including a new plant building in Wutöschingen.

1957
Year founded
Owner-managed

2016
Webs, films & nets
Range expansion

2021
Takeover
New direction

26
Employees
Employees
All permanent

Year	Milestone
1957	Founding of Abifor AG · Start with powder & granulate
2016	Range expanded to include webs, films & nets
2021	Takeover by Peter Hinder · “Build & Fix” transformation phase
2025	Last year at previous production site · First VSME report · CO_2 base year
2026	New building operational · PV 460 kWp · ISO 14001 targeted

THERMOPLASTICS & CIRCULAR ECONOMY

Structurally sustainable - by nature

Thermoplastic adhesives are not a compromise between performance and sustainability. They are both. The decisive difference to thermosets (heat-curing adhesives): thermoplastics can be re-melted. That sounds technical, but it is fundamental to the circular economy.

> ***Thermoplastic means: remeltable. Releasable bonds. Separable materials. Recyclable.***

In practice this means: products bonded with our adhesives can be separated again at the end of their life. They also work without solvents and are therefore more environmentally friendly than most conventional adhesives. Bonded products can be recycled or reworked. Our customers across numerous industries benefit from this directly.

As the only provider worldwide, we process all types of thermoplastic polymers into powder, webs, nets, and films - regardless of polymer type. This open product architecture makes it possible to use any thermoplastic polymer available on the market, including bio-based and recycling-based variants.

Polymer	Powder	Granulate	Web	Net	Film
Thermoplastic polyurethane (TPU)	●	●	●	●	●
Co-polyester (CoPES)	●	●	●	-	●
Co-polyamide (CoPA)	●	●	●	●	●
Co-polypropylene (CoPP)	●	●	-	-	●
Polycaprolactone (PCL)	●	●	●	●	●
Polyethylene (LDPE / HDPE)	●	●	-	-	●
Ethylene vinyl acetate (EVA)	●	●	●	-	●
Polyvinyl alcohol (PVA)	●	●	-	-	-
Bio-based & degradable polymers	●	●	●	-	●

12 RESPONSIBLE CONSUMPTION & PRODUCTION

Our contribution: SDG 12 - Responsible Consumption & Production
Thermoplastic adhesives work without solvents and enable separable, recyclable bonds. Our customers can design products for circularity. This is our structural contribution to the circular economy.

SUSTAINABLE PRODUCT LINES

Bio-based, biodegradable, recycling-based - today

Abifor has three categories of sustainable adhesives in its portfolio. This is not a promise for the future. Biodegradable products already account for 11.3% of our revenue. Bio-based and recycling-based products are available - market response is still low, but the pipeline is full.

Product category	Revenue share 2025	Status	Outlook
Biodegradable	11,3%	✓ Established	Continue to expand
Bio-based	Low	In range	Market to follow
Recycling-based (50/75/100%)	Low	In range	Pipeline in place

> Bio-based and recycling-based products are already part of our range today - market response has so far been low. We are convinced that these lines will gain importance as our customers' sustainability requirements grow.

CERTIFICATIONS

Certification	Area	Status 2025	Outlook 2026
ISO 9001	Quality management system	Certified	Renewal
OEKO-TEX® Standard	Product certification, textiles	-	Targeted for 2026
ISO 14001	Environmental management system	-	Targeted for 2026

DIGITALIZATION

Digitalization in particular has fundamentally changed Abifor since 2021. What began with the renewal of the ERP system now covers the entire value chain: from batch tracking to production planning to automated quality data capture in the laboratory.

Our contribution: SDG 9 - Industry, Innovation & Infrastructure

Since the takeover in 2021, Abifor has implemented a comprehensive digitalization drive with an investment volume of around €250,000. Centerpiece: ERP renewal with batch tracking, CRM, complaints management, production planning, as well as new laboratory equipment with an ERP interface for seamless digital measurement data capture. Complemented by an intranet, digital contract management, an invoice-checking and HR management tool, and automatic TDS/SDS creation. The bagging and palletizing system installed in 2024 is directly connected to the ERP. New building in 2026 with state-of-the-art production technology. PCF development planned from 2027–2029.

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Reporting Basis

VSME · SDGs · Sustainability programme · Stakeholders

VSME STANDARD & UN SUSTAINABLE DEVELOPMENT GOALS

What is VSME - and why does Abifor report according to it?

The VSME Standard (Voluntary SME Sustainability Reporting Standard) is the European sustainability reporting standard designed specifically for SMEs. Developed by EFRAG as a simplified response to the CSRD directive. Abifor chose VSME because it meets the requirements of our customers, partners, and stakeholders - without the effort of a full ESRS report. The modular structure allows a later “upgrade” to a higher reporting standard.

Parameter	Value
Reporting standard	VSME (Basic & Comprehensive Module, Version 1.0)
CO_2 accounting standard	GHG Protocol Corporate Standard / ISO 14064-1
Software & verification body	Enit carbon · GUTcert / AFNOR Group · 19.05.2026
Reporting period	1 January 2025 – 31 December 2025
Base year	2025 (first reporting year)
Consolidation approach	Operational control approach
CO_2 accounting data quality	High (±5% GHG Protocol uncertainty)

In accordance with VSME paragraph 19, the following information, classified as confidential or competitively sensitive, is not disclosed: revenue and total assets (data point B1), the resulting GHG intensity per revenue (data point B3), certain strategic information (data point C1), and details of the supplier structure. As an owner-managed, non-listed company in a specialized niche market, disclosing this information would allow competitively relevant conclusions to be drawn. The information is documented internally and made available to authorized stakeholders (e.g. banks, major customers) on request in direct exchange.

Abifor has identified, from the 17 global Sustainable Development Goals of the United Nations, the six on which the company, as a manufacturer of thermoplastic hot-melt adhesives, has the greatest direct influence. The selection was guided by business operations (production, energy, circular economy), responsibility toward employees (education, fair pay, secure employment), and the strategic investments made since the 2021 takeover. The following overview shows the six selected SDGs and their concrete link to Abifor.

Sustainable Development Goal (SDG)	Relevance to Abifor	Chapter
SDG 4 Quality Education	Training volume tripled since takeover · Cost/hour significantly reduced	S. 23
SDG 7 Affordable and Clean Energy	100% green electricity · PV 460 kWp from 2026 · own solar power generation	S. 16
SDG 8 Decent Work and Economic Growth	Wage correction in 2021 · all positions permanent · Pay above minimum wage	S. 19
SDG 9 Industry, Innovation	New building in 2026 · digitalization investments · PCF development[1]	S. 6
SDG 12 Responsible Consumption	Thermoplastics = circular · 11.33% biodegradable products · 52% recycling rate	S. 17 + 24
SDG 13 Climate Action	CO_2 base year 2025 · Scope 2 = 0 · Climate target: Scope 1+2 −25% / Scope 3 −10% by 2035	S. 8–11

[1] PCF = Product Carbon Footprint

SUSTAINABILITY PROGRAMME

Focus Areas, Targets & Indicators

Sustainability at Abifor is not an abstract commitment, but a programme with concrete targets and measurable indicators. The following overview shows our four focus areas - aligned with the SDGs relevant to us.

Focus area	Sustainability target	Performance indicator
Products for tomorrow	Biodegradable products: 11.33% revenue share 2025	*Revenue share of sustainable lines*
	Establish bio-based & recycling-based products in the market	*Number of active pilot projects*
	Report PCF per product line (from 2026/2027)	*Availability of PCF data*
Resource-efficient production	Scope 2 = 0 t CO_2e - already achieved (100% green electricity)	*MWh green electricity / total electricity*
	Scope 1+2: −25% by 2035 vs. base year 2025	*t CO_2e Scope 1+2 absolute*
	Scope 3: −10% by 2035 vs. base year 2025	*t CO_2e Scope 3 absolute*
	Waste recycling rate: target > 75% by 2035	*% of total waste recycled*
Fair work & people	All positions permanent - already achieved	*Number of fixed-term contracts*
	Pay above minimum wage - already achieved	*Wage development, Germany*
	Training volume: > 150h / year	*Total training hours*
	Workplace safety: < 3 accidents / million hours worked	*Accident frequency rate*
Responsible procurement	Build supplier CO_2 transparency	*Suppliers with PCF data*
	Human rights due diligence (LkSG/CSDDD)	*No known violations*

STAKEHOLDER DIALOGUE

What our customers, partners, and banks ask

As a supplier to international industrial customers, we are engaged in an intensive dialogue on sustainability. Requirements are growing: customers ask about CO_2 emissions, product certifications, and supply chain transparency in standardized supplier questionnaires. Banks increasingly factor ESG criteria into lending decisions.

Stakeholder group	What they ask	Our status 2025
Industrial customers	CO_2 footprint (PCF) per product · OEKO-TEX · ISO 14001	CCF in place · PCF in preparation · OEKO-TEX targeted for 2026
Banks & financial partners	ESG metrics · Sustainability report · Climate targets	First VSME report · Climate targets defined · Base year 2025
Suppliers	Raw material origin transparency · Human rights	LkSG compliance · No known violations
Employees	Fair pay · Safe workplace · Prospects	Wage correction 2021 · All permanent · New building 2026

> ***The CO_2 footprint of our products is one of the most frequently asked questions from our customers. This report is the first step of our answer.***

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Climate & Energy

Corporate Carbon Footprint · Scope 1/2/3 · Climate targets

TOTAL EMISSIONS 2025

10,047 t CO_2e - our starting point

In the 2025 reporting year, Abifor AG emitted a total of 10,047 tonnes of CO_2 equivalent. This is our base year - the starting point against which all future progress will be measured. We deliberately chose the last year at the old building so that the improvements from the new building, from 2026 onward, would be clearly measurable.

10.047	**38,6**	**0**	**10.008**
t CO_2e	t CO_2e	t CO_2e	t CO_2e
Total emissions 2025	**Scope 1 - Direct**	**Scope 2 - Electricity**	**Scope 3 - Supply chain**
Base year	0.5% · Gas & vehicle fleet	100% green electricity	95.8% · Raw materials

The CO_2 accounting distinguishes three areas under the Greenhouse Gas Protocol: Scope 1 covers all direct emissions arising at the company's own site - at Abifor, from burning gas for heating the old building and from the vehicle fleet. Scope 2 covers indirect emissions from purchased energy generated outside the company - mainly electricity. At Abifor this is zero thanks to 100% green electricity. Scope 3 covers all other indirect emissions along the value chain - from the purchase of raw materials, through transport, to business travel and employee commuting. At Abifor, 99.6% of all emissions arise in Scope 3, mainly from purchased polymers and liquid nitrogen.

Our contribution: SDG 13 - Climate Action

Our CO_2 accounting, with data quality "high" (±5%), is the basis for all climate measures. Scope 2 = 0 thanks to 100% green electricity. Target: Scope 1+2 −25% by 2035, Scope 3 −10% by 2035.

SCOPE 1 - DIRECT EMISSIONS

38.6 t CO_2e: gas and vehicle fleet

Scope 1 emissions arise directly within the company - at Abifor, from gas heating of the old building and the vehicle fleet. From 2026, the gas share will be eliminated entirely: the new building will be heated electrically with 100% natural power, largely from its own PV production. Note: the Dübendorf (CH) site is not included in the 2025 Scope 1 and Scope 2 accounting, as no consumption data is yet available for the new premises occupied at the end of 2024. Integration will follow from the 2026 report onward.

Source	Data basis	Emissions	Share
Natural gas - old building heating	Annual statement, Naturenergie	10.2 t CO_2e	26,4%
Diesel - vehicle fleet	DKV portal	23.3 t CO_2e	60,3%
Petrol - vehicle fleet	DKV / credit cards	5.1 t CO_2e	13,3%
Total Scope 1		**38.6 t CO_2e**	**100%**

> From 2026: no more gas heating. New building with heat pump.

SCOPE 2 - ELECTRICITY PURCHASED

0 t CO_2e - and own generation from 2026

Abifor sources its operating electricity entirely from renewable energy with HKN certification (Naturenergie). Scope 2 emissions: zero. From 2026, we will generate our own with a 460 kWp[2] PV system on the roof of the new building. The difference: instead of purchased green electricity, we will generate our own.

734
MWh
Electricity purchased 2025
100% renewable (HKN)

0
t CO_2e
Scope 2 emissions
Location-based

460
kWp
PV system annual output - to be reported in the 2026 report

Our contribution: SDG 7 - Affordable and Clean Energy

100% renewable electricity for years. From 2026: own solar power generation (460 kWp). From purchased green electricity to self-generated energy.

[2] kWp = kilowatt-peak, denotes the nominal output of a photovoltaic system under standardized test conditions.

SCOPE 3 - SUPPLY CHAIN

99.6% of emissions: Scope 3

The majority of our emissions do not arise at Abifor itself, but in the supply chain - through the purchase of thermoplastic polymers and liquid nitrogen. This is structural for an adhesives manufacturer: polymers are energy-intensive to produce and are often based on fossil raw materials. Liquid nitrogen is used in the cold-grinding process and is highly energy-intensive to produce (air liquefaction and distillation). Nitrogen itself is not a greenhouse gas - but its CO_2 footprint arises from the enormous energy input required to produce it. At around 1,578 t CO_2e, it is the second-largest single item in our supply chain after polymers.

Monomers such as ethylene, propylene, etc. are produced from crude oil and natural gas and subsequently linked into polymers (polymerization). Thermoplastics are increasingly also produced from renewable or recycled sources:

- Bio-based thermoplastics: from sugar cane, corn starch, cellulose, vegetable oils;
- Recyclates: from mechanically or chemically recycled plastics.

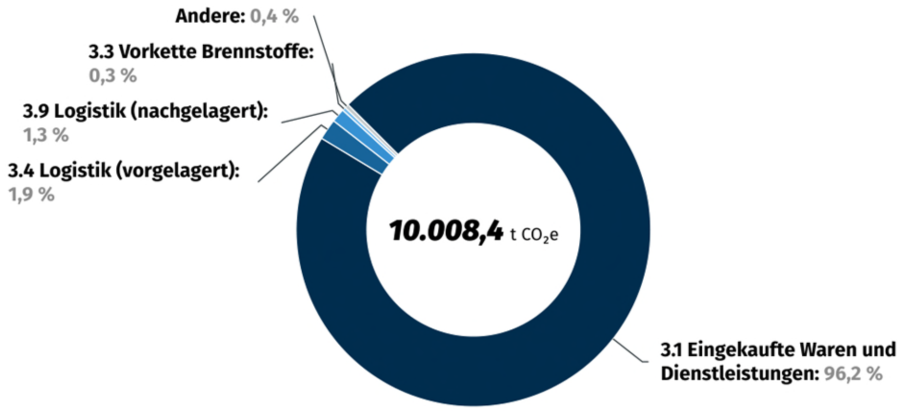
We contribute to sustainable solutions by closely monitoring new developments in sustainable polymers, testing their suitability as thermoplastic adhesives, and adding them to our range where appropriate.

Digital communication keeps business travel to a minimum. Nevertheless, personal exchange with customers, suppliers, and partner companies is important for the sustainable economic development of our company. We accept the resulting emissions and disclose them transparently.

> ***96.2% of our Scope 3 CO_2 emissions arise from raw materials including liquid nitrogen. This is our biggest challenge - we have only limited influence over how they are produced.***

Scope 3 category		Emissions	Share
3.1	Purchased raw materials incl. liquid nitrogen (LDPE, TPU, copolyester, Co-PA, EVA, N_2, etc.)	9,623.19 t CO_2e	96,2%
3.4	Upstream transport (ship, truck, rail, air freight)	190.7 t CO_2e	1,9%
3.9	Downstream transport (customer deliveries worldwide)	125.9 t CO_2e	1,3%
3.3	Upstream fuel supply chain	32.0 t CO_2e	0,3%
3.6	Business travel (intercontinental & continental flights)	20.59 t CO_2e	0,2%
3.7	Employee commuting	15.88 t CO_2e	0,2%
3.5	Waste	0.1 t CO_2e	< 0,1%
Total Scope 3		**10,008.4 t CO_2e**	**100%**

Scope 3 Emissionen



PRODUCT CARBON FOOTPRINT (PCF)

What our customers ask - and what we cannot yet deliver

More and more customers ask, in standardized supplier questionnaires, for the product-specific carbon footprint (Product Carbon Footprint, PCF). We cannot yet fully report the PCF per product line today. The foundation - a precise CCF accounting[3] with "high" data quality - has been laid. Granularizing to product level is an important strategic priority.

> Target: product-specific CO_2 data from 2027/2028. First steps have been initiated.

CLIMATE TARGETS & ACTION ROADMAP

Our path to 2035

−25% by 2035 **Target: Scope 1 & 2** Absolute vs. base year 2025	**−10%** by 2035 **Target: Scope 3** Absolute vs. base year 2025

●	**2025**	**Base year · First VSME report** 10,047 t CO_2e · 100% green electricity · High (±5%)
○	**2026**	**New building · PV 460 kWp · OEKO-TEX · ISO 14001** No gas heating · Solar power · New production equipment
○	**2027**	**Specific N_2 consumption −30% by 2030** Production process optimization, stable room temperature in new building
○	**2027–2029**	**PCF & supplier engagement** Product-specific CO_2 data
○	**ongoing**	**Expand bio-based products** Expansion of existing product lines
○	**2035**	**Climate target** Scope 1+2: −25% · Scope 3: −10% vs. base year 2025

[3] CCF accounting: calculation of the Corporate Carbon Footprint

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Environment & Resources

Energy · Water · Waste 2019–2025 · Biodiversity

7 AFFORDABLE AND CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION & PRODUCTION

ENERGY CONSUMPTION

784.6 MWh - 93.5% from renewable sources

Energy source	Quantity	Renewable	CO_2e
Electricity (Naturenergie, HKN-certified)	734.0 MWh	**100%**	0 t
Natural gas, old building heating	50.6 MWh	0%	10,2 t
Total	**784.6 MWh**	93.5% renewable	**10,2 t**

CLIMATE-RELATED RISKS (VSME C4)

Physical risks: Abifor has identified rising summer temperatures as its most relevant physical climate risk, with a direct, measurable impact: in the record summer of 2024, specific nitrogen consumption demonstrably increased in the non-air-conditioned production at the old building. This risk is structurally addressed by the move to the air-conditioned new building in 2026. Based on current assessment, the Wutöschingen and Dübendorf sites are not exposed to increased risk from extreme weather events such as flooding.

Transition risks: with 96% of emissions embedded in purchased raw materials, Abifor is indirectly exposed to future CO_2 pricing of fossil-based polymers - rising raw material costs are the most significant transition risk. The strategic response lies in expanding the biodegradable, bio-based, and recycling-based product lines already in our range. Abifor addresses growing customer demands for sustainability data proactively with this report and the planned PCF development from 2027.

SPECIFIC ENERGY CONSUMPTION

–20% in two years - new equipment is having an effect

Specific energy consumption fell from 319 kWh/t (2023) to 254 kWh/t (2025) - a reduction of 20% in two years. This was largely driven by two new production units, deliberately acquired in 2024 before the move to the new building, to allow the commissioning period to run alongside ongoing operations.

Specific energy consumption kWh/t: 2023: 319 | 2024: 273 | 2025: 254

SPECIFIC NITROGEN CONSUMPTION

Target: –30% kg N_2 per ton by 2030

Nitrogen consumption at the old building is subject to seasonal fluctuations: without air conditioning in production, consumption rises noticeably in summer. 2024 was the warmest year in Germany since records began (DWD). This explains the slight increase in specific N_2 consumption. This effect will disappear in the new building, which has a more constant indoor climate year-round. Combined with new equipment and nitrogen flow meters, this forms the basis for the target of a 30% reduction by 2030.

Specific N_2 consumption kg/t of cold-ground product: 2023: 2,446 | 2024: 2,513 | 2025: 2,330 | Target 2030: 1,712 kg/t

WATER CONSUMPTION

87 m³ - a negligibly small footprint

With total water withdrawal of 87 m³, Abifor is at the level of two private households. None of our sites is located in an area at risk of water scarcity.

87	0
m³	m³
Total water withdrawal 2025	**In water-scarce areas**
Wutöschingen site	No site affected

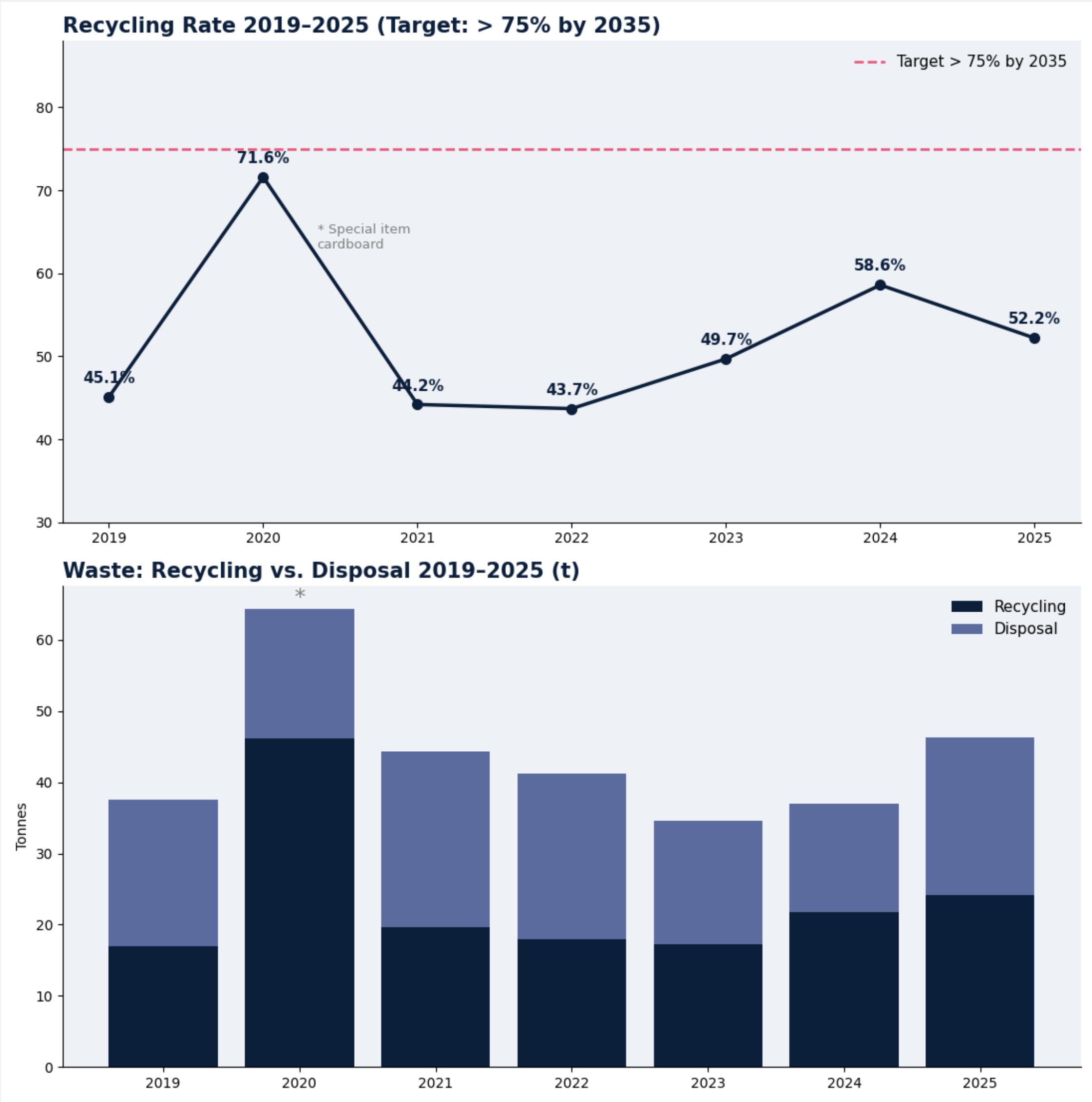
WASTE & RECYCLING 2019–2025

A clear trend: less disposal, more recycling

In 2024 we achieved our highest recycling rate to date, at 58.6%. In the 2025 reporting year, 46.2 tonnes of non-hazardous waste were generated, of which 52% was recycled. Hazardous waste: none.

Year	Recycling	Disposal	Total	Recycling rate	Note
2019	16,9 t	20,6 t	37,5 t	45,1%	
2020	46,1 t	18,3 t	64,5 t	71,6%	* Special item
2021	19,6 t	24,7 t	44,3 t	44,2%	
2022	18,0 t	23,2 t	41,3 t	43,7%	
2023	17,2 t	17,4 t	34,6 t	49,7%	
2024	21,7 t	15,3 t	37,0 t	**58,6%**	Best year
2025	24,1 t	22,2 t	46,2 t	**52,2%**	Reporting year

** 2020: One-off special item, cardboard (site clearance) - not representative of normal operations*



BIODIVERSITY & LAND USE

None of our sites is located in an area with biodiversity requiring special protection. The new building in Wutöschingen integrates greenery on two levels: a planted roof terrace as a break area for employees, and partial green roofing in the PV area. Both measures contribute to local biodiversity. The surrounding area has been planted with native species and a large wildflower meadow. The full green space balance will be reported in the 2026 report.

Our contribution: SDG 12 - Responsible Consumption & Production

52% internal recycling rate, and rising. Thermoplastic products enable circularity for our customers. No hazardous waste in the reporting year.

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Social & Labor

Employees · Safety · Wages · Training

EMPLOYEES

26 people. All permanent. Two countries.

Abifor is a small company - with high standards for itself. All 26 employment relationships are permanent. This is a deliberate decision: we invest in people, not in flexibility at the expense of their security. 6 of 26 employees are women (23%), almost all in administrative and commercial roles.

26 Employees **Total employees** All permanent	**20** in Germany **Wutöschingen** Production & administration	**6** in Switzerland **Dübendorf** Headquarters & administration	**100%** **Permanent contracts** Not a single fixed-term contract

Metric	Male	Female	Total
Total employees	20	6	26
Germany site	-	-	20
Switzerland site	-	-	6
Fixed-term contracts	0	0	**0**
Management & supervisory body (4 members, 2 internal/2 external)	4	0	0% female

> The management and supervisory body consists of 4 members (0% female). Across the company as a whole, 23% are female (6 of 26), almost all in administrative and commercial roles. Abifor reports this transparently.

Our contribution: SDG 8 - Decent Work and Economic Growth

Wage correction in 2021 following the takeover. All positions permanent. Pay above minimum wage. The 2026 new building creates modern, safe workplaces.

EMPLOYEES & NEW BUILDING

The new building is also an investment in people

The new site in Wutöschingen will be more than a production building. It will make a statement: modern production equipment, ergonomic workplaces, short distances, and - as a special feature - a generous roof terrace for employees, with seating, plants, and views over the Black Forest landscape.

> ***"A good workplace is not a luxury. It is the foundation for motivation, quality, and long-term loyalty."***

New building, Wutöschingen, 2026 · Roof terrace and PV system

WORK ENVIRONMENT - NEW OFFICE IN DÜBENDORF

At the end of 2024, after more than 25 years at the Zürich location, Abifor moved into new, Minergie-certified office premises in Dübendorf - a deliberate decision for better working conditions. The previous premises, in an older residential area, offered neither outdoor space nor recreational amenities. The new premises offer bright, air-conditioned office space with floor-to-ceiling windows, a well-maintained outdoor area with quiet zones, and a lively, friendly environment. In addition, there is excellent access to public transport, good motorway access, a barrier-free lift, and visitor parking. The Minergie standard guarantees an energy balance at least 25% better than legally required, along with fossil-free heating with controlled ventilation and heat recovery. Energy consumption and the comparison with the previous location will be reported in the 2026 report.

HEALTH & SAFETY

Safety as a core value

In the 2025 reporting year, one reportable workplace accident was recorded (an employee twisting her ankle, 4 days of incapacity to work), no fatalities. In 2022, 2023, and 2024 there were no reportable workplace accidents at the company. An accident frequency rate is not calculated due to the small size of the workforce - this metric is only statistically meaningful for larger workforces. The new building, with modern equipment and ergonomic workplaces, is a direct investment in workplace safety.

1 Accident **Reportable, 2025** Wutöschingen site	**4,25** / million hours worked **Accident frequency rate** 1 accident · 0 fatalities	**0** **Fatalities** Workplace accident / illness

PAY & MINIMUM WAGE

All employees are paid above the statutory minimum wage. The lowest wage at Abifor is at least 40% above the statutory minimum wage (Germany: €12.82/h) - plus holiday and Christmas bonuses.

Abifor is not bound by a collective wage agreement; pay is set individually and in line with the market (VSME B10).

TURNOVER RATE

The turnover rate in 2025 was 6.7% (2024: 3.6%). Due to the small size of the company, individual hires and departures cause large percentage swings - a multi-year trend view is therefore not meaningful.

WAGE DEVELOPMENT 2018–2025

Fair pay as a core value

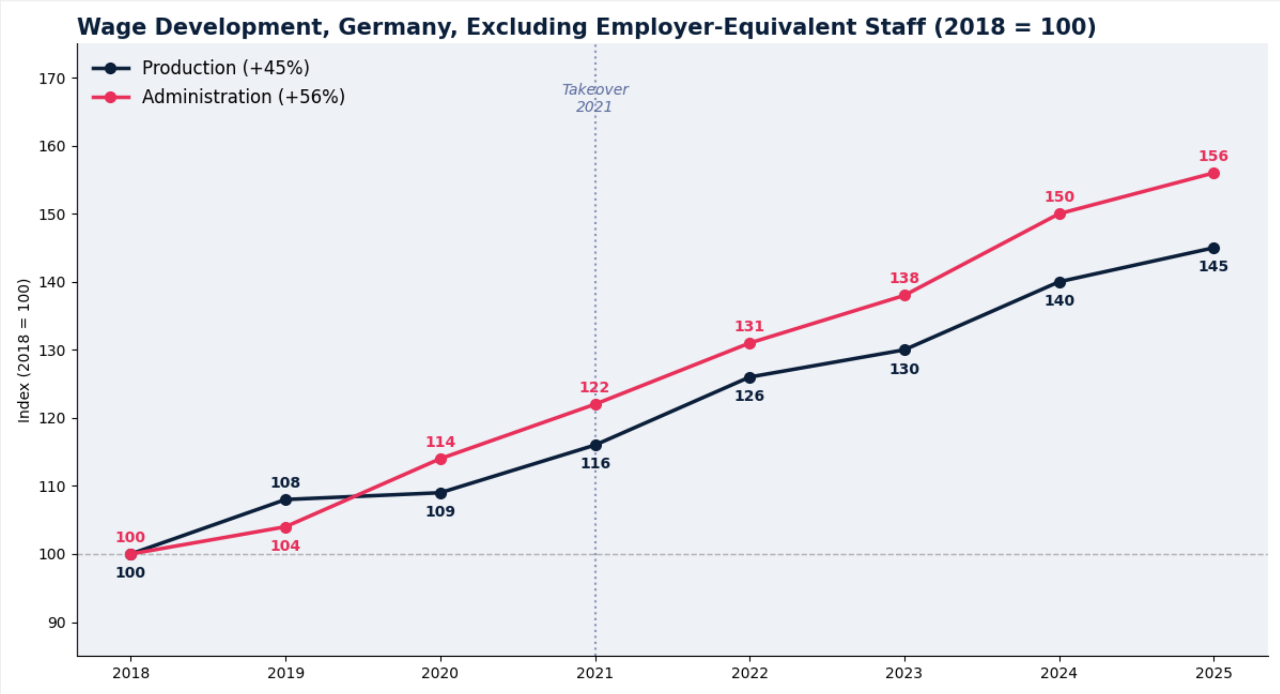
All employees are paid above the statutory minimum wage (minimum wages Germany: €12.82/h · Switzerland: CHF 24.43/h). In 2021, the wage correction was the first decision following the takeover. Its impact is clearly visible in the figures from 2022 onward, and especially in 2024.

Wage development, Germany site, 2018–2025:

The chart shows wage development at the Germany site (excluding employer-equivalent staff). The Switzerland site is not included due to different wage structures and currency (CHF). Method: average annual wage increase for all employees with a prior-year value (reference date: December).

Overall message: clear increase since the 2021 takeover · especially in 2024 (+17.5% total wages with the same headcount)

Collective wage agreement: none · Individual pay structure



TRAINING 2019–2025

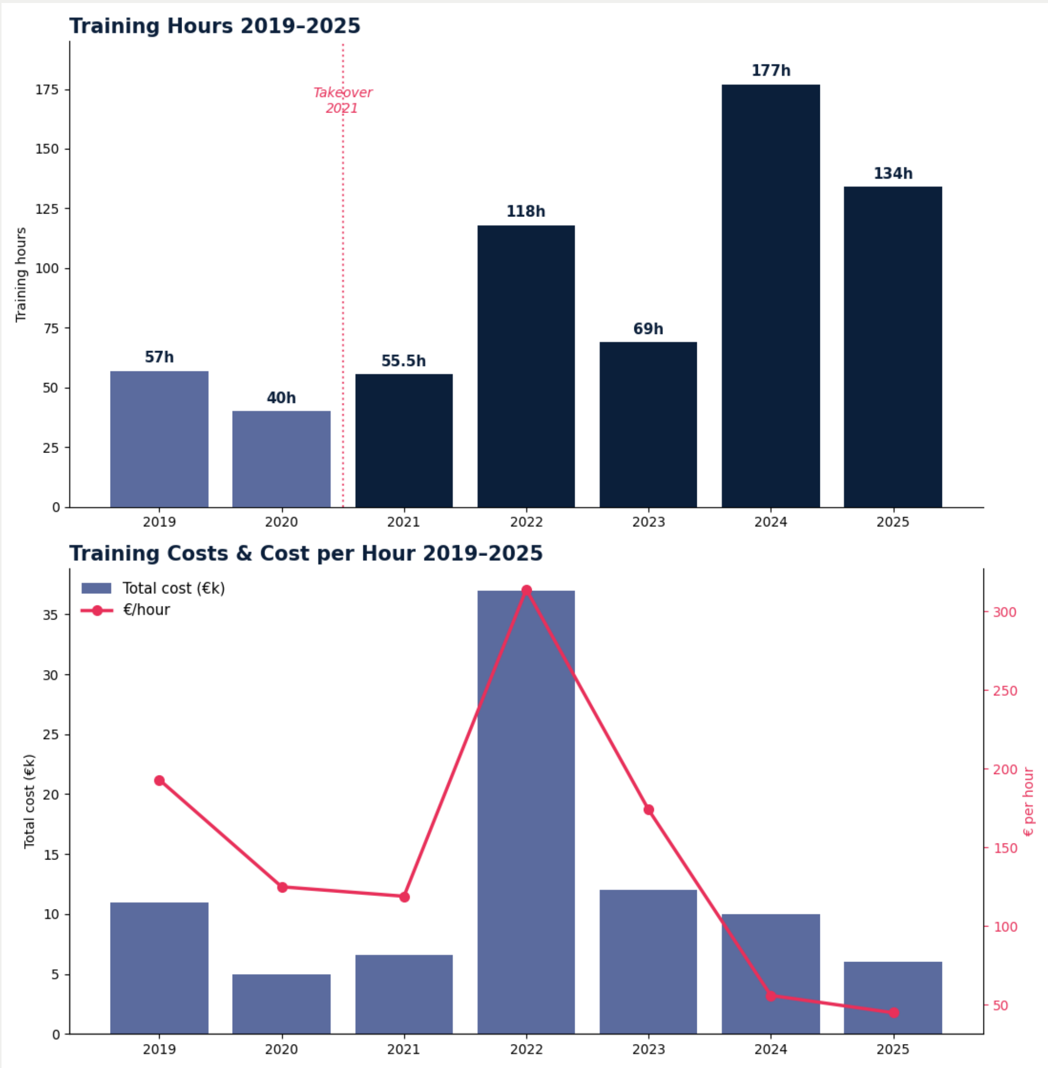
Triple the hours - at falling cost per hour

Training volume has more than tripled since the 2021 takeover. In 2024, at 177 hours, almost four times as much training was carried out as in 2019 (57 h) - at a cost rate of €56/h instead of €193/h. This reflects the efficiency of a successful shift from external to internal training.

In the 2025 reporting year, an average of 5.2 training hours per employee were completed (134 hours in total across 26 employees).

Year	Total hours	Total cost	Cost/hour	Context
2019	57 h	11.000 €	193 €	Before takeover
2020	40 h	5.000 €	125 €	Covid year
2021	55,5 h	6.600 €	119 €	Takeover by new owner
2022	118 h	**37.000 €**	314 €	Transformation year - intensive, external
2023	69 h	12.000 €	174 €	Consolidation
2024	**177 h**	10.000 €	56 €	More internal - highest hour count
2025	**134 h**	6.000 €	**45 €**	New building operational

Training cost €193 per hour in 2019. In 2025 it is €45. That is the value of in-house know-how.



Our contribution: SDG 4 - Quality Education

Training volume tripled since the takeover. Cost per hour reduced by 77%. Consistent internalization of know-how as a long-term investment in the workforce.

0 7

Product Quality

Complaint rate 2019–2025 · Target: below 2%

12 RESPONSIBLE CONSUMPTION & PRODUCTION

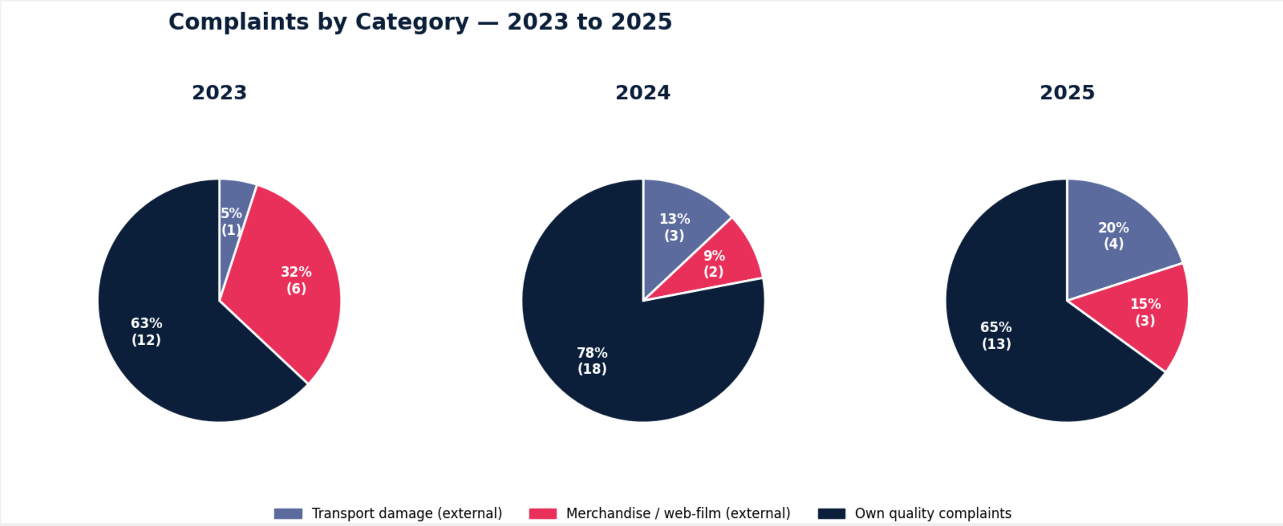
COMPLAINT RATE 2019–2025

Quality is sustainability

We measure the complaint rate as the share of deliveries subject to a complaint. Target: below 2%. We achieved it in 2023 and 2025.

> ***A low complaint rate means fewer replacement deliveries, less transport, less material waste at the customer. Product quality and sustainability are directly linked.***

Year	Rate	Target < 2%	Assessment
2019	**1,3%**	✓ **Best year**	Best value in the series
2020	2,0%	⚠ Narrowly missed	COVID-19 supply chain disruptions
2021	2,0%	⚠ Narrowly missed	Supply chains still volatile
2022	2,2%	✗ Not achieved	Material shortages in the industry
2023	**1,8%**	✓ **Achieved**	Target achieved again
2024	2,2%	✗ Not achieved	Elevated complaint rate due to deviations in particle size distribution (too coarse / too fine). Process optimization measures initiated.
2025	**1,8%**	✓ **Achieved**	Reporting year - target achieved



Investment in new, state-of-the-art laboratory equipment has raised quality testing to the highest standard: thanks to the direct interface with the ERP system, all measurement results are fully traceable and clearly assigned to each batch. This is an important basis for detecting deviations, such as the particle-size distribution problems seen in 2024, at an early stage in future.

0 8

Governance

Integrity · Human rights · Compliance

CORPORATE GOVERNANCE & COMPLIANCE

Clear responsibility. Short paths.

Abifor AG is run as an owner-managed company. Short decision-making paths allow fast and binding accountability - including on sustainability matters.

Governance metric	2025
Convictions for corruption or bribery	0
Fines for corruption or money laundering	0 €
Serious human rights incidents	0
Adverse human rights incidents in the supply chain	None known
Revenue from controversial sectors	Not applicable
Gender diversity, management body (4 members)	0% female (0 of 4 people)

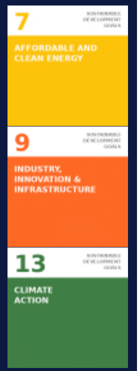
HUMAN RIGHTS IN THE SUPPLY CHAIN

Raw materials are sourced exclusively from European and Asian suppliers. For competitive reasons, no further details on the supplier structure are disclosed. Human rights standards are a fundamental prerequisite for every business relationship. No adverse incidents were known in 2025. With the LkSG and CSDDD, transparency obligations are growing. We have implemented the German Supply Chain Due Diligence Act (LkSG) on a voluntary basis, meeting a frequently expressed customer request.

0 9

Outlook 2026 & Targets

New building · What is changing · Open items



ZÜRICH LOCATION - NEW PREMISES IN DÜBENDORF

At the end of 2024, after more than 25 years at the Zürich location, Abifor moved into new, Minergie-certified office premises in Dübendorf - a deliberate decision for better working conditions. The previous premises, in an older residential area, offered neither outdoor space nor recreational amenities. The new premises offer bright, air-conditioned office space with floor-to-ceiling windows, a well-maintained outdoor area with quiet zones, and a lively, friendly environment. In addition, there is excellent access to public transport, good motorway access, a barrier-free lift, and visitor parking. The Minergie standard guarantees an energy balance at least 25% better than legally required, along with fossil-free heating with controlled ventilation and heat recovery. Energy consumption and the savings achieved compared with the previous location will be reported for the first time in the 2026 report.

THE NEW BUILDING AS A TURNING POINT

Old building 2025. New building 2026. The difference will be measurable.

2025 was our starting point. We deliberately chose the last year at the old building as our base year, so that the improvements in subsequent reports will be clearly visible.

Old building, Wutöschingen · Base year 2025

New building, Wutöschingen · Operational from 2026

PV system, 460 kWp, on the roof of the new building · Aerial photo, November 2025

WHAT SPECIFICALLY CHANGES IN 2026

Area	Old building 2025 (base year)	New building 2026 (expected)
Heat supply	Natural gas (10.2 t CO_2e Scope 1)	**Heat pump (0 t Scope 1)**
Own electricity generation	0 MWh	**PV system 460 kWp**
Green roof / employees	-	**Roof terrace + green roofing in PV area**
Production equipment	Some over 20 years old	**Latest generation, energy-efficient**
OEKO-TEX® / ISO 14001	-	Both targeted for 2026

ACTION ROADMAP 2026–2035

●	**2025**	**Base year · First VSME report** 10,047 t CO_2e · 100% green electricity · High (±5%)
○	**2026**	**New building · PV 460 kWp · OEKO-TEX · ISO 14001** No gas heating · Solar power · First measurements
○	**2027**	**N_2 reduction through new equipment & air conditioning in new building** Production process optimization, stable room temperature in new building
○	**2027–2029**	**PCF & supplier engagement** Product-specific CO_2 data
○	**ongoing**	**Expand bio-based products** Expansion of existing product lines
○	**2035**	**Climate target** Scope 1+2: −25% · Scope 3: −10% vs. base year 2025

OPEN ITEMS - TRANSPARENTLY DISCLOSED

Data point	Status	Next step
PV system: annual output (measured from 2026)	New building only operational from 2026	2026 report
Energy consumption, Dübendorf site	To be recorded after occu-pancy	2026 report
Product Carbon Footprint (PCF)	In preparation	From 2026/2027
Strategy C1 (details)	Not disclosed (VSME §19)	Documented inter-nally

“We show these gaps deliberately - because the most honest sustainability report is one that also says what it does not yet know.”

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VSME Index & Appendix

Completeness · Sources · Contact

VSME DATA POINT INDEX

Data point	Description	Status	Page
B1.24	Reporting option & system boundaries	**Complete**	7
B2	Practices & policies	**Complete**	7, 10
B3.29	Energy consumption	**Complete**	16
B3.30	GHG emissions Scope 1 & 2	**Complete**	12
B4	Pollutant emissions	**Complete (none)**	19
B5.33	Biodiversity	**Complete**	18
B6.35	Water withdrawal	**Complete**	17
B7.37–38	Waste & circular economy	**Complete**	17
B8.39	Workforce	**Complete**	19
B9	Health & safety	**Complete**	21
B10	Pay & training	**Complete**	21–22
B11	Corruption & money laundering	**Complete (no incidents)**	26
C1	Strategy	Partly not disclosed §19	7
C3.54–56	Climate targets & transition plan	**Complete**	15
C4	Climate risks	**Complete**	16
C6–7	Human rights & incidents	**Complete (no incidents)**	26
C8.64	Sector exclusions	**Complete (not applicable)**	26
C9	Gender diversity, management body	**Complete (0%)**	19

EMISSION FACTORS & SOURCES

BAFA CO_2 factors (2025) · GEMIS 5.1 (IINAS, 2022) · Defra GHG Conversion Factors (2025) · IPCC AR5 · ecoinvent 3.11 · Our World in Data (2025). Full documentation in the Enit carbon report dated 19.05.2026.

CONTACT & IMPRINT

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CO_2 accounting per GHG Protocol / ISO 14064-1 · Enit carbon · GUTcert / AFNOR Group · High (±5%) · VSME Version 1.0 · 19 May 2026