Sustainability Report 2025

Foreword by Adrian Steiner

Dear Readers,

I am pleased that you are interested in our Sustainability Report. The year 2025 was a particular challenge for us, as it was for many other companies.

Geopolitical uncertainties demanded a lot from us. Sustainability, too, felt the impact of the global political climate. While the topic had been something of a hype in recent years, it receded into the background in 2025. Times marked by conflict—both on the battlefield and in the political arena—are not necessarily the times when sustainability takes center stage. Or perhaps these are exactly the times when it becomes even more important? Our focus area, the circular economy, hits the mark in this context. Volatile markets, where access to certain resources can be suddenly blocked, give new momentum to the circular economy and underline its significance.

But we have made progress not only in this area. In the three pillars—People, Product, Planet—that have guided our sustainability efforts from the start, we have achieved a range of successes. On the following pages, you will find the measures we have implemented and our current status with regard to our sustainability goals. Just as the topic itself is diverse, the projects and initiatives arising from it are varied. We benefit from many partnerships, which provide support for the challenges we face. This collaboration constantly challenges us to look beyond our own boundaries.

There were many reasons why we could have slowed our sustainability investments in 2025. Yet, convinced that we are on the right path, we continued our efforts. The results at the end of the previous strategy period confirm this. In the areas of People and Planet, we were able to fully implement our initiatives. In the new strategy period starting in 2026, we will place particular emphasis on the Product pillar.

We look forward to further advancing our efforts in the coming year and remain convinced that a solid sustainability strategy is not only crucial for the environment but also for business.

Finally, I would like to share my personal sustainability highlight of 2025. It is often in the most challenging situations that true strength emerges. Our workforce stood by Thermoplan last year, and together everyone gave their best to emerge stronger from the crisis. This solidarity is rooted in our lived corporate culture, which to me represents sustainability in its most beautiful and inspiring form—and lays the foundation for continuously improving together.

Thank you very much for your interest.

Ardrian Steiner

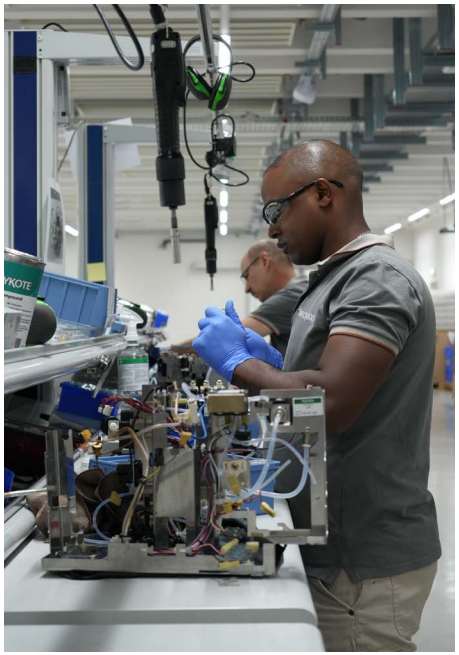
CEO
Thermoplan AG

Table of Contents

Our Focus Area 2025: Advancing the Circular Economy

Circular Economy – An Opportunity in Times of Geopolitical Uncertainty

Global geopolitical tensions and trade measures, including tariffs on imports to the USA, are increasingly challenging the industry. Despite these conditions, Thermoplan remains committed to its sustainability strategy, with a key focus on expanding the circular economy. In the reporting year 2025, we were able to achieve further substantial progress.



Module Refurbishment at Thermoplan
At the beginning of the year, we refurbished over 500 modules of our BW4 series for a major customer, testing module refurbishment at a larger scale at our Weggis site. During the refurbishment process, modules were technically upgraded to the latest standards. This allowed machines that had been in use for approximately four years to perform at the level of new devices. The significantly extended service life not only reduces resource use and material consumption, but also ensures that customers continue to enjoy the high-quality coffee they expect.

Circular Economy Strengthens Supply Security
Access to critical raw materials, including rare earth elements, remains challenging due to global demand and political uncertainties. Many of these materials originate from regions with unstable political conditions. The circular economy offers an effective alternative: most of the materials used in new machines are also present in older models. By recovering these materials, we can access the resources we need in a cost- and resource-efficient manner while reducing dependency on volatile markets. Valuable technical insights were further gained through the visit of representatives from the University of Texas at Dallas to our site. A detailed report can be found on page 34.

BW3Proven+: Responsibility Beyond the Product Lifecycle
After 16 successful years of production, the BW3 machine has reached the end of its lifecycle and production has been discontinued. At the same time, we are striving to take responsibility for our product portfolio throughout its entire lifecycle. Over 100 BW3 machines were collected, fully refurbished, and reintroduced to the market. These devices are now in successful operation, with performance continuously monitored to ensure the consistently high quality Thermoplan is known for. Strategic decisions will determine how we can extend such offerings across our entire product portfolio. A detailed report is available on page 36.

Circular Economy as a Quality Factor
Companies that consistently pursue high product quality tend to implement circular economy practices. This aligns perfectly with our goal of developing durable, technically advanced solutions. Early successes from our initiatives show that the circular economy not only delivers ecological benefits but also drives quality and customer satisfaction. Thermoplan will continue to pursue this path.

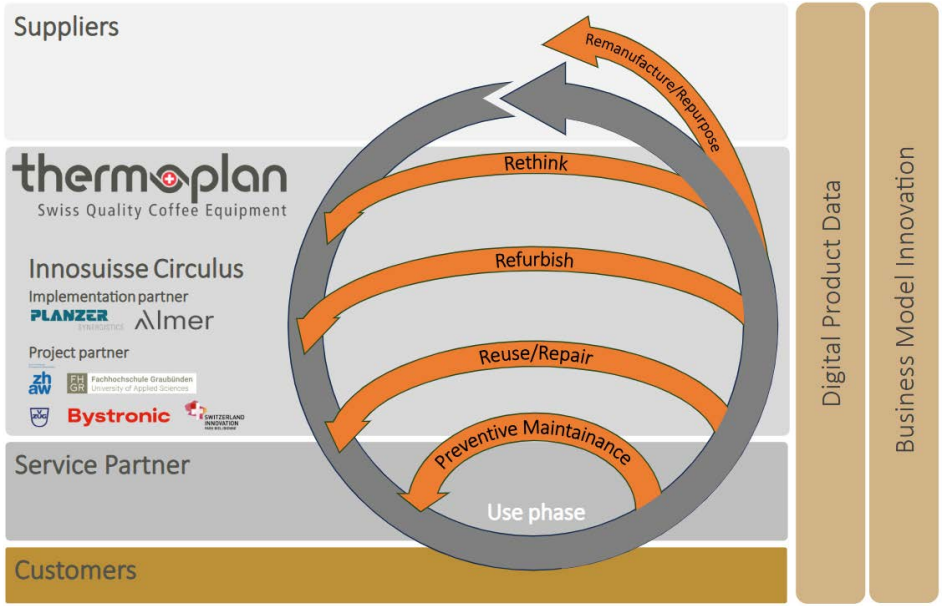
Our Focus Area 2025: Advancing the Circular Economy

Innosuisse Project Circulus

Together Towards a Circular Net-Zero Industry
Since early 2024, Thermoplan has been an implementation partner in the four-year Innosuisse flagship project Circulus. The project is led by the Zurich University of Applied Sciences (ZHAW), the University of Applied Sciences of Grisons (FHGR), and the Switzerland Innovation Park Biel/Bienne (SIPBB). The goal of Circulus is to transform the Swiss machinery, electrical, and metal (MEM) industry into a circular system—one in which every waste product becomes the starting point for a new lifecycle. This approach is designed to conserve resources and significantly reduce emissions. Within the project, concrete measures are being developed to enhance the circularity of products and business models along the entire supply chain. Overarching coordination and cooperation among the participating partners make it possible to achieve goals that would not be feasible for individual companies alone. Thermoplan contributes to Circulus its expertise in the development and production of durable coffee machines. In addition to Thermoplan, companies such as V-ZUG, Bystronic, Almer Technologies, and Planzer Synergistics are participating as implementation partners. Further information about the project can be found at www.circulus.ch.

Thermoplan in Circulus
We are proud to be a project partner. Circulus serves as our academic guide to the circular economy. The research institutions provide valuable theoretical and practical insights. Our main goal is to translate this knowledge into tangible, operational projects and apply it directly in the market. The circular economy (see graphic) represents an entire ecosystem that does not stop at Thermoplan: it begins with our suppliers and extends to our service partners and customers. Together, we work toward taking greater responsibility for products and their quality throughout their entire lifecycle.

Two Years of the Circulus Project
In the first two years of the project, we focused intensively on the foundation of our business. We analyzed our existing business model and, together with our customers, developed new business opportunities, which we successfully tested. In addition, the entire supply chain was examined in detail, allowing us to identify the key variables for a circular supply chain. At the heart of this circular economy remains our coffee machine. Thanks to a consistently well-designed module architecture, we ensure that our product delivers even greater and longer-lasting value to customers, making it optimally suited for efficient reuse and refurbishment.



Project Circulus
"The circular economy is seen as a major opportunity to become more sustainable and to increase supply security for semi-finished products and spare parts. However, there are currently very few products that are fully circular. To change this, Thermoplan, together with other companies in the MEM industry and academic partners, has committed to developing circular solutions for its own product portfolio that are both ecologically and economically sustainable. This is being implemented in the ongoing flagship project Circulus, funded by Innosuisse. The transdisciplinary work in this and other projects is invaluable for Switzerland as a hub of innovation and industry, which, thanks to forward-thinking and future-oriented companies like Thermoplan, can continue to evolve toward a sustainable future."

Prof. Dr. Maike Scherrer, Professor and Head of the Institute for Sustainable Development, ZHAW

We Are Thermoplan

Our Highlights for 2025

People

545 Employees, +0.2% compared to 2024

ø272km Average distance of components from suppliers: 272 km

>3'500h Hours of internal English lessons

>1'000h Hours of internal German lessons

Product

22k Machines produced

98% Export share

80 Countries Exported to 80 countries

100% Product life-cycle assessment (LCA) for all published machines

Planet

100% Renewable energy at the Weggis site

CO_2 reduction pathway recognized by SBTi

LEED Platinum LEED Platinum certification for the new unique building since spring 2025

31 E-charging stations installed, offering free charging

We Are Thermoplan

Overview of Progress in Our Sustainability Priorities

As an introduction to the 2025 Sustainability Report, we would like to provide an overview of the current progress across our three key focus areas – People, Product, and Planet. We are aware that the goals we have set are ambitious and their implementation comes with challenges. It is therefore all the more important to regularly reflect on whether we are on the right track or if adjustments are needed in specific areas.

Some objectives can be measured precisely – for example, our initiatives to reduce CO_2 emissions and electricity and heat consumption. In such cases, progress can be tracked using concrete key performance indicators. Other objectives are more qualitative in nature and relate particularly to topics such as employees or materials.

The following assessment was developed in collaboration with the respective department heads and provides a transparent insight into the current status of our sustainability initiatives.

			Zielerreichung
People We are committed to the health and safety of our employees, as well as to fair treatment of our partners.	Central	Promoting employee health and safety as a top priority	
	Local	Focus on long-standing regional supplier partnerships	
	Global	Commitment to fair, social, and environmental standards with partners across the entire supply chain	
Product We are committed to the responsible use of resources and uphold the principles of the circular economy.	Milk	Minimization of waste	
	Coffee	Maximum efficiency in coffee extraction	
	Energy	Continuous improvement of energy efficiency across all machines	
	Materials	Enabling the circular economy through ecodesign	
	Consumables	Reduction in the supply chain by 50% by 2030	
	Water	Reduction of machine wastewater by 50% by 2030	
Planet As a Swiss innovation company, we aim to achieve net-zero emissions across our entire value chain (Scope 1–3) by 2050.	CO_2-Emissions	50% reduction by 2030 (Scope 1–3) as an interim target	
	Electricity and Heat	Production using 100% renewable energy since 2022	
	Logistics	Optimization of CO_2-free transport	
	Mobility	Focus on environmentally friendly employee commuting	
	Water	50% reduction in operational consumption by 2030	
	Waste	Maximization of recycling	

Reached · On track · Not yet on track · Off course and critical · Not yet started

We Are Thermoplan

"Thermoplan: Operating Globally, Rooted in Switzerland – Swiss Quality Coffee Equipment"

With around 550 employees, we develop and produce fully automatic coffee machines of the highest Swiss quality for professional use in gastronomy and commercial settings at our Weggis site on Lake Lucerne. Globally, more than 200 certified sales and service partners are part of the Thermoplan network.

Our commitment to the "Made in Switzerland" quality label is more than a promise – it is a matter of the heart. The Swiss coat of arms in our company logo reflects our pride in Switzerland as a manufacturing hub. Thermoplan is thoroughly Swiss-made: our coffee machines are produced at our headquarters in Weggis, and approximately 80% of our suppliers are also based in Switzerland.

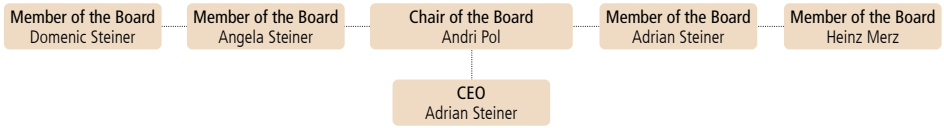
Over the past 50 years, Thermoplan has grown from a small family business into an internationally successful market leader in fully automatic coffee machines, driven by entrepreneurship and passion.

Founded in 1974 by Esther († 2025) and Domenic Steiner, Thermoplan AG began by producing whipped cream dispensers and milk frothers. In 1995, the company entered the fully automatic coffee machine business, and four years later, as an industry newcomer, became the exclusive supplier for a globally operating American coffeehouse chain.

In 2009, Domenic Steiner handed over management to Adrian Steiner and retired from operational business in 2010. Adrian Steiner was appointed co-shareholder to the Board of Directors and has since led Thermoplan AG as CEO. In the following years, new B2B partnerships, technical innovations, and growth shaped the company. The coffee machine portfolio was expanded to inspire a broader range of customers with the highest Swiss quality coffee machines. In 2022, Domenic Steiner passed the chairmanship of the Board to long-time board member Andri Pol.

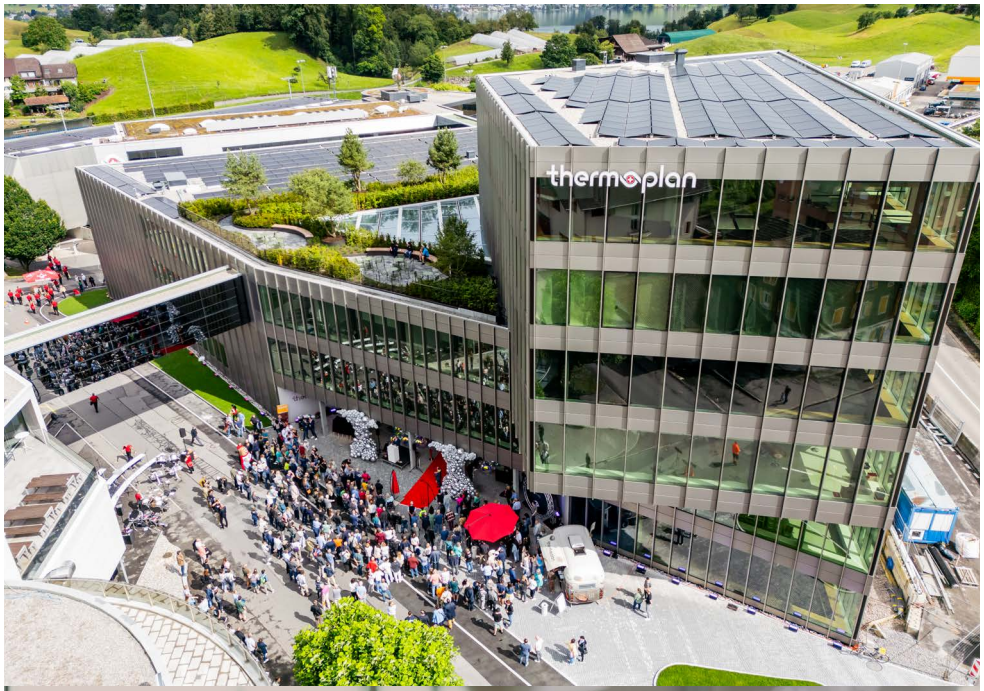
Domenic Steiner remains a valued member of the Board of Directors. Since August 2025, Angela Steiner has joined the Board, representing another member of the founding family and taking an important role within the board. She looks forward to supporting Thermoplan in its sustainable development and carrying forward the family business's values in the long term.

Following this internal change, the composition of our Board of Directors is as follows:



The subsidiaries Thermoplan Germany/Austria and Thermoplan USA also operate under the same strategic leadership.


Thermoplan AG – Swiss Quality Coffee Equipment
thermoplan
Swiss Quality Coffee Equipment
Founded in
1974
2 plants
540 employees (120 R&D)
80 supplied countries
Network of field engineers
~3500
98% export share
SCIENCE BASED TARGETS
100%
Life cycle assessment
report.thermoplan.ch
10 Days delivery time
Per year 35'000 coffee machines
7 segments
• capsules
• coffee house chains
• QSR
• restaurants
• petrol stations / convenience
• bakeries
• catering
People. Product. Planet.
Own brand Black&White
3 key accounts
Swiss Made
80% supplier
Break down
Key Accounts
Area Sales Management
Plant 5
since March 2024
TECHNOPARK ZURICH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We Are Thermoplan

Our Value Chain

Thermoplan has always been a driver of innovation in the development and production of professional fully automatic coffee machines, which is the focus of our activities. In research and development, more than one-fifth of our total workforce is dedicated to new and improved developments through innovative technologies. It is important for us to understand the needs of our stakeholders and to evolve accordingly. To achieve this, we establish targeted supplier partnerships to benefit from mutual expertise and to produce high-quality components. Combined with Swiss precision work performed by our assembly employees, this results in pioneering solutions that meet customer needs, succeed in the market, and ensure excellent product and service quality.

For the execution of our core activities, we rely on valuable, long-term partnerships. We maintain close communication with our suppliers and create conditions that are mutually beneficial. Downstream, we also place great value on long-term partnerships. Thermoplan has a global network of sales and service partners who delight their customers with expert advice and comprehensive services.

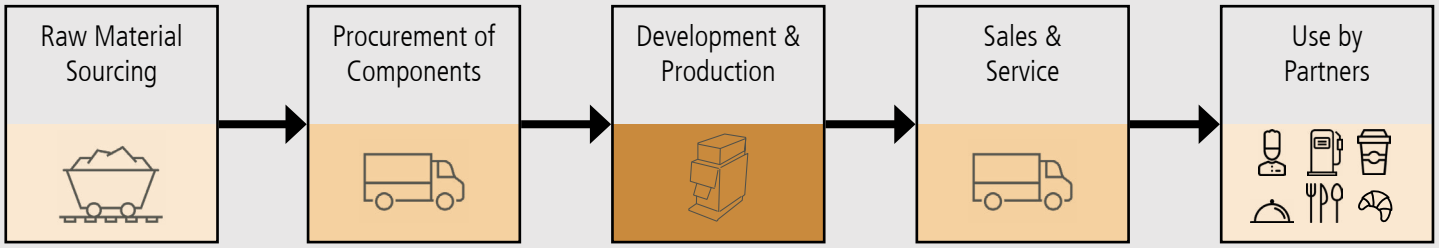
In addition to manufacturing durable and modular coffee machines, we assemble Preventive Maintenance Kits (PM Kits) and produce spare parts to ensure the longevity of our products. These PM Kits and spare parts are installed worldwide by our partners. We enable our partners to provide these services by offering technical training at our Weggis site. Together with our partners, this allows us to deliver customer-focused consulting, rapid delivery of high-quality coffee machines and spare parts worldwide, and the highest level of service quality.

Influence

Through our activities and requirements, Thermoplan exerts influence on both integrated and non-integrated value chain steps. This influence is illustrated in the graphic on page 11, divided into our three pillars: People, Product, Planet. The graphic further shows the measures we use to exert a positive impact.

We Are Thermoplan

Our Value Chain



Products
- Fully Automatic Coffee Machines
- Preventive Maintenance Kits
- Spare Parts
- Digital Products

Services
- Coffee Training
- Technical Training
- Sales Training
- Service

Market Segments
- Convenience Stores
- Coffeehouse Chains
- Catering
- QSR
- Bakeries
- Coffee Shops
- Retail

Influence on	Raw Material Sourcing	Procurement of Components	Development & Production	Sales & Service	Use by Partners
People	• Working conditions through the Code of Conduct	• Promotion of local jobs through long-term partnerships • Working conditions through the Code of Conduct and audits	• Working conditions • Occupational health and safety • Education and training • Code of Conduct	• Ergonomics in installation and service through product development	• Food safety of products through product development
Product	• Recycling rate through material selection	• Material resources through collaborative development	• Resource consumption (milk, coffee, electricity) during the usage phase through process optimization • Circularity through modularity and spare parts	• Enabling the circular economy through modular design and spare parts	• High-quality coffee products through product development • Resource efficiency through an optimized usage phase • Enabling the use of milk alternatives
Planet	• CO_2-emissions through material selection	• CO_2 emissions in processing through material selection • Transport from suppliers through delivery concept	• Electricity mix/consumption in production • CO_2 emissions during the usage phase through process optimization	• CO_2 emissions in maintenance through digital products (reduction of service visits)	• CO_2 emissions during the usage phase through process optimizations

Non-integrated value chain step | Partially integrated value chain step | Fully integrated value chain step

We Are Thermoplan

Our Values and Collaboration

Our values have always been firmly embedded in our daily operations, and it is important to us that they are also actively recognized by our customers and partners.

Flexibility
We adapt to change and continually evolve. We respond quickly to our customers and suppliers and impress with innovative solutions. The customer is always at the center of our focus.

Enthusiasm
We are passionate about and for our challenges, ideas, and above all, solutions: everything needed to serve a great coffee, for automation, for technologies, and for all future topics that will drive Thermoplan forward.

Simplicity
We develop and produce products that are easy to use and maintain. Our modularity is a symbol of simplicity. Simplicity in our products, in our service business – but also in our communication and processes.

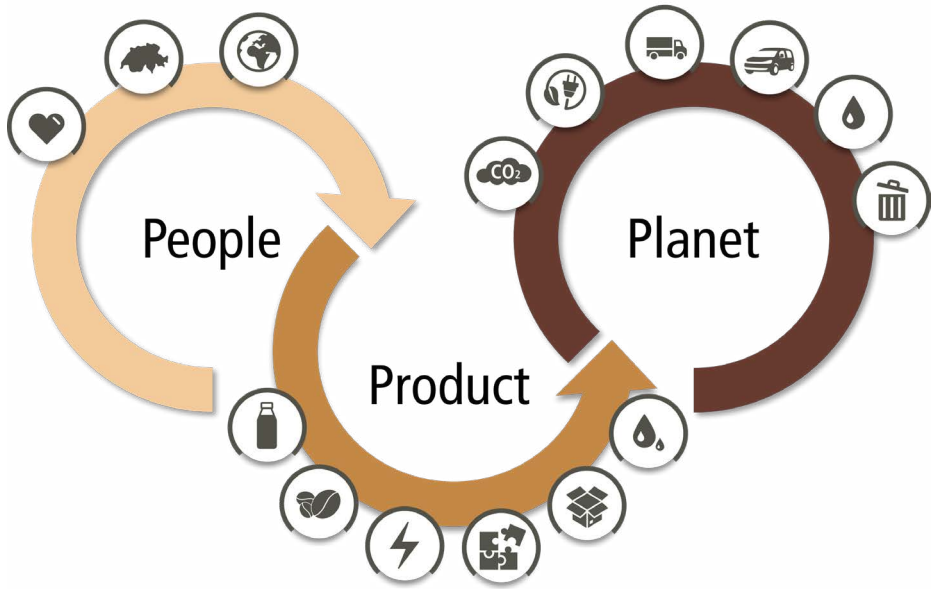
Our strong values place employees at the center, enable fast decision-making, and foster openness to change. This Thermoplan culture forms the foundation for successful partnerships, which have been a focus since the company's inception.

In addition to our strong values, we have a clear understanding of how we want to interact with one another. We are committed to adhering to the Ethical Trading Initiative (ETI) and adopt the ETI Base Code, which is also part of our employee regulations.

We also have clear expectations regarding the conditions under which we engage in business relationships. Our Supplier Code of Conduct is based on issues that are important to us, embedded in our vision, and adhered to by our own company. It particularly incorporates the UN Guiding Principles on Business and Human Rights (UNGPs), the core conventions of the International Labour Organization (ILO), and the ten principles of the UN Global Compact. This Code of Conduct is accessible via our intranet and also refers to our grievance mechanism, which allows suspected violations to be reported anonymously.

Sustainability at Thermoplan

"Excellence. Enjoyment. Responsibility. Enjoying premium coffee and producing the highest-quality fully automatic coffee machines is a luxury. A privilege that can bring people together, create special moments, and, not least, generate employment."



The long-term strategy of the owner family defines the future direction of the company. Sustainable development is one of the four selected goals of the ownership strategy, ensuring that the commitment to sustainability and the continuous work toward our net-zero target is firmly embedded in the company.

Our corporate strategy SAGO 22–25 was developed by a cross-functional team in multiple workshops, including employees from all areas of the company, board members, and owners. This approach ensures that the strategy is widely supported and actively lived across the organization. Within SAGO 22–25, a specific strategic direction in the field of sustainability was defined.

With the conclusion of SAGO in 2025, the new corporate strategy MOMENTUM, effective from 2026, will take effect. MOMENTUM focuses on shorter milestone goals, known as Objectives and Key Results (OKRs), allowing for even more agile responses to change, while sustainability remains a central element of the company's direction.

We contribute our part to ensure that future generations can enjoy these same privileges.

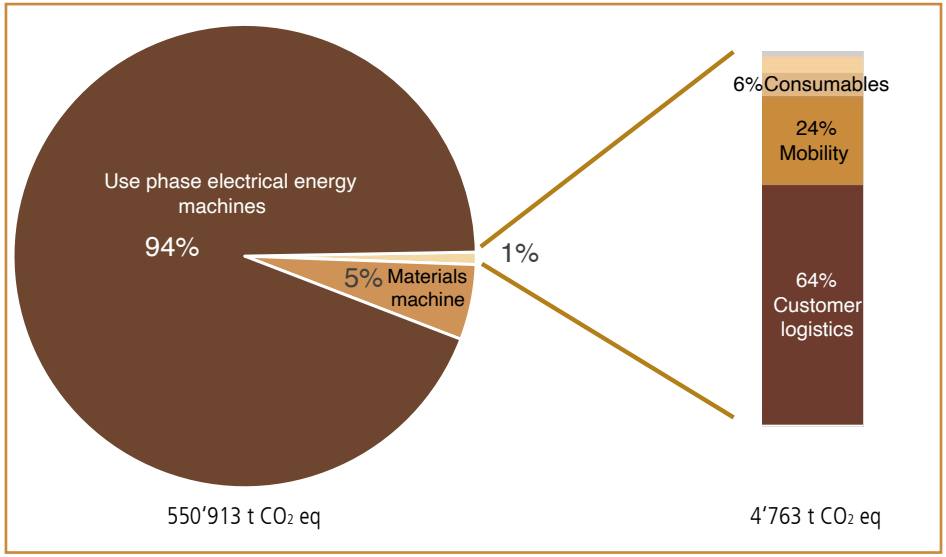
Sustainability at Thermoplan

Our Material Topics

In 2020, the development of our sustainability concept began with an interdisciplinary team. To ensure we focused on the right levers, a materiality analysis was carried out in the first step. This analysis identified topics where we have the opportunity to mitigate negative impacts of our business activities and enhance positive ones. In particular, to assess the influence of our company on the environment and climate, it was important to set sustainability targets based on factual data. This was enabled through a baseline analysis in the form of operational and product life cycle assessments.

The operational life cycle assessment (Scope 1–3 for 2019) shows that emissions caused by the usage phase and materials (Scope 3) account for 99% (546,150 t CO_2 eq) of total emissions. This is because all emissions (for example, from electricity consumption) generated by a coffee machine over its lifetime (10 years) are allocated to the production year in the operational life cycle assessment. Excluding the usage phase, the greatest environmental impacts occur in customer logistics, mobility, and consumables.

Operational Life Cycle Assessment 2019



Life Cycle Assessments at Thermoplan
The operational life cycle assessment is based on the principles of the Greenhouse Gas Protocol and the foundations of ISO 14040 and ISO 14044. The method of Global Warming Potential (GWP) according to IPCC 2021 over a 100-year timeframe is applied and includes Scopes 1–3. The data used are derived from internal surveys.

What do Scopes 1–3 mean?
The scopes define the boundaries for the calculations and can also be understood as system limits. Our ambitious climate targets, and therefore our operational life cycle assessment, cover Scopes 1–3.

This means that we take responsibility for emissions directly generated by us (Scope 1), for example from our own vehicles or electricity production via our photovoltaic system. Scope 2 includes emissions resulting from our purchased energy, while Scope 3 accounts for emissions from our upstream and downstream value chain. This also includes, for example, emissions generated during the production of purchased components or the extraction of required raw materials. Emissions caused by the energy consumption of our coffee machines throughout their entire lifespan are also included in Scope 3 and therefore fall under our responsibility.

By adhering to the definition of these scopes, the milk and coffee processed by our customers using our coffee machines are not included in our operational life cycle assessment but are considered in the product life cycle assessments (see below).

Sustainability at Thermoplan

Product Life Cycle Assessment

The product life cycle assessment, based on the system boundaries CV – Control Volume (Figure 2), clearly shows in Figure 1 that our products have the greatest impact on the climate during the usage phase. This is due to the milk, coffee, and energy consumed by the coffee machine. The materials used also have a significant environmental impact. The illustration (Figure 1) exemplifies this for our Black&White4 CTM RL (BW4 CTM RL). Approximately 60% of the CO_2 footprint is caused by milk, 23% by coffee, and 15% by energy during the usage phase. Of the remaining 2%, 96% is attributed to the materials.

Product Life Cycle Assessment BW4 CTM RL

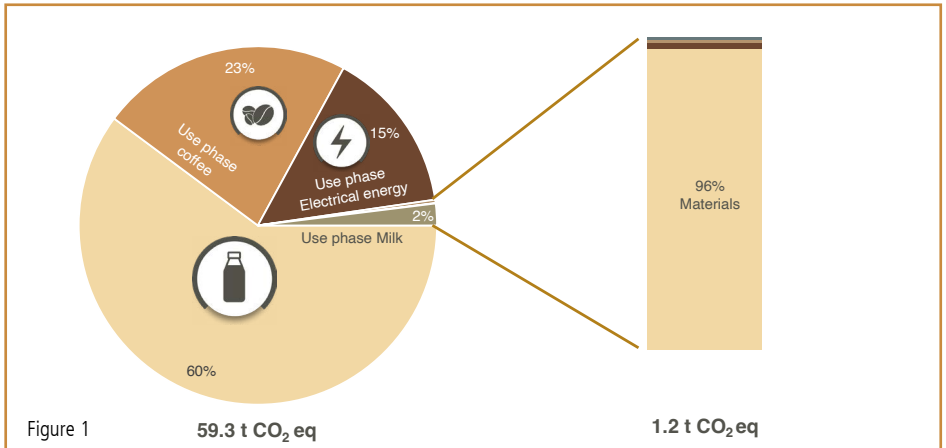


Figure 1

Foundations of the Product Life Cycle Assessment
For the product life cycle assessment, we take into account the emissions caused by the components used, production in Weggis, packaging, distribution, the usage phase, and the recycling of the machine at the end of its life (Figure 3). For the usage phase, we apply the system boundaries as shown in Figure 2. We include the milk, coffee, energy, and water used, as we want to present the product life cycle assessment from our customers' perspective.

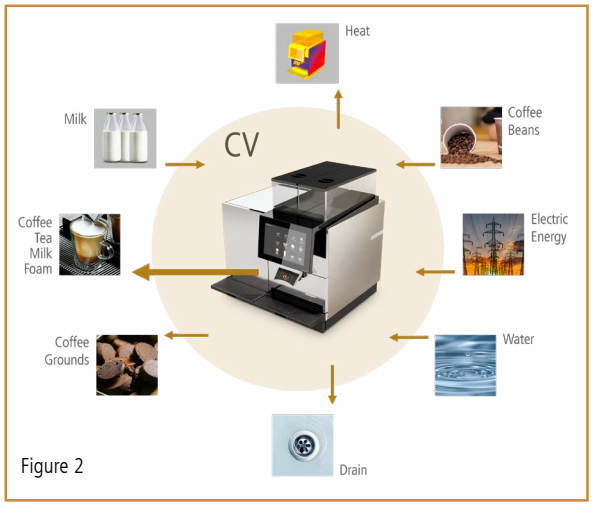


Figure 2

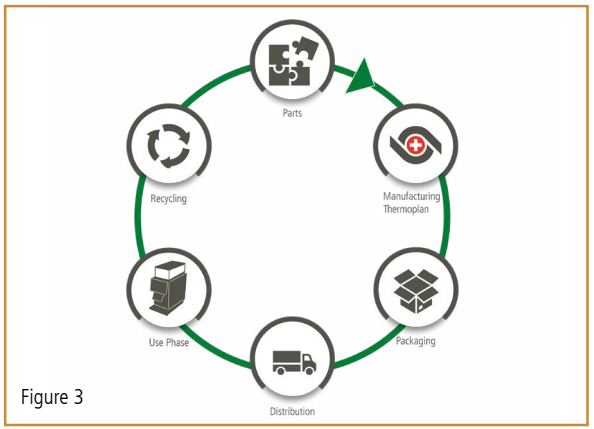


Figure 3

More on the Life Cycle Assessment of Our Products
Curious? Detailed information about the product life cycle assessment can be found here:
report.thermoplan.ch

Sustainability at Thermoplan

Materiality Matrix

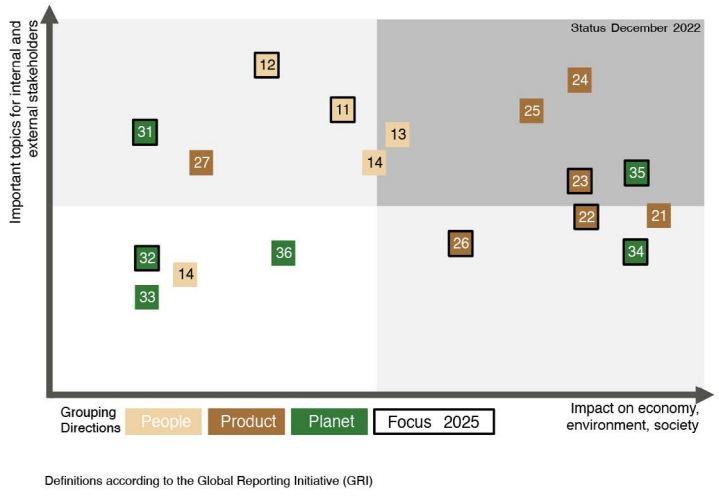
Based on the findings from the life-cycle assessments, the impacts on the economy and society, as well as the importance to our stakeholders, were evaluated. The quantification of the topic areas was carried out in several workshops with representatives from various stakeholder groups. Stakeholders from the following categories were included:

- Government / Cantonal / Municipal / Regulatory Authorities
- Suppliers
- Employees (current and future) / Owners
- Customers / Sales and Service Partners

The materiality matrix summarizes the current-state analysis according to the importance to our stakeholders and the impact on the economy, environment, and society. Furthermore, the influence of the different topic areas on climate emissions is divided according to the scopes of the GHG Protocol. The column "Scope 3 – Customer" indicates that the topic is not part of our own emissions but is very important to us because it affects our customers' emissions.

The topics identified through the current-state analysis were grouped into three dimensions, which led to the three focus areas we recognize today: People, Product, and Planet. Each of these focus areas has been further broken down into sub-focus areas and elaborated in detail.

Materiality Matrix



		Our relevant topics	Climate Impact: Scope 1	Scope 2	Scope 3	Scope 3 customer
People	11	Employee welfare				
	12	Health and safety				
	13	Production location Switzerland				
	14	Fair Materials				
Product	21	Milk consumption machines				•
	22	Coffee consumption machines				•
	23	Energy consumption machines			•	
	24	Materials in product			•	
	25	Material cycle			•	
	26	Consumables			•	
	27	Water consumption machines			•	
Planet	31	Renewable energies production site Weggis	•			
	32	Energy consumption operation		•		
	33	Water consumption operation		•		
	34	Transport / Customer logistics			•	
	35	Employee mobility			•	
	36	Waste			•	

As the materiality of sustainability topics evolves over time–due to changing stakeholder interests and, of course, the impact of our own sustainability initiatives–we regularly review our focus areas and goals, making adjustments where necessary.

Building on our three focus areas–**People, Product, and Planet**–we are mindful in how we interact with each other, optimize and reduce resource consumption where it matters most, and improve our products for the benefit of both our customers and the environment through the use of advanced technologies.

In this way, we learn a little more each day about how to keep our footprint on the planet as small as possible.

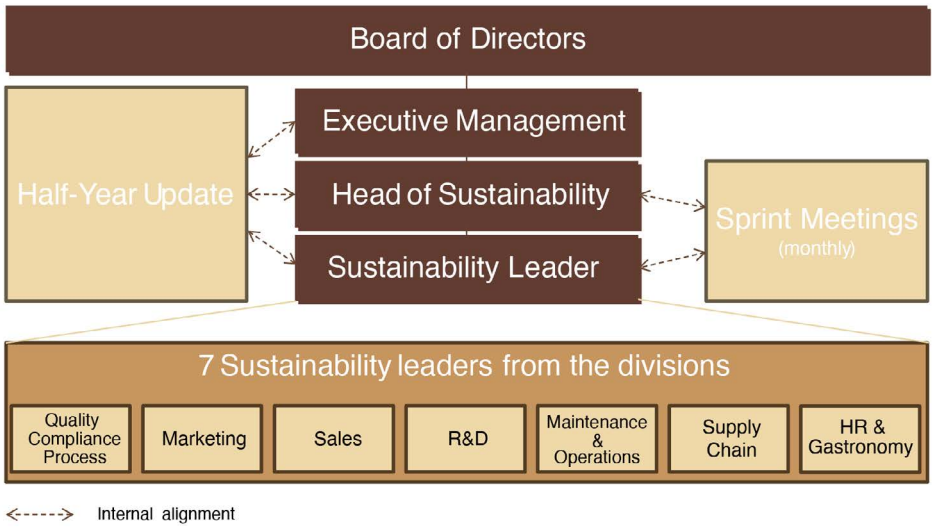
Sustainability at Thermoplan

How We Manage Sustainability

Sustainability is a cross-functional topic that requires close collaboration across the entire organization. To ensure effective implementation, we established an operational, interdisciplinary sustainability team, which in 2025 worked under the leadership of the Head of Business Innovation & Sustainability. For each relevant topic area, a responsible person has been appointed. These so-called Sustainability Leads promote the integration of sustainability within their respective areas and represent them.

They coordinate area-specific initiatives, oversee their implementation, and ensure that targets are achieved. Measures are implemented as impact projects within the organizational units. In monthly sprint meetings, the Sustainability Leads report on project status, identify challenges, share successes, and define next steps. Twice a year, a broader exchange takes place with executive and department management. The sustainability roadmap is approved by the executive management.

The performance of our sustainability management is evaluated based on progress in our defined focus areas. In addition, external sustainability ratings and independent audits in the areas of environment, occupational safety, and ethics are incorporated into the overall assessment.



"For me, sustainability begins where products are created. As Head of R&D, I focus on 'Design-to-Sustainability' – optimizing energy and material efficiency, prioritizing robust and repairable concepts, and considering the entire product lifecycle already in the concept phase. For our customers, this brings direct benefits: more efficient products reduce operating costs, durable and easy-to-maintain solutions minimize downtime and spare parts requirements, and transparent environmental metrics simplify the achievement of their own sustainability goals and reporting obligations. Measurability is key: we define clear targets (e.g., CO2 footprint, material composition, lifespan, recyclability) and make progress transparent. In this way, we combine ecological responsibility with technical excellence and long-term competitiveness."

Peter Naef, Head of Black&White R&D

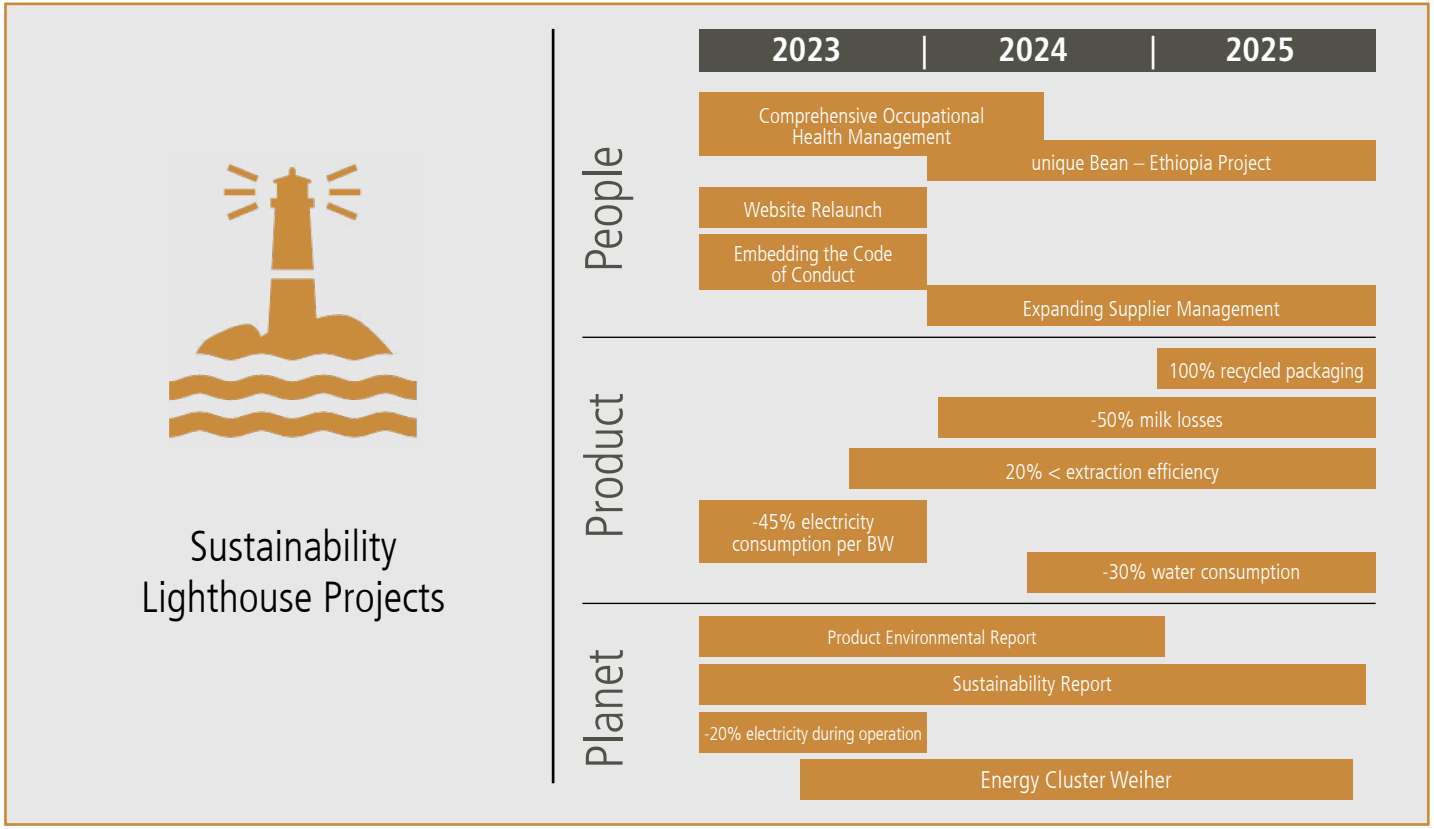
Sustainability at Thermoplan

Roadmap 2023 – 2025

Based on the focus areas People, Product, and Planet, a sustainability roadmap for the SAGO 22–25 strategy period was developed in 2022 and updated in the reporting year to reflect the new focus topics. Key performance indicators are updated monthly in the internal sustainability dashboard and are accessible to all employees.

With the conclusion of the current strategy period at the end of 2025, we are taking stock: many goals have been achieved, particularly all initiatives in the areas of People and Planet. Outstanding items will be carried over into the next roadmap, with a stronger focus on the Product focus area, not least because it has the greatest impact on our operational life-cycle assessment.

In parallel, the new sustainability roadmap for 2026 onward is being developed. As it will be closely aligned with the new business strategy, it is not yet included in this report. The business strategy was published at the end of November 2025 and, like the upcoming roadmap, is structured according to the OKR model.



Sustainability at Thermoplan

Strategic Collaboration with Universities

Knowledge Exchange and Innovation

As a leading force in the world of fully automatic coffee machines, close collaboration with universities is a central concern for us and an important driver of our innovative strength. We place great value on implementing practical projects that address concrete questions. Students gain not only in-depth insights into our areas of expertise but also the opportunity to work directly with experts from a wide range of disciplines.

In return, we benefit from fresh external perspectives and the broad knowledge from various fields of study, which provide valuable new impulses. Particularly noteworthy are the numerous bachelor's and semester theses that engage intensively with our sustainability goals. These academic works – from economic analyses of remanufacturing to international market entry strategies for circular coffee machines – provide essential analyses and strategies that significantly support our path toward the circular economy and our contribution to the net-zero transformation.

The following overview provides a concise insight into the sustainability-related work carried out in 2025, including the universities and degree programs involved. It exemplifies the great diversity of our academic exchange.

Topic	Type	University	Degree Program	Mention in Report
Innosuisse Flagship Project Circulus	Innosuisse Project	Zurich University of Applied Sciences University of Applied Sciences of the Grisons Switzerland Innovation Park Biel/Bienne	–	Product – Circular Economy
UTD Capstone Project	Semester Project	University of Texas Dallas	Engineering	Product – Circular Economy
Economic Feasibility Analysis in Remanufacturing	Semester Project	Lucerne University of Applied Sciences and Arts	Industrial Engineering	Product – Circular Economy
AR Latte Art Simulator	Bachelor's Thesis	Lucerne University of Applied Sciences and Arts	Computer Science	Product – Milk
Market Analysis of Cleaning Process	Bachelor's Thesis	Lucerne University of Applied Sciences and Arts	Industrial Engineering	Product – Circular Economy
Sustainable Transport Packaging	Bachelor's Thesis	Lucerne University of Applied Sciences and Arts	Industrial Engineering	Product – Consumer Goods
International Market Entry Strategies for Circular Coffee Machines	Bachelor's Thesis	Bern University of Applied Sciences	Industrial Engineering	Product – Circular Economy

"Through my bachelor's thesis on sustainable transport packaging, I was closely involved in the daily work at Thermoplan, gained early insight into processes and company culture, and now apply this knowledge as part of the Thermoplan team."

Manuel Ulrich, Student and now employee, Thermoplan AG


People

Management of Social Responsibility

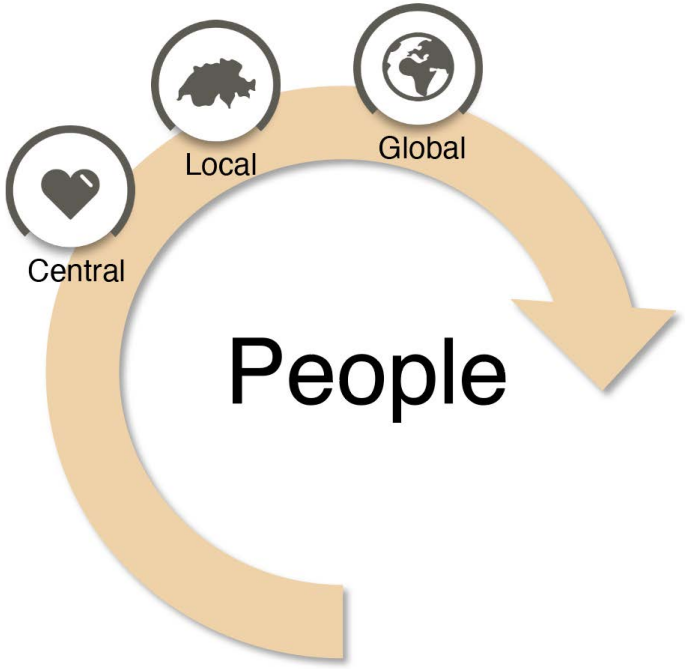
We are committed to the health and safety of our employees and to fair treatment of our partners.

We are aware of our social responsibility as an employer. This responsibility extends not only to our employees but also to other groups whose lives are affected by our activities.

Our three sub-focus areas within People (central, local, global) concentrate on our employees as well as our partners and their suppliers. We recognize that environmental and social conditions vary greatly around the world and that ecological issues often lead to social injustices, and vice versa. Therefore, we are committed to fair, social, and ecological conditions throughout the entire supply chain.

Our occupational health management (People & Health), which is based on the pillars of occupational safety and health protection, workplace health promotion, and care management, aims to safeguard the health and well-being of every individual, aligning with the Central sub-focus area.

For several years, we have been a SEDEX member and regularly undergo external reviews of our performance.



Central
Promoting employee health and safety as the highest priority

Local
Focus on long-standing regional supplier partnerships

Global
Commitment to partners for fair, social, and environmental conditions throughout the entire supply chain

Social responsibility management

Central – Promoting Employee Health and Safety as the Highest Priority

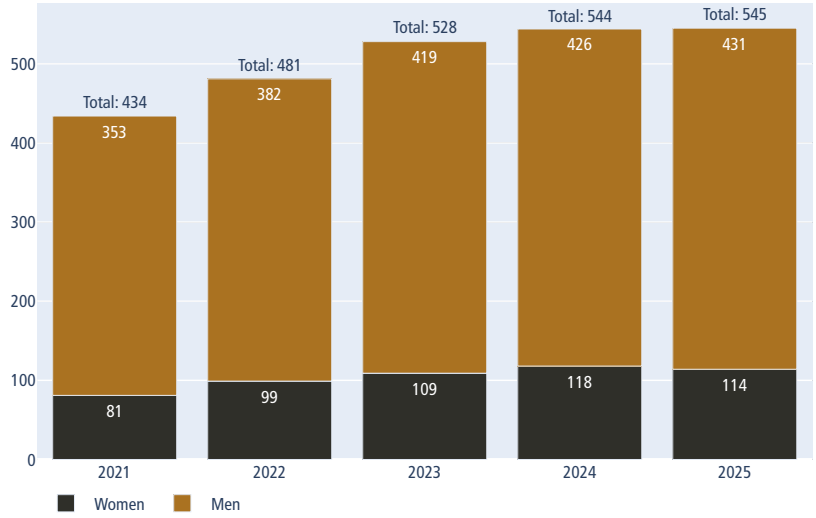
Our Employees
At the end of 2025, we employed a total of 545 staff members and 24 apprentices at our Weggis site. The charts below provide a detailed overview of our workforce structure.

Supporting and developing our employees remains a central concern. We focus on building internal expertise and, whenever possible, fill specialist roles from within. As a committed training company, we continuously invest in educating the next generation and conduct regular development discussions with all employees, setting individually agreed annual goals.

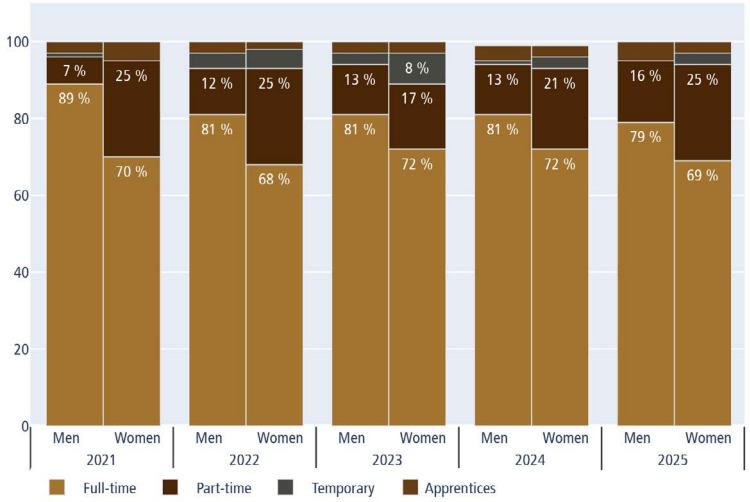
In assembly, our employees continuously expand their skills, which are recorded and documented for each assembly line in a specific competency matrix.

Support for Further Training
For roles requiring advanced language skills, we offer internal English courses. In 2025, we also continued our "German as a Foreign Language" program. External training is supported both financially and through release from working hours, in line with our internal training regulations.

Headcount of employees



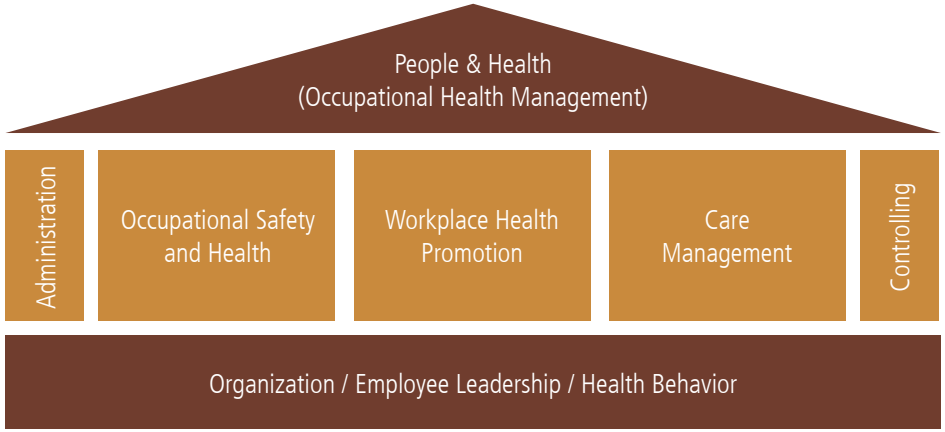
Employment relationship by gender

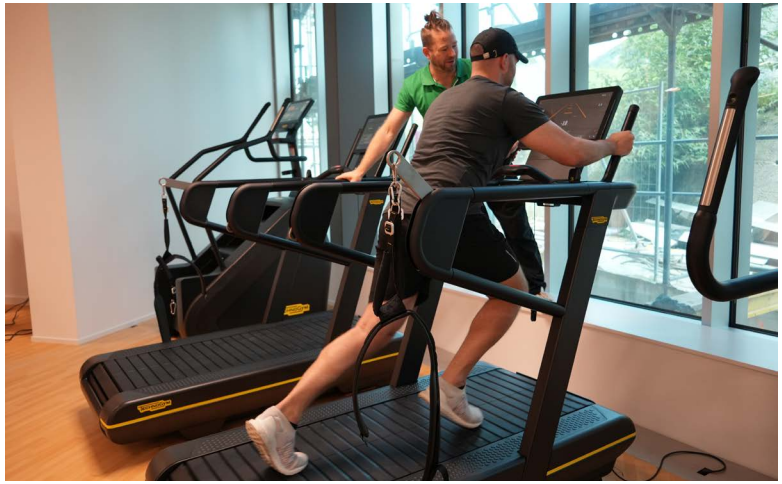


Social responsibility management

Occupational Safety & Health
Our occupational safety management system continues to be certified according to ISO 45001 (since 2011) and covers all Thermoplan employees. In 2025, we continue to comply with Swiss legal requirements, consider industry-specific recommendations, and evaluate the effectiveness of our measures using relevant key performance indicators. During regular safety inspections conducted together with the occupational safety officer and the responsible process managers, potential hazards are identified, assessed, and, if necessary, targeted measures are implemented. The goal is the preventive avoidance of accidents and dangerous situations. Every employee can report identified hazards directly to their supervisor or via a dedicated reporting form. In the event of an immediate danger, work is stopped, the hazard is eliminated, and work only resumes afterwards. Should an accident occur, we systematically record it, analyze the causes, and derive targeted preventive measures.

In 2025, our employees continue to receive regular training on occupational safety and health. Mandatory courses include, among others, emergency response training. This is complemented by workplace-specific instructions and specialist courses, such as first aid or fire protection. Data on absences due to illness or accidents are continuously collected and evaluated. Various influencing factors are considered during the analysis of these absences, discussed in site- or return-to-work meetings, and addressed on a case-by-case basis. The effectiveness of our workplace health promotion is measured based on documented support activities and the implementation of individual measures.





Social responsibility management

Employee Stories from the Internal Gym "MOVE"

Miguel Santana
I started training in MOVE because my size L T-shirts were getting tighter around my waist. That was my signal that something needed to change. I wanted to lose weight, get rid of my belly, and feel more comfortable in my body again.

So I began training regularly. Three times a week – sometimes even more – I spend an hour in MOVE. I do strength training on the machines and also use the treadmill. At the same time, I adjusted my diet, eating less sugar and pasta and more vegetables and meat.

A lot has changed with this combination. In a year and a half, I lost 10 kilograms, and my T-shirts now fit loosely and comfortably again. But even more important to me is how I feel: I used to be constantly tired, and now I'm alert, energetic, and noticeably fitter. It feels like I've become a younger person again.

Ralf Bechtle
I actually started training before my time at Thermoplan because I want to stay mobile and keep my joints flexible – I don't want to get stiff. For the past year and a half, I've been training twice a week for 45–60 minutes each session. I work on the machines for muscle building, do additional strength training with free weights, and pay close attention to my nutrition.

The changes for me have been tremendous: over the past few years, I've lost 30 kilograms through fitness and healthy eating and feel fitter and stronger than ever. Additionally, having the gym right in the building saves me a lot of time – no extra commute, no stress, more space for my training. And the best part: I practically have my "trainer" to myself. Elsewhere, you often share guidance with many others, but here it almost feels like personal training – and that is truly fantastic.

Bruno Müller
I started training in MOVE because I want to age healthily and stay fit. I had read that from the age of 30, people lose muscle mass every year, and many lose mobility as they get older. I wanted to prevent that. My goal was to build more strength, stay flexible, and be less prone to illness.

That's why I train three times a week for about 45 minutes with free weights and on the machines. This allows me to build muscle in a targeted way while remaining flexible – walks alone wouldn't be enough.

I notice the positive changes clearly in everyday life: I have more strength, sleep better, and feel calmer and more balanced internally. In the evenings, I have more energy for my hobbies, and after every training session, I leave MOVE with a huge smile – just happy and satisfied. It's a huge privilege to have free access to a fitness facility, especially one supported by a trainer, and I am very grateful for that.

Dario Cairoli
I started in MOVE because I wanted to try something new and signed up for the Killer Challenge. The shared challenge was extremely motivating. After the 3.5 months, I wanted to maintain my progress – so I just kept going.

Today, I train three times a week for 45–60 minutes: two Killer Workouts and one hypertrophy session. In winter, I also go ice bathing once a week, and in summer, I swim.

Since starting, I've gained 5 kilograms of muscle – around 7 percent of my body weight. Climbing stairs is much easier, I feel fitter, and I haven't been sick in over a year. Ice bathing is also a really fun group experience that gives me an extra boost every week.

Social responsibility management

Our Commitment to Education and Training

In the 2025 reporting year, we further strengthened our commitment to the continuous development of our employees. Over 250 employees received on-the-job training to enhance their professional skills and make work processes safer and more efficient. Around 60 managers participated in targeted leadership training focused on modern and responsible management.

Additionally, more than 40 employees attended internal or external language courses to improve workplace communication and expand their language skills. For over 20 employees, we provided financial support for external training programs. In the summer, we welcomed eleven new apprentices beginning their professional careers at Thermoplan.

These figures demonstrate the scope of our measures to promote targeted development of our employees in 2025.

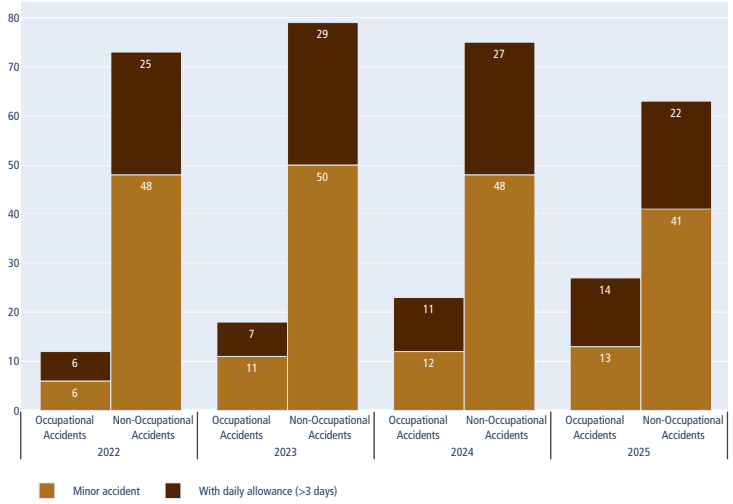
Social responsibility management

Number of Occupational and Non-Occupational Accidents

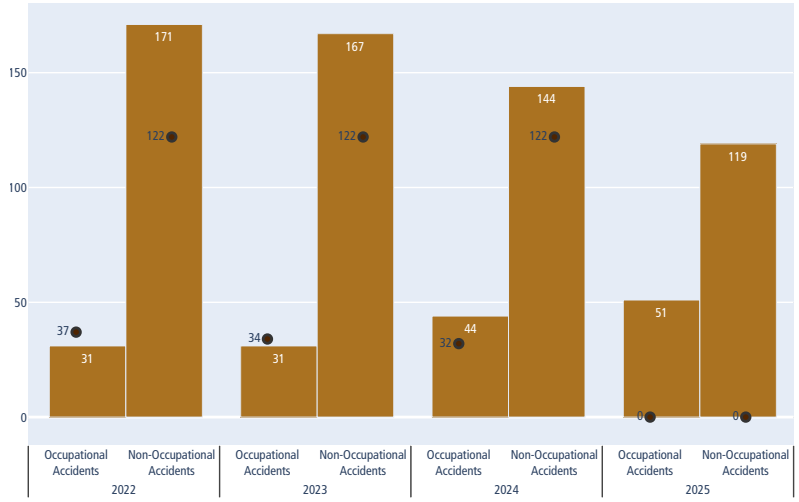
The table on the left below shows the occupational and non-occupational accidents recorded in 2025. The values on the right are extrapolated per 1,000 full-time positions to allow comparison with industry-specific benchmarks published by SUVA (Swiss National Accident Insurance Fund). SUVA releases the corresponding guideline and benchmark values from June each year, which means comparisons for 2025 will only be possible from June 2026.

Based on this comparison, we define annual target values for the number of occupational and non-occupational accidents and derive targeted measures to improve occupational safety and health prevention.

Number of occupational and non-occupational accidents



Number of occupational and non-occupational accidents per 1.000 full-time employees



Social responsibility management

Local – Focus on Long-Standing Regional Supplier Partnerships

Thermoplan is proud of its long-standing partnerships. Together, we develop innovative solutions for the challenges of the coffee industry. This close collaboration enables Thermoplan to offer its customers high-quality fully automatic coffee machines that meet the highest standards of taste, functionality, and design.

The past years have shown us clearly that increasingly resilient supply chains will be essential in the future. We will remain successful in the long term by knowing our supply chains, improving them strategically, and making them resistant to crises.

We maintain close, partnership-based relationships with our suppliers to ensure quality, delivery reliability, procurement security, and competitiveness. We treat suppliers as partners and communicate our expectations openly and clearly. Existing suppliers are given the opportunity to make improvements before we award orders to new suppliers.

Since this year, we have been evaluating our suppliers across various sustainability aspects. We can only achieve our set goals together with our partners, making it crucial to raise their awareness and bring them along on this shared journey.

Improving Product Transparency through Primary CO_2 Data

This year, Thermoplan worked closely with TotalPower to improve the accuracy of product-related CO_2 data. By transitioning from secondary to primary emission data, we now gain a much clearer picture of the environmental impact of the components used in our machines.

This collaboration not only enhances the transparency of our sustainability reporting but also helps both companies identify targeted opportunities for future CO_2 reductions across the entire product lifecycle. We highly value TotalPower's commitment and proactive approach in contributing to more reliable and meaningful sustainability data.

"As a manufacturer of custom power supplies, Thermoplan asked us to examine the CO_2 emissions of the power supplies delivered to them, rather than relying on their calculated CO_2 values. Since we had limited knowledge on this topic, we decided to collaborate with an external consulting firm to calculate a more accurate CO_2 emission value for our products. This report provided us with many insights into which phases of the product lifecycle generate the most CO_2 emissions and gives us the opportunity to reduce these in the future. One of the most interesting findings was that CO_2 emissions from the production phase and transport are relatively low compared to energy losses during the usage phase. This means it is more effective to focus on improving the efficiency of the power supply and coffee machine rather than on component selection. Another notable insight was that the country in which the product is used has a significant impact on CO_2 emissions, as the energy mix of green and gray sources varies greatly from country to country."

Mark van Vliet, Project Engineer, Total Power Europe

Social responsibility management

Global – Responsibility Along Our Supply Chain

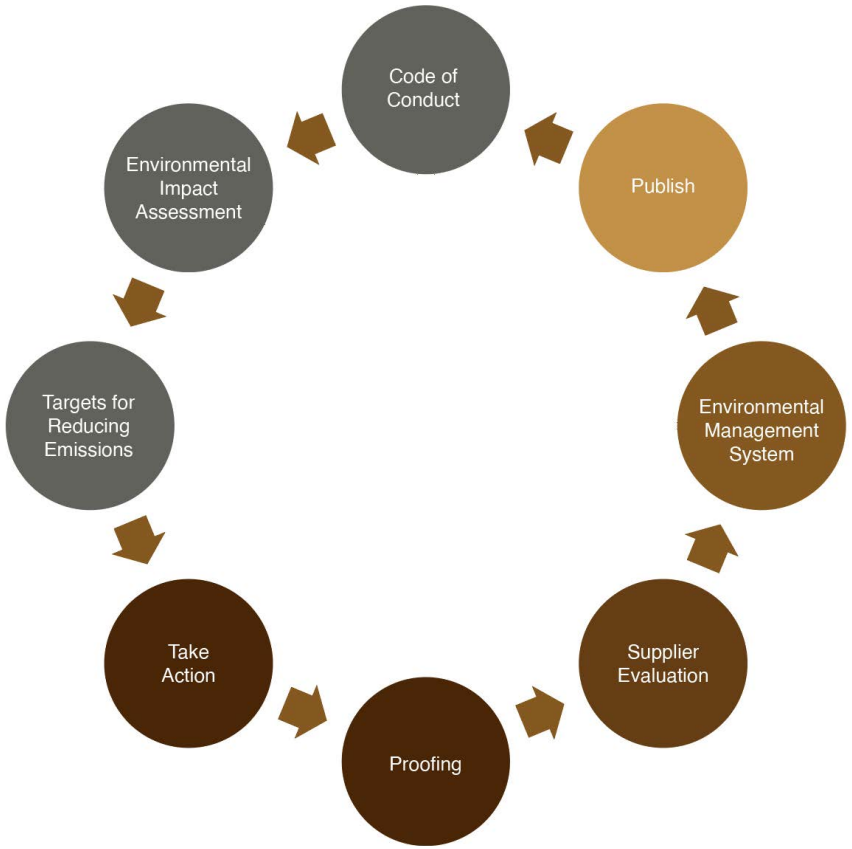
In 2025, we deliberately further developed our processes as part of our due diligence efforts. The focus was on systematically strengthening human rights and environmental standards, as well as improving the data basis for our suppliers' CO_2 emissions.

Strategic Framework and Objectives
With our supplier assessment system, we continue to meet the requirements of Swiss legislation (VSOTR) and the UN Guiding Principles on Business and Human Rights. We follow a risk-based approach to ensure compliance with our Supplier Code and pursue gradual improvements in close collaboration with our partners. A particular focus was placed on forced labor: in connection with the Uyghur Forced Labor Prevention Act (UFLPA), we raise awareness among our suppliers regarding international expectations and also collect origin data at the Tier-2 level.

Approach and Implementation
To assess potential risks in the supply chain, the components used were evaluated based on defined criteria. For high-risk components, we additionally engaged in dialogue with suppliers to create transparency and initiate improvements. Supplementary information on human rights and ethical standards in the supply chain was gathered and analyzed using existing tools. Where necessary, measures were coordinated and their implementation is now being monitored.

Suppliers were sensitized to the topics of risk, human rights, and sustainability through formal communication. This outreach supports our goal of embedding responsible business practices across our supply chain.

PDCA Sustainability



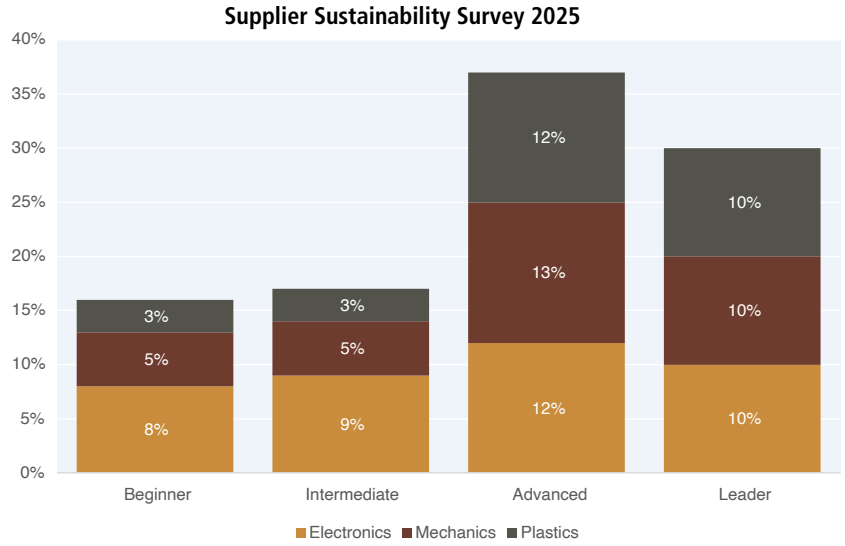
Social responsibility management

Global – Responsibility Along Our Supply Chain

Sustainability and CO_2 Emissions
In 2025, the collection of CO_2 data from our suppliers was continued and expanded. Approximately 98% of our strategic and critical suppliers participated in the survey. The proportion of suppliers that had not yet planned CO_2 calculations was reduced compared to the previous year, from 20% to 16%. Encouragingly, the results show that many suppliers improved compared to the prior year. New partners were also successfully integrated into the assessment system.

A significant portion of our purchasing volume now comes from suppliers who already track Scope 2 and Scope 3 emissions. For suppliers not yet included, a realistic implementation period of two years has been defined.

New Priorities for 2026
In the third quarter of 2025, as part of the further development of our sustainable procurement strategy, the following priority was defined: a more targeted promotion of sustainability among strategic procurement partners. A key focus in 2026 will be the promotion of operational and product life-cycle assessments, which are expected to be fully available by the end of 2026. Furthermore, sustainability will be recorded in greater detail in 2026, strengthening our decision-making basis for supplier evaluations, future procurement decisions, and enabling targeted measures for emissions reduction.



Social responsibility management

uniqueBean – Social Project in the Birthplace of Coffee

At the beginning of 2024, on the occasion of Thermoplan's 50th anniversary and the opening of the new building unique, we launched the four-year social project uniqueBean together with Caritas Switzerland. The project aims to promote sustainable coffee cultivation in the Harenna Forest in the Bale Zone in southern Ethiopia and to strengthen the livelihoods of local coffee communities. In parallel, we create training opportunities in the coffee sector in the capital, Addis Ababa, to counter high youth unemployment and offer young people new perspectives. The project targets around 6,900 direct and 27,000 indirect beneficiaries and also addresses systemic challenges such as market access and gender inclusion. We deliberately chose Ethiopia as the project location, as it is considered the birthplace of the coffee bean.

Our initiatives in the Bale region
- Sustainable coffee cultivation: Managing coffee plantations sustainably and implementing a system for coffee monitoring and traceability
- Household resilience: Supporting families and communities in food security through vegetable cultivation, composting, and poultry farming
- Income & nature: Promoting business models and income sources aligned with the ecosystem, e.g., macadamia cultivation, beekeeping (honey, wax, plant diversity), or additional income from coffee by-products
- Harenna Forest Coffee Branding: Improving visibility and market access for Harenna Forest coffee and developing a dedicated brand

Our initiatives in Addis Ababa
- Coffee Hub: Supporting unemployed youth on the path to coffee entrepreneurship by providing training, educational opportunities, and start-up support
- Coffee Union (& Roastery): Local shops and products from the Harenna Forest, own roasteries for sales to cafés in Ethiopia
- Innovation and collaboration: Improving the market system through a coffee marketplace platform and the Bale Coffee Forum

Implementation to date
After the project began in 2024 and received approval in November, Caritas Switzerland first assembled the project team and established the local project office structure. This was followed by a climate corridor analysis as part of Caritas Switzerland's "Climate Proofing Approach" to evaluate the long-term viability of project activities under changing climate conditions. Climate advisory workshops were conducted, and a comprehensive study on the suitability of macadamia cultivation in the Bale region was completed.

With the groundwork laid, project implementation gained full momentum, enabling important activities and visible progress. In 2025, the focus was primarily on projects in the Bale region.

Key achievements in 2025
- Participation of around 350 farmers (16% women) in training for high-quality and climate-friendly coffee production
- Construction of chicken coops and workshops on vegetable cultivation
- Planting of 4,660 macadamia trees across five villages
- Thermoplan's second on-site visit to Ethiopia (April 2025)
- Establishment of Farmer Field Schools with dedicated demonstration plots
- Collaboration with various cooperatives to expand know-how
- In Addis Ababa: selection of suitable training partners for coffee expertise (e.g., barista skills, roasting)

Do your part for uniqueBean. Curious?
More information and donation options for uniqueBean:

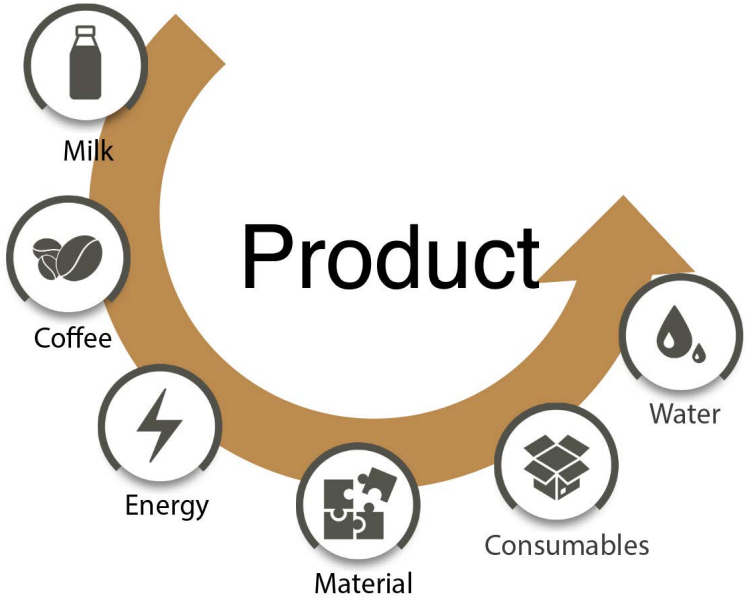
Product

Management of Sustainable Product Development

Committed to Responsible Resource Management and a Circular Economy

It is important to us to take responsibility for the impact our products have. That is why we continuously work to improve our products and provide added value for our customers. As introduced earlier, we have created product life cycle assessments for our products to identify the largest sources of emissions and develop measures accordingly. The data shows that the usage phase of our fully automatic coffee machines accounts for by far the greatest share of emissions. The main drivers are the milk used, the coffee, and the electricity required during operation.

By further developing our products, we can positively influence the consumption of these resources by our partners. In this way, we work on improvements along our entire value chain and increase resource efficiency for both our customers and ourselves.



Milk
Minimization of waste

Coffee
Maximizing efficiency in coffee extraction

Energy
Continuous improvement of energy efficiency across all machines

Materials
Enabling a circular economy through ecodesign

Consumables
Reduction in the supply chain by 50% by 2030

Water
Reduction of machine wastewater by 50% by 2030

Management of Sustainable Product Development

International Collaboration – University of Texas at Dallas

As part of our efforts to develop innovative solutions for a sustainable future, we were able to initiate a valuable collaboration with the University of Texas at Dallas (UTD) and renowned circular economy expert Dr. Ramesh Subramoniam through the facilitation of Maymester exchange students working with OST – Eastern Switzerland University of Applied Sciences.

In May 2025, we welcomed a delegation of UTD students and researchers to deepen transatlantic knowledge exchange in the areas of circular economy and remanufacturing. In addition to technical discussions with Dr. Ramesh, the accompanying students enriched the collaboration. In interactive pitch sessions, they presented creative approaches for integrating circular processes into industrial value chains. In return, they gained exclusive insights into sustainability practices during a guided tour of Thermoplan.

This visit highlights the importance of international partnerships in advancing the circular economy. We would like to extend our sincere thanks to Dr. Ramesh from UTD and all participants for the inspiring exchange and continued excellent collaboration.

These synergies between academia and industry pave the way for sustainable innovations—not only in Switzerland and the USA but also as a model for a globally more sustainable production culture. Together, we create value cycles. Going forward, UTD and OST students will continue to work alongside their instructors on market research projects for Thermoplan.

Importance of Remanufacturing in the United States

"Remanufacturing is a USD 60–80 billion industry in the United States and is active across multiple industrial sectors, including automotive, aerospace, and telecommunications. Dr. Ramesh is also a member of the Advocacy Committee of the Remanufacturing Industries Council (RIC) in the U.S. Together with the American National Standards Institute (ANSI), the RIC has developed standards for remanufacturing and continues to work on transferring best practices across industries as well as developing global standards. Remanufacturing reduces the cost of spare parts by 30–40%, creates local jobs, saves 85% of energy, and delivers a product that is environmentally, socially, and economically sustainable."

Dr. Ramesh Subramoniam, Professor of Practice, Operations Management & Director of Undergraduate Research,
The University of Texas at Dallas

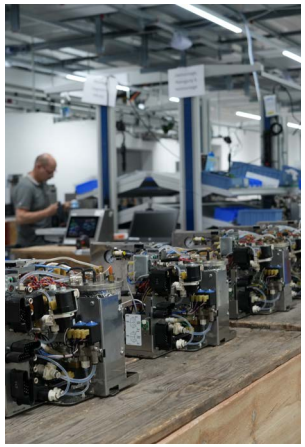
Management of Sustainable Product Development

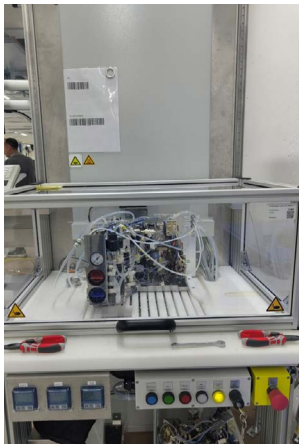
Pilot project: Refurbishment of Modules

Kickstart in the Circular Economy
In recent years, we have built up knowledge in the field of the circular economy; however, practical experience for implementation was still lacking. The starting point was a customer request in September 2024: four-year-old BW4 modules were to be upgraded to the latest standard and refurbished so that they could be reused in a "like-new" condition. The key performance indicator was the run rate, which was to be reduced by at least two thirds. Following a feasibility assessment, this marked the launch of Thermoplan's first official circular economy project.

From Theory to Practice
After the conclusion of price negotiations in December, the first modules arrived in January. The return flow and rapid redeployment within a rotating cycle proved more challenging than expected. During the initial weeks, we clarified open issues, stabilised the workflow, and specifically adapted the process to the new refurbishment standard. After five months and more than 500 modules, the run-rate target was successfully achieved. The insights gained are being incorporated into the follow-up project BW3 Proven+.

Responsibility for Our Equipment
The focus was on building expertise and establishing a robust refurbishment process as a foundation for further circular initiatives. BW3 Proven+ builds on this foundation and demonstrates that circular approaches offer not only partnership-driven and ecological benefits, but also clear economic potential.





Why Refurbishment by the Manufacturer

Our answer lies in quality and process reliability. We ensure that every module completes all defined process steps before delivery. Each refurbished module is digitally recorded and individually tracked throughout the entire process, including all installed spare parts. This guarantees full traceability at all times while simultaneously enabling us to systematically build know-how about the condition and requirements of our modules.

Before delivery, each module undergoes a final test based on the same requirements as for new modules. Only modules that successfully pass these tests are shipped, thereby meeting Thermoplan's quality standards. We are convinced that this approach keeps follow-on costs low over the remaining service life and delivers optimal economic value for our customers.

Management of Sustainable Product Development

BW3Proven+: A Second Life for Proven Machines

With the discontinuation of Black&White3 production in February 2025, a successful era comes to an end after around 65,000 machines. Since 2009, the BW3 has stood for reliability and durability – and this is exactly where the BW3Proven+ pilot project begins. Until now, our responsibility has ended with the sale of the machine. With BW3Proven+, we aim to close the loop and take responsibility beyond the entire product life cycle by taking back decommissioned machines, refurbishing them, and making them available to new customers as high-quality "refurbished" units.

The model offers several advantages:

- Existing owners: Receive compensation for their old machines, which can be invested in a new Thermoplan machine – without having to dispose of the old equipment.
- New owners: Gain access to high-quality Thermoplan machines at an attractive price.
- Thermoplan: Increased customer satisfaction as well as new revenue streams and access to new customer segments in new markets.

Objectives of the pilot – what we aim to achieve

The objective of the BW3Proven+ pilot is to determine whether the refurbishment model is commercially viable for Thermoplan. To this end, a total of 100 machines will be refurbished in three batches and delivered to selected partners to evaluate the following aspects:

- Operational: What does an efficient take-back and refurbishment process look like?
- Financial: Is the model profitable?
- Strategic: What opportunities arise for Thermoplan, CSPs, and customers?

BW3Proven+

Proven, Reliable and Cost-efficient

Refurbishment as a Global Trend

The global market for refurbished electronics was valued at USD 85.4 billion in 2021 and is growing at an annual rate of more than 12%. By 2031, the market is expected to reach a volume of USD 272.9 billion.

Major players such as Apple, Hilti, Renault, and others have long recognised this trend: in 2022, Apple accounted for nearly 50% of the global refurbished smartphone market (Harvard Business School, 2023). Refurbishment is here to stay—and it also offers significant potential for Thermoplan.

Management of Sustainable Product Development

BW3Proven+: A Second Life for Proven Machines

Initial Results – Can We Generate Revenue?
Following the successful setup of the refurbishment line, we immediately began upgrading the first machines. Thanks to the excellent work of the refurbishment team, these machines were completed one week ahead of schedule and delivered to customers. The results to date clearly demonstrate that refurbishment is operationally feasible and can be financially attractive. Many important operational learnings have already been identified and implemented, making the process more efficient and reliable.

Outlook – What's Next?
After the completion of the pilot at the end of January 2026, the data will be comprehensively analysed to determine whether and how Thermoplan will implement this business model in the long term. The pilot results will provide valuable insights for future innovations and circular business models. At the same time, they lay the foundation for extending the service life of proven machines, creating additional value for our customers, and further strengthening our strategic innovation capability.

Why BW3Proven+? – Part of Circulus

The electronics industry accounts for around 4% of global greenhouse gas emissions and is the fastest-growing waste stream worldwide, with a projected increase of 30% by 2030. In many countries, only a small share is recycled (e.g. 17% in the UK; Trojan Electronics, The Rise of Refurbished Electronics: Exploring Consumer Attitudes, 2023).

With BW3Proven+, a pilot project within the Circulus framework, we are exploring what circular business models can look like at Thermoplan. By extending the service life of our machines, we not only make a positive contribution to sustainability, but also create new opportunities for customers, partners, and our own organisation.

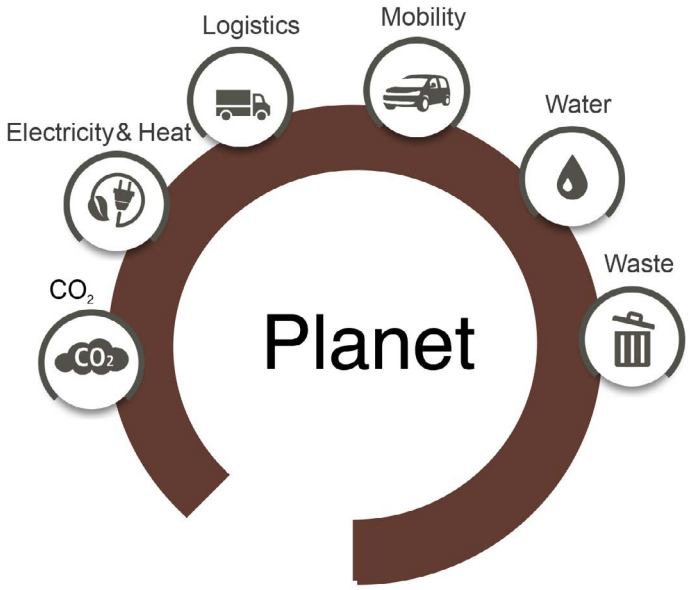
Planet

Climate Targets Management

As a Swiss innovation company, we are committed to achieving net-zero emissions across our entire value chain (Scope 1-3) by 2050.

Based on the operational life-cycle assessment of our baseline year 2019, we have defined a decarbonization pathway that we follow to reach net-zero emissions by 2050. Key focus areas have been identified to ensure we remain successfully on course along this pathway.

To keep our emissions visible, we track them with monthly updates on an internal dashboard, accessible to all employees. Our net-zero pathway has also been recognized by the Science Based Targets initiative (SBTi). Furthermore, our operational environmental management system has been ISO 14001 certified since 2011.



CO_2-Emissions
50% reduction by 2030 (Scope 1-3) as an interim target

Electricity and Heat
Production powered by 100% renewable energy since 2022

Logistics
Optimisation towards CO_2-free transport

Mobility
Focus on environmentally friendly employee transportation

Water
50% reduction in operational water consumption by 2030

Waste
Maximisation of recycling

Climate Targets Management

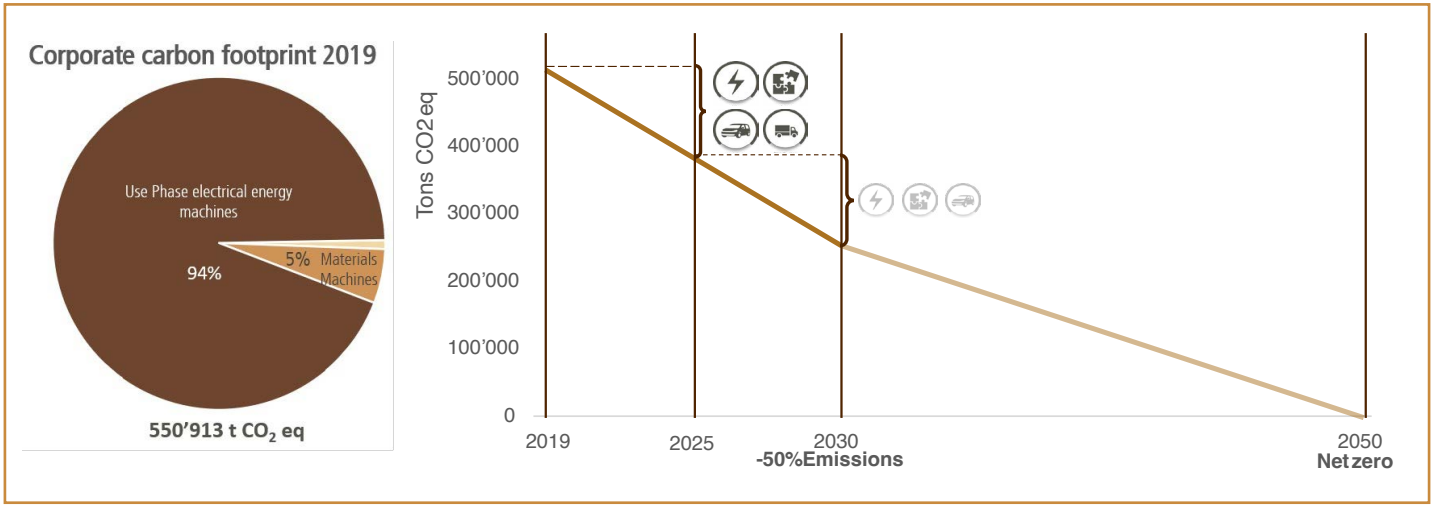
CO_2 Decarbonization Pathway Roadmap

To achieve our emission reduction targets of -50% by 2030 and net-zero by 2050 (based on the 2019 baseline), we continue to follow a clearly defined decarbonization pathway. We focus on measures that are both highly effective and directly influenceable. In 2025, the emphasis remained on increasing the energy efficiency of our fully automatic coffee machines during the usage phase – the single most impactful lever for reducing emissions.

In addition, we continuously work on optimising the materials used, promoting environmentally friendly employee mobility, and implementing sustainable customer logistics. Together, these four areas account for over 99% of the recorded emissions (see pie chart).

This targeted approach enabled us to achieve significant progress in 2025 and remain on track along the planned decarbonization pathway. In the coming years, further potential lies particularly in reducing the electricity consumption of our machines, where we are actively pursuing technological solutions. Our focus areas are regularly evaluated and adjusted based on progress achieved up to 2026 as well as technical innovations. This ensures that we can systematically and effectively meet our long-term milestones through to 2050.

Operational Life-Cycle Assessment 2019

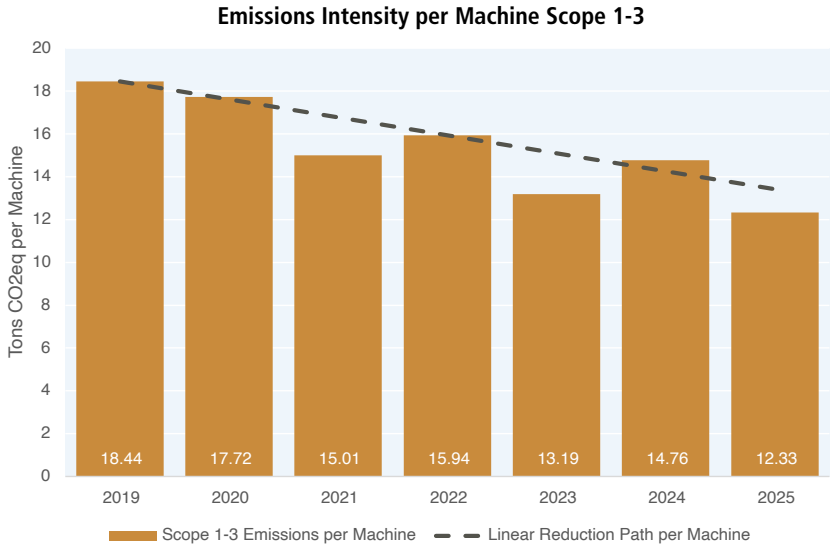


Climate Targets Management

Development of Greenhouse Gas Emissions (Scope 1–3), Target Pathway, and Emission Intensity

Our total emissions (Scope 1–3) are calculated annually and compared against our internal reduction targets. In 2020 and 2021, emissions were below the target pathway due to the pandemic. After missing the target in 2022, we returned to the pathway in 2023; in 2024, the target was not fully met.

In 2025, absolute total emissions decreased significantly to 268,842 t CO_2e (2024: 453,424 t CO_2e), well below the defined decarbonization pathway. This reduction is largely explained by lower production levels (e.g., related to US tariffs). As more than 99.9% of our emissions continue to occur in Scope 3, with the usage phase of machines sold during the reporting year representing the largest share, absolute Scope 3 emissions are strongly influenced by the number of machines delivered.



To improve comparability over the years – particularly in periods of fluctuating sales volumes – we additionally report an emissions intensity for Scope 1–3 in t CO_2e per machine delivered. We use a simplified methodology, dividing total emissions by the number of machines delivered, while still fully reporting absolute emissions.

Beyond volume-related effects, in 2025 we also further developed and implemented energy-efficient functions (e.g., standby/smart standby) to reduce energy consumption during the usage phase. Usage-phase data are based on measurements in accordance with DIN 18873-2. Methodological adjustments (e.g., due to updated measurement values) are transparently disclosed and, if necessary, accompanied by recalculations of previous years for clarity.

Since the usage phase is the central emission driver, our reduction measures continue to focus on Scope 3 levers – in particular, energy efficiency during use, materials and processing, as well as global transport. Scope 1 and 2 remain under focus and are reported separately. Due to their minor share of total emissions (2025: 0.04%), Scope 1 and Scope 2 emissions are not shown separately in the total emissions chart; absolute values are provided on the following page.

Total Emissions Scope 1–3 (t CO_2e):

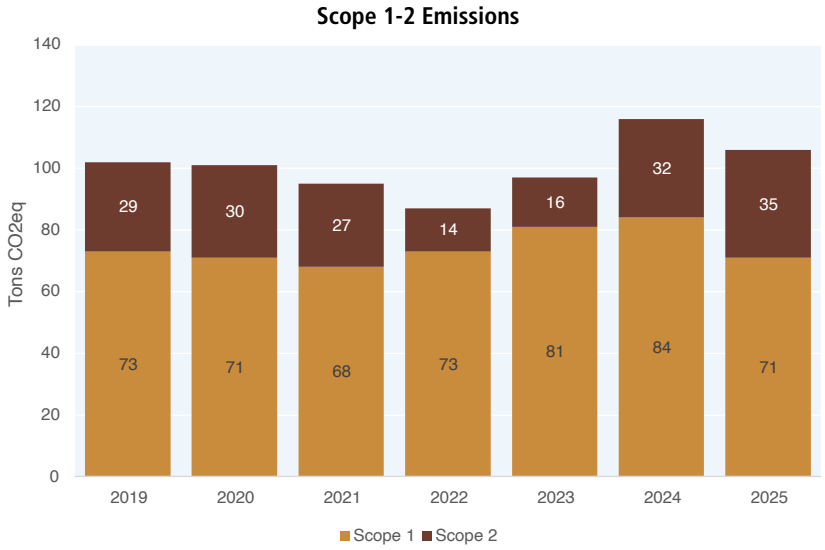
- 2019 – 550’913.00
- 2020 – 413’029.70
- 2021 – 433’789.00
- 2022 – 559’505.00
- 2023 – 457’141.00
- 2024 – 453’701.55
- 2025 – 268’876.72

Climate Targets Management

Scope 1 & 2 – Stagnant Result for 2025 Despite Overall Progress

In 2025, we were able to reduce our operational emissions compared to the previous year: Scope 1 decreased to 71 t CO_2e (–15%), while Scope 2 was 35 t CO_2e (+9%). Despite the year-on-year reduction (–9%), the decarbonization pathway for Scope 1 and 2 was not yet achieved in the reporting year. The vast majority of our emissions continue to occur in Scope 3.

Regardless of annual fluctuations, we remain committed to our target of halving emissions by 2030 compared to 2019 and achieving net-zero by 2050.



For contextualising developments, we generally use intensity metrics where they allow for a fair comparison over time. Based on our analyses, we no longer report separate emission intensities for Scope 1 and Scope 2 and have omitted the corresponding chart.

For operational emissions, the impact of production volume on the intensity metric is significantly greater than the effect of operational changes within Scope 1 and 2. These changes are better reflected through absolute emission values. Intensity-based assessments are primarily applied where they are technically reliable – in particular for Scope 3 emissions.

Internal Intensity Values for Scope 1 and 2 (According to Methodology), (CO_2 eq/machine):

Scope 1 Scope 2

- 2019 – 2.4434 / 0.9707
- 2020 – 3.0456 / 1.0042
- 2021 – 2.3523 / 0.9037
- 2022 – 2.0798 / 0.4686
- 2023 – 2.3364 / 0.5355
- 2024 – 2.7332 / 1.0711
- 2025 – 3.2557 / 1.1715

Measures to Reduce Scope 1 and Scope 2: We improve Scope 1 by gradually converting our own vehicle fleet to e-mobility. Scope 2 is reduced through optimizations in the building management system and the expansion of storage capacities for our self-generated electricity.

Climate Targets Management

Electricity & Heat – 100% Renewable Energy in Production Since 2022

We consistently focus on future-proof energy solutions and aim to operate the Weggis site entirely with renewable energy. Since 2022, 100% of our electricity has been sourced from renewable hydropower, verified through guarantees of origin.

At the same time, we are expanding our own production. With additional PV installations (including Plants 2, 3, and 5), solar power generation increased to 568,946 kWh in 2025, covering 28.5% of our electricity demand that year. We are working to further increase this share in the future – among other measures, by expanding storage capacities to use more self-generated electricity flexibly over time.

Electricity consumption remained relatively stable over the years (2025: 1,430,212 kWh). In contrast, heat consumption increased noticeably: in 2025, district heating use reached 1,322,287 kWh. This was driven by adjustments as well as commissioning and testing phases related to the new production in the new plant unique. As operations transition to regular production, we will continue to monitor and optimise heat demand. Energy consumption (kWh) and the resulting emissions (t CO_2e) are shown in the following charts.

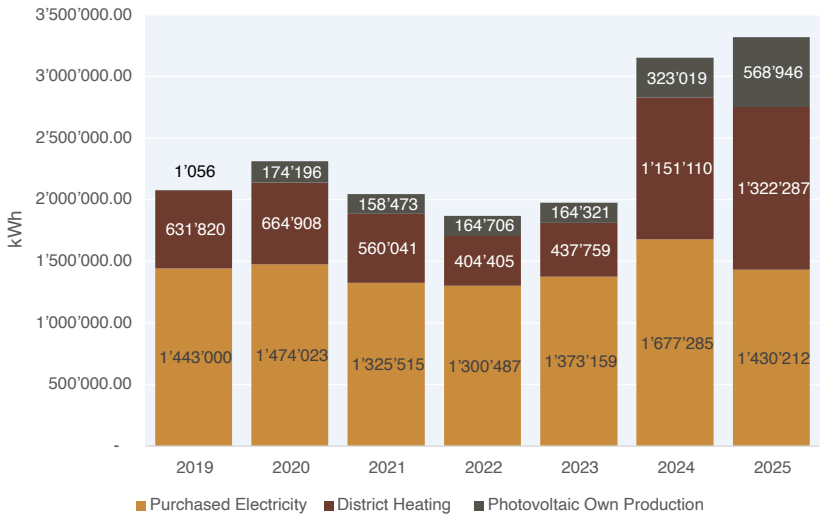
Emissions from self-generated and self-consumed solar power do not count as emissions from purchased electricity (Scope 2). According to the Greenhouse Gas Protocol, we instead account for the emissions from the manufacture of installed photovoltaic systems as Scope 3, Category 2 (Capital Goods), recorded in the year of installation. These emissions are reported separately:

Scope 3 emissions from the manufacture of installed PV systems (Category 2, Capital Goods), (CO_2 eq/machine):

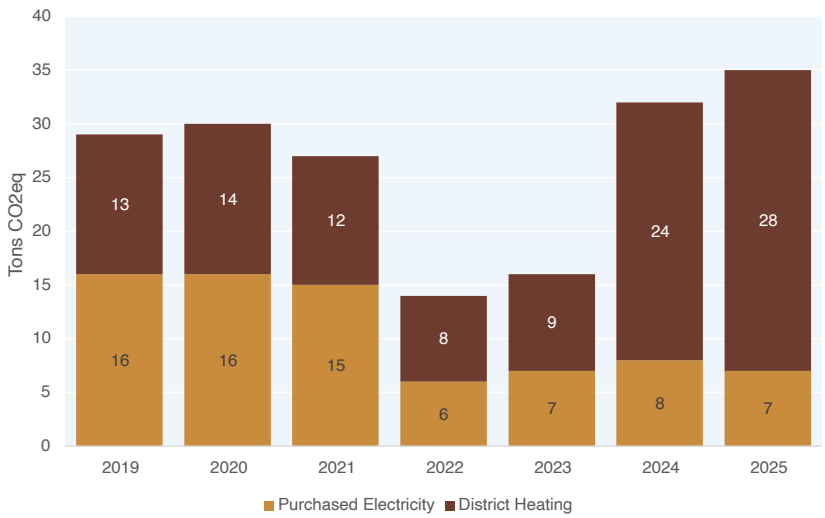
- 2020 – 113'696.61
- 2024 – 277'553.19
- 2025 – 34'716.24

(Based on the Ecoinvent dataset Market for Photovoltaic Panel, CIS – GLO: 121 kg CO_2e per m²)

Energy Consumption Total



Emissions - Energy Consumption Total



Climate Targets Management

Energy Intensity (kWh per Machine Delivered)
Energy intensity indicates the amount of energy consumed within our organisation per machine delivered. This metric generally supports comparability over the years. However, as with intensity-based indicators for Scope 1 and 2, its significance is strongly influenced by production volume and structural changes.

Unlike in previous years, we have therefore refrained from providing a chart of energy intensity to avoid misinterpretation.

The energy intensity (sum of purchased electricity, district heating, and self-generated PV electricity) was:

- 2019 – 69.5 kWh
- 2020 – 99.2 kWh
- 2021 – 70.7 kWh
- 2022 – 53.3 kWh
- 2023 – 57.0 kWh
- 2024 – 102.5 kWh
- 2025 – 152.3 kWh

Despite these exceptional effects, we continue to work consistently on improving efficiency. Measures include the comprehensive conversion to LED lighting in existing plants and the adoption of the same lighting standards in the new building unique, ensuring a consistently efficient solution across all sites.

Focus on Electricity Source
All electricity we procure is renewable. In the coming years, we aim to strengthen this commitment in collaboration with our suppliers, promoting sustainable energy use along the entire supply chain.

Climate Targets Management

Facility Infrastructure

LEED Platinum
With the new building unique, Thermoplan opens a new chapter in sustainability, innovation, and Swiss production. Completed in 2024, the building is more than a production site—it is a statement: modern, forward-looking, and ecologically exemplary. Covering 17,555 m², it currently accommodates around 550 employees, providing a foundation for further growth. For its outstanding commitment to environmentally responsible construction, the building was awarded LEED Platinum—the highest level of this internationally recognized standard.

With unique, Thermoplan demonstrates how technological excellence and responsible resource management can go hand in hand. Even after construction, the building is continuously optimised: in 2025, for example, Cradle-to-Cradle-certified soap dispensers were installed, and additional projects aimed at improving energy efficiency are planned in the coming years. Every square meter of the site reflects the ambition to combine innovation, efficiency, and sustainability.

Taste Staff Restaurant
With unique, Thermoplan not only established a state-of-the-art production facility but also laid the foundation for an inspiring work environment. The same philosophy underpins the Taste employee restaurant, opened in spring 2025. It is far more than a place for lunch—it serves as a central hub for interaction, exchange, and collaboration. Employees and the public enjoy freshly prepared meals while experiencing a concept that integrates sustainability and regional sourcing.

Self-served portions have reduced food waste by 35%, while surplus products are creatively reused in subsequent menus. At the same time, Taste works with local partners nearby, from Heinzer Butchery (Muotathal) and Hofer Fisheries (Meggen) to Martin Muheim for turkey meat (Greppen), combining responsible, high-quality dining directly on site with attractive working conditions in Weggis. Taste is thus a place that perfectly unites inspiration, community, and sustainability, bringing the Thermoplan spirit to life.

Climate Targets Management

Logistics – Shift to Lower-Emission Transport

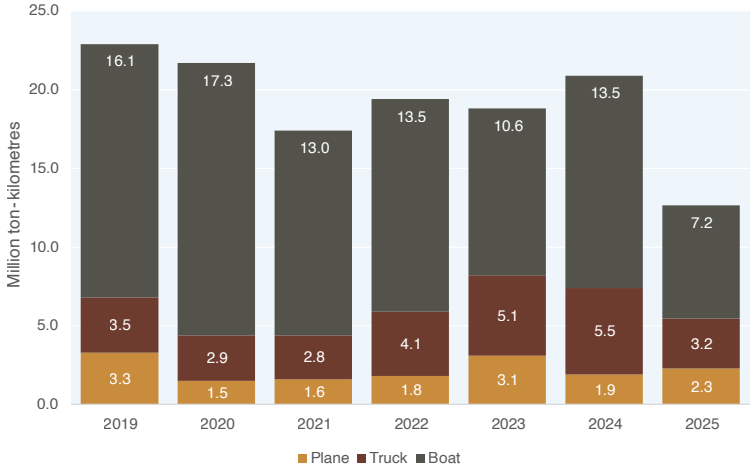
The transport of our finished fully automatic coffee machines is a major driver of Scope 3 emissions. The delivery of components also contributes, which is why the Operations team has embedded the sustainable development of the delivery concept into the divisional targets for 2022–2025. In connection with the new building unique, further optimisation opportunities are continuously being explored, particularly regarding efficient internal material flows and delivery structures.

Our customer logistics (outbound logistics) continue to follow the "Ex Works" principle. This means that our customers take responsibility for transport from the factory and independently choose the mode of transport—whether by truck, cargo ship, or air freight. As a result, we have only limited influence on the actual emissions generated.

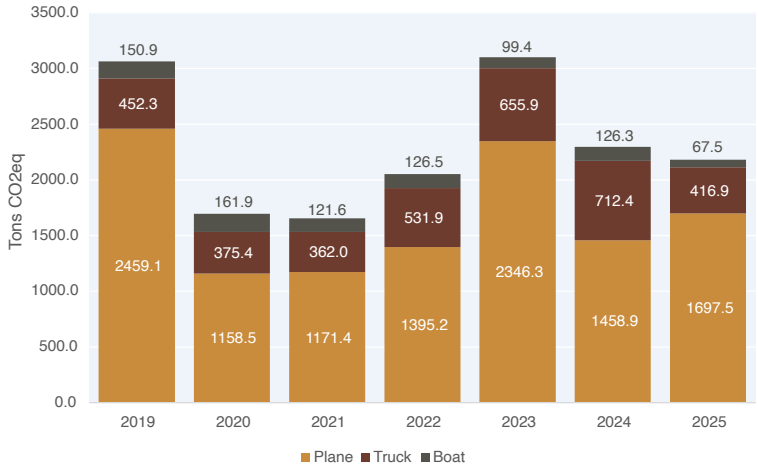
For the reporting year, transport data were only available up to November; to improve comparability, these figures were extrapolated from eleven to twelve months. The charts below show the resulting development of transport performance caused by our customer logistics in million tonne-kilometres, as well as the corresponding emissions (in t CO_2e) since 2019. For clarity, transport is differentiated by mode: ship, truck, and airplane. The unit "tonne-kilometre" is calculated as the transported mass multiplied by the distance travelled.

In 2025, transport performance amounted to 2.1 million tkm by airplane, 5.5 million tkm by truck, and 6.6 million tkm by ship. This resulted in emissions of 1,556 t CO_2e (airplane), 382 t CO_2e (truck), and 62 t CO_2e (ship). The development clearly confirms that the choice of transport mode has a disproportionate impact on the carbon footprint—especially air freight, which generates the highest share of emissions despite a comparatively low transport volume.

Customer Logistics



Customer Logistics Emissions



Climate Targets Management

Mobility – Focus on Environmentally Friendly Employee Transport

Carpooling on the Rise!
Employee mobility is a significant driver of our emissions—both for commuting and during working hours. Many employees already use public transport, bicycles, or carpooling; the latter is encouraged through reserved parking spaces.

As a basis for our future mobility metrics, a 2022 survey conducted by ZHAW with over 380 participants replaces previous data up to 2022. The results show an increased share of public transport from 2023 onwards, while the majority of passenger kilometres are still travelled by car, generating the largest share of emissions.

In 2025, 2,093 thousand km were travelled by car (699 t CO_2e) and 966 thousand km by public transport (10 t CO_2e). E-mobility is gaining importance: more than 60 employees own electric vehicles, and charging infrastructure has been expanded to over 30 stations. In 2025, 376 thousand km were driven with electric cars.

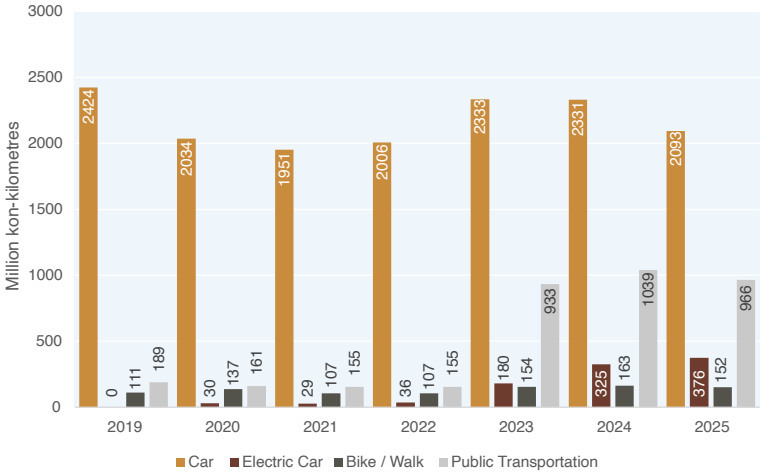
Further details can be found in the two charts.

"Carpooling as a Solution in Areas with Limited Public Transport"

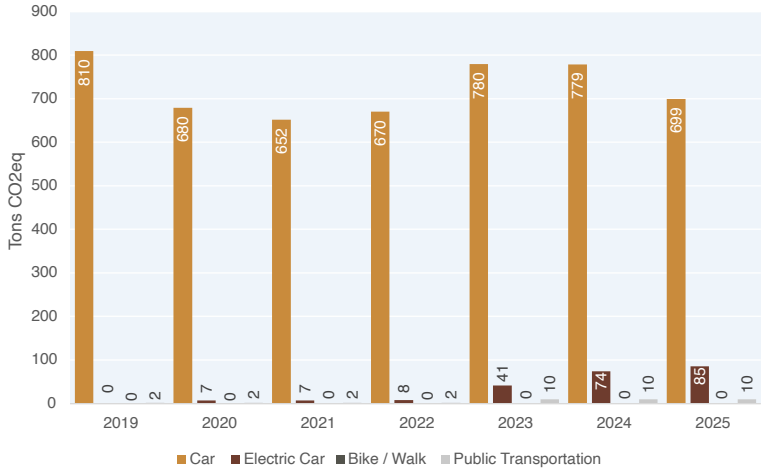
"We are four employees with almost the same commute. Instead of each of us driving alone, we carpool. This saves two trips—so money and emissions. And honestly: it's also fun, and you get to know your colleagues from a different perspective. Public transport wasn't really an option for us, as we live in the canton of Uri and connections to Weggis are limited. Of course, on certain days we still have to drive separately—but overall, carpooling is totally worth it, for both the climate and our wallets. The best part: one of us drives an electric car, which can currently be charged for free at Thermoplan. So: forming carpools really pays off!"

Fabian Bieri, Recruiting Specialist & Personnel Developer, Thermoplan AG

Commuting Employees



Commuting Employees Emissions



Climate Targets Management

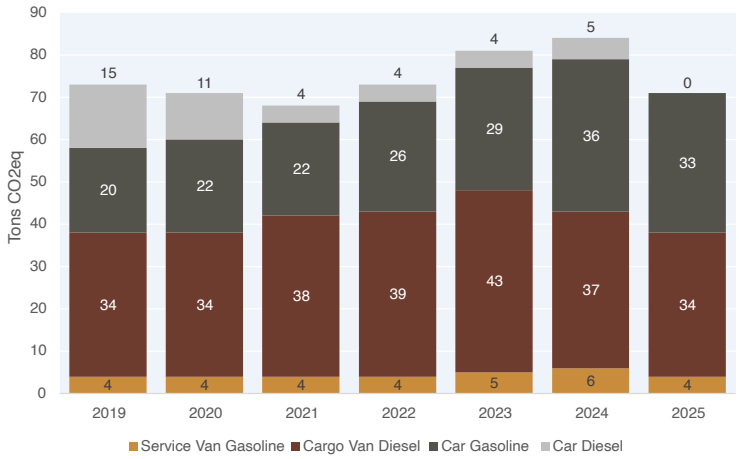
Own Vehicle Fleet and Business Travel
Our service vehicles operate in the region around the Rigi and account for a significant portion of our mobility-related emissions. After an increase in previous years, emissions from our own fleet decreased to 71 t CO_2e in 2025. Key drivers were the acquisition of an electric vehicle and the disposal of a diesel-powered car.

By switching to an electric vehicle, the associated emissions are no longer counted as direct emissions (Scope 1), but are recorded under Scope 2 via the electricity used for charging. Correspondingly, no emissions are reported for the disposed diesel vehicle.

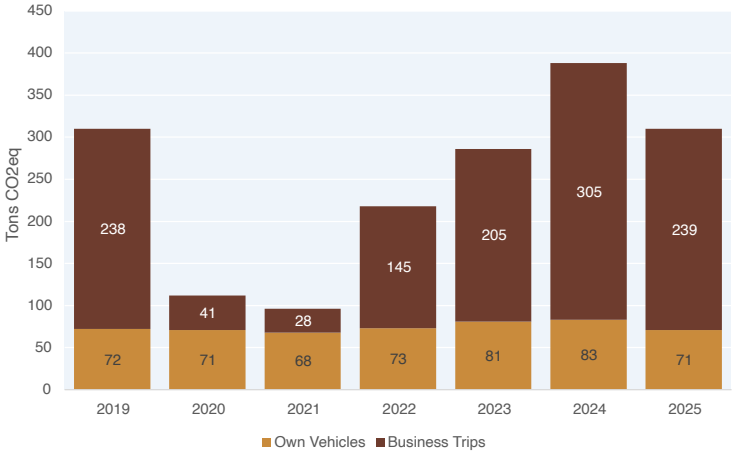
Emissions from business travel also evolved dynamically and are part of our international customer relationships. After peaking in 2024 (305 t CO_2e), emissions decreased to 239 t CO_2e in 2025. Thermoplan encourages employees to use trains instead of cars or airplanes wherever possible, covering first-class tickets to support this. Nevertheless, air travel continues to account for the largest share of emissions and cannot be fully avoided due to global customer and service requirements.

We are gradually working to reduce business mobility and make it lower-emission—through further electrification of suitable vehicles, conscious travel planning, and the targeted use of alternative formats where they provide the same value.

Own Vehicles



Business Trips



Climate Targets Management

Waste – More Recycling, Less Residual Waste

The consistent separation of our waste streams and the return of recyclable materials are central elements of our waste management. Our goal is to divert as many materials as possible from incineration—particularly cardboard and wood—and to avoid waste wherever possible.

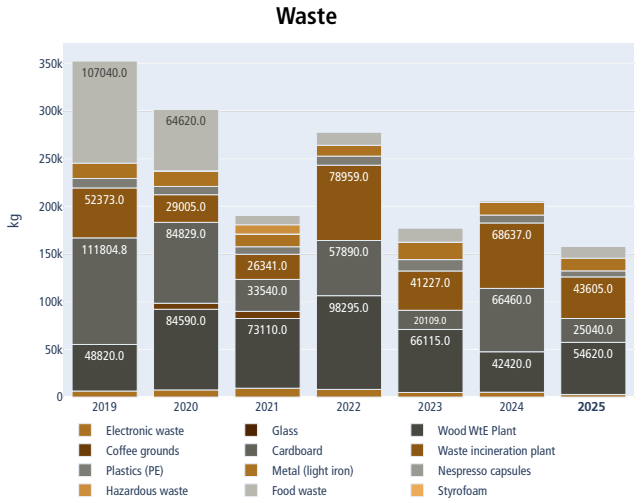
In 2025, we reduced waste volumes through measures such as reusable packaging, food waste reduction, and pallet repairs. Since 2022, all waste quantities have been systematically recorded via invoices from our disposal partners, ensuring a consistent and comparable data basis. In 2025, 44 t of residual waste (incineration) and 115 t of separately collected recyclables (including cardboard, wood, PE, and metal) were generated. Most fractions decreased compared to the previous year, while wood and food waste increased. Cardboard is recycled, wood is primarily used for energy recovery, and suppliers are increasingly using reusable transport containers. Residual waste remains the largest emission driver in the waste sector, although emissions were further reduced. We place great importance on avoiding waste wherever possible and consider this a key aspect of our social and environmental responsibility.

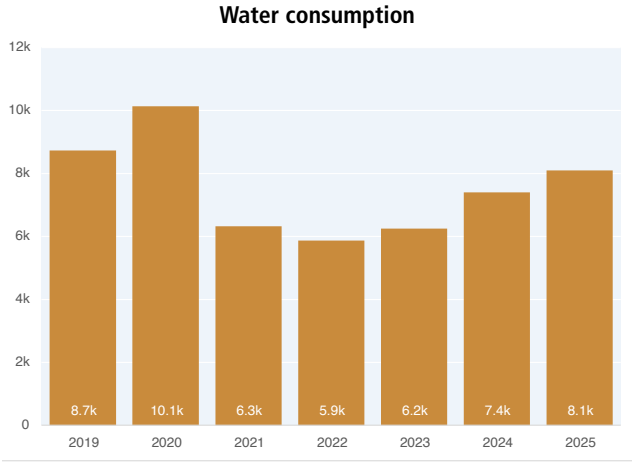
Water – Responsible Use

We are aware of the importance of water as a resource and aim to reduce consumption by 50% by 2030. Water is supplied by the municipality of Weggis (approximately 80% spring/groundwater, 20% surface water) and is returned to the sewage system without internal treatment. Consumption is recorded monthly per plant and documented in the dashboard.

Water consumption declined significantly until 2023. However, 2024 values had to be corrected because the water meter was only assigned to Thermoplan AG at the beginning of 2025 and previously included consumption from the construction site. As a result, consumption had already increased from 2024, particularly due to the new building unique. Nevertheless, consumption remains significantly lower than five years ago.

In 2025, consumption rose further due to dry summer months, empty rainwater tanks, higher demand from the recooler, and a leak that has since been repaired. To reduce water use, we employ water-saving nozzles, have lowered water pressure, and are pursuing further projects in 2026, including optimisation of the testing programme in the final testing of our fully automatic coffee machines.



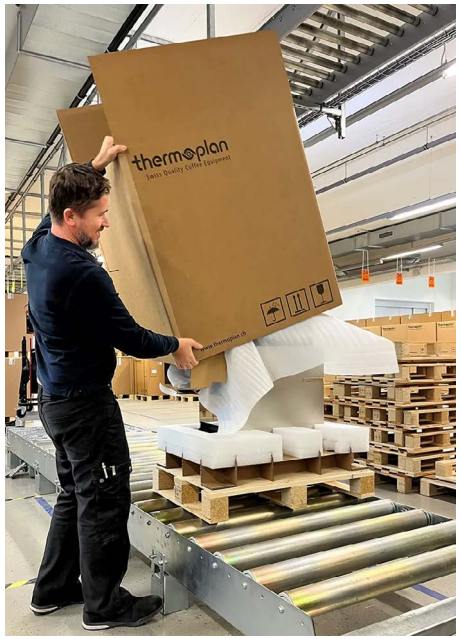


Climate Targets Management

Reuse of Single-Use Pallets
Waste data show an increase in the amount of wood. We therefore analysed the drivers— a significant share is attributed to Euro and single-use pallets. While reusable pallets mainly generate waste due to damage, single-use pallets are typically discarded after a single use. Thermoplan machines are shipped on a specially designed single-use pallet with integrated cushioning; in many cases, these pallets could still be reused after delivery.

Thermoplan Logistics therefore assessed whether an economically viable return from service partners within Switzerland, as well as Germany and Italy, would be possible. A pilot proved successful: beyond a certain quantity, return transport is worthwhile. To make reuse practical for both Thermoplan and customers, clear conditions apply: pallets must not be significantly damaged upon collection and must be provided in minimum bundles of 10 units. When these conditions are met, customers save on disposal costs and Thermoplan can redeploy the pallets.

Independent of this, Thermoplan reuses single-use pallets internally wherever technically possible and where transport safety is not compromised by visible damage. Damaged pallets continue to be collected separately and disposed of in a dedicated container, ensuring optimal material recovery. Overall, this represents a simple and effective approach to reducing wood waste.



"As a family-owned company, we invest in a sustainable future and are committed to the principles of the circular economy. The reuse of materials is not only good for the environment, but can also contribute to economic efficiency. We are pleased that, together with Thermoplan, we can support the meaningful reuse of single-use pallets."

Pascal Arn, Managing Director, Senn Transport

Are you a partner from **Switzerland, Germany,** or **Italy** and meet the requirements mentioned above? Please register via the QR code, and we will get in touch with you.

Hands-On Knowledge Transfer for the Circular Economy

Guest Contribution – Thermoplan Inspires with Practical Examples

Sustainability has the greatest impact when knowledge is shared and experiences are openly exchanged. This was the focus of Thermoplan's engagement over the past year: as a practice partner, the company participated in several two-day training seminars organised by the Swiss engineering and consulting firm Helbling, with which Thermoplan maintains a long-standing and trusted collaboration.

A particular highlight of the seminars was the case study presented by Björn Jung from Thermoplan's Sustainability Team. With openness and practical insight, he demonstrated how sustainability is concretely implemented at Thermoplan—from strategic integration through product development to circular solutions across the entire lifecycle of coffee machines. These tangible insights made sustainability real for participants and sparked lively discussions far beyond the seminar room.

The participants' strong affinity for coffee machines added depth to the exchange: sustainability was not discussed in the abstract but reflected through a familiar, technologically sophisticated product. Feedback from participants was consistently very positive. Thermoplan's contribution was perceived as inspiring, authentic, and highly valuable for their own consulting and development practice.

Through this engagement, Thermoplan demonstrates that sustainable transformation cannot be achieved alone. By engaging in open dialogue with others and sharing both successes and challenges, the company makes an important contribution to spreading sustainable and circular thinking. Such partnerships not only strengthen a shared understanding of sustainability but also lay the foundation for future-proof solutions across industrial value chains.

Damian Wirth

About Damian Wirth

Damian Wirth studied Business Administration at the University of St. Gallen and Digital Transformation at the University of Applied Sciences and Arts of Southern Switzerland (HTW Chur). He has many years of experience across various companies and industries as an active CEO, board member, and management consultant for medium-sized, internationally operating family businesses. Today, he leads the activities of the Terra Institute in Switzerland. Founded in Brixen, South Tyrol, the Terra Institute has been supporting companies and organisations on all matters of organisational sustainability since 2010.

GRI Index

GRI standard	Disclosure	Further information	Page	Reference [chapter in report]
GRI 2: General information 2021				
The organization and its reporting practices				
2-1	**Organization profile**	**Further information**		
2-1 a	Organization name	Thermoplan AG		
2-1 b	Ownership and legal form	Family-owned stock corporation		
2-1 c	Headquarters of the organization	Weggis, Switzerland		
2-1 d	Business premises	Thermoplan Germany, Thermoplan USA		
2-2	**Companies included in the organization's sustainability reporting**			
2-2 a	Entities included in sustainability reporting	Thermoplan AG (Thermoplan DE, AT, USA not taken into account for operational measures and life cycle assessment calculation)		
2-2 b	Entities included in the consolidated financial statements	no published consolidated financial statements		
2-3	**Reporting period, frequency and contact point**			
2-3 a	Reporting period and reporting cycle of sustainability reporting	January 1, 2025 to December 31, 2025		
2-3 c	Release date	09.03.2026		
2-3 d	Contact person if you have any questions about the report	Björn Jung bjung@thermoplan.ch		
2-4	**Restatement of information**			
2-4 a	Explanation of the reasons and effects	Correction of the data presented on employee mobility for the year 2022. These figures were overstated by approximately 10% in the last report. This was due to an error in the basic data collection. The water volume reported for 2024 has been corrected retrospectively. Due to a measurement error in the previous year, the originally reported value was significantly lower than the actual value. We have identified the error and corrected the figure for 2024 in the current reporting year accordingly.		
2-5	**External audit**			
2-5 a	Politics and practice	No external audit		
2-5 b	Link to the external audit report, description of the audited topics, audit standards, level of audit, limitations, description of the relationship	No external audit		
Activities and employees				
2-6	**Activities, value chain and other business relationships**			
2-6 b	Value chain		10	Our value chain
2-7	**workers**			
2-7 a	Total number of employees by gender and region		22	Central – Promoting Employee Health and Safety as the Highest Priority
2-7 b	Total number of permanent employees, temporary employees, employees with non-guaranteed working hours, full-time and part-time employees by gender and region		22	Central – Promoting Employee Health and Safety as the Highest Priority
2-7 c	Methodologies and Assumptions	Headcounts at the end of the reporting period	22	Central – Promoting Employee Health and Safety as the Highest Priority
2-7 d	Contextual information	Due to the strong growth, we are dependent on some temporary employees. There are part-time employees due to flexible working models	22	Central – Promoting Employee Health and Safety as the Highest Priority
2-7 e	Significant fluctuations	No significant fluctuations	22	Central – Promoting Employee Health and Safety as the Highest Priority
2-8	**Workers who are not employees**			
2-8 a	Total number of workers who are not employees (type, contractual relationship)		22	Central – Promoting Employee Health and Safety as the Highest Priority
2-8 b	Methodologies and Assumptions	Not relevant because there are no such workers		not applicable
2-8 c	Significant fluctuations	Not relevant because there are no such workers		not applicable
Governance				
2-9	Management structure and composition of the highest control body and its committees		8	We Are Thermoplan
2-10	Nomination and selection process for the highest control body	Not applicable because it is family owned		not applicable
2-11	Chairman of the highest control body		8	We Are Thermoplan
2-12	Role of the highest control body in setting goals, values and strategies		13	Sustainability at Thermoplan
2-13	Delegation of authority to manage impacts		17	How We Manage Sustainability
2-14	Role of the highest control body in sustainability reporting		13	Sustainability at Thermoplan
2-15	Conflicts of interest			not applicable
2-16	Communicating critical concerns		12	Our values and cooperation
2-17	Collected knowledge of the highest control body			not applicable
2-18	Evaluation of the performance of the highest control body			not applicable

GRI Index

2-19	Compensation policy			confidential
2-20	Procedure for determining remuneration			confidential
2-21	Ratio of total annual compensation			confidential
Strategy, policy and practice				
2-22	Sustainable Development Strategy Statement		2	Foreword by the CEO
2-23	Political commitments		12	Our values and cooperation
2-24	Embedding political commitments		12	Our values and cooperation
2-25	Procedures for eliminating negative effects		12	Our values and cooperation
2-26	Mechanisms for obtaining advice and reporting concerns		12	Our values and cooperation
2-27	Compliance with laws and regulations	No fines were levied against Thermoplan AG during the reporting year		
2-28	Memberships	- Europa-Forum Luzern - GS1 Switzerland - Gwärb Weggis - IHZ - Industrieverband Haus-, Heiz-und Küchen - procure.ch - Stiftung Brändi - SVBL - Swiss American Chamber - Swissmem - Wirtschaftsförderung Luzern		
Involvement of stakeholders				
2-29	Approach to stakeholder engagement		16	Materiality Matrix
2-30	Collective agreements	We don't have collective agreements. We refer to the applicable labor law		
GRI 3: Material topics 2021				
3-1	Procedure for determining material topics		14	Our Material Topics
3-2	List of essential topics		14	Our Material Topics
204 -Procurement practices				
204-1	Share of spending on local suppliers		27	Local – Focus on Long-Standing Regional Supplier Partnerships
205 - Anti-corruption				
205-1	Business establishments that have been checked for corruption risks	Recently implemented complaint mechanism, no evaluation possible yet	28	Global – Responsibility Along Our Supply Chain
301 - Materials				
301-1	Materials used by weight or volume	Can be viewed for our BW models in the Product Environmental Report. Without division into renewable/non-renewable		https://report.thermoplan.ch
301-2	Recycled raw materials used	Data basis currently only available for stainless steel	33	Management of Sustainable Product Development
302 - Energy				
302-1	Energy consumption within the organization		43	Electricity & Heat – 100% Renewable Energy in Production Since 2022
302-3	Energy intensity		44	Electricity & Heat – 100% Renewable Energy in Production Since 2022
302-4	Reducing energy consumption		44	Electricity & Heat – 100% Renewable Energy in Production Since 2022
302-5	Reducing energy requirements for products and services		33	Management of Sustainable Product Development
303 - Water and Wastewater (2018)				
303-1	Water as a shared resource		49	Water – Responsible Use
303-2	Dealing with the effects of water recirculation		49	Water – Responsible Use
303-3	Water extraction		49	Water – Responsible Use
303-4	Water return		49	Water – Responsible Use
305 - Emissions				
305-1	Direct GHG emissions (Scope 1)	Since Weggis is our production site and over 95% of all our employees work in Weggis, the offices of Thermoplan Germany and Thermoplan USA were not taken into account in the calculation of the company's ecological balance.	42	Scope 1 & 2 – Stagnant Result for 2025 Despite Overall Progress
305-2	Indirect energy-related GHG emissions (Scope 2)		42	Scope 1 & 2 – Stagnant Result for 2025 Despite Overall Progress
305-3	Other indirect GHG emissions (Scope 3)		41	Development of Greenhouse Gas Emissions (Scope 1–3), Target Pathway, and Emission Intensity
305-4	Intensity of GHG emissions	Intensity per machine for scopes 1 - 3	41	Development of Greenhouse Gas Emissions (Scope 1–3), Target Pathway, and Emission Intensity

GRI Index

305-5	Reducing GHG emissions	Overall reduction as well as reduction in the individual support directions.	14	Our Material Topics - Corporate carbon footprint
			41	Development of Greenhouse Gas Emissions (Scope 1–3), Target Pathway, and Emission Intensity
306 - Waste (2020)				
306-1	Waste generated and significant waste-related impacts		4	Circular Economy – An Opportunity in Times of Geopolitical Uncertainty
			49	Waste – More Recycling, Less Residual Waste
306-3	Management of significant waste-related impacts		4	Circular Economy – An Opportunity in Times of Geopolitical Uncertainty
306-3	Waste generated		49	Waste – More Recycling, Less Residual Waste
306-4	Waste diverted from disposal		49	Waste – More Recycling, Less Residual Waste
306-5	Waste forwarded for disposal		49	Waste – More Recycling, Less Residual Waste
308 - Environmental assessment of suppliers				
308-1	New suppliers verified based on environmental criteria		28	Global – Responsibility Along Our Supply Chain
308-2	Negative environmental impacts in the supply chain andmeasures taken		28	Global – Responsibility Along Our Supply Chain
403 - Occupational Safety and Health				
403-1	Management system for occupational safety and health protection		21	Management of Social Responsibility
403-2	Hazard identification, risk assessment and incident investigation		21	Management of Social Responsibility
403-3	Occupational health services		23	Central – Promoting Employee Health and Safety as the Highest Priority
403-4	Employee participation, consultation and communication on occupational safety and health protection		21	Management of Social Responsibility
403-5	Employee training on occupational safety and health protection		23	Central – Promoting Employee Health and Safety as the Highest Priority
403-6	Promoting employee health		23	Central – Promoting Employee Health and Safety as the Highest Priority
403-8	Employees covered by an occupational health and safety management system		21	Management of Social Responsibility
403-9	Work-related injuries		26	Number of Occupational and Non-Occupational Accidents
403-10	Work-related illnesses		26	Number of Occupational and Non-Occupational Accidents
404 - Training and further education				
404-2	Programs to improve employee skillsand for transitional assistance		25	Our Commitment to Education and Training
404-3	Percentage of employees who receive regular performance and professional development reviews		22	Central – Promoting Employee Health and Safety as the Highest Priority
414 - Social evaluation of suppliers				
414-1	New suppliers verified based on social criteria		29	Global – Responsibility Along Our Supply Chain
414-2	Negative social impacts in the supply chain and actions taken		28	Global – Responsibility Along Our Supply Chain
Human rights due diligence				
	UN Guiding Principles on Business and Human Rights		28	Global – Responsibility Along Our Supply Chain

This sustainability report has been prepared voluntarily in accordance with the GRI Standards. As Thermoplan, as an SME, is not currently subject to any legal reporting obligations, this report follows the requirements of the standards but does not yet claim full GRI compliance.
Some disclosures—particularly in the areas of materiality analysis and material-related metrics—are still under development and will be further expanded in upcoming reporting cycles.
With the publication of this report, our aim is to provide transparency on our sustainability performance while simultaneously advancing the structured development of our reporting system.

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