

Sustainability report 2024



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Foreword by the CEO – Adrian Steiner

Dear Readers,

It is my great pleasure to present to you our 2024 Sustainability Report – a year that marked a true milestone for Thermoplan. As an innovation leader in the development and production of high-quality fully automatic coffee machines, we not only reinforced our role as a pioneer in sustainability but also set new standards with groundbreaking projects.

The year 2024 was highlighted by the successful opening of our new plant unique on June 22, 2024 – a flagship project that earned LEED Platinum certification, the highest international distinction for green building. This forward-looking production facility, with a total floor area of 17,555 m² and space for over 550 workplaces, embodies our vision of a fully circular economy and sets new benchmarks in Switzerland for sustainable construction and resource-efficient manufacturing.

In the field of circular economy – our strategic focus area – we achieved significant progress. The introduction and optimization of our remanufacturing program for hydraulic and mechanical modules have shown concrete results: Our traceability systems allow us to close material loops and significantly extend the lifespan of our products. These measures not only reduce our ecological footprint but also create substantial economic value for our customers and partners.

Our ambitious commitment is also reflected in additional tangible achievements: the installation of 31 EV charging stations highlights our dedication to sustainable mobility. At the same time, we published Product Environmental Reports for numerous machines and intensified communication with our suppliers regarding emissions. This transparent approach strengthens the entire value chain in moving towards greater sustainability.

We value honesty: The commissioning of unique led to a temporary increase in our emissions intensity during the ramp-up phase, reaching 0.056 kg CO₂ per kg of machine. This challenge was anticipated and is part of our long-term strategy – the expanded capacities and efficiency potential of unique will contribute to a marked improvement in our sustainability performance over the medium term.

The systematic evaluation of our suppliers in terms of sustainability performance and the consistent implementation of our Code of Conduct have confirmed that our partners are actively supporting our path toward net-zero emissions. The intensified communication with suppliers about emissions data and the integration of stricter sustainability criteria into our procurement processes demonstrate that we can achieve more together than alone.

Our internal sustainability dashboard, which informs all employees monthly about key figures along the three pillars of People, Product, and Planet, fosters the necessary transparency and awareness of our shared goals. The enthusiasm and dedication of the entire Thermoplan team are the true driving forces behind our progress – a special thanks goes to all our employees for their tireless commitment.

Looking ahead, we recognize that the path to net-zero emissions by 2050 – and our ambitious interim goal of halving emissions by 2030 – requires continuous innovation and adaptation. With the implementation of our new strategy at the end of 2025, we will also update and sharpen our sustainability roadmap. We will continue to rely on our proven principles: full circularity, fair social and environmental conditions with all stakeholders, and absolute transparency in communication.

Transparency remains the cornerstone of our sustainability communication. This report provides an honest account of both our successes and the areas where we still need to improve. Only through this open reporting can we build trust with our stakeholders and work together toward a more sustainable future.

I warmly invite you to accompany us on our sustainability journey and to actively contribute to shaping a responsible coffee culture. With unique, we have proven that ecological responsibility and business success can go hand in hand. Together, we can drive the transformation our world so urgently needs.

With warm regards and sincere gratitude for your trust,

Adrian Steiner



CEO
Thermoplan AG

Our focus topic 2024



Unique – A new building for the future

With the new building unique, Thermoplan makes a strong statement for innovation, sustainability, and the Swiss production site. The name reflects openness to new technologies as well as a consistent focus on sustainable construction. In Switzerland, a building of this kind and methodology is not yet standard – unique leads the way as a pioneer.

A Clear Commitment to the Swiss Location

As a globally successful company with roots in Weggis, Thermoplan remains loyal to the Swiss production site. Nestled in an impressive mountain and lake landscape, the new building emphasizes the company's commitment to regional value creation and long-term job security. unique creates space for growth and strengthens the company's position as a leading developer and manufacturer of high-quality fully automatic coffee machines.

More Space for Growth and Innovation

With a project area of 2,025 m² and a total floor area of 17,555 m², unique significantly expands existing capacities. After construction from 2022 to 2024, the new facility will provide space for 550 jobs. Six integrated production areas, modern logistics zones, and new office spaces ensure optimal workflows and increased efficiency. Additionally, the new building includes Café unique and the MOVE fitness studio, creating inspiring places for exchange and personal development.

Sustainability as a Foundation

Sustainability is a central part of Thermoplan's corporate strategy. unique was developed according to the highest ecological standards and is proud to hold LEED Platinum certification, one of the most renowned awards worldwide for sustainable building. The new building relies on fossil-free energies, intelligent water use, and resource-efficient construction. From the outset, the building was developed with strong commitment from all involved to set new standards in sustainability and technology. The construction on an already developed site, the use of sustainable materials, and the utilization of renewable energy and minimal water consumption underline this commitment and combine long-term ecological and economic benefits.

Swiss Precision and Spirit of Innovation

The heart of Thermoplan is made up of highly qualified talents who passionately work on the future of coffee technology. unique creates an advanced working environment where innovation is encouraged, precision is practiced, and excellence is continuously developed.

With unique, not only a production building has been created, but a milestone for Thermoplan's future. A place where sustainability, technology, and Swiss engineering come together at the highest level.

We are Thermoplan

The 2024 highlights of our three pillars: people, product and planet

People



544

Employees
+10% compared to 2022



>3'520h

Internal English lessons



Ø272 km

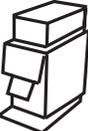
Distance of components from suppliers



>1'350h

Internal German lessons

Product



31k

Machines produced



80 countries

Exported machines



98%

Export share



100%

Product life cycle assessment
for all published machines

Planet



100%

Renewable energy at the Weggis site



June 22, 2024

Opening of our LEED
certified new building unique



**SCIENCE
BASED
TARGETS**

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Lowering path recognized by SBTi



31

E-charging stations installed
for free charging

We are Thermoplan

Overview of progress in our sustainability focus areas

As an introduction to the Sustainability Report 2024, we would like to provide an overview of the current status of our priorities, divided into our three pillars - People, Product and Planet. We are aware that our targets are very ambitious and that it will be a challenge to achieve them. It is therefore even more important to regularly check whether we are making the progress we are aiming for, or whether we need to change course in certain areas. Some of our targets can be clearly quantified and progress can be directly assessed on the basis of measured values. This applies, for example, to our targets relating to CO₂ emissions and electricity and heat consumption. Other targets are qualitative and relate to the area of employees or materials. The assessment below was drawn up jointly by the division managers and is intended to show the current status of the sustainability targets.

			Target achievement
People	Central	Promoting the health and safety of employees as a top priority	
	Local	We are committed to the health and safety of our employees and to fair dealings with our partners.	
	Global	Focus on long-term regional supplier partnerships	
Product	Milk	Commitment to partners to fair, social and ecological conditions throughout the supply chain	
	Coffee	Minimization of waste	
	Energy	Maximum efficiency in coffee extraction	
	Materials	Continuous increase in the energy efficiency of all machines	
	Consumables	Enabling the circular economy through ecodesign	
	Water	50% reduction in the supply chain by 2030	
Planet	CO ₂ -emissions	Reduction of waste water from machines by 50% by 2030	
	Electricity and heat	Reduction of 50% by 2030 (Scope 1-3) as an interim target	
	Logistics	Production with 100% renewable energy since 2022	
	Mobility	Optimization with regard to CO ₂ -free transport	
	Water	Focus on environmentally friendly transportation for employees	
	Waste	Reduction of consumption in operation by 50% by 2030	
		Maximizing recycling	

Achieved On course Not yet on course Not on track and critical Not yet started

We are Thermoplan

«Thermoplan: based in Switzerland, in business worldwide – Swiss Quality Coffee Equipment»

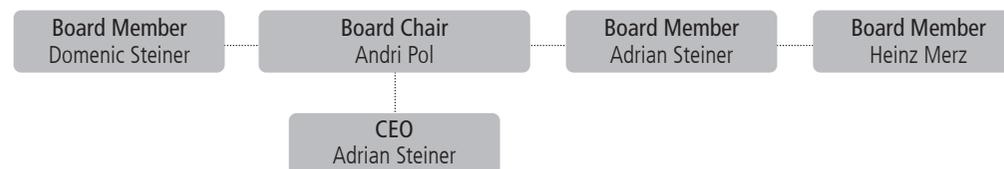
Together with around 540 employees, we develop and produce top Swiss-quality fully automatic coffee machines here in Weggis near Lake Lucerne for professional use in the catering industry and other businesses. More than 200 certified distribution and service partners worldwide make up the Thermoplan network.

The «Made in Switzerland» commitment to quality is more than a promise for us – it is a conviction. With a Swiss cross in our company logo, we are proud to be producing in Switzerland. Thermoplan is a Swiss-made company through and through. Our fully automatic coffee machines are manufactured at our main plant in Weggis and approx. 70% of our suppliers come from Switzerland.

In just under 50 years, entrepreneurship and passion have turned a small family business into an internationally successful market leader in the field of fully automatic coffee machines. Founded in 1974 by Esther and Domenic Steiner, Thermoplan AG began with the production of whipped cream machines 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 active American coffee house chain.

In 2009, Domenic Steiner handed over the management of the company to Adrian Steiner and retired from operational business in 2010. Adrian Steiner joined the Board of Directors as a co-shareholder and since then has steered the fortunes of Thermoplan AG as CEO. In the years that followed, Thermoplan AG was characterized by new partnerships in the B2B business, technical innovations and growth. The fully automatic coffee machine portfolio was expanded to attract a wider range of customers to our fully automatic coffee machines of the highest Swiss quality. In 2022, Domenic Steiner handed over the chairmanship of the Board of Directors to long-standing Board member Andri Pol. Domenic Steiner remains with Thermoplan AG as a valuable member of the Board of Directors.

Since 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 management.



We are Thermoplan

Our value chain

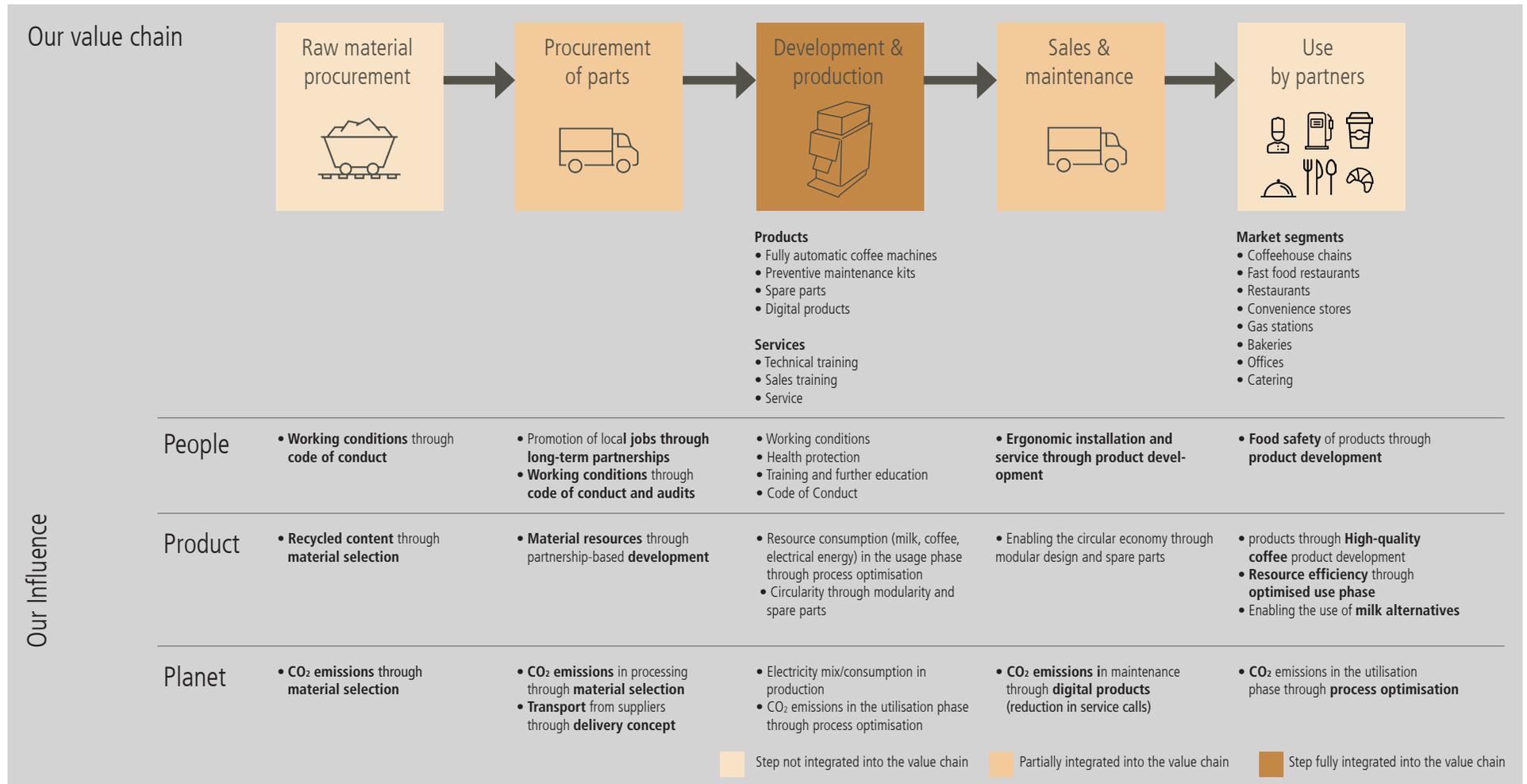
Thermoplan has always been a driver of innovation in the development and manufacture of professional fully automatic coffee machines and this is the focus of our activities. More than a fifth of the entire Thermoplan workforce works in research and development, using innovative technologies to continually improve and advance our products and service. It is important to us to understand the needs of our stakeholders and to develop ourselves accordingly. To this end, we enter into targeted supplier partnerships so that we can benefit from each other's expertise and have high-quality individual parts manufactured. In combination with Swiss precision work performed by our employees in assembly, this results in pioneering solutions that meet the needs of our customers, are convincing on the market and enable outstanding product and service quality.

In order to carry out our main activities, we rely on valuable, long-term partnerships both upstream and downstream. To this end, we are in close contact with our suppliers and create conditions that are right for both parties. We also value long-term partnerships downstream. Thermoplan has a global sales and service network of partners who in turn delight their customers with expert advice and comprehensive services. In addition to manufacturing durable and modular fully automatic coffee machines, we assemble Preventive Maintenance Kits (PM kits) and manufacture 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 perform these services by providing them with technical training at our premises in Weggis. Together with our partners, we provide customer-oriented advice, fast delivery of high-quality fully automatic coffee machines and spare parts all over the world and the highest quality of service.

Influence

As Thermoplan, we influence the integrated and non-integrated value creation steps with our activities and requirements. This influence is shown in the lower part of the illustration on page 11, divided into our three pillars of People, Product and Planet. The chart also shows the measures we are taking to have a positive impact.

We are Thermoplan



We are Thermoplan

Our values and cooperation

Our values have been deeply embedded in our day-to-day work since the very beginning and we attach great importance to them, as they are actively observed by our customers and partners.



Flexibility

We adapt to change and are constantly evolving. We react quickly to the needs of our customers and suppliers and provide convincing innovative solutions. Emphasis is always on the customer.



Enthusiasm

We maintain the Thermoplan team spirit. Everyone is important and bears responsibility. We enjoy working for Thermoplan and are proud of the company and its products. Wherever we work, we operate in a spirit of partnership.



Simplicity

We develop and produce products that are easy to use and maintain. Our modularity is an allegory of simplicity. Not only simplicity in our products and service, but also our communication and processes.

Our strong values place our employees at the heart of the business and enable quick decision-making and openness to change. This Thermoplan culture lays the foundations for successful partnerships, which have been a focal point of Thermoplan AG's business activity from the outset.

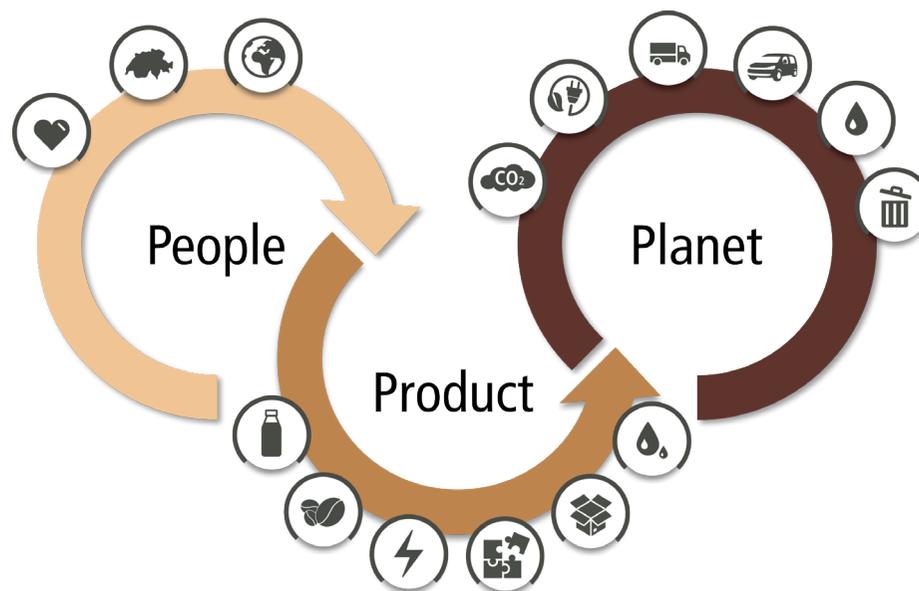
In addition to our strong values, we have a clear understanding of how we want to treat each other. We are committed to complying with the Ethical Trading Initiative (ETI) and have adopted the ETI Basic Code, which is also part of our personnel regulations.

We also have a clear idea of the conditions under which we wish to maintain business relationships. Our Code of Conduct for Suppliers is based on issues that are important to us, that are anchored in our vision and that we also adhere to ourselves. In particular, it takes into account the UN Guiding Principles on Business and Human Rights (UNGPs), the core conventions of the International Labor Organization (ILO) and the ten principles of the UN Global Compact. This Code of Conduct can be viewed on our website and also refers to our complaints procedure, which can be used to report suspected violations anonymously.

Sustainability at Thermoplan

«Excellence. Enjoyment. Responsibility.

Being able to enjoy premium coffee and manufacture top-quality fully automatic coffee machines is a luxury. A privilege that can bring people together, creates special moments and last, but not least, creates employment»



The long-term strategy of the family of owners sets out the future direction of the company. The sustainable development of the business is one of four selected goals in the owners' strategy. This means that our commitment to sustainability and to continuously work on our net zero target is deeply embedded in the firm.

Our SAGO 22–25 company strategy was devised in several workshops by a cross-departmental team. Employees from all company departments, board members and the owners were all represented. This was done to ensure that the company strategy is both far-reaching and implemented across the board. A specific strategic direction of impact in the area of sustainability was defined in the SAGO 22–25 strategy.

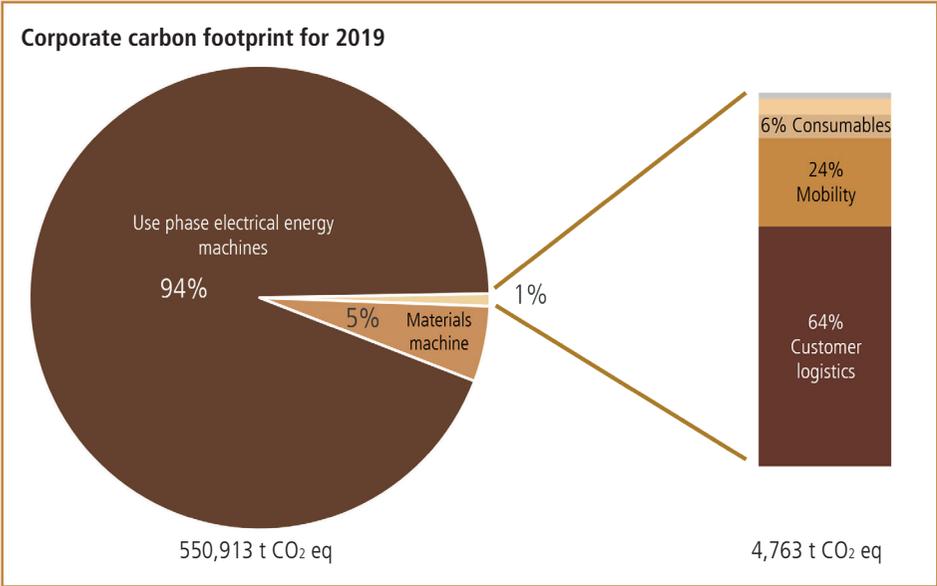
This enables us to help future generations enjoy these very same privileges!

Sustainability at Thermoplan

Our material topics

In 2020, an interdisciplinary team started to work out the details of our sustainability concept. To ensure that no stone was left unturned, the first step was to perform a materiality analysis. This analysis enabled us to identify areas in which we have the chance to reduce the negative effects of our business activities and reinforce the positive ones. In particular, it was important to be able to have a facts-based focus on setting our sustainability goal in order to assess the influence of our company on the environment and climate. This was possible thanks to an as-is analysis in the form of a corporate carbon footprint and product lifecycle assessments.

The corporate carbon footprint (Scope 1–3 for 2019) shows that the emissions caused by the usage phase and the materials (Scope 3) account for 99% (546,150 t CO₂ eq) of the total emissions. This is because the total emissions (e.g., from electricity consumption) that a fully automatic coffee machine generates in its lifetime (10 years) are factored into the corporate carbon footprint for the production year. If the usage phase is excluded, the greatest influences on the environment come from customer logistics, mobility and consumables.



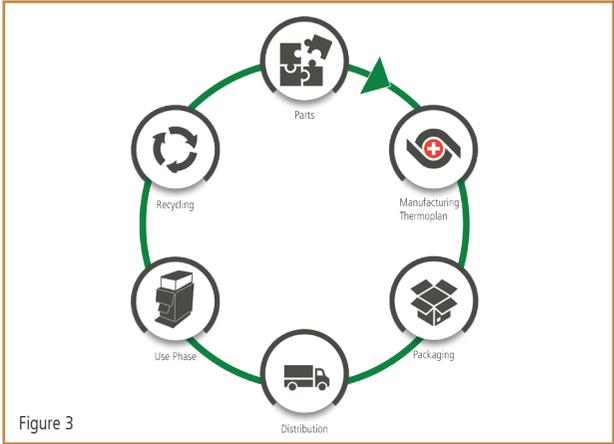
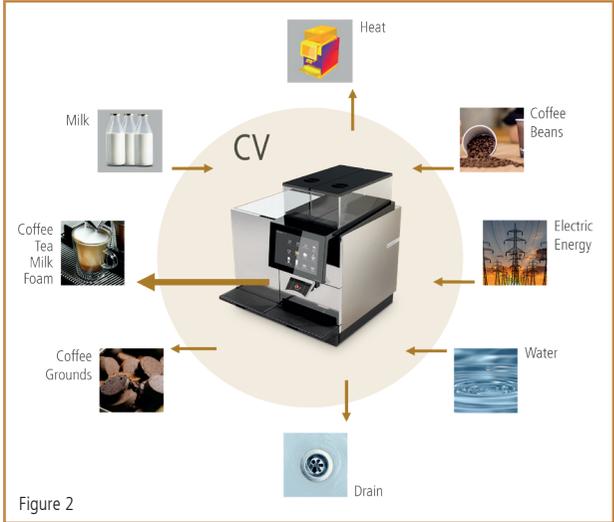
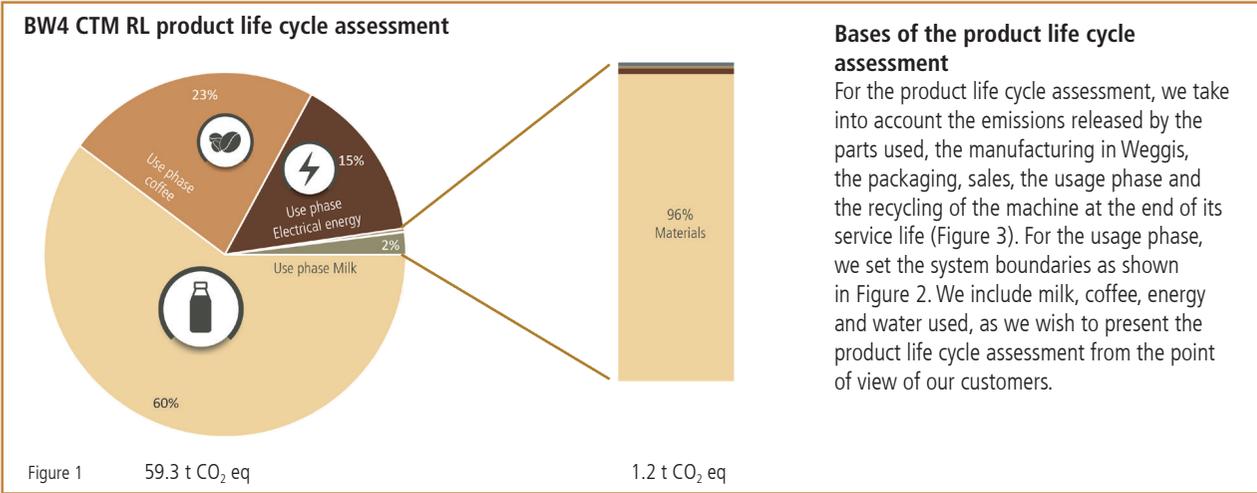
Corporate carbon footprint at Thermoplan
 The corporate carbon footprint is based on the principles of the Greenhouse Gas Protocol and the fundamentals of ISO 14040 and ISO 14044. We apply the Global Warming Potential (GWP) method, based on a 100-year timescale in accordance with the IPCC 2013, and include Scopes 1 to 3. The data used are gathered internally.

What do Scopes 1 to 3 mean?
 These are scopes for calculation and can also be understood as system boundaries. Our ambitious climate targets, and therefore also our corporate carbon footprint calculation, takes into account Scopes 1 to 3.
 This means that we take responsibility for the emissions that we generate directly (Scope 1), for example, through the use of our own vehicles or our own energy production using the solar panel system. Scope 2 includes the emissions caused by our purchased energy and Scope 3 accounts for those generated by our upstream and downstream value chain. This therefore concerns, for example, the emissions released by the manufacturing of third-party parts or by the extraction of the necessary raw materials. We are also responsible for the emissions caused by the energy consumption of our fully automatic coffee machines throughout their lifespan due to their inclusion in Scope 3. As we adhere to the definition of this scope, milk and coffee that are not processed by our customers with our fully automatic coffee machines are not included in our corporate carbon footprint; however, they are accounted for in the product life cycle assessment (see below).

Sustainability at Thermoplan

Product life cycle assessment

The figure 1, below of the product life cycle assessment, in accordance with the CV (control volume) system boundaries (Figure 2), clearly shows that our products have the greatest influence on the climate in the usage phase. This is due to the processed milk and coffee and the energy that the fully automatic coffee machine consumes. The materials used also have an impact on the environment that we cannot disregard. The diagram (Figure 1) shows this by way of example for our Black&White4 CTM RL (BW4 CTM RL). About 60% of the CO₂ footprint is caused by milk, 23% by coffee and 15% by the energy consumed during the usage phase. The materials account for 96% of the remaining 2%.



More information
 On the product life cycle assessment can be found at report.thermoplan.ch

People | Product | Planet |

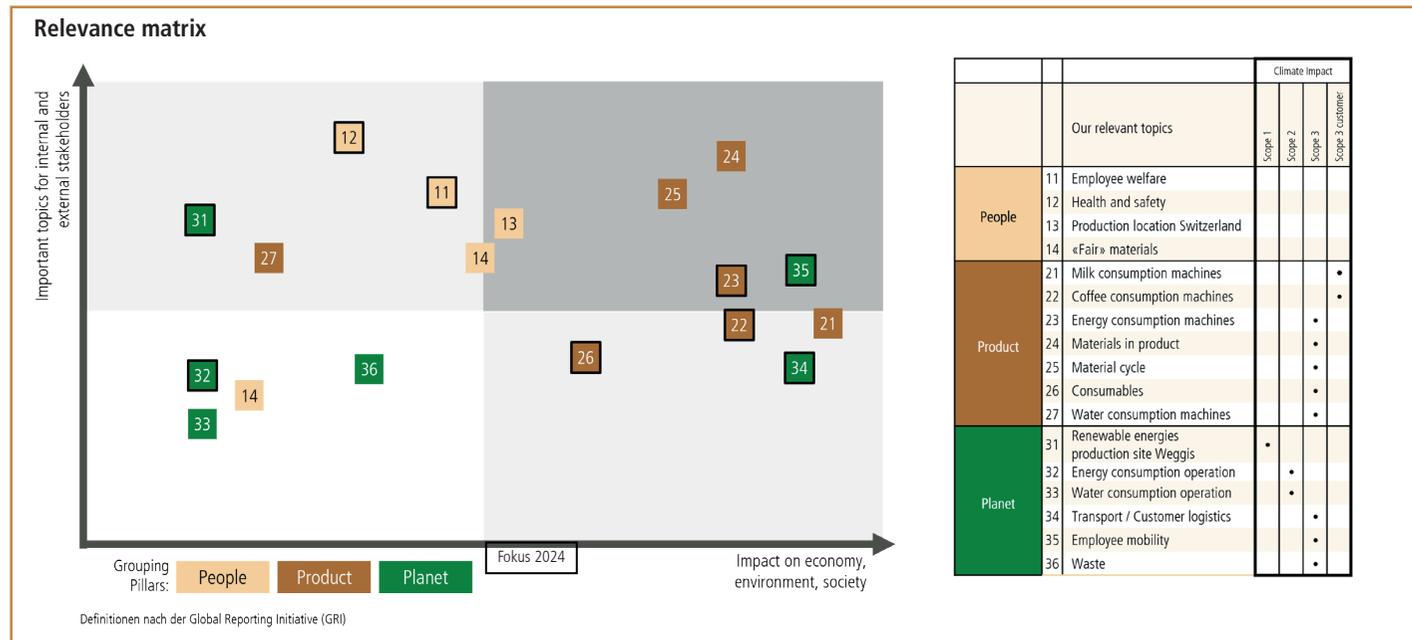
Sustainability at Thermoplan

Relevance matrix

Based on the findings of the corporate carbon footprint and the product life cycle assessment, we evaluated the effects on the economy and on society, as well as the significance for our stakeholders. The subject areas were quantified in several workshops involving a range of stakeholder representatives. Stakeholders from the following categories were involved:

- national/cantonal/regional regulatory authorities
- employees (current and future)/owners
- suppliers
- customers/sales and service partners

The relevance matrix summarizes the as-is analysis according to importance to our stakeholders and influence on the economy, environment and society. Furthermore, the influence of the different subject areas on greenhouse gas emissions is classified based on the scopes of the GHG protocol. The «Scope 3 customer» column means that the area does not come under our own emissions, but is very important to us as it affects the emissions of our customers.



As the significance of sustainability areas changes over time, for example, due to changing stakeholder interests and, of course, due to our sustainability measures, we regularly revise our directions of impact and targets and make adjustments where necessary.

Building on our three pillars of impact – **people, product and planet**, we treat each other with respect, optimize and reduce resource consumption in the right places, and improve our products for the benefit of our customers and the environment with the help of the latest technologies. This is how we learn a bit more every day about how to keep our footprint on the earth as small as possible.

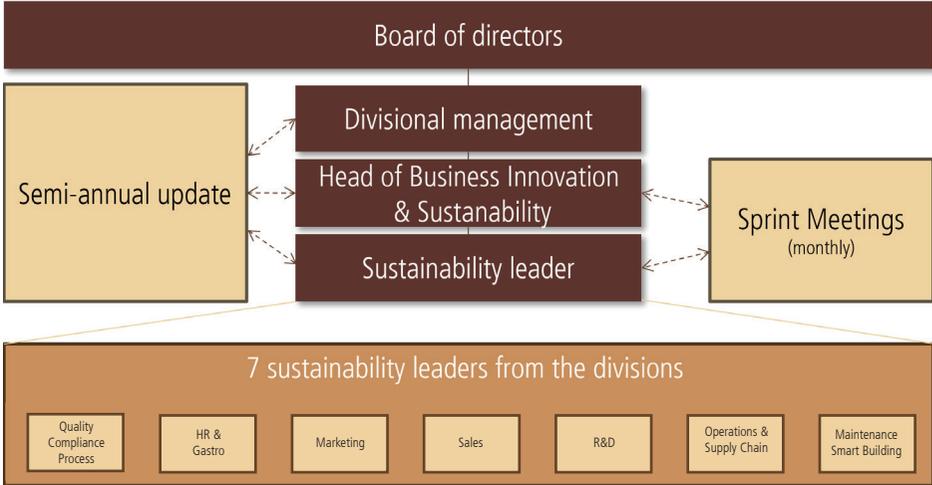
Sustainability at Thermoplan

How we manage sustainability

Sustainability issues transcend divisional and departmental boundaries. We have therefore decided to tackle them in an operational, interdisciplinary team. The Head of Sustainability coordinates the team. Each division has a sustainability leader who promotes sustainability in their area and represents them in the decentralized sustainability team. The sustainability leader coordinates measures to increase sustainability in their area and monitors their implementation. Implementation takes the form of impact projects within the divisions and departments.

In monthly sprint meetings, the responsible sustainability leader presents the progress of the project and discusses challenges, successes and next steps. Our sustainability team exchanges information with divisional management on a semi-annual basis. The resulting take-away messages are communicated throughout the company.

We evaluate the performance of our sustainability management on the basis of the progress assessment within our areas of focus, external sustainability ratings and external audits in the areas of environment, occupational safety and ethics.



←-----> Internal alignment



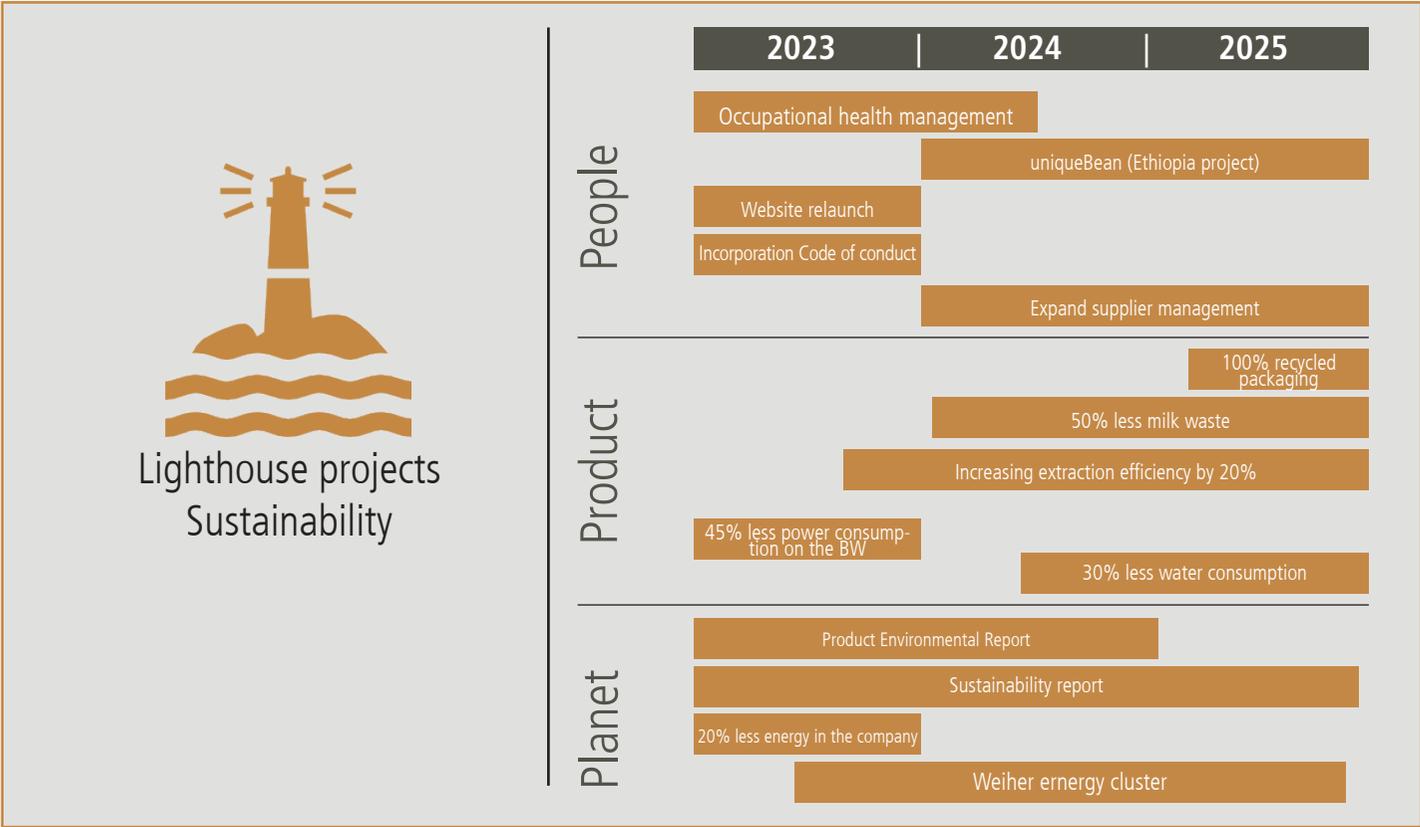
«As a sustainability leader in the marketing field, I am responsible for communicating innovative and sustainable solutions across all areas of the company. It is a privilege to tell the stories behind our products and projects that strengthen our brand and contribute to solving global challenges. Through creative communication, we make sustainable initiatives visible to our customers and raise their awareness of the positive changes we can achieve together. I am convinced that marketing plays a key role in authentically conveying the values and visions we live internally, thereby motivating all stakeholders to work together towards a better future.»

Sanela Kujovic, Sustainability Leader in Marketing, Communication & PR Manager»

People | Product | Planet |

Sustainability at Thermoplan

2023–2025 road map



Based on the directions People, Product, and Planet, along with their defined sub-directions, we developed a roadmap in 2022 regarding operational measures and projects to be implemented within the SAGO 22-25 strategic period. For the reporting year, this roadmap was updated and supplemented with the defined focus topics. It is evident that in 2024, we will focus on our new LEED-certified plant, unique. Additionally, our Product Environmental Report has been improved, and emissions have been communicated and discussed with suppliers.

Key figures within the three directions People, Product, and Planet are updated monthly on our internal sustainability dashboard. All employees have access to this dashboard and can view the key figures that interest them.

With the new strategy, which will be implemented by the end of 2025, we will also update the roadmap accordingly.

Sustainability at Thermoplan

Strategic cooperation with universities of applied sciences

Knowledge Exchange and Innovation Power

As a driving force in the world of fully automatic coffee machines, close collaboration with universities is a central concern for us. We especially value working on practical and concrete issues. Students who collaborate with us on projects gain in-depth insights into our areas of expertise and have the opportunity to work directly with experts from various disciplines. At the same time, we receive valuable impulses from fresh external perspectives and broad knowledge from diverse fields of study. On this page, we provide a concise overview of the projects carried out with us in 2024, as well as the involved universities and study programs. The overview does not claim to be complete but exemplifies the diversity of our exchange.

Circulus: Working Together Towards a Circular Net-Zero Industry

Since early 2024, Thermoplan has been a 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 Graubünden (FHGR), and the Switzerland Innovation Park Biel/Bienne (SIPBB). The goal of Circulus is to transform the Swiss machinery, electrical, and metal industry (MEM) into a circular system – one in which every waste product becomes the starting point of a new lifecycle. This aims to conserve resources and significantly reduce emissions. As part of the project, concrete measures are being developed to improve the circularity of products and business models along the entire supply chain. Overarching coordination and cooperation among the involved partners enable the achievement of goals that would not be feasible for individual companies alone. Thermoplan contributes its experience in the development and production of durable fully automatic coffee machines. In addition to Thermoplan, companies such as V-ZUG, Bystronic, Almer Technologies, and Planzer Synergistics are also involved as implementation partners. Further information about the project can be found at www.circulus.ch.

Topic	Kind	University	Study program	Mention in the report
Business model development for the circular economy	Master thesis	Lucerne University of Applied Sciences and Arts	Engineering	Product - Focus topic
Mobility concept - potential survey by Planet - Mobility	Bachelor thesis	Zurich University of Applied Sciences	Transportation systems	means of an employee survey
Optical detection	Bachelor thesis	University of Applied Sciences Graubünden	Photonics	–
UX improvement of the Product Environmental Report	Term paper	Lucerne University of Applied Sciences and Arts	Computer science	–
Optimization of the circular economy	Term paper	University of Applied Sciences Northwestern Switzerland	Energy and environmental technology	–
Innovative packaging solution PM-Kit	Term paper	Lucerne University of Applied Sciences and Arts	Machine technology	Product- Consumables
Sustainability-oriented innovations in companies	Term paper	University of Applied Sciences Northwestern Switzerland	Energy and environmental technology	–
Sustainable choice of materials	Term paper	Lucerne University of Applied Sciences and Arts	Machine technology	Product - Material



«For supervisors and students, it is always exciting each semester to work together with Thermoplan on practical questions. Whether it's intelligent optimization algorithms for coffee

machines, process improvements, usability analyses, or even mobile game prototypes – the variety of topics is impressive. What is especially motivating is solving concrete challenges with real business impact for an innovative company like Thermoplan.»

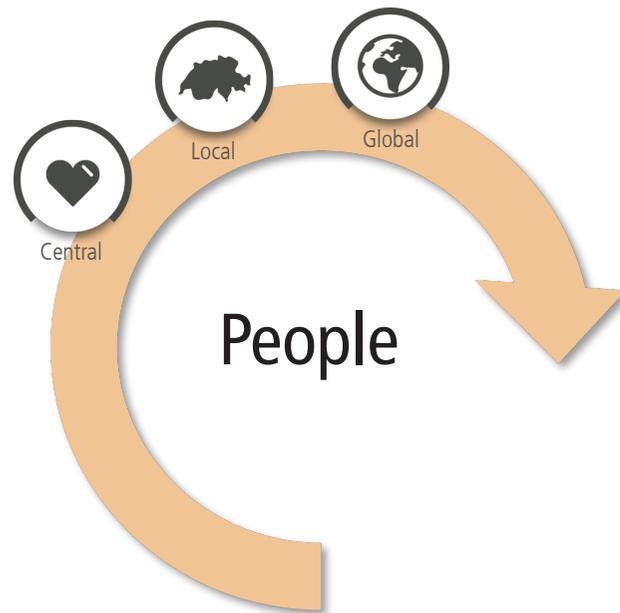
Silvan Wegmann, Lecturer in Computer Science, Lucerne

People



Managing social responsibility

We are committed to the health and safety of our employees as well as fair relationships with our partners



We are aware of our social responsibility as an employer. This responsibility applies to our employees, but also to other groups whose lives are affected by our activities. Our three pillars in the area of people (central, local, global) focus on our employees as well as our partners and their suppliers. We are aware that environmental and social conditions vary greatly around the world and that ecological problems can often lead to social injustice and vice versa. We are therefore 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 health and safety, workplace health promotion and care management, aims to promote the health and well-being of each individual and is therefore in line with the central pillar. We have been a SEDEX member for a number of years and have our performance regularly audited.

Central

Promoting employee health and safety as a top priority

Local

Focus on long-term regional supplier partnerships

Global

Commitment to partners on fair social and environmental conditions throughout the supply chain

Managing social responsibility

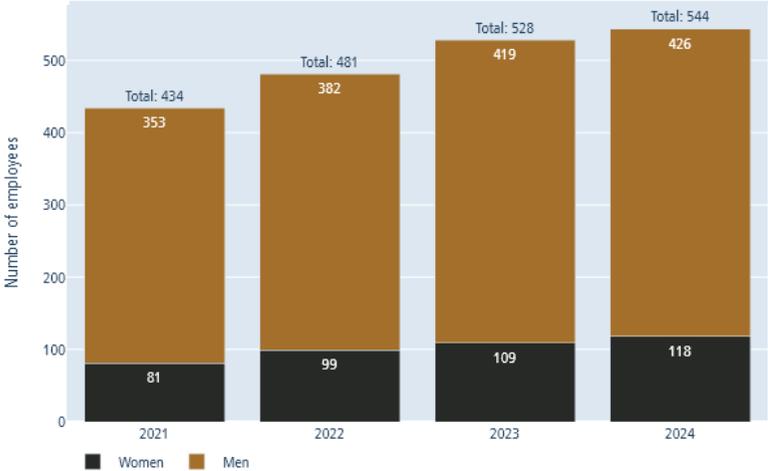
Central – Promoting the health and safety of employees as the top goal

We employees

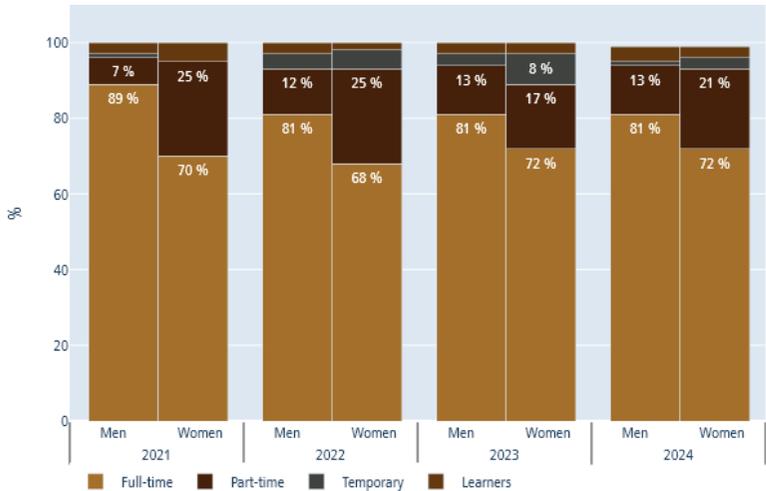
As of the end of 2024, we employ a total of 544 staff members and 23 apprentices at our location in Weggis. The graphics below provide a detailed insight into our employee structure.

The promotion and further development of our employees remains a central concern. We continue to focus on building internal expertise and prefer to recruit specialists from within our own ranks. As a committed training company, we continuously invest in the education of the next generation and regularly conduct development discussions with all employees, setting individually agreed annual goals. In assembly, our employees continuously expand their skills – recorded and documented in a specific competence matrix for each assembly line. For roles with increased language requirements, we continue to offer internal English courses; additionally, we have also maintained our German as a Foreign Language program in 2024. We also support external training through financial assistance and by granting time off from work – in accordance with our internal training regulations.

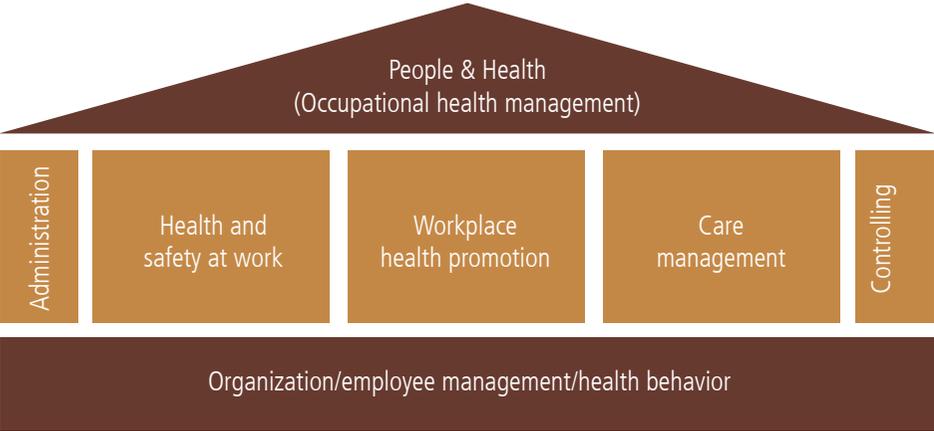
Our employee structure



Employment by gender



Managing social responsibility



Occupational Safety & Health Protection

Our occupational safety management system remains ISO 45001 certified (since 2011) and includes all employees of Thermoplan. In 2024, we continue to adhere to Swiss legal requirements, consider industry-specific recommendations, and evaluate the effectiveness of our measures using relevant key figures. Regular safety inspections are conducted jointly with the occupational safety officer (KOPAS) and responsible process managers to identify, assess, and, if necessary, implement targeted measures for potential hazards. The goal is to proactively prevent accidents and dangerous situations. Every employee can report identified hazards immediately to their supervisor or via a designated reporting form. In case of an acute danger, work is halted, the hazard is eliminated, and only then is work resumed. If an accident occurs, we systematically record it, analyze the causes, and derive targeted prevention measures. Our employees will also receive regular training in occupational safety and health protection in 2024. Mandatory training includes, among others, procedures for behavior in emergencies. This is complemented by workplace-specific instructions and specialist training, such as in first aid. Data on sick leave or accident-related absences are continuously collected and analyzed. When analyzing these absences, we consider various influencing factors, which are discussed in location or return-to-work conversations and addressed on a case-by-case basis. The effectiveness of our corporate health promotion is measured based on documented support measures and the implementation of individual actions.



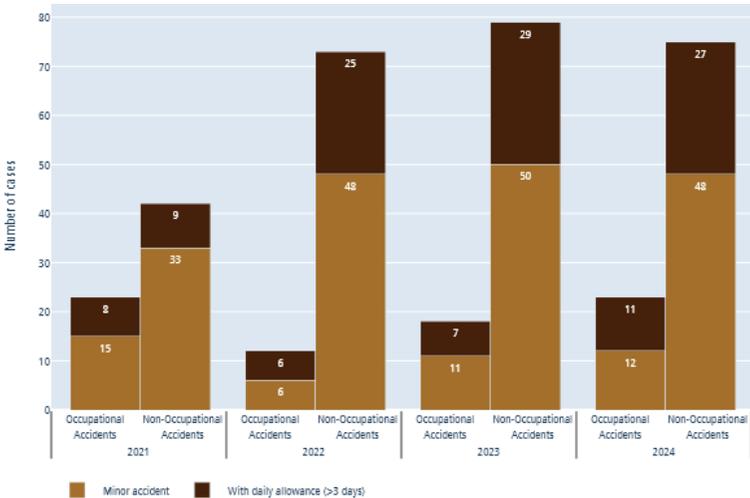
Managing social responsibility

Number of occupational and non-occupational accidents

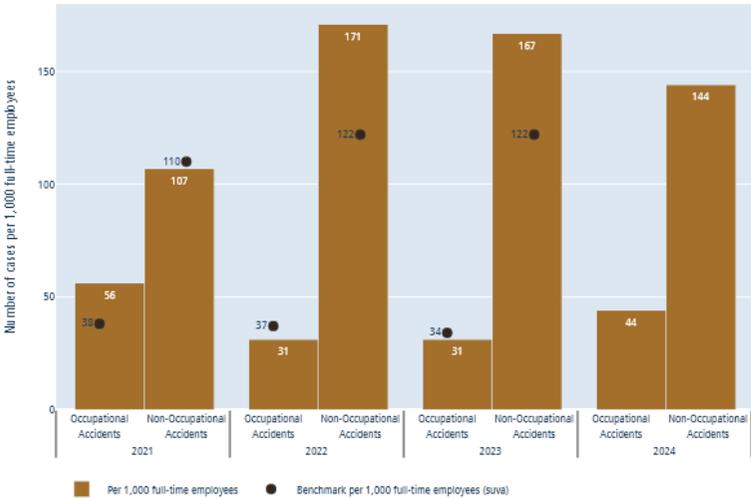
The table on the left below shows the occupational and non-occupational accidents recorded in 2024. Due to a system change, the distinction between accidents relevant for daily allowances cannot yet be definitively provided and will be supplemented at a later date.

To the right, these values are extrapolated to 1,000 full-time equivalents to enable comparison with the industry-specific key figures published by SUVA. SUVA releases the relevant benchmark values throughout the year. Based on this comparison, we annually define 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 at work



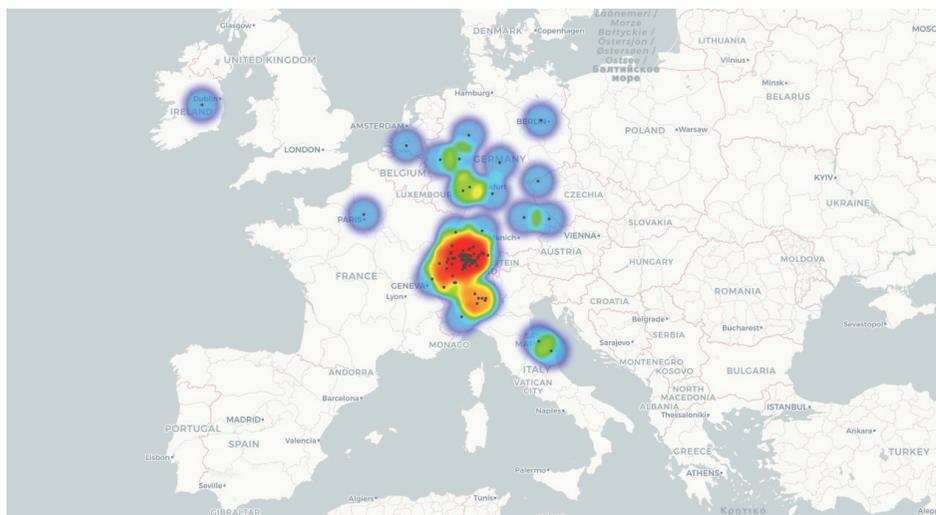
Extrapolated number of occupational and non-occupational accidents at work



Managing social responsibility

Local – focus on long-term 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 cooperation enables Thermoplan to offer its customers high-quality fully automatic coffee machines that meet the highest standards of taste, functionality and design. The past few years have impressively shown us that ever stronger supply chains will be necessary in the future. We will remain successful in the long term by knowing our supply chains, improving them in a targeted manner, and positioning ourselves to withstand crises. We are happy to be able to count on many long-standing, suppliers from Switzerland and neighboring countries, who sometimes make the impossible possible for us. Together, we were able to ensure the availability of materials for production throughout the year.



We maintain a close, partnership-based relationship with our suppliers to ensure quality, delivery reliability, procurement security and competitiveness. We treat suppliers as partners and communicate our concerns openly and clearly. We give existing suppliers the opportunity to make improvements before we award contracts to new suppliers. Beginning this year, we have also been consciously requiring aspects of sustainability from our suppliers. We can only achieve the goals we have set ourselves together with our partners and it is therefore of central importance to raise their awareness and take them on the journey with us. A prime example of this is the company Wandfluh Produktions AG in Frutigen BE, which has consciously set itself sustainability targets and shares these with us transparently.

We have around 70% Swiss suppliers in our portfolio. This has several advantages: It boosts the regional economy, reduces transport distances and costs, improves quality assurance and encourages personal contact.

The heat map shows where the suppliers (tier 1) for our BW4 CTM RL are located within Europe. This is to make it clearer where our suppliers come from.



«Overcoming challenges together over the past 25 years has helped us to achieve more stable processes noticeably increase our quality level. As a family-run manufacturing company, we see the increasing sustainability requirements as a great opportunity. In addition to the measures already implemented in transport and disposal logistics, we are continuing to make targeted investments in infrastructure, systems and machinery in order to reduce our resource requirements together with Thermoplan. This is not possible without having the right information in a timely manner. The lean, standardized and systematic collection of machine and measurement data is not only the first necessary step towards our sustainability goals, but will also help us to sustainably increase our competitiveness».

Yves Luginbühl, Managing Director Wandfluh Produktions AG

Managing social responsibility

Global – responsibility along our supply chain

As part of our due diligence obligations along the supply chain, we further developed our processes in a targeted manner in 2024. The focus was on systematically strengthening human rights and environmental standards, as well as improving the data basis for our suppliers' CO₂ emissions.

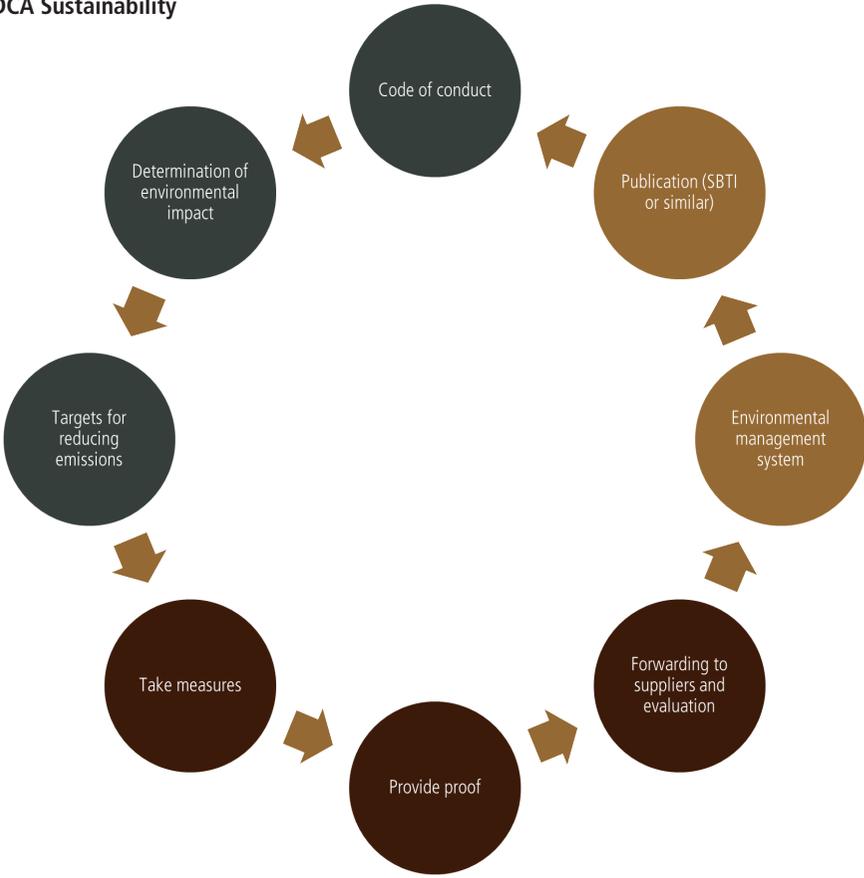
Strategic Framework and Objectives

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 of Conduct and rely on gradual development in close cooperation with our partners. A particular focus during the reporting year was on the issue of forced labor: In connection with the Uyghur Forced Labor Prevention Act (UFLPA), we are raising awareness among our suppliers of international expectations and are also collecting origin data at the Tier 2 level as part of our activities.

Approach and Implementation

To assess potential risks in the supply chain, the components used were reviewed based on defined criteria. For certain components with increased risk, additional dialogue was sought with suppliers to promote transparency and initiate necessary improvements. Additional information on the management of human rights and ethics in our suppliers' supply chains was obtained and evaluated using existing tools. Where necessary, measures were coordinated, and their implementation is now being monitored. In relation to the UFLPA, origin data was also examined in more detail in specific cases. Based on current findings, no critical links to Xinjiang have been identified. Suppliers were informed of the issues of risk, human rights, and sustainability through a comprehensive letter. This communication supports our goal of further anchoring a sense of responsibility throughout the supply chain.

PDCA Sustainability



Managing social responsibility

Global – Responsibility along our supply chain

Sustainability and CO₂ Emissions

The collection of CO₂ data from our suppliers was continued and expanded in 2024. More than 90% of suppliers participated in the survey. The proportion of suppliers who have not yet planned any CO₂ calculations was significantly reduced compared to the previous year — from 36% to 20%. Encouragingly, the results show that many suppliers have improved compared to the previous year. New partners were also successfully integrated into the evaluation system.

A significant proportion of our purchasing volume now comes from suppliers that already record Scope 1 and Scope 2 emissions, and in some cases even Scope 3. A realistic implementation period of two years has been defined for suppliers that have not yet been taken into account

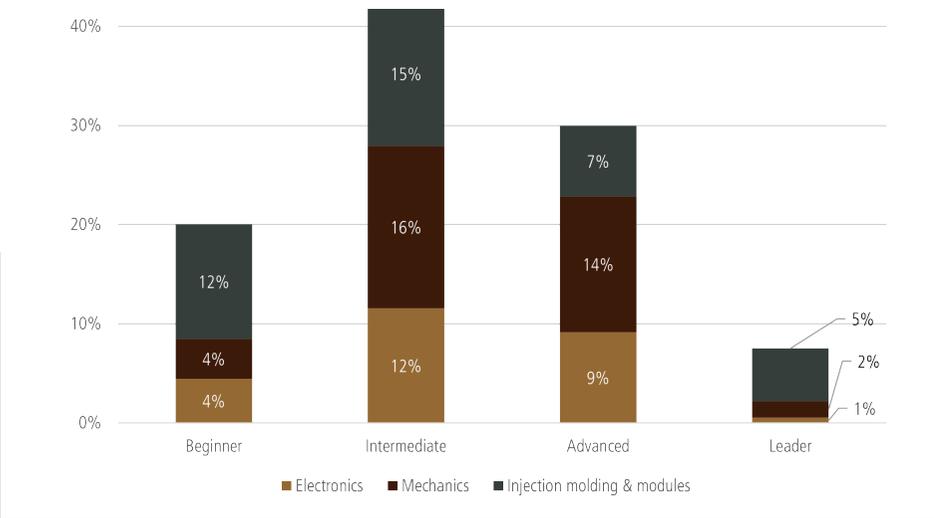
New Focus Areas 2024–2025

In the third quarter of 2024, as part of the ongoing development of our sustainable procurement strategy, the following focus areas were defined. These are based on the three pillars People, Product, and Planet, and form the foundation for further activities:

- People: Risk-based clarification of system compliance based on the Code of Conduct
- Product: Promotion of ecodesign to enable a circular economy
- Planet: Identification of the highest-emitting suppliers in each product group with the goal of jointly halving emissions by 2030

One of the main priorities in the coming months is the in-depth collection of operational and product life cycle assessments, which are to be fully available by the end of 2025. This will strengthen our decision-making foundation for future procurement and enable targeted measures for emission reduction.

Result of supplier survey 2024



Product



Black&White 4c

Managing sustainable product development

We are committed to the responsible use of resources and the circular economy



It is important to us to take responsibility for the impact our products have. That is why we are constantly working to improve our products and offer our customers added value.

As mentioned in the introduction, we have drawn up product life cycle assessments for our products so that we know the biggest emissions and can take measures based on this. The facts show that the use phase of our fully automatic coffee machines is by far the biggest contributor to emissions. The milk used, the coffee and the electricity required during use are the main drivers. We can positively influence the consumption of these resources by our partners through targeted product development. We are therefore working on improvements along our value chain and on increasing resource efficiency for ourselves and our customers.

Milk
Reduction of waste to a minimum

Coffee
Maximum efficiency in coffee extraction

Energy
Continuous increase in energy efficiency across all machines

Materials
Enabling the circular economy through ecodesign

Consumables
Reduction in supply chain by 50% by 2030

Water
Reduction of machine wastewater consumption by 50% by 2030

Managing sustainable product development

Living transparency with our products

Since 2022, we have been publishing the model-specific Product Environmental Report for our fully automatic coffee machines. This interactive report transparently shows the climate impact of our products throughout their life cycle. Starting with the components used, through assembly in Weggis, packaging and transportation, to the use phase and recycling.

This report can now also be specifically adapted to the needs of individual customers. For example, a specific usage profile of the fully automatic coffee machine can be entered and the report calculates the specific CO₂ footprint for the customer. This specificity offers direct added value to customers who calculate their Scope 3 emissions at machine level. Customer-specific design adaptations are also possible, as shown in the adjacent illustration for our customer migrolino AG. This means that our customer can also work with specific data and use the report for their own communication.

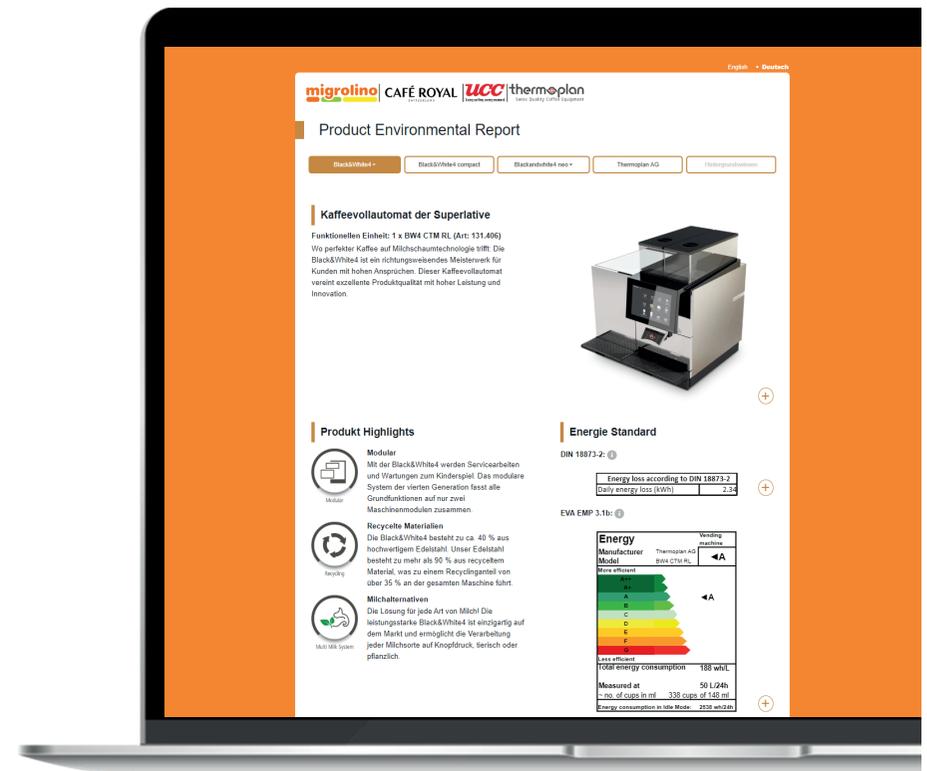


«When choosing the new coffee concept for the migrolino AG stores, it was important for us to rely on local suppliers from Switzerland. In the new partnership between migrolino AG, Café Royal, UCC Switzerland and Thermoplan, we are relying on a machine manufacturer that also uses local suppliers. Thermoplan sources the components for the coffee machine from within a radius of around 270 km, thereby strengthening the regional economy and creating jobs. Thermoplan publishes these facts together with detailed emissions calculations in the Product Environmental Report. We have also strengthened sustainability in the overall concept by using completely plastic-free cups. It goes without saying that the coffee beans are produced with respect for people and nature and are certified accordingly.»

Lukas Bürge, Head of Product Management Fresh Food at migrolino AG



You can find emissions data for our individual models at report.thermoplan.ch



Managing sustainable product development

Below we report in more detail on our 2024 activities in the Product area. Our focus in the reporting year was on the sub-areas of coffee, energy, materials and consumables. The milk and water sub-themes are not explained in more detail in this report.

Coffee – Maximum efficiency in coffee extraction

In 2024, we successfully completed our Innosuisse project aimed at optimizing coffee extraction. We used a modular test environment that allowed for flexible adjustment of mechanical components and brewing parameters, as well as real-time measurement. The insights gained from this setup are now directly feeding into the development of new product generations.

Key Results 2024

- Thanks to new algorithms, we can now predict the key extraction parameters with greater precision. This means that even in the early planning stages, our engineering teams can derive design recommendations for future brewing chambers to ensure each cup of coffee achieves optimal quality.
- Our models provide reliable values for total dissolved solids and extraction yield, with an accuracy of under 15%. This supports further optimization of the brewing process and enables more efficient use of resources.
- By combining sensory and analytical measurements, we scientifically confirmed that the mouthfeel («body») of a coffee is strongly influenced by the amount of dissolved solids and the water-to-coffee ratio. This insight helps us tailor flavor even more precisely to customer expectations while reducing overall coffee consumption.

Overall, these advancements lay the foundation for a new generation of Thermoplan fully automatic coffee machines. The improved extraction efficiency saves valuable raw materials and ensures consistently high coffee quality for our customers.

Energy – Continuous increase in energy efficiency across all machines

In 2024, we continued to advance the development of intelligent energy management. Building on the existing standby mode, we are working on a SmartStandby system that dynamically adapts to user behavior using algorithms. The goal is for our machines to independently detect when energy-saving operation is appropriate — without compromising readiness for use.

At the same time, we consistently pursued our research project in the field of heat recovery. Based on previous findings, we developed a new machine concept that now practically demonstrates the potential of heat recovery. The results of this development are being incorporated into the design of future product generations — with the aim of significantly increasing energy efficiency.

Focus Topic: unique Thermoplan Coffee Academy

With the opening of the new unique, the Thermoplan Coffee Academy now offers courses covering everything from the basics of the coffee plant to latte art. In small groups, customers and partners can acquire barista skills — from beginner to professional level. Our trainers share in-depth knowledge and inspire enthusiasm for innovative coffee craftsmanship.

Managing sustainable product development

Consumables – 50% reduction in the supply chain by 2030

To make further progress in the area of consumables, we have redesigned the packaging for spare parts of our coffee machines to be more sustainable. We have set ourselves the goal of reducing consumables in the supply chain by 50% by 2030. We aim to achieve this ambitious target by using consumables made from recycled or renewable materials. In 2024, an action plan was developed to transition various consumables in our spare parts service. Based on thorough research, all packaging made from non-recycled materials was identified, with the goal of replacing them with materials containing 100% recycled content or sustainable alternatives. Together with our existing suppliers, we searched for suitable alternatives and found one for almost every item. For some items, the manufacturing process currently does not allow for a higher proportion of recycled content. Switching to more sustainable packaging has brought various additional benefits – such as reducing CO₂ emissions, lowering purchase prices, and avoiding plastic taxes for our customers. For this reason, we will continue to actively pursue this initiative in 2025, with the clear goal of converting more items to 100% recycled content or renewable materials.



Sustainable packaging in the spare parts service	2022	2023	2024
Of the packaging is reusable or recyclable	100%	100%	100%
Of the packaging is made from recycled or renewable materials	25%	43%	51%

Focus Topic: Transition to Paper Cushioning in Spare Parts Service

In 2024, we successfully began testing various machines for producing paper cushioning material. The results were very positive and have encouraged us to continue pursuing this path. In 2025, the final selection process for the appropriate machines will take place in order to fully transition production to paper cushioning. This step is part of our sustainable corporate strategy, which aims to adopt more environmentally friendly packaging alternatives. By using paper instead of plastic, we intend not only to optimize resource usage but also to reduce our ecological footprint.

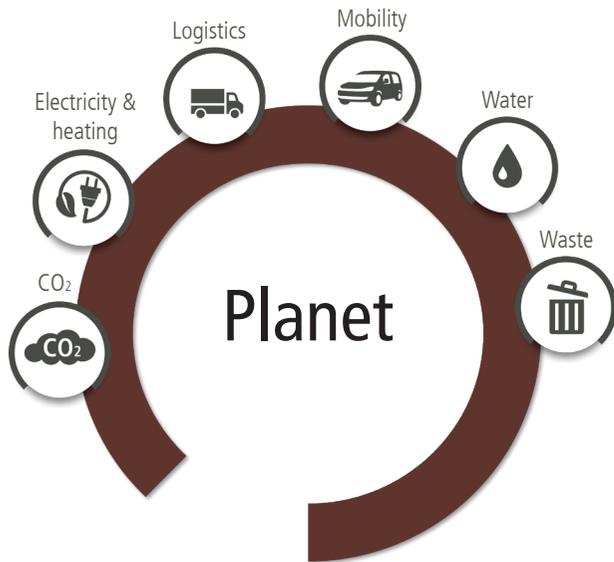
Planet

thermoplan
thermoplan



Managing climate targets

As a Swiss innovation company, we will achieve net zero emissions along the entire value chain (Scope 1-3) by 2050



The reduction pathway we are following to achieve net-zero emissions by 2050 was defined based on the corporate carbon footprint of our base year 2019. Key areas have been identified in order to successfully stay on course on the reduction path.

To ensure that we do not lose sight of our emissions, we visualize our emissions with monthly updates on an internal dashboard that can be viewed by all employees.

Our reduction path to net zero was also recognized by the Science Based Target Initiative (SBTi). Furthermore, our operational environmental management has been ISO 14001 certified since 2011.

CO₂ emissions

Reduction by 50% by 2030 (Scope 1-3) as an interim target

Electricity and heat

Production with 100% renewable energy since 2022

Logistics

Optimisation in terms of CO₂-free transports

Mobility

Focus on environmentally friendly transport for employees

Water

Reduction of operational usage by 50% by 2030

Waste

Maximise recycling

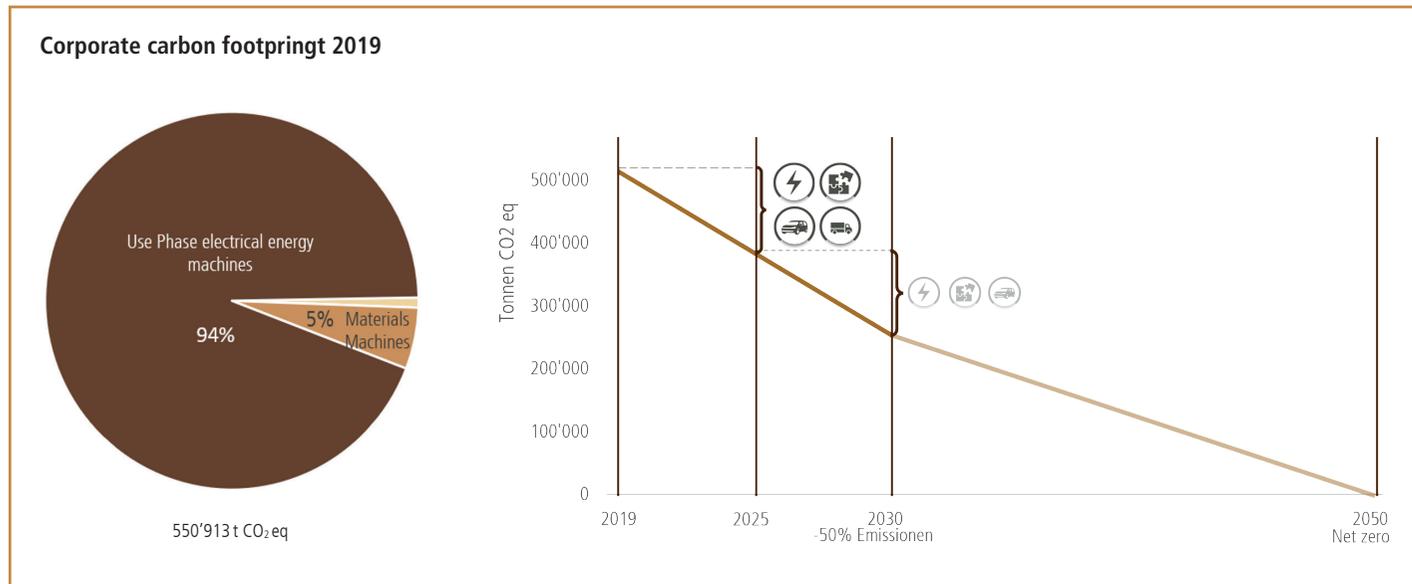
Managing climate targets

CO₂ reduction path road map

To achieve our emissions reduction targets of –50% by 2030 and net zero by 2050 (based on the baseline year 2019), we continue to follow a clearly defined reduction pathway. In doing so, we focus specifically on measures that are highly effective and directly controllable. In 2024, the focus remains on improving the energy efficiency of our fully automatic coffee machines during the usage phase – the most significant lever for reducing emissions.

In addition, we are continuously working on optimizing the materials used, promoting environmentally friendly mobility among our employees, and enhancing sustainable customer logistics. These four areas together account for over 99% of recorded emissions (see pie chart). Thanks to this focused approach, we were able to make significant progress again in 2024 and remain aligned with our planned reduction trajectory.

In the coming years, further potential lies particularly in reducing the electricity consumption of our machines – an area in which we are actively developing technological solutions. Our focus areas are continuously evaluated and adjusted based on the progress achieved by 2025 and ongoing technological innovations. This ensures that we can systematically and effectively implement our long-term milestones through to 2050.



Managing climate targets

CO₂ emission Scopes 1 to 3 – Reduction by 50% by 2030 (Scope 1-3) as an interim target

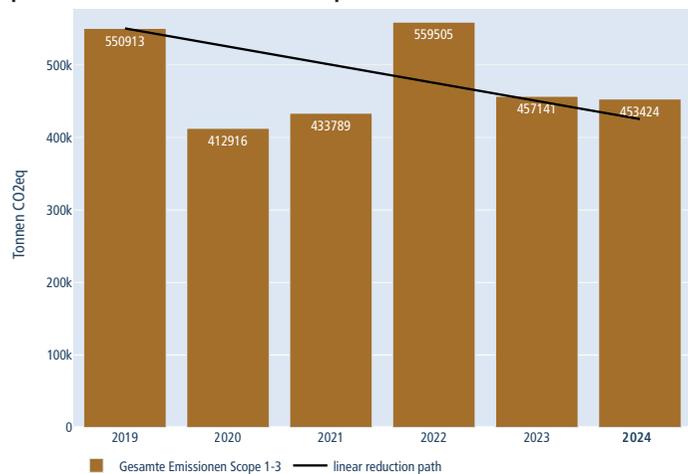
The graphic below shows our calculated total emissions over the past six years in tonnes of CO₂eq (Scope 1–3), supplemented by the predefined reduction pathway (black line). In 2020 and 2021, emissions were below the target path – primarily due to reduced order volumes as a result of the COVID-19 pandemic. After missing the target in 2022, we were able to return to the reduction path in 2023. However, in 2024, we were not able to fully meet the targeted reduction.

The main reason for this shortfall was the delay in implementing an expected improvement in the energy efficiency of our products – which impacts more than 90% of total emissions. Over 99% of our emissions

continue to fall within Scope 3 – originating from upstream and downstream stages of our value chain. This includes, in particular, the energy consumption of our machines over their entire lifespan, the selection and processing of materials used, and the global transportation of products to our customers.

As described on the previous page, we are deliberately focusing our reduction efforts on these key levers, as they offer the greatest potential for emissions reduction. At the same time, we are not losing sight of Scope 1 and 2 emissions: these direct and indirect emissions from our own operations are detailed on the following page.

Scope 1–3 Emissions and reduction path



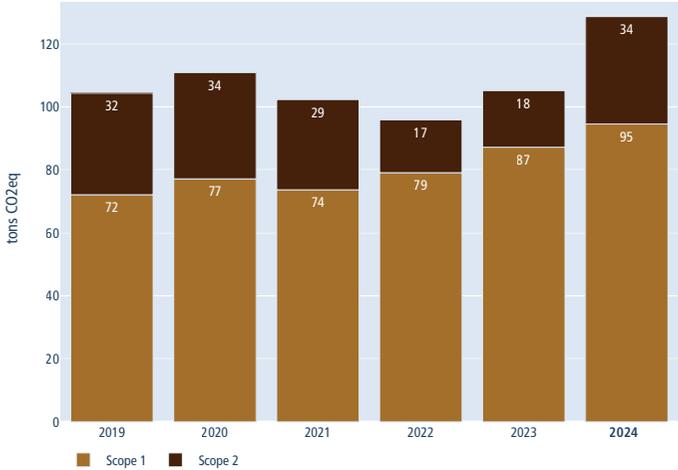
Managing climate targets

The graphic on the right shows the emissions intensity – that is, the amount of CO₂eq per kilogram of machine produced – for the reporting year 2024. This key figure allows for fair comparability over time, as it takes into account the very different weights of our machines and modules. Displayed are the direct emissions (Scope 1) and the indirect emissions from purchased energy (Scope 2). In 2024, our emissions intensity was **0.056 kg CO₂eq per kg of machine**. This value is not only higher than in the previous year but also above the level of the 2019 baseline – directly linked to the commissioning of our new production building unique. With unique, we significantly expanded our production capacity – which opens up new efficiency potential but also led to higher resource consumption during the ramp-up phase.

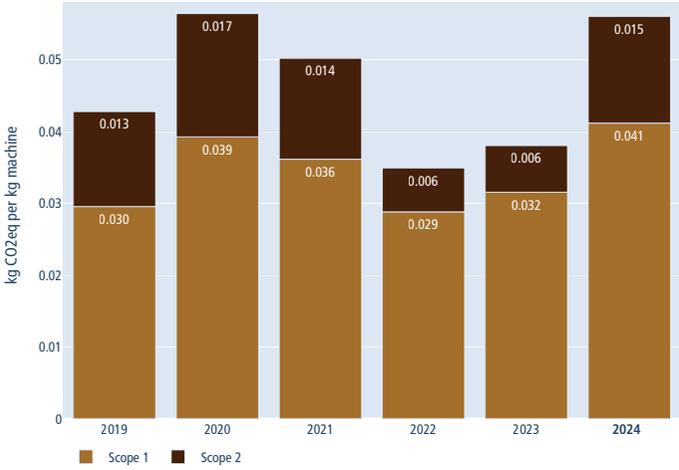
Compared to previous years, it becomes clear that lower production volumes – as seen in 2021 and 2022 – result in the same emissions being spread across fewer kilograms produced. In 2023, we managed to meet the target value of the reduction path. However, 2024 shows that increasing production output also brings new challenges – especially regarding energy demand and the commissioning of new infrastructure.

Despite the recent increase, we remain committed to our ambitious goal of halving emissions by 2030 compared to 2019 and reaching net zero by 2050. Achieving this will require not only technical innovation but also continuous improvements in efficiency across all areas of our operations.

Scope 1–2 Emissions



Scope 1–2 Emissions per kg of machines produced



Managing climate targets

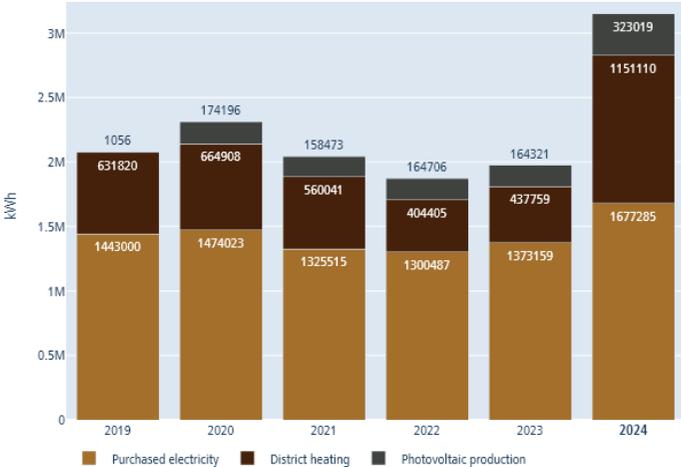
Electricity and heat – Production with 100% renewable energy since 2022

We use 100% renewable energy

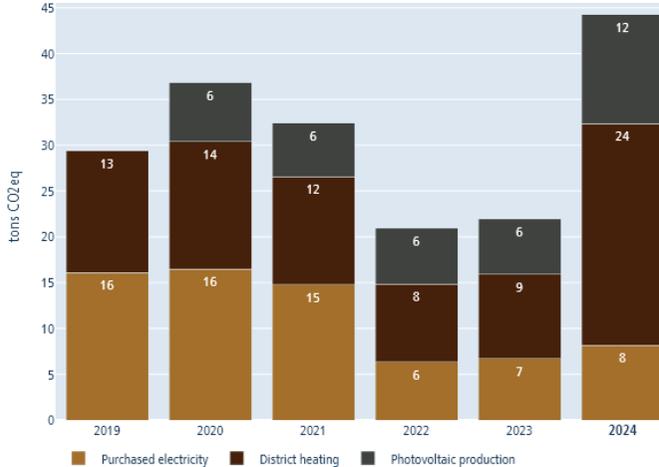
We are fully committed to future-proof energy solutions and aim to power our entire site in Weggis with energy from renewable sources. Since 2022, we have sourced 100% of our electricity from renewable hydropower, certified through official guarantees of origin. In doing so, we actively take responsibility for the environmental impact of our energy procurement. As part of the «Energiecluster Weiher» project, we have already conducted an initial analysis of our future electricity supply. The goal is to produce as much electricity locally and cost-effectively as possible and to source the remaining demand strategically from the market. Until now, our existing photovoltaic system on the shuttle warehouse has covered around 10% of our total electricity needs. In 2024, additional PV modules were installed on the roofs of production facilities 2 and 3, as well as on the new unique building. With these new installations in operation, our in-house PV electricity production will increase to up to 700,000 kWh from 2024 onward – equivalent to around 35% of our electricity demand. This marks a major milestone on our path to a self-sufficient, sustainable

energy supply. The graphic on the left shows the development of our electricity and heat consumption since 2019, broken down by purchased electricity, district heating, and self-generated solar power. The graphic on the right displays the resulting emissions. While the amount of purchased electricity has remained relatively stable in recent years, the associated emissions have been significantly reduced thanks to the switch to 100% hydropower in 2022. In 2024, however, heat consumption nearly tripled compared to the previous year. This increase is primarily due to various adjustments and commissioning phases related to our new production building unique, which temporarily led to higher energy needs. Since unique will not be fully operational until 2025, we expect a more accurate picture of future heat consumption only then. The sharp increase in the reporting year is therefore considered a transitional phase and will be closely monitored and optimized in the coming years.

Energy



Emission – Energy



Managing climate targets

Energy intensity of our products

The graphic on the right shows the energy intensity – that is, the amount of energy consumed within our organization per kilogram of machine produced. This key figure allows for a reliable assessment of energy efficiency, independent of the absolute production volume.

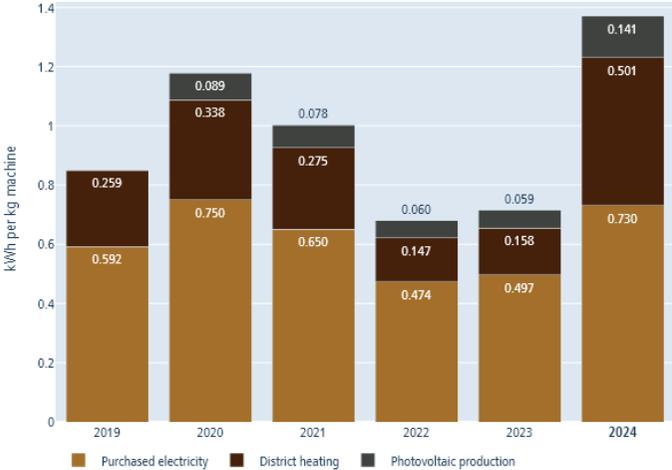
In 2024, energy intensity increased noticeably compared to previous years. The main reason for this was the commissioning of our new production facility, unique. During the ongoing setup and extensive system adjustments, heat consumption rose significantly – nearly tripling compared to the previous year. Since the building was still in a transitional and testing phase in 2024, a realistic energy consumption level can only be expected from 2025 onwards, when unique enters full regular operation.

Electricity consumption per kilogram of machine produced also increased. This is partly due to infrastructure already being in operation within the unique building, while full production capacity has not yet been reached. As a result, the energy demand is spread over a relatively low production volume – which negatively impacts the specific energy metric.

Despite this temporary increase, we remain committed to continuously improving our energy efficiency. Many preparatory measures were already implemented in previous years – such as the widespread switch to LED lighting in our existing plants. The same efficient lighting system was adopted for unique to ensure consistent standardization across all plants.



Energy per kg produced machines



Managing climate targets

LEED – Optimization

With the construction of unique, Thermoplan makes a clear commitment to sustainability, technological innovation, and Switzerland as a production location. The company is particularly proud of achieving LEED Platinum certification – the highest global distinction for environmentally responsible building. This award confirms that unique not only sets new architectural standards, but also leads the way in environmental responsibility.

The new building meets the strictest ecological criteria: it uses fossil-free energy sources, relies on intelligent water management, incorporates sustainable materials, and was built on a previously developed site – conserving resources and oriented toward the future. This pioneering construction approach, still rare in Switzerland, highlights Thermoplan’s innovative spirit in the field of sustainable industrial architecture.

At the same time, unique creates space for growth: with a total floor area of 17,555 m², the new facility can accommodate up to 550 employees. State-of-the-art production areas, efficient logistics zones, and inspiring office spaces promote productivity and collaboration. With Café unique and the MOVE fitness studio, additional spaces have been created for interaction, health, and personal development.

As a globally active company rooted in Weggis, Thermoplan is making a powerful statement with unique – for Swiss quality, corporate responsibility, and a sustainable future.



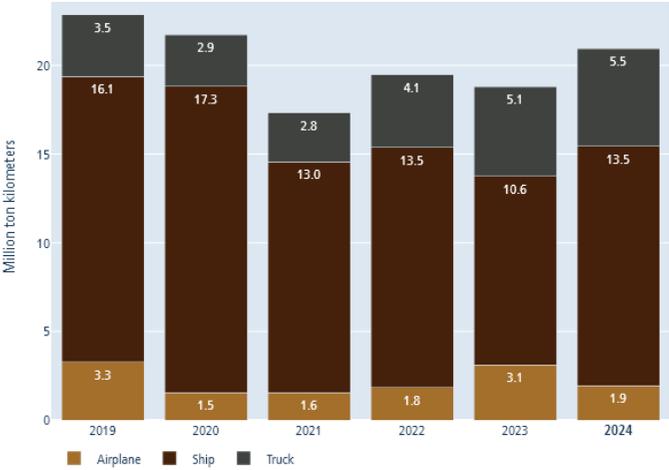
Managing climate targets

Logistics – Optimisation in terms of CO₂-free transports

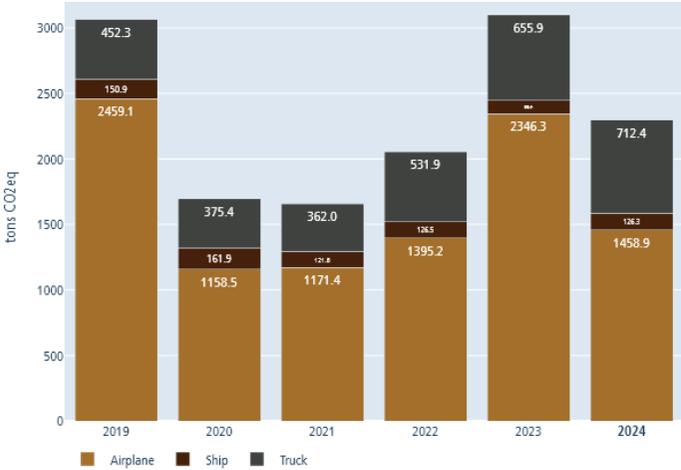
The transport of our finished coffee machines is a major driver of emissions in Scope 3. The delivery of components also contributes to this, which is why the Operations team has anchored the sustainable development of the inbound logistics concept in its 2022–2025 departmental goals. In connection with the construction of unique, additional optimization opportunities are continuously being evaluated – particularly regarding efficient internal material flows and delivery structures. Our customer logistics (outbound logistics) continue to operate under the «Ex Works» principle. This means our customers are responsible for arranging transport from the factory and therefore independently choose the mode of transportation – whether by truck, cargo ship, or air freight. As a result, our influence on the actual emissions generated is limited. The graphics below show the development of transport volumes caused by customer logistics, measured in million tonne-kilometers, as well as the resulting emissions (in tonnes of CO₂eq) since 2019. To improve comparability, we differentiate between transport types: ship, truck, and airplane. The unit tonne-kilometers is calculated by multiplying the transported mass by the distance

traveled. In 2024, emissions caused by customer logistics were significantly reduced. The primary reason for this was a reduction in air freight volume – from 3.1 million to 1.9 million tonne-kilometers. This mode of transport is particularly emissions-intensive and accounted for around 76% of the calculated total emissions in 2023, despite making up only 16% of the transport volume. At the same time, truck transport increased from 5.1 to 5.5 million tonne-kilometers, and sea freight rose from 10.6 to 13.5 million tonne-kilometers. These lower-emission alternatives not only compensated for the decrease in air freight in terms of transport volume, but also enabled a significant reduction in total logistics-related emissions in 2024. This development shows that even small changes in the choice of transport mode can have a substantial impact on our climate footprint. Although the final transport decision lies with our customers, we aim to encourage a long-term shift toward lower-emission transport solutions through consultation and awareness-raising efforts.

Consumer logistics



Emissions – consumer logistics

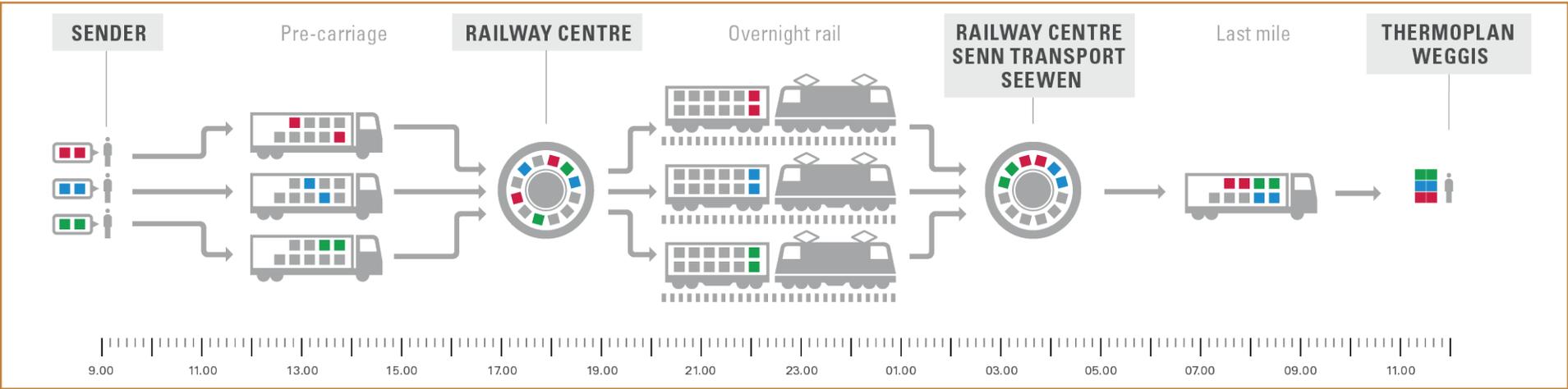


Efficient procurement logistics with Planzer

We rely on innovative partnerships to achieve our ambitious goals. Planzer Transport AG is such a partner for us. Together, we and the environment benefit from the intelligent procurement logistics that have emerged from this partnership.

Planzer collects components for our fully automatic coffee machines from around 25 of our Swiss suppliers and transports them to the nearest transshipment platform with a rail connection. From there, the goods reach the Planzer rail center in Seewen by overnight rail. There they are transshipped, bundled and then delivered to us on time.

Thanks to the efficient bundling of goods flows in the rail network, expensive and CO₂ -intensive empty kilometers are avoided. The distance covered by road has fallen from 100 to 50 kilometers per pallet. Combined with the partial shift of transportation from road to rail, this logistics concept saves the environment massive CO₂ emissions. What's more, instead of around 50 deliveries from different suppliers per week, there is now only one bundled delivery per day from Seewen using a fully loaded truck.



To the article at Planzer
Efficiency freshly brewed -
Planzer & Thermoplan (plan-p.swiss)

Managing climate targets

Mobility – Focus on environmentally friendly transport for employees

A mobility concept in the making

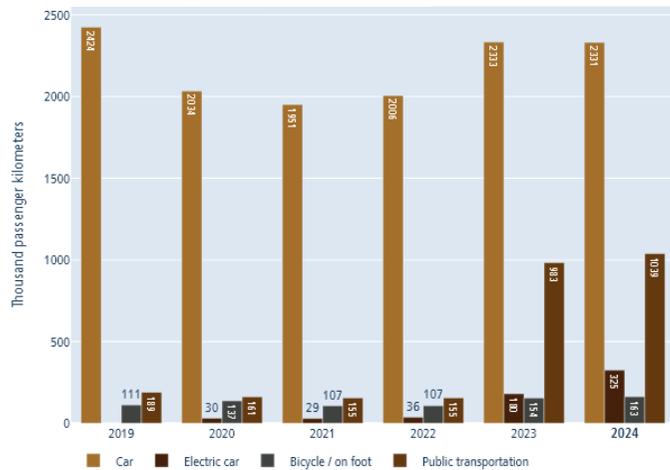
As our corporate eco-balance shows, employee mobility – both commuting and travel during working hours – plays a key role in our emissions footprint. Many of our employees already consciously choose more sustainable options such as public transportation, bicycles, or carpooling. The promotion of carpooling has been especially well received, which is why we have reserved selected parking spaces exclusively for carpool groups.

Based on a semester project conducted in 2022 by a student from the Zurich University of Applied Sciences (ZHAW), over 380 employees participated in a survey analyzing mobility behavior. The collected data now serves as a new foundation for scaling our mobility metrics in future years and replaces the data used up to 2022. The results led to a noticeable shift in the distribution of transport modes – particularly in the use of public transportation, which saw a significant increase from 2022 to 2023.

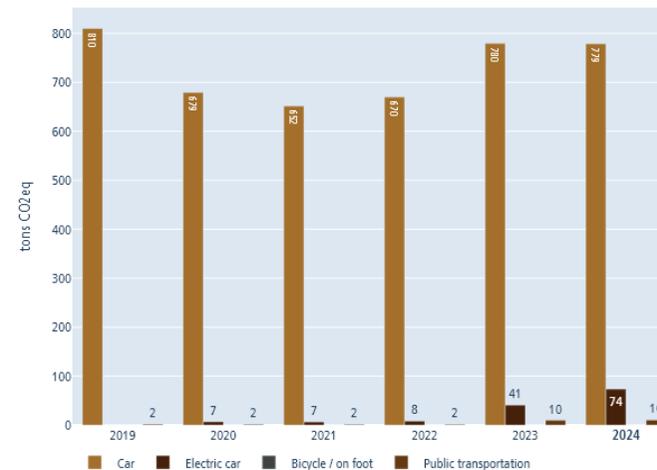
Nevertheless, the majority of person-kilometers are still traveled by car, making this area the largest contributor to emissions. At the same time, the growing popularity of public transport reflects our employees’ willingness to adopt more sustainable alternatives when the conditions are right.

Another key focus of our mobility strategy is electromobility. Currently, over 60 employees own an electric vehicle, and the number continues to rise. To actively support this transition, we offer free on-site charging. As of 2024, more than 30 charging stations are available, accessible to all employees. In doing so, we are building the necessary infrastructure for a forward-looking, lower-emission approach to mobility.

Employee commuting



Emissions – employee commuting



Managing climate targets

Own vehicle fleet and business trips

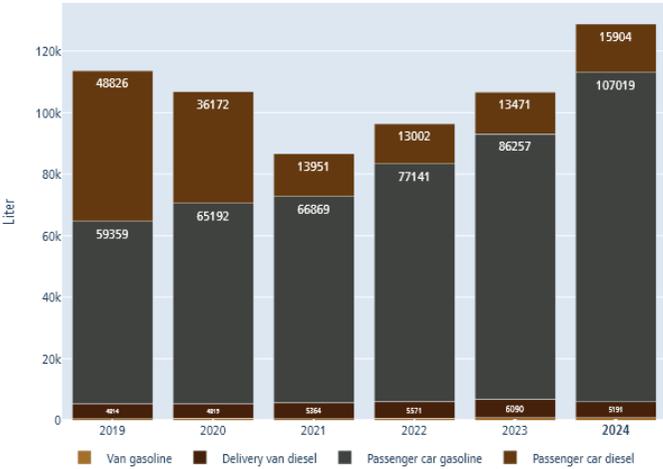
In 2024, the consumption of our own vehicles continued to rise. Our employees are using service vehicles around Mount Rigi and still rely on gasoline and diesel as fuel. The fuel consumption of these vehicles increased compared to the previous year, which is attributed to the growing number of customers in the Rigi region that we now cover. As a result, the emissions caused by these vehicles also increased, as shown in the graphic on the right.

In addition, business trips also saw a significant rise, primarily due to the expansion of our global customer base. The number of person-kilometers traveled and the resulting emissions increased by about 50% compared to 2023. This development shows that we are continuing to focus more on international customer relationships, which also impacts our overall consumption and emissions.

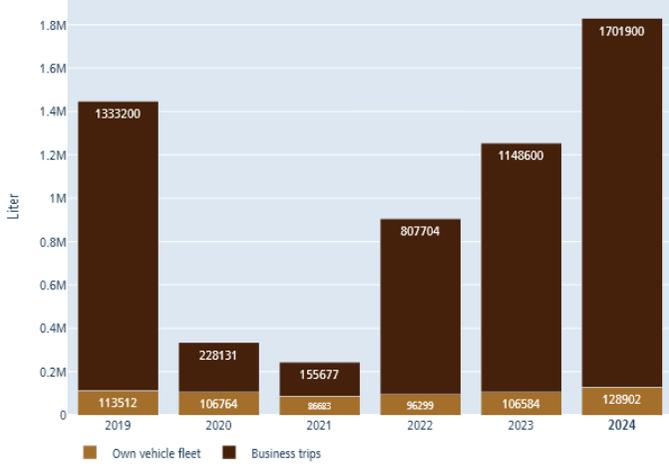
As a first step toward more sustainable mobility, we acquired our first electric vehicle in 2024. This vehicle represents an important move towards reducing the emissions of our fleet and further advancing the transition to electromobility.



Own vehicle fleet



Emissions – own vehicles and business trips



Managing climate targets

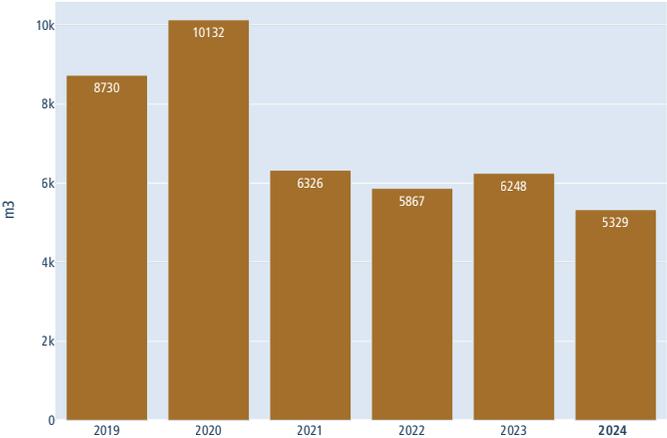
Water – reducing consumption in operations by 50% by 2030

We are aware of the global importance of water as a resource and are committed to using it responsibly. Despite the favorable conditions at our production site (no recognized water stress) and no water-intensive processes, we have set ourselves the ambitious goal of reducing our water consumption by 50% by 2030. In doing so, we are making an active contribution to more sustainable and resource-conserving production. We obtain our water from the municipality of Weggis. It states that 80% of this is spring water (groundwater) and 20% lake water (surface water). It is also returned directly, without internal pre-treatment, to the Weggis municipal sewage system.

The chart below shows our water consumption. It shows that our water use fell sharply from 2020 to 2021. This is due in particular to the dismantling of Plant 1. Compared to the previous year, the amount of water used increased slightly in 2023. In 2023, we installed water-saving nozzles at the hand-washing facilities. These have less than 10% of the flow rate per minute than a conventional nozzle. These will also be installed in the hand washing facilities in our new plant.

The water purchased has no influence on emissions. For this reason, it is not shown here. The amount of water is read monthly from a meter at each plant and entered in our dashboard. In Weggis, the quantity of water purchased also corresponds to the decisive quantity for the billing of water recirculation/waste water. As we currently obtain all our water from the municipality, the amount of water consumed is equal to the amount of water recirculated.

Water consumption



1,776 cubic meters of water → 1,776,000 liters of water → Total rainwater collected in the basin
 240 cubic meters of water → 240,000 liters of water → Cooling coolers → Chiller (air conditioning)
 1536 cubic meters of water → 1,536,000 liters of water/6l per flush = 256,000 WC flushes

Managing climate targets

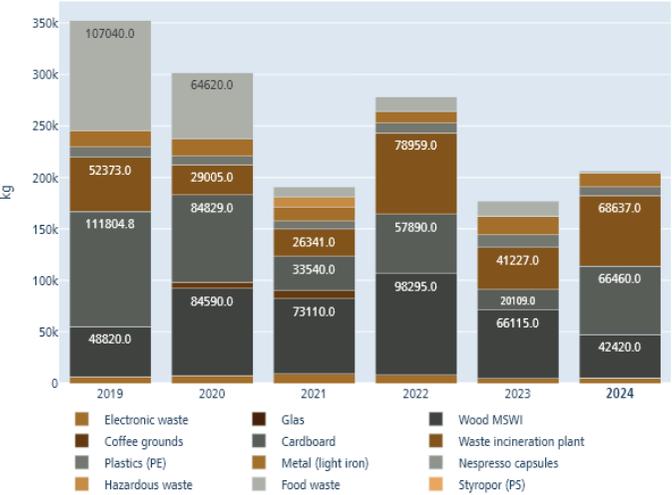
Waste – Maximise recycling

Waste Prevention and Recovery of Recyclables

Recycling and the consistent separation of waste streams remain key elements of our waste management strategy. All materials generated are sorted according to recyclable categories and professionally disposed of or recycled by specialized partners. Our overarching goal remains unchanged: to divert as many recyclables as possible from incineration – especially cardboard and wood, which are generated in larger quantities. Waste prevention also continues to be a high priority. Through targeted use of returnable packaging, consistent reduction of food waste in employee areas, and the repair of damaged pallets, the total volume of waste in 2024 was maintained at a level comparable to the previous year – despite growing business activities. Since 2022, all waste volumes have been systematically recorded based on the invoices from our disposal partners, providing a reliable and comparable data foundation. The chart below illustrates the development of waste volumes at Thermoplan over the past six years. In 2024, a total of 68,000 kg of

residual waste (incinerated) and 122,000 kg of separately collected recyclables such as cardboard, wood, polyethylene (PE), and metal were recorded. The increase in residual waste is partly due to the intensive construction activity related to the new building unique. Wood and cardboard continue to represent the largest waste streams by volume – mainly due to packaging materials for delivered components. While wood is thermally processed, cardboard enters the recycling loop. Our suppliers are also contributing to reducing packaging waste by increasingly using reusable transport containers. Despite all progress, residual waste remains the main driver of emissions among the waste fractions. Nevertheless, we were able to further reduce the associated emissions through targeted measures. In 2024, Thermoplan remains firmly committed to a sustainable circular economy – with a focus on prevention, reuse, and a continuous increase in the recycling rate.

Waste

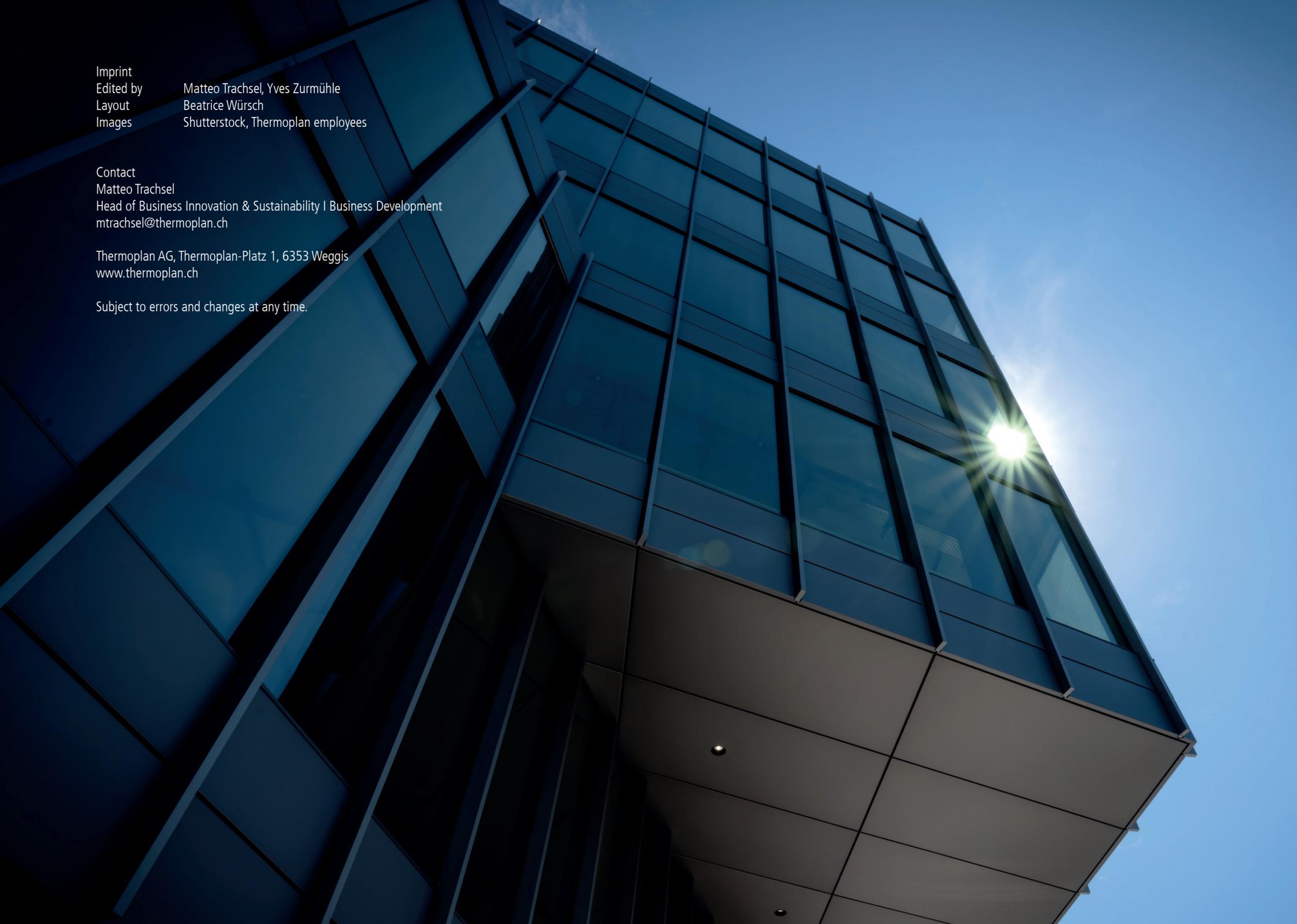


GRI index

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, 2023 to December 31, 2024		
2-3 c	Release date	June 30, 2025		
2-3 d	Contact person if you have any questions about the report	Matteo Trachsel mtrachsel@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 2022, which was approx. 10% too high in the last report. This was due to an error in the basic data collection.		
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		9	Our value chain
2-7	Workers			
2-7 a	Total number of employees by gender and region		20	Central – We employees
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		20	Central – We employees
2-7 c	Methodologies and Assumptions	Headcounts at the end of the reporting period	20	Central – We employees
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	20	Central – We employees
2-7 e	Significant fluctuations	no significant fluctuations	20	Central – We employees
2-8	Workers who are not employees			
2-8 a	Total number of workers who are not employees (type, contractual relationship)		20	Central – We employees
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		5	We are Thermoplan
2-10	Nomination and selection process for the highest control body	not applicable because it is family owned		
2-11	Chairman of the highest control body		5	We are Thermoplan
2-12	Role of the highest control body in setting goals, values and strategies		11	Sustainability at Thermoplan

2-13	Delegation of authority to manage impacts		15	How we manage sustainability
2-14	Role of the highest control body in sustainability reporting		11	Sustainability at Thermoplan
2-15	Conflicts of interest			not applicable
2-16	Communicating critical concerns		10	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
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		3	Foreword by the CEO
2-23	Political commitments		10	Our values and cooperation
2-24	Embedding political commitments		10	Our values and cooperation
2-25	Procedures for eliminating negative effects		10	Our values and cooperation
2-26	Mechanisms for obtaining advice and reporting concerns		10	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	<ul style="list-style-type: none"> - Europa-Forum Lucerne - GS1 Switzerland - Gwärb Weggis - IHZ - Industry Association for Home, Heating and Kitchens - procure.ch - Brändi Foundation - SVBL - Swiss American Chamber - Swissmem - Lucerne Economic Development Agency 		
Involvement of stakeholders				
2-29	Approach to stakeholder engagement		45	Relevance 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		12	Our material topics
3-2	List of essential topics		12	Our material topics
204 - Procurement practices				
204-1	Share of spending on local suppliers		23	Local – focus on long-term 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	25	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		
			28	Consumables - Reduction in supply chain by 50% by 2030
302 - Energy				
302-1	Energy consumption within the organization		36	Electricity and heat – production with 100% renewable energy since 2022
302-3	Energy intensity		36	Electricity and heat – production with 100% renewable energy since 2022
302-4	Reducing energy consumption		36	Electricity and heat – production with 100% renewable energy since 2022
302-5	Reducing energy requirements for products and services		29	Energy – Continuous increase in energy efficiency across all machines
303 - Water and Wastewater (2018)				
303-1	Water as a shared resource		43	Water – Reduction of operational usage by 50% by 2030
303-2	Dealing with the effects of water recirculation		43	Water – Reduction of operational usage by 50% by 2030
303-3	Water extraction		43	Water – Reduction of operational usage by 50% by 2030
303-4	Water return		43	Water – Reduction of operational usage by 50% by 2030

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.	34	CO ₂ emissions Scopes 1-3 – reduction by 50% by 2030 (Scope 1-3) as an interim target
305-2	Indirect energy-related GHG emissions (Scope 2)		34	CO ₂ emissions Scopes 1-3 – reduction by 50% by 2030 (Scope 1-3) as an interim target
305-3	Other indirect GHG emissions (Scope 3)		34	CO ₂ emissions Scopes 1-3 – reduction by 50% by 2030 (Scope 1-3) as an interim target
305-4	Intensity of GHG emissions	Intensity per kg machine for scopes 1 and 2	34	CO ₂ emissions Scopes 1-3 – reduction by 50% by 2030 (Scope 1-3) as an interim target
305-5	Reducing GHG emissions	Overall reduction as well as reduction in the individual support directions.	12	Our material topics - Corporate carbon footprint
			34	CO ₂ reduction path roadmap
306 - Waste (2020)				
306-1	Waste generated and significant waste-related impacts		4	Our focus topic
			44	Waste – Quantities of recyclables handed in
306-3	Management of significant waste-related impacts		4	Our focus topic
			44	Waste – maximizing recycling
306-3	Waste generated		44	Waste – Quantities of recyclables handed in
306-4	Waste diverted from disposal		44	Waste – Quantities of recyclables handed in
306-5	Waste forwarded for disposal		44	Waste – Quantities of recyclables handed in
308 - Environmental assessment of suppliers				
308-1	New suppliers verified based on environmental criteria		25	Global – responsibility along our supply chain
308-2	Negative environmental impacts in the supply chain and measures taken		25	Global – responsibility along our supply chain
403 - Occupational Safety and Health				
403-1	Management system for occupational safety and health protection		20	Central – Health and Safety Management
403-2	Hazard identification, risk assessment and incident investigation		20	Central – Health and Safety Management
403-3	Occupational health services		20	Central – Health and Safety Management
403-4	Employee participation, consultation and communication on occupational safety and health protection		20	Central – Health and Safety Management
403-5	Employee training on occupational safety and health protection		20	Central – Health and Safety Management
403-6	Promoting employee health		20	Central – Health and Safety Management
403-8	Employees covered by an occupational health and safety management system		20	Central – Health and Safety Management
403-9	Work-related injuries		22	Central – Number of occupational and non-occupational accidents at work
403-10	Work-related illnesses		22	Central – Number of occupational and non-occupational accidents at work
404 - Training and further education				
404-2	Programs to improve employee skills and for transitional assistance		20	Central – We employees
			20	Central – Health and Safety Management
404-3	Percentage of employees who receive regular performance and professional development reviews		20	Central – We employees
414 - Social evaluation of suppliers				
414-1	New suppliers verified based on social criteria		25	Global – responsibility along our supply chain
414-2	Negative social impacts in the supply chain and actions taken		25	Global – responsibility along our supply chain
Human rights due diligence				
	UN Guiding Principles on Business and Human Rights		25	Global – responsibility along our supply chain



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Subject to errors and changes at any time.