



advaltech

NON-FINANCIAL REPORTING
SUSTAINABILITY REPORT

2023

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ABOUT THIS REPORT

The Sustainability Report of Adval Tech Holding AG takes into account the following regulations and guidelines:

- Swiss Code of Obligations (version dated February 9, 2023)
- The company's Articles of Incorporation dated May 11, 2023
- The company's Organizational Rules dated December 10, 2020
- Code of conduct for ethical business practices ("Code of Conduct"), as at January 2024
- Code of Conduct for suppliers, service providers and business partners ("Supplier Code of Conduct"), as at September 2022
- The Report was produced in reference with the Global Reporting Initiative Standards (GRI Standards).

The Sustainability Report has not been audited by an independent body.

Approval by the Board of Directors

The Board of Directors of Adval Tech Holding AG approved this Sustainability Report (report on non-financial matters in accordance with Art. 964b CO) at its meeting on March 28, 2024.

LETTER TO THE STAKEHOLDERS



Adding value through innovation: that's what the name Adval Tech stands for. We also wish to create value in the areas of ecology, the environment and society. As a globally active group, we have a responsibility towards our customers, employees, partners and investors. We want to bear this responsibility consistently and with conviction in everything we do and accomplish.

Our most important market segment – the automotive industry – is currently undergoing a transformation process. The major car manufacturers are increasingly aligning their business activities with the principles of sustainability. They are combining economic performance targets with ecological responsibility and social equity, and they expect the same commitment from their suppliers. We are noticing a similar paradigm shift in other business areas too, where there is increasing demand for sustainable solutions. In our role as a supplier, we support our customers in the future-oriented structuring of this change and help to realign their markets.

In addition to protecting the environment, social issues such as social justice and diversity are also becoming more important. Other factors include transparency in the supply chain, global respect for human rights, conducting business with integrity and an effective system for preventing violations of the law.

To meet the current challenges and remain successful in the long term, the Adval Tech Group already enshrined key aspects of sustainability into its corporate strategy in 2021. In 2022, we developed the corresponding basic principles and systematically collected environmental data for the first time. Now, for 2023, we have produced the first comprehensive report in the form of an integrated Sustainability Report.

We view our development towards comprehensive sustainability as a process. We have already achieved a lot in some of our areas of activity, while we are still starting out in others. But the course towards sustainability has finally been set and we will continue to improve.

On the following pages, you can read more about how we will bear this responsibility towards our customers, employees, the environment and society and what we have already achieved this past year.

Niederwangen, April 2024

René Rothen, Chairman of the Board of Directors

CORPORATE PROFILE

CORPORATE STRATEGY

GRI 201

The Adval Tech Group is a global industrial partner for technologically sophisticated components and sub-assemblies made of metal, light metal and plastic. As a supplier and reliable partner, we cover the entire value chain, from product development and prototyping, to mold and tool development, through to component production and assembly. The Adval Tech Group is headquartered in Switzerland and operates a total of nine production plants, which are located in Switzerland, Germany, Hungary, China, Malaysia, Mexico and Brazil. Adval Tech strives for sustainable economic growth.

MARKETS

Adval Tech focuses on the automotive market and on applications that are comparable with those of the automotive industry in terms of quantities, quality requirements, service life and production processes. In addition, Adval Tech produces its own systems (high-speed presses) for selected applications and successfully uses these at both of its production sites in Switzerland. The high-speed presses are also specifically offered to third parties in application areas outside of the automotive market.

Automotive

Understanding the needs and requirements of the customer, using these to develop new and innovative solutions and ultimately implementing them successfully at the first attempt as products ready for global series production in large quantities: that's Adval Tech's core business!

MedTech

Adval Tech also supplies the MedTech industry with high-precision applications made of plastic that are comparable with those for the automotive industry in terms of quantities, quality requirements, service life and production processes. By MedTech, Adval Tech means diagnostics, medical/surgical, instruments, pharma/pharmaceutical distribution, healthcare and others.

Consumer Goods

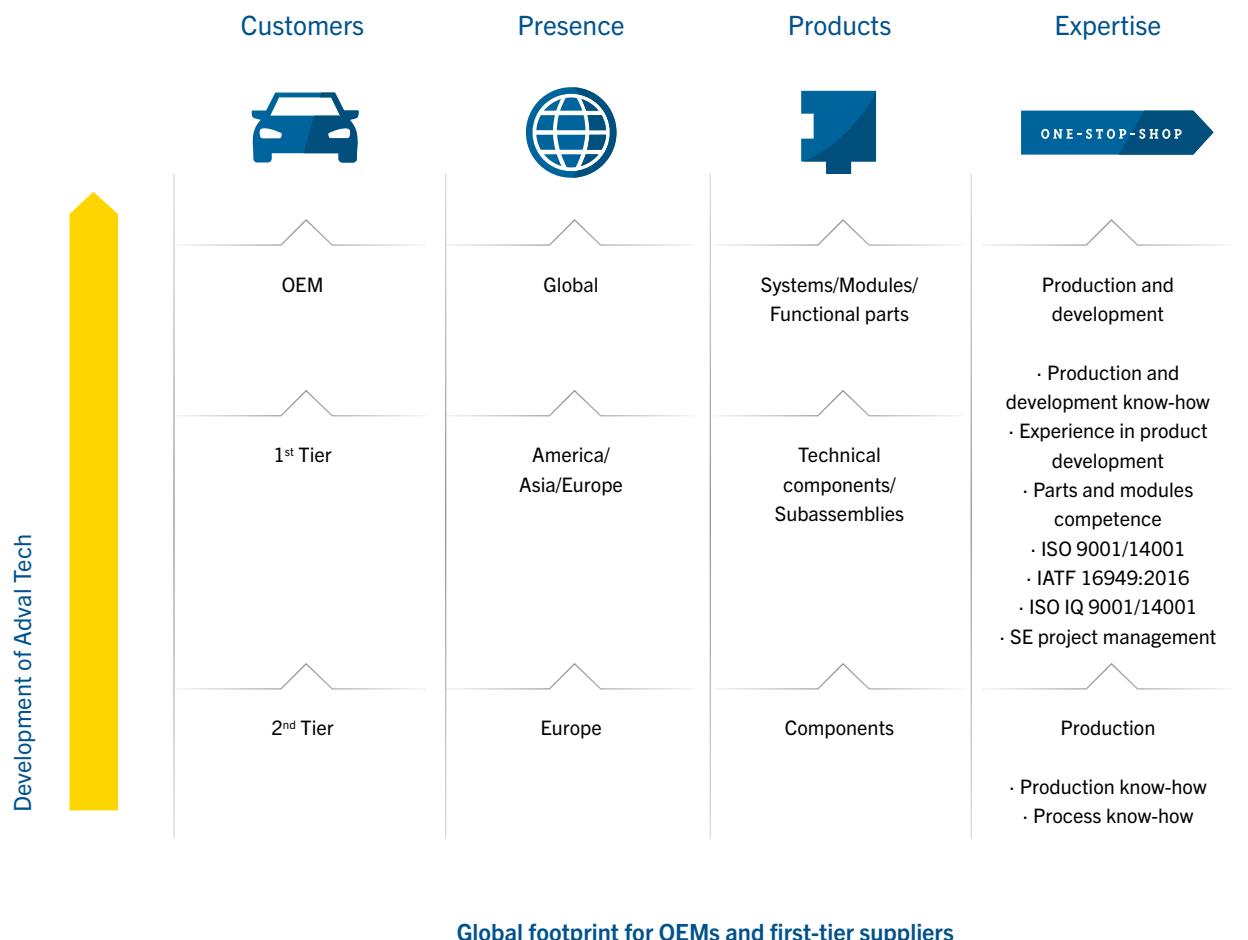
Adval Tech also supplies the consumer goods industry with sophisticated components made of plastic and metal that are comparable with those of the automotive industry in terms of quantities, quality requirements, service life and production processes. The consumer market is huge and is divided into numerous sub-markets. Adval Tech products are used, for example, in the manufacture of coffee capsules and in oral hygiene.

M A R K E T , D E V E L O P M E N T , P R O C E S S A N D P R O D U C T I O N S T R A T E G Y

Metal		Plastic	
Automotive industry	Technology business	Automotive industry	Related applications
 <p>Rotationally symmetrical parts Niederwangen CH • • Grenchen CH • • <i>High-speed processes</i></p> <p>Cubic parts Endingen DE • • • Szekszárd HU • • São José dos Pinhais BR • •</p>	 <p>High-speed presses Niederwangen CH • • •</p>	 <p>Plastic components Muri CH • Szekszárd HU • • Querétaro MX • • Suzhou CN • •</p>	 <p>Plastic components Grenchen CH • • Johor Bahru MY • •</p>

• Development know-how • Process know-how • Production know-how

STRATEGY IN THE AUTOMOTIVE BUSINESS



METAL COMPONENTS AND SUBASSEMBLIES

Adval Tech produces large quantities of stamped and formed series parts and subassemblies for the automotive industry. The Group produces the necessary tools in-house. For certain applications, the Group also designs and builds entire production machines. Adval Tech makes rotationally symmetrical parts (e.g. components for airbags, ABS braking systems and fuel injection systems), as well as cubic parts such as steering system subassemblies, roof rack systems, decor parts (e.g. trims), structural components and composite components from metal and plastic elements (e.g. door sill plates). These parts are manufactured in Switzerland, Germany, Hungary and Brazil.

HIGH-SPEED PRESSES

Adval Tech also produces its own systems (high-speed presses) for selected applications and successfully uses these at both of its production sites in Switzerland. Adval Tech offers its high-speed presses to third parties in application areas outside of the automotive market.

PLASTIC COMPONENTS

Adval Tech produces highly innovative plastic parts in large batches for selected application areas. For example, we supply car manufacturers and first-tier providers with air/water separation systems, air flow systems and safety belt buckles. Adval Tech also produces plastic parts, subassemblies and systems in the MedTech and consumer goods sectors. Our production facilities for plastic components are located in Switzerland, Hungary, China, Malaysia and Mexico.

ONE-STOP-SHOP

Whether metal, plastic or hybrid technologies, whether for decoration and safety-related parts for the automotive industry or for related applications in other markets: as a one-stop shop, Adval Tech supports its customers throughout the value creation process; from product development and prototyping, through tool and process development to component production and assembly.

Detailed information about our business performance in the 2023 financial year can be found on pages 10 to 15 in the Management Report of the Adval Tech Annual Report 2023. See also www.advaltech.com/en/investors.

OUR MISSION STATEMENT

Vision

Adval Tech is the preferred industrial partner for series metal and plastic parts. To realize this vision, the company functions as a one-stop shop for the entire value chain, keeps up with its globally active customers and thus develops as a leading global partner. The Group also offers innovative solutions and efficient processes, thus ensuring profitable growth.

Mission

Adding value through innovation — that's what the name Adval Tech stands for. The Group is a global industrial partner for technologically sophisticated components and subassemblies made of metal, light metal and plastic. Adval Tech is focusing on the automotive market and on applications that are comparable with those of the automotive industry in terms of quantities, quality requirements, service life and production processes. By involving supply chain partners that are technology leaders in the value chain from the outset, it minimizes risks. The Group delivers quality without compromise worldwide. With its solutions and services it generates benefits for customers in terms of deadlines, quality and costs.

Values

Passion, focus, discipline – these are Adval Tech's values:

Passion

- We are proud of our customers, partners, solutions, technologies and products; we are proud to be Adval Tech.
- We have a win-win mentality and a strong desire to succeed as a team; our motivation drives us to achieve outstanding results.
- We enjoy being a global, multicultural team that connects and grows with our customers around the world.
- We are not just a supplier, but a long-term, valuable partner to our customers.

Focus

- We do not chase after every alleged opportunity, wasting time and resources in the process. Instead, we specifically choose the opportunities that will really help us to advance.
- We focus our energy on the essentials (less is more).
- We measure our performance against the targets set and align our activities and use of resources accordingly.
- We set priorities: important things come before things which are urgent or simple.

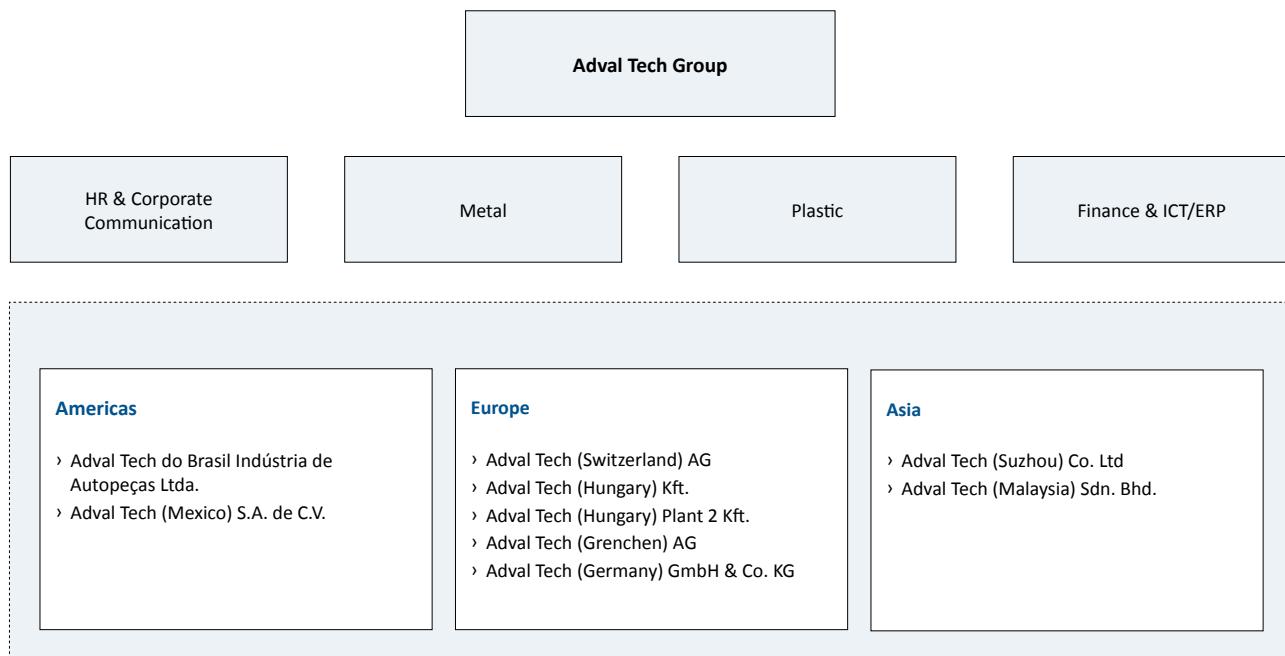
Discipline

- We adhere rigorously to our customer agreements: we do what we say, and we deliver on what we promise!
- We respect rules, requirements and agreements.
- We continuously learn from experience and dialog: we define, improve and adhere to our processes. We apply the philosophy of "right first time!"
- We exemplify discipline.

BUSINESS MODEL



GROUP STRUCTURE



As at January 1, 2024

EXECUTIVE BODIES

Board of Directors

René Rothen, Chairman (Executive Chairman of the Board of Directors with overall operational responsibility from January 1 until March 31, 2024)

Hans Dreier, member

Christoph Hammer, member (from Annual General Meeting on May 11, 2023)

Jürg Schori, member

Nomination and Compensation Committee

Christoph Hammer (from Annual General Meeting on May 11, 2023)

Jürg Schori

Honorary President: Dr. h.c. Willy Michel

Group Executive Management

René Rothen, Chief Executive Officer (until December 31, 2023)

Volker Briemann, Chief Executive Officer (from April 1, 2024)

Jean Bäbler, General Manager Metal Business

Cordula Hofmann, Head Group HR & Corporate Communication

Markus Reber, Chief Financial Officer

Statutory Auditors

Deloitte AG, Zurich

As the highest decision-making authority, the **Board of Directors** defines the framework for the strategic direction of the Group and the corresponding objectives. It determines the mid-term planning and sets the annual budget for Group Executive Management. It also defines the framework for the mission statement (vision, mission and values of Adval Tech). Adval Tech's Board of Directors comprises four members. Réne Rothen was Executive Chairman of the Board of Directors from January 1, 2024 to March 31, 2024 and, in this role, held overall operational responsibility for the company. Alongside his role as Chairman of the Board of Directors, he was also CEO of the Adval Tech Group until December 31, 2023.

From January 1, 2024 to March 31, 2024, **Group Executive Management** comprised three members (two men, one woman), to whom the Board of Directors delegated operational management and thus also the implementation of the sustainability strategy. On April 1, 2024, Volker Briemann takes up his position as the new CEO. The previous CEO, René Rothen, remains with the Group as Chairman of the Board of Directors. You can find more information about the Board of Directors and Group Executive Management in the Corporate Governance Report from page 75 of the 2023 Adval Tech Annual Report. See also www.advaltech.com/en/investors.

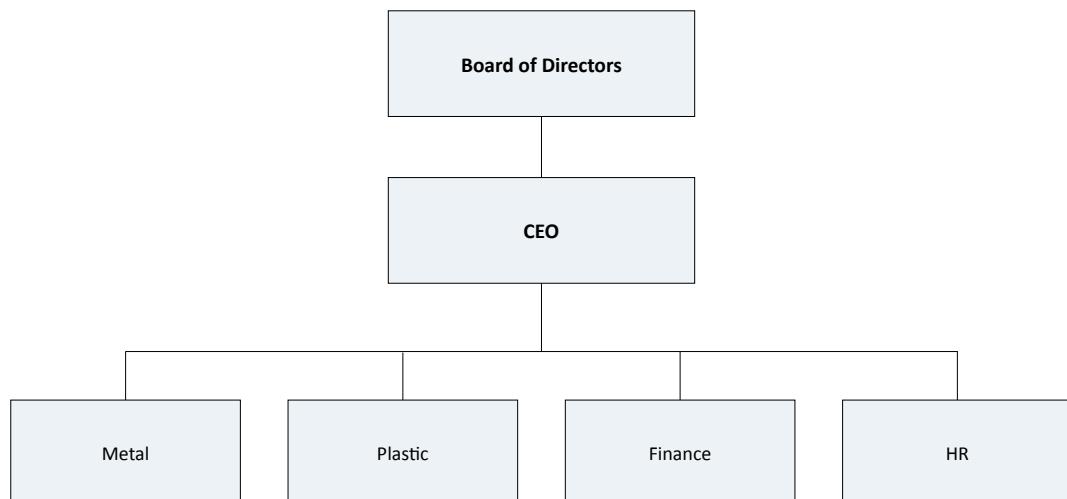
The Sustainability Report is produced by the members of Group Executive Management with the involvement of the subsidiaries and approved by the full Board of Directors. The Board of Directors will submit the Sustainability Report to the Annual General Meeting for a consultative vote.

The Board of Directors has set itself the target of including ESG issues (Environmental, Social and Corporate Governance) as a fixed agenda item in the board meetings from the 2024 business year.

SUSTAINABILITY STRATEGY AND ACTION FIELDS

Social responsibility and a responsible approach to the environment have always been high on Adval Tech's priority list. Sustainability topics have been an integral part of the corporate strategy since 2021. The following sections provide information about measures already implemented and the progress made, as well as targets in the areas of energy and environmental management, social responsibility compliance and innovation.

SUSTAINABILITY ORGANIZATION



The Board of Directors approves the ESG (Environmental, Social and Corporate Governance) targets of Group Executive Management and continuously reviews these in the regular meetings of the Board of Directors.

Group Executive Management defines the companies' annual targets and reviews them periodically.

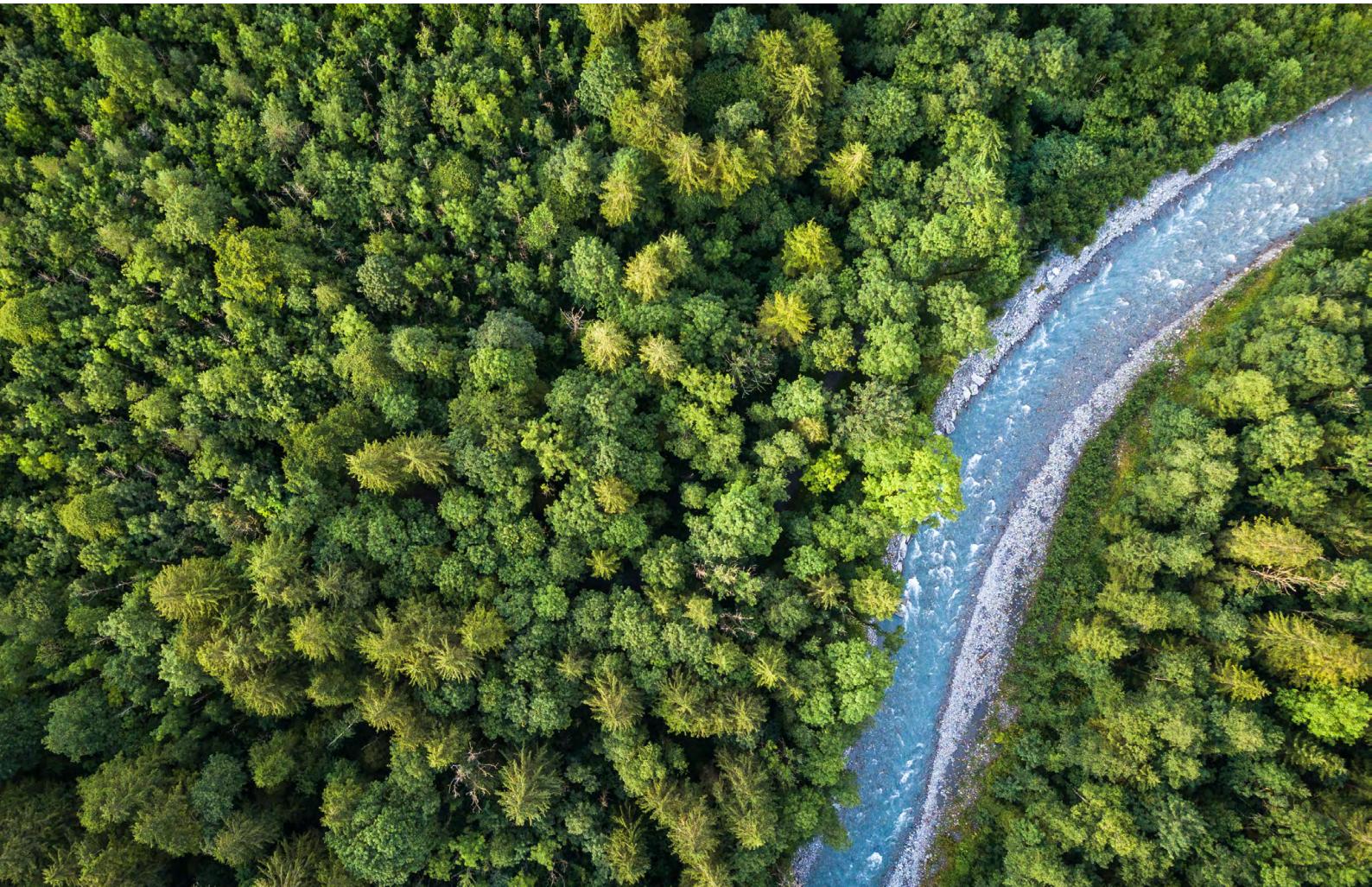
All employees are responsible for complying with the ESG issues. National laws and Adval Tech's Code of Conduct apply.

SUSTAINABILITY MISSION STATEMENT

Adding value – we create added value for our customers, society and the environment.

As a globally active, innovative industry partner, Adval Tech believes it has a responsibility to contribute to the creation of circular, climate-friendly and fair supply chains. The company is therefore committed to the sparing use of resources and to respecting employee and human rights, both within the Group and along the supply chains with business partners.

We take responsibility towards people and the environment. We do not just provide good services for our customers: we also want to continuously improve and set standards in our management of the sustainability targets.



STRATEGIC FOCUS

As part of its sustainability strategy, Adval Tech is focusing on the following areas of action in line with ESG (Environmental, Social and Corporate Governance):

- Energy and environmental management
- Social responsibility
- Corporate governance and compliance
- Innovation

We aim to set ourselves specific targets in these four areas and continually measure our progress. When implementing our sustainability strategy, we feel it is our duty to follow the Sustainable Development Goals (SDG), which are to be achieved by all UN member states by 2030. We also take reference to the standards of the Global Reporting Initiative (GRI Standards). In reference with the GRI Standards, we have defined subject areas that are relevant to us that we wish to report on in future:

Sustainable Development Goals of the United Nations

We are focusing on the following four UN Sustainable Development Goals:

Good Health and Well-being



Goal 3: Ensure healthy lives and promote well-being for all at all ages.

Compliance with country-specific occupational safety laws is audited by independent bodies on a regular basis. Regular employee satisfaction surveys allow us to draw conclusions about our employees' well-being.

Quality Education



Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Adval tech promotes gender-neutral education and training Group-wide through internal training opportunities.

Industry, Innovation and Infrastructure



Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

The continuous modernization of the infrastructure within the Adval Tech Group enables sustainable improvements in resource efficiency.

Responsible Consumption and Production



Goal 12: Ensure sustainable consumption and production patterns.

Waste is avoided as much as possible thanks to highly efficient processes and otherwise recycled.

Global Reporting Initiative Standards (GRI Standards)

The Adval Tech Sustainability Report follows the standards of the Global Reporting Initiative (GRI).

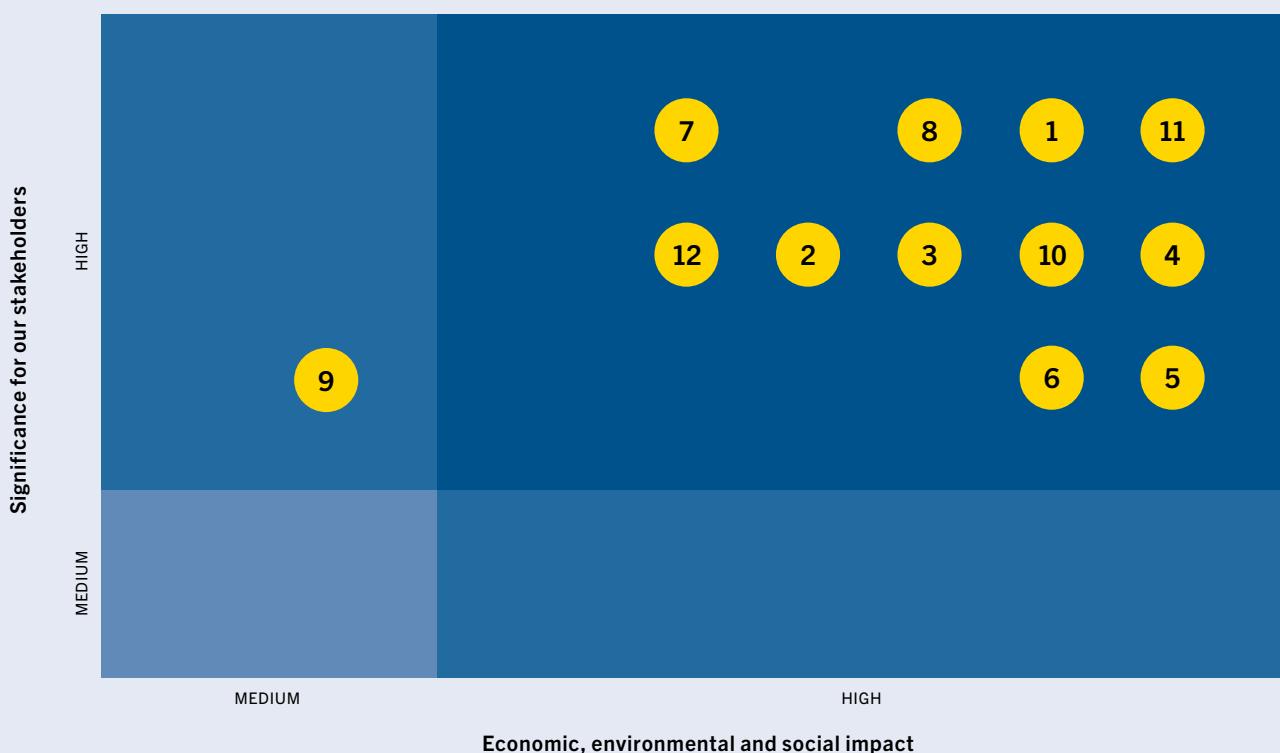
Key Sustainability Issues

In a comprehensive materiality analysis produced with the support of external specialists in 2022, we identified the sustainability issues that are particularly relevant to us and our stakeholders in reference with the GRI Standards. In doing so, we took into account existing and planned regulations and legislative proposals, the current competitive situation, the capital market ranking and media reporting, among other things. Another key element of the evaluation was our longstanding contacts with our stakeholders (see pages 52 to 54). The materiality analysis was reviewed and approved by the company's Board of Directors and Group Executive Management in the 2023 financial year.

We will pay particular attention to the following twelve sustainability topics in our sustainability strategy:

Materiality analysis

- | | |
|----------------------------------|---|
| 1 Economic Performance (GRI 201) | 7 Supplier Environmental Assessment (GRI 308) |
| 2 Anti-corruption (GRI 205) | 8 Occupational Health and Safety (GRI 403) |
| 3 Materials (GRI 301) | 9 Training and Education (GRI 404) |
| 4 Energy (GRI 302) | 10 Non-discrimination (GRI 406) |
| 5 Emissions (GRI 305) | 11 Freedom of Association and Collective Bargaining (GRI 407) |
| 6 Waste (GRI 306) | 12 Supplier Social Assessment (GRI 414) |



- **Economic Performance (GRI 201):** Sustainable growth is the prerequisite for a positive contribution to the targets listed under "outcome" in the business model.
- **Anti-corruption (GRI 205):** The Code of Conduct defines our zero-tolerance policy with regard to corruption within the Group and its associated supply chain.
- **Materials (GRI 301) and Waste (GRI 306):** Materials and waste are substantial inputs and outputs of Adval Tech's value creation process and part of the ISO 14001 environmental management system. We aim to use recycled materials wherever customer specifications allow. Waste is almost entirely returned to the recycling process.
- **Energy (GRI 302):** Energy is a key input for the value creation process, with electricity being the main component. When it comes to electricity and the associated CO₂ emissions, Adval Tech is heavily dependent on local electricity suppliers and the available electricity mix.
- **Emissions (GRI 305):** A central concern of the Adval Tech Group is the continuous reduction of its CO₂ footprint. Since 2022 (reference year), we have been systematically collating figures relating to our energy consumption and CO₂ footprint within the Adval Tech Group. Adval Tech will use these figures to create a road map so that specific targets can be set for the coming years. In this first step, the Adval Tech Group is focusing on direct emissions (Scope 1 and 2). We intend to take indirect emissions (Scope 3) into account at a later date.
- **Supplier Environmental Assessment and Social Assessment (GRI 308, 414):** Suppliers are evaluated in audits based on our Supplier Code of Conduct. Where necessary, we introduce measures to avoid violations of the Code of Conduct. We are currently expanding the documentation for supplier declarations and the training materials for supplier audits.
- **Occupational Health and Safety (GRI 403):** The Adval Tech Group complies with national legislation at all of its sites. Protecting employees and reducing occupational accidents and lost hours are particularly important. In 2024, we aim to harmonize the recording of accidents across the Group and introduce standardized data collection.
- **Training and Education (GRI 404):** Training and education are the foundations for well-qualified employees and are key pillars of our culture of innovation. Specific training and education, as well as innovative technologies and processes, help to conserve resources. In the process, it is important to Adval Tech that, if possible, every employee receives training once a year to improve their skills and abilities.
- **Non-discrimination (GRI 406):** The Code of Conduct defines our zero-tolerance policy with regard to discrimination within the Group and its associated supply chain.
- **Freedom of Association and Collective Bargaining (GRI 407):** The Code of Conduct defines our zero-tolerance policy with regard to freedom of association or collective bargaining violations.

A C T I V E D I A L O G W I T H O U R S T A K E H O L D E R S

To identify challenges in a timely manner and address them together, the Adval Tech Group maintains a continuous dialog with its internal and external stakeholders. Our reporting focuses on the following groups of people and organizations:

Customers

For customers, Adval Tech develops and produces tailored, sustainable and innovative products, solutions and services from a single source. Customer relationships are based on a long-term relationship of trust.

Core concerns: Adval Tech's customers expect services along the entire value chain, as well as geographical proximity. They want innovative solutions for individual challenges at good value for money. They assume that Adval Tech will always fulfill agreements on time. Adval Tech conducts regular customer surveys (at every customer visit, at weekly project meetings and for customer feedback) to recognize trends and the potential for improvement and implements these with targeted measures. Customers expect us to give them answers to global challenges, such as the transformation of the automotive industry, digitalization and the evolution to a climate-neutral company. The automotive industry in particular is increasingly committed to sustainable solutions and also demands them from its suppliers.

Participation Measures

- Personal and virtual discussions
- Involvement in the product development process
- Guided tours and discussions on the occasion of certification procedures
- Industry trade fairs
- Media relations
- Public relations
- Internet presence

Suppliers and Partners

All our suppliers and business partners sign an acknowledgement of Adval Tech's Code of Conduct. Reliable supply chains as well as good cooperation with suppliers are extremely important to Adval Tech. Here, too, we strive for long-term relationships based on partnership.

Core concerns: Our suppliers expect fair agreements and compliance with them, as well as timely payments. They want clear specifications and a good flow of information.

Participation Measures

- Code of Conduct for suppliers, service providers and business partners
- Sustainability Report (ESG)
- Personal discussions
- Visits
- On-site risk assessment and evaluations
- Trade fairs
- Internet presence

Adval Tech is committed to safeguarding the human rights of the workforce and employees and treats them in accordance with the recognized standards of the international community while also respecting environmental aspects. This also applies to Adval Tech's suppliers.

Employees

Our employees are the heart of Adval Tech. At all of our sites, we place great importance on a pleasant working environment and a culture of open dialog.

Core concerns: Our employees expect performance-related remuneration, good social benefits and a modern work culture based on appreciation. Issues which are important to them include occupational health and safety, equal opportunities and the chance to get involved and develop their own ideas and skills. They want flexible working models and training opportunities.

Participation Measures

- Regular dialog with line managers
- Internal training sessions
- Employee magazine
- Notifications
- Informal events
- Employee survey
- Adval Tech Business Management System (BMS)
- Code of conduct for ethical business practices
- Whistleblowing platform (Germany and Hungary)

Investors, Financial Community and Other Stakeholders

We communicate with our shareholders and other investors regularly and provide transparent information about our business activities, strategy, performance and governance.

Core concerns: Our investors expect long-term, positive business development and an associated share price performance and returns. They demand proactive risk management and good compliance and governance. Investors want transparent reporting about our activities, (sustainability) achievements and targets.

Participation Measures

- Annual and Semi-Annual Reports
- Annual General Meeting
- Sustainability Report (ESG)
- Corporate Governance
- Ad hoc publicity
- Media relations
- Internet presence
- Personal contact with investors and analysts

Media

Adval Tech informs the media transparently about events relevant to the public. To ensure balanced reputation management, the issue of sustainability has a high priority.

Core concerns: The media appreciate our factual and transparent communication as well as the short response times to inquiries.

Participation Measures

- Answering inquiries
- Discussions
- Media and analysts' conference

External communication is carried out in accordance with the applicable disclosure requirements of the Swiss Stock Exchange and the Swiss Code of Obligations.

Site Communities

The management maintains a dialog with representatives of the communities.

Core concerns: At our sites around the world, the residential communities expect secure training positions and jobs, consistent tax revenue and stable and sustainable site development.

Participation Measures

- Personal discussions
- Sustainability Report (ESG)
- Events such as the opening of new plants
- Internet presence
- Media relations

Governmental Bodies, Regulators and Certification Bodies

The fundamental values of the Adval Tech Group are part of the corporate culture and the basis for all decisions and activities when dealing with governmental bodies, regulators and certification bodies. Adval Tech always adheres to legal requirements. The occupational health and safety of employees are of the utmost importance. We pay attention to humane working conditions in the supply chains and compliance with collective labor agreements at all of our sites. The Group's long-term success also depends on avoiding a loss of reputation due to violations of rules and laws.

Core concerns: Adval Tech attaches great importance to legally compliant behavior throughout the Group. Adval Tech's long-term success also depends on ensuring that violations of rules and laws do not lead to a loss of reputation.

Participation Measures

- Implementation of legal requirements
- Personal discussions

SOCIAL RESPONSIBILITY

Employees and their expertise are our greatest resource. The Group therefore treats its staff well. Adval Tech supports the potential of all employees who proactively participate in change processes and thus contribute to the growth of the company.

Adval Tech has defined the following staff management goals: First, hire the right people; second, support and develop the right people; third, hold on to the best employees for the long term; fourth, attract qualified specialists and managers; fifth, be an attractive and competitive employer; and sixth, use these commitments to foster a positive corporate image.

To achieve these goals, we have defined a human resources philosophy represented by the motto "Together to the top".

EMPLOYEE DEVELOPMENT

GRI 404



Well-educated employees are the foundation of our culture of innovation. As such, the company philosophy envisages that all employees attend one training session a year. In 2023, employees took part in an average of 3.1 training sessions, meaning we exceeded our target in this area.

Sites	Training GRI 404-1
	No. of training sessions per employee in 2023
Switzerland, Niederwangen	1.4
Switzerland, Muri	-
Switzerland, Grenchen	2.2
Germany	0.8
Hungary Plant 1 (OEM)	3.0
Hungary Plant 2 (Metal)	3.0
Brazil	14.8
China	4.8
Malaysia	1.6
Mexico	1.8
Average	3.1

Adval Tech encourages work abroad. Thanks to the intense, cross-company exchange of best practices, employees share their technical expertise, exploit synergy effects and promote mutual communication and cultural understanding at the various sites. Adval Tech cultivates a tolerant and constructive team culture, not only within the corporate group, but also in project teams together with global customers.

EMPLOYEE SATISFACTION



As a rule, employee satisfaction at Adval Tech is measured every two years. The last two surveys were conducted in fall 2023 and fall 2021.

As part of the survey, employees at all nine sites were invited in a total of seven languages to evaluate Adval Tech as an employer. The response rate to the survey, which was conducted online, rose in 2023 to 88% (2021: 78%). The vast majority of employees rate the structure, processes, work content, working conditions and employee information as extremely positive. Personal development opportunities in the workplace were also rated very positively. Employees identified very strongly with the Adval Tech Group's goals and values. The 2023 survey showed that the war in Ukraine and the coronavirus pandemic in 2022 and 2023 have left their mark and, among other things, led to a significant increase in the shortage of skilled workers, which was also noticeable at Adval Tech. Despite increased fluctuation following the coronavirus years, the questions were answered more positively on average in 2023 than in 2021. The overall satisfaction rating has risen by 0.26 points to 7.77 points (maximum 10 points) compared to 2021.

Following a detailed evaluation of the survey, the individual companies developed their own implementation and action plans in order to exploit the identified potential for improvement.

PROMOTING TALENT AND ENSURING COMPETITIVENESS

The average monthly fluctuation rate for the Adval Tech Group was 3.13% in the year under review (previous year: 3.36%). Our aim is to reduce the fluctuation rate further through systematic employee development and strategic talent management. Employees with potential are promoted internally and promising graduates and trainees receive a permanent position if possible. Adval Tech trains its employees in such a way that they can be employed in a variety of ways within the company.

CODE OF CONDUCT

The Adval Tech Group has revised its Code of Conduct and supplemented it in January 2024. This Code defines how employees should behave towards one another, as well as towards customers and business partners. The provisions follow internationally recognized standards and are in line with all the relevant regulatory stipulations and customer requirements. Compliance with the provisions is regularly checked. Adval Tech is planning further training sessions on the Code of Conduct for 2024. The focus will be on measures to raise awareness of the subject of discrimination in particular (for the Code of Conduct, also see the section on "Corporate Governance and Compliance").

In 2023, the headcount decreased from 1185 FTEs (year-end 2022) to 1151 (year-end 2023). The average number of employees in 2023 was 1168 (previous year: 1168).

Employees by region, contract of employment and age (number of persons at the end of 2023)

	Total	Female	Male
By region			
Europe	739	223	516
North America (Mexico)	148	79	69
South America (Brazil)	70	16	54
Asia	210	99	111
By contract of employment			
Permanent	1,007	345	662
Temporary	118	64	54
Apprentices	42	8	34
By age			
< 30 years	280	102	178
30–50 years	597	225	372
> 50 years	290	90	200
Fluctuation rate ¹⁾ (average for 2023)	3.13%		
Total Employees	1,167	417	750

1) Departures in relation to the number of employees (permanent contracts only, excluding apprentices) during the year on average.
Not included are departures due to early retirement, deaths, economic departures and other non-eligible departures.

DIVERSITY AND INCLUSION

Compared to the industry as a whole, Adval Tech employs a high proportion of women. With targeted career development programs, the Group is aiming to further increase the proportion of female employees, especially in management positions. At our site in Germany, young women have the opportunity to familiarize themselves with technical professions, such as polymechanics, as part of "Girls' Day". At other sites, young women can gain an insight into the technical professions offered by Adval Tech as "trial apprentices". The "Succession Plan" introduced at management level in 2023 and a new "Talent Management Program" serve to promote gender diversity at Adval Tech.

INTERNAL WHISTLEBLOWING PLATFORM

Adval Tech is committed to ensuring that existing laws and internal guidelines are adhered to at all times. Employees can report any violations quickly and easily. In order to safeguard ethical standards, Adval Tech set up an internal whistleblower channel at the end of 2023 – in accordance with the legal provisions in Germany and Hungary. In addition, a guideline was adopted that makes it easier for employees to report potential violations of the corporate guidelines and applicable laws. The Group's Code of Conduct was supplemented accordingly in January 2024 (for the Code of Conduct, see also chapter "Corporate Governance und Compliance".)

OCCUPATIONAL HEALTH AND SAFETY OF EMPLOYEES

GRI 403



Avoiding occupational accidents and the associated loss of working hours is of great importance to Adval Tech. In 2024, we want to harmonize the way in which we record data about accidents across the Group and introduce standardized key figures.

The annual occupational accident rate (number of occupational accidents per 1000 FTEs) was, at 21.0, significantly lower at Adval Tech than the industry average of 64.9 (Accident insurance UVG 2021). In the year under review, there were a total of 18 minor to moderate occupational accidents at six sites. Adval Tech thoroughly investigates occupational accidents and explores the causes. Where necessary, we have immediately carried out further training and adjustments. As part of its EHS management (Environment, Health, Safety), Adval Tech defines preventive measures to further improve occupational safety (see page 69).

NON-DISCRIMINATION

GRI 406

Adval Tech firmly rejects any form of discrimination. In our company, people should be able to develop their professional potential regardless of their gender, age, ethnic and social background, skin color, disability, ideology, religion, nationality, sexual orientation and political views, as long as these are based on democratic principles and tolerance towards those who think differently. In the year under review, three different sites each reported one confirmed case of discrimination. All cases were immediately resolved and closed.

In 2024, Adval Tech is aiming to make employees even more aware of this area in its Code of Conduct training sessions.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

GRI 407

In the entire Adval Tech Group, i.e. at all of its sites, there were no confirmed violations relating to freedom of association and collective bargaining in 2023.

ENVIRONMENT

GRI 302, GRI 305

Most of the Group's plants are certified in accordance with the international environmental management standard ISO 14001. We wish to improve our environmental scores with various measures. We systematically collect data in the areas of emissions, waste and materials.

EMISSIONS

Energy is an indispensable resource for Adval Tech's production operations. In striving to achieve CO₂-neutral production processes, Adval Tech is pursuing an ambitious goal.

In numerous countries, Adval Tech has already made great progress in this area – for example, at the Swiss sites of Niederwangen and Grenchen and the sites in Germany and Brazil. We have been able to rely on CO₂-neutral electricity in these countries for several years now. However, the CO₂ footprint is less good in countries that still rely primarily on coal-fired power plants to produce electricity, such as China. Adval Tech is constantly looking for ways to reduce its ecological footprint. For example, the two plants in Hungary have been heated using waste heat from the production process since 2022.

Our plant in Endingen, Germany, is to take on a pioneering role on the path to climate-neutral production. Adval Tech in Endingen aims to achieve climate neutrality by 2026 – at least as far as its own emissions are concerned. Our plant in Germany has been powered exclusively using electricity from renewable sources since January 2022. In the next step, we plan to install heat coupling systems with which the waste heat from the production facilities can be used specifically for heating buildings in future.

In the reference year of 2022, we systematically collected and analyzed data on our own energy consumption and CO₂ footprint for the first time. The relevant templates can be found in the GRI Standards GRI 302 and 305 (Scope 1 and 2).

In the year under review, we succeeded in reducing our energy consumption by 3.17%. Direct emissions fell by 33.42% or 166 tons CO₂-equivalent, which can be primarily attributed to the use of waste heat from the production facilities in Grenchen and Hungary.

In China, Adval Tech's energy consumption rose by 47.2% and indirect emissions by 53.5% in 2023. The reason for this is the expansion of our activities in China. The electricity mix available in China consists of 81% energy generated from coal. Across the Group as a whole, indirect emissions rose by 11.2% (179 tons of CO₂-equivalent). This means that, compared to the previous year, our CO₂ footprint has risen by 13 tons CO₂-equivalent.

Energy Consumption by Site

	2022 (Reference year)			2023		
Locations	Energy consumption GRI 302-1 (MWh)	Direct emissions ¹⁾ GRI 305-1 (t CO ₂ -equivalent)	Indirect emissions ²⁾ GRI 305-2 (t CO ₂ -equivalent)	Energy consumption GRI 302-1 (MWh)	Energy consumption Difference to 2022 in %	CO ₂ footprint 2023
Switzerland, Niederwangen	6,435	243	0	6,200	-3.65%	231
Switzerland, Muri	88	19	1	88	-0.45%	19
Switzerland, Grenchen	3,535	33	0	3,167	-10.41%	3
Germany	3,570	17	0	3,100	-13.16%	21
Hungary Plant 1 (OEM)	3,586	117	227	2,791	-22.17%	56
Hungary Plant 2 (Metal)	1,214	69	66	1,290	6.24%	0
Brazil	317	0	0	546	72.24%	0
China	1,904	0	503	2,802	47.16%	0
Malaysia	1,719	0	410	1,296	-24.61%	0
Mexico	2,392	0	386	2,697	12.73%	0
Total	24,760	498	1,593	23,976	-3.17%	332
						Direct emissions ¹⁾ GRI 305-1 (t CO ₂ -equivalent)
						Indirect emissions ²⁾ GRI 305-2 (t CO ₂ -equivalent)
						Indirect emissions ²⁾ GRI 305-2 (t CO ₂ -equivalent)
						Difference to 2022 in %

Internal calculation with conversion factors based on UK Government GHG Conversion Factors for Company Reporting (Version 2022)

1) Direct emissions: Emissions resulting from the combustion of fossil fuels within the Adval Tech Group.

2) Indirect emissions: These emissions arise in energy-supplying companies. The energy is purchased by Adval Tech. Electricity and heat are taken into account. There is no cooling energy consumption or steam consumption throughout the Group.

The current energy consumption in all areas is continuously recorded and analyzed so that appropriate optimization measures can be introduced. See also www.advaltech.com/en/sustainability.

Based on the data collected systematically since the reference year of 2022 and taking into consideration the development in 2023, Adval Tech will draft a road map and formulate specific targets and measures for the future to further reduce the CO₂ footprint in the coming years.

Consumption by Energy Source

Energy source	2022 (Reference year)			2023			Adval Tech Locations	
	Energy consumption GRI 302-1 (MWh)	Direct emissions ¹⁾ GRI 305-1 (t CO ₂ -equivalent)	Indirect emissions ²⁾ GRI 305-2 (t CO ₂ -equivalent)	Energy consumption GRI 302-1 (MWh)	Emissions Difference to 2022 in %	Direct emissions ¹⁾ GRI 305-1 (t CO ₂ -equivalent)	Indirect emissions ²⁾ GRI 305-2 (t CO ₂ -equivalent)	Indirect emissions ²⁾ Difference to 2022 in %
	CO ₂ footprint 2022			CO ₂ footprint 2023				
Fossil oil	354	92		265	-25.14%	88	-4.34%	
Natural gas	2,041	406		1,642	-19.55%	244	-40.01%	
Liquefied petroleum gas (LPG)	0	0		0		0	0%	
Total heating	2,395	498		1,907	-20.38%	332	-33.42%	
Water	2,808		0	4,850	72.72%		0	Hungary, Brazil, Malaysia, Mexico, Switzerland, Germany, China
Wind	1,707		0	532	-68.83%		0	Hungary, Malaysia, Mexico, Switzerland, China
Solar	1,687		0	361	-78.57%		0	Hungary, Malaysia, Mexico, Switzerland, China
Biomass	285		0	237	-16.81%		0	Hungary, Switzerland
Geothermal	163		0	152	-6.70%		0	Hungary, Mexico
Nuclear energy	9,909		0	9,586	-3.26%		0	Hungary, China, Switzerland
Fossil gas	2,666		533	2,675	0.33%		528	-0.99% Hungary, Malaysia, Mexico, Switzerland
Fossil oil	144		42	121	-15.85%		35	-16.33% Hungary, Malaysia, Mexico
Coal	2,996		1,018	3,555	18.64%		1,209	18.60% Hungary, Malaysia, Mexico, China
Total electricity	22,365		1,593	22,069	-1.32%		1,772	11.24%

Internal calculation with conversion factors based on UK Government GHG Conversion Factors for Company Reporting (Version 2022)

1) Direct emissions: Emissions resulting from the combustion of fossil fuels within the Adval Tech Group.

2) Indirect emissions: These emissions arise in energy-supplying companies. The energy is purchased by Adval Tech. Electricity and heat are taken into account. There is no cooling energy consumption or steam consumption throughout the Group.



Material management at Adval Tech is part of the ISO 14001 environmental management system.

When producing high-precision components, Adval Tech uses large quantities of metal and plastic. In the year under review, we systematically recorded the quantities of materials and waste at all Adval Tech Group sites for the first time.

Key figures Material quantity 2023

Raw material (tons)

Steel	14,005
Stainless steel	1,883
Aluminum	1,975
Plastic	2,449
Other raw materials	1,359

Accessories and consumable materials (tons)

Oils (punching oil, hydraulic oil, corrosion protection, cooling lubricants)	33
Solvents	3
Other supplies and consumable goods	1

Packaging materials (tons)

Paper and cardboard	592
Plastic	54
Wood	468

Data is collected on actual consumption.

The extraction and manufacture of metals is resource and energy-intensive. As such, production waste at Adval Tech is recycled as much as possible.

The high-speed presses, which were developed at Niederwangen and are used at both Swiss sites, use up to 10% less material than conventional presses. In 2023, over 500 million coffee capsules were produced by the presses in Grenchen. To this end, 630 tons of recycled materials were used exclusively. In the area of plastic, too, we are optimizing the injection molding tools so that they create as little waste as possible during injection molding process.

Key figures for waste quantities 2023

Non-hazardous waste (raw materials, packaging materials, mixed industrial waste)	Recycled	Not recycled
Raw materials (tons)		
Steel	5,485	
Stainless steel	707	
Aluminum	977	
Plastic	265	
Other raw materials	10	
Packaging materials (tons)		
Paper and cardboard	99	
Wood	133	
Mixed industrial waste (tons)		72
Hazardous waste (auxiliary materials and operating materials), (tons)		
Oils (punching oil, hydraulic oil, corrosion protection, cooling lubricants)	49	
Solvents	20	

Data is collected on a quarterly basis, based on feedback from the recycling partners.

Adval Tech achieved a recycling rate of 98% in the 2023 financial year. This means that the majority of its production waste can be reused as raw materials. Adval Tech provides an important contribution to protecting natural resources. Different types of waste are generated at our production sites, the largest proportion being scrap metal and plastic waste. All fractions are passed on to specific recycling processes. Metallic production waste, as well as paper and cardboard, are 100% recycled.

PRODUCTS



The Adval Tech Group attaches great importance to the sustainability of its products and uses recycled materials whenever possible and practical. The recycling of the products is taken into account in the design process where possible. However, there are legal requirements and guidelines that restrict the use of certain recycled materials. Therefore, we deem it our challenge to make our products more environmentally friendly through innovative solutions.

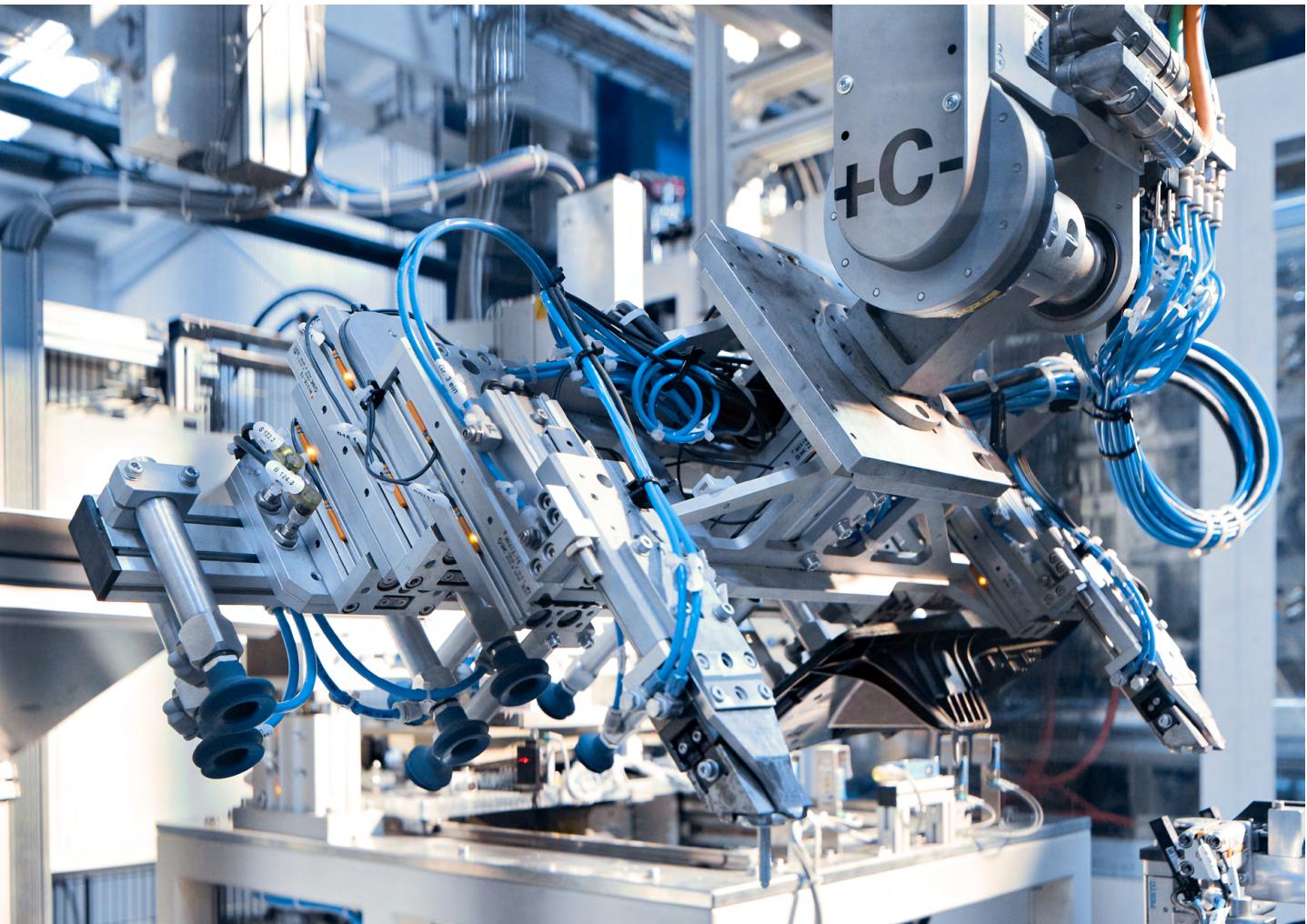
We are also increasing the focus on ecological topics in our market performance, where we see great opportunities to open up new areas of application. Thus, for example, Adval Tech Grenchen has developed a process for the industrial production of coffee capsules for a large Swiss retailer. Made exclusively of aluminum, the new capsules are 100% recyclable. Consumers will still be looking for recyclable products in the future.

We are making an indirect contribution to the energy transition by supporting the transformation of the automotive industry towards environmentally-friendly drive systems.

INNOVATION

Adval Tech is one of Switzerland's most innovative companies. This was one of the conclusions of a study published in September 2023 entitled "Switzerland's top innovators". It was published by the Swiss business magazines Bilanz and PME, in collaboration with the market research and data analysis company Statista. A total of 185 companies in Switzerland were evaluated and assessed based on qualitative and quantitative aspects. The criteria included the number of patents, sales growth over the past years, innovation culture and product innovations.

For more information on how we maintain our culture of innovation and specifically implement our one-stop shop, see also Adval Tech Annual Report 2023.



COMPLIANCE

Adval Tech aligns all aspects of its corporate governance with its responsibility towards people, the environment and society. We ensure adherence to legal, regulatory and internal rules through a compliance management system.

QUALITY MANAGEMENT

The Adval Tech Group, which has been listed on the stock exchange since 1998, follows a clear business strategy that focuses on customer satisfaction and sustainability. In order to implement this strategy, the companies introduced a quality management system (QMS) in the 1990s that takes into account the needs and expectations of the various stakeholders. The quality management system is aligned with the internationally applicable standards ISO 9001, IATF 16949, ISO 13485 etc. and is being continually developed to increase efficiency and reduce risks. The quality policy specifies the aims and principles of the QMS and obliges all employees to adhere to the defined rules.

The process owners are responsible for implementing the QMS. They systematically and comprehensively document their processes and make the required resources available. The documentation contains all the important information such as customer-specific requirements, guidelines, processes, instructions, forms etc. that are required for carrying out the processes. All employees have access to the documentation, which is updated on a regular basis.

The Business Management Manual (BMS) serves as a guide for the QMS system and its documentation. It describes the structure, scope and responsibilities of the QMS. The BMS is not a rigid document, but adapts to the ever-changing conditions and requirements. The effectiveness of the QM system is reviewed and evaluated by means of internal and external audits.

Listed below are the most important standards for the individual sites of the Adval Tech Group:

	ISO 9001:2015	ISO 14001:2015	ISO 13485:2016	IATF 16949:2016	ISO 45001:2018	ISO 50001:2018
Switzerland, Niederwangen	x	x		x		
Switzerland, Grenchen	x		x			
Germany	x	x		x	x	x
Hungary Plant 1		x		x	x	
Hungary Plant 2		x		x	x	
Brazil				x		
China		x		x		
Malaysia	x	x	x		x	
Mexico	x	x		x	x	

In implementing its business model, Adval Tech adheres to standards such as IATF 16949, ISO 13485 and ISO 14001. The supply chain is managed, checked and certified. We are also bound by the Code of Conduct within the supply chain by our customers. The Code of Conduct of customers is completely covered by the Adval Tech Code of Conduct and the Supplier Code of Conduct.

RISK MANAGEMENT

Adval Tech has a risk management system approved by the Board of Directors. It defines the systematic handling of business risks, including sustainability and climate risks. In the 2023 financial year, the risk management process was refined even further, with greater consideration being given to the management of climate-related risks and opportunities in particular.

The Board of Directors is informed regularly, at least once a year, regarding the Group's business risks and assesses these. In addition to financial risks, it also takes into account systemic risks such as geopolitical upheavals, cyber threats, supply and raw material bottlenecks, pandemics and the potential effects of climate change. As part of the risk assessment process, the likelihood of occurrence of risks and the potential damage are considered. Adval Tech uses both quantitative and qualitative methods for this. These are standardized throughout the Group to ensure that risks can be compared across the business units. A risk assessment is made on the basis of the results of the likelihood of occurrence and expected impact of each risk.

Overview of the Risk Management Process:

- Risk identification and classification – identifying and assessing the principal risks. (Discussed once a year by Group Executive Management and the Board of Directors.)
- Risk analysis – assessing the specific business risks and analyzing the changes since the last risk assessment (assessed once a year).
- Assessment of the probability of occurrence based on a scale of (1) unlikely, less than one time in five years, to (4) very often, more than once a year. Assessment of the influence of risks on financial performance from (1) marginal, under CHF 0.5 million, to (4) critical, over CHF 8.0 million.
- Assessment of the influence of risks on the reputation of the company from (1) no influence to (4) extremely high.
- For each risk, instruments, measures and responsibilities are defined and regularly checked (usually in the second quarter of a business year).

For more information about risk management, please refer to the Corporate Governance Report (page 75 ff.) and the annex to the consolidated financial statements from page 118 ff.

AVOIDANCE OF CONFLICT MATERIALS AND CHILD LABOR

GRI 308, GRI 414, GRI 406

The Code of Obligations (Art. 964j, Art. 964k, Art. 964l CO) applies with regard to conflict materials and child labor. Adval Tech attaches great importance to behaving with integrity when dealing with conflict materials, to respecting human rights and avoiding child labor, as well as safety in the production process. The company has therefore defined a Supplier Code of Conduct that is based on a multi-stage process.

SUPPLIER ENVIRONMENTAL ASSESSMENT AND SOCIAL ASSESSMENT

GRI 308, GRI 414

Adval Tech follows the principle of "good corporate citizenship". The corresponding provisions are defined in a Code of Conduct and in the purchasing conditions. Adval Tech undergoes a self-evaluation every three years.

Adval Tech requires its business partners to adhere to the principles of Adval Tech's Code of Conduct and the local laws in the various countries they operate in. These include respect for human rights by the business partner, as well as the prohibition of child labor, forced labor and discrimination. The Code of Conduct also stipulates that the business partner is to conduct its business activities in a responsible and environmentally compatible way.

The Code of Conduct is binding. Business partners are obliged to specifically name the managers and company representatives responsible. The business partner must introduce a suitable (internal or external) complaints procedure that enables whistleblowing by those affected or other informants. Like Adval Tech, the business partner is also obliged to regularly check its adherence to the Code of Conduct and document this on an ongoing basis. In the event that violations are identified, immediate corrective measures must be taken. Adval Tech expects its business partners to ensure that their own major suppliers and subcontractors adhere to the principles enshrined in the Code of Conduct.

Adval Tech is currently supplementing the documentation for supplier declarations. This includes training materials for supplier audits and information about reviewing adherence to the Code of Conduct.

In the 2023 financial year, a total of 951 suppliers were contacted about their adherence to the Supplier Code of Conduct with a request for a written statement and written confirmation. We received written proof of adherence to the Code of Conduct from all suppliers.

ANTI-CORRUPTION

GRI 205

Adval Tech maintains a zero-tolerance policy when it comes to corruption. Corresponding remarks are part of the Code of Conduct. In the 2023 financial year, there were no confirmed cases of corruption across the Group.

EHS MANAGEMENT SYSTEM

Our EHS management system (Environment, Health and Safety) is an important part of our corporate strategy and an instrument in our sustainability management. It takes into consideration the expectations and requirements of our stakeholders, especially in the areas of the environment, health and safety. Adval Tech's EHS management system is based on the internationally recognized ISO 14001 and ISO 45001 standards and is being continually improved. All employees are obliged to adhere to the corresponding rules. Internal and external audits review the effectiveness of the EHS management system.

Adval Tech abides by internationally recognized standards in its various areas of activity. Adherence to the laws is the highest priority for Adval Tech. As such, the company fulfills the locally required ISO quality standards, certificates, guidelines and regulations in all regions.

- Guidelines for approval processes, approval tests
- Ensuring that prohibited substances are not used
- Complying with standards
- Life cycle analysis, recycling opportunities
- Internal and external audits

DATA PROTECTION

Data and information security and the protection of the privacy and personal data of employees, customers and business partners are of great importance to Adval Tech. Using a Group-wide data protection management system, Adval Tech ensures that the personal data of employees, customers and business partners is handled in a legally-compliant and responsible way.

When interacting with our customers and business partners and other stakeholders, we continually try to reduce cybersecurity risks and work to prevent business interruptions that could damage the company's finances and image. Backups are regularly made to reduce the risk of an interruption to the Adval Tech Group's daily operations. In addition, regular spot checks are carried out to ensure that the backups were made as planned.

REGULATIONS AND DIRECTIVES

Swiss Code of Obligations

Disclosure within the meaning of Art. 964b of the Swiss Code of Obligations

Art. 964b content requirement	Chapter reference
General information required to understand the business	Adval Tech Annual Report 2023 / Management Report Adval Tech Annual Report 2023 / Adding Value through Innovation Sustainability Report / Corporate Strategy
Description of the business model	Sustainability Report / Corporate Profile Sustainability Report / Business Model
Environmental matters	Sustainability Report / Sustainability Strategy and Action Fields Sustainability Report / Environment Sustainability Report / Compliance
Social issues	Sustainability Report / Social Responsibility
Employee-related issues	Sustainability Report / Active Dialog with Our Stakeholders Sustainability Report / Social Responsibility
Respect for human rights	Sustainability Report / Sustainability Strategy and Action Fields Sustainability Report / Compliance
Combating corruption	Sustainability Report / Compliance
Material risks	Sustainability Report / Compliance
Main performance indicators	Sustainability Report / Environment
References to national, European or international regulations	Sustainability Report / Active Dialog with Our Stakeholders Sustainability Report / Compliance
Coverage of subsidiaries	Sustainability Report / Group Structure

Code of Conduct for ethical business practices

www.advaltech.com/en/about-adval-tech/values

Code of Conduct for Suppliers, Service Providers and Business Partners

www.advaltech.com/en/sustainability

GRI Index

The Sustainability Report of Adval Tech Holding AG, based in Niederwangen, Switzerland, is published as part of the Adval Tech Annual Report 2023. The report is published on April 2, 2024, contact person is Cordula Hofmann, Head Group HR & Corporate Communication, cordula.hofmann@advaltech.com.

Adval Tech Holding AG reported in the period from January 1 to December 31, 2023 with reference to the GRI Standards; no GRI Sector Standard was applied.

GRI Standard	Disclosure	Adval Tech Annual Report 2023
GRI 1: Foundation 2021		
GRI 2: General Disclosure		
<i>1. The organization and its reporting practices</i>	2-1 Organizational details	P. 76
	2-2 Entities included in the organization's sustainability reporting	P. 77, 126
	2-3 Reporting period, frequency and contact point	P. 71
	2-4 Restatements of information	None
	2-5 External assurance	P. 37, no auditing
<i>2. Activities and workers</i>	2-6 Activities, value chain and other business relationships	P. 39, 40–42,44
	2-7 Employees	P. 7, 14, 15, 57
	2-8 Workers who are not employees	No systematic information available
<i>3. Governance</i>	2-9 Governance structure and composition	P. 45, 79 ff.
	2-10 Nomination and selection of the highest governance body	P. 83, 84
	2-11 Chair of the highest governance body	P. 45, 79
	2-12 Role of the highest governance body in overseeing the management of impacts	P. 46, 82 ff.
	2-13 Delegation of responsibility for managing impacts	P. 46, 47
	2-14 Role of the highest governance body in sustainability reporting	P. 46, 47
	2-15 Conflicts of interest	P. 57, 58, 65 ff.
	2-16 Communication of critical concerns	P. 65 ff.
	2-17 Collective knowledge of the highest governance body	P. 79, 80, 98
	2-18 Evaluation of the performance of the highest governance body	P. 99–102
	2-19 Remuneration policies	P. 96–99
	2-20 Process to determine remuneration	P. 99, 102 ff.
	2-21 Annual total compensation ratio	1)
<i>4. Strategy, policies and practices</i>	2-22 Statement on sustainable development strategy	P. 8, 38
	2-23 Policy commitments	P. 14, 48 ff.
	2-24 Embedding policy commitments	P. 52, 54, 57, 58, 65 ff.
	2-25 Processes to remediate negative impacts	P. 58, 68
	2-26 Mechanisms for seeking advice and raising concerns	P. 65 ff.
	2-27 Compliance with laws and regulations	P. 57, 58
	2-28 Membership associations	Passive memberships
<i>5. Stakeholder engagement</i>	2-29 Approach to stakeholder engagement	P. 52 ff.
	2-30 Collective bargaining agreements	P. 54

1) Adval Tech is headquartered in Switzerland and operates in various countries around the world with different levels of economic development and very different labor markets. For this reason, we do not consider the information requested to be relevant for assessing the fairness of our disposal structures.

GRI Standard**Disclosure****Adval Tech
Annual
Report 2023****GRI 3: Material Topics 2021**

3-1	Process to determine material topics	P. 50, 51
3-2	List of material topics	P. 50, 51
3-3	Management of material topics	P. 44, 47, 49

GRI 201: Economic Performance 2016

201-1	Direct economic value generated and distributed	P. 4, 10 ff., 114–117
201-2	Financial implications and other risks and opportunities due to climate change	Focus topic in 2024
201-3	Defined benefit plan obligations and other retirement plans	P. 143, 144

GRI 205: Anti-corruption 2016

205-1	Operations assessed for risks related to corruption	P. 68
205-2	Communication and training about anti-corruption policies and procedures	P. 57, 58
205-3	Confirmed incidents of corruption and actions taken	P. 68, no inci- dents known

GRI 301: Materials 2016

301-1	Materials used by weight or volume	P. 50, 51, 62, 63
301-2	Recycled input materials used	P. 14, 29, 62, 63

GRI 302: Energy 2016

302-1	Energy consumption within the organization	P. 50, 59–61
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GRI 305: Emissions 2016

305-1	Direct (Scope 1) GHG emissions	P. 51, 59–61
305-2	Energy indirect (Scope 2) GHG emissions	P. 51, 59–61
305-5	Reduction of GHG emissions	P. 60

GRI 306: Waste 2020

306-1	Waste generation and significant waste-related impacts	P. 50, 51, 62, 63
306-2	Management of significant waste-related impacts	P. 50, 51, 62, 63
306-3	Waste generated	P. 50, 51, 62, 63

GRI 308: Supplier Environmental Assessment 2016

308-1	New suppliers that were screened using environmental criteria	P. 50, 51, 67, 68
308-2	Negative environmental impacts in the supply chain and actions taken	No negative ef- fects identified

GRI Standard**Disclosure****Adval Tech
Annual
Report 2023****GRI 403: Occupational Health and Safety 2018**

403-1	Occupational health and safety management system	P. 50, 51, 53, 54, 58, 69
403-2	Hazard identification, risk assessment, and incident investigation	P. 51, 58
403-5	Worker training on occupational health and safety	P. 58, 69
403-6	Promotion of worker health	P. 49–51, 53, 58, 69
403-9	Work-related injuries	P. 51, 58

GRI 404: Training and Education 2016

404-1	Average hours of training per year per employee	P. 55
404-2	Programs for upgrading employee skills and transition assistance programs	P. 55–57

GRI 406: Non-discrimination 2016

406-1	Incidents of discrimination and corrective actions taken	P. 58, 67
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GRI 407: Freedom of Association and Collective Bargaining 2016

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	P. 50, 51, 58, 68, no incidents known
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GRI 414: Supplier Social Assessment 2016

414-1	New suppliers that were screened using social criteria	P. 50, 51, 67, 68
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