

**SSE GROUP
ESG REPORT 2025**





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OUR COMMITMENT TO GLOBAL RESPONSIBILITY



“From vision to action, building together: this is how sustainability is becoming embedded in the way SSE Group leads, operates and prepares for the decades ahead — moving from conviction to collective capability.”

Raymond Loretan
President SSE Group

Gilles de Preux
CEO SSE Group
RESONANCE program Director

MESSAGE FROM THE PRESIDENT & CEO

RESONANCE 2025 – FROM CONVICTION TO COLLECTIVE CAPABILITY

There are moments in the life of a company when a program becomes something deeper.

Over the past year, we have seen RESONANCE evolve from a strategic framework into a shared conviction across SSE Group. Across our sites and Business Units, employees have embraced the belief that industrial performance and responsibility must move forward together.

Engineers are challenging processes. Managers are integrating sustainability into operational decisions. Governance bodies are engaging in long-term climate discussions.

An idea becomes powerful when people believe in it. It becomes transformative when they act on it.

In 2025, this conviction translated into meaningful progress across the Group. The following areas illustrate this progress:

Strengthening governance and climate ambition

We completed our Double Materiality Assessment and advanced our climate analysis through structured scenario modelling. For the first time, climate pathways were reviewed at Executive level, reflecting the will for a deeper integration of sustainability into our governance architecture.

Developing people and capabilities

At the same time, our Science Academy evolved into a structured competence system, and our Gender Equality initiative entered pilot phase. These developments reflect not isolated initiatives, but a broader shift: sustainability is increasingly embedded in how we operate, decide and grow.

Engaging with our communities

Another milestone in 2025 was the creation of the OUR RESONANCE Foundation. Since its launch, several social, environmental and community initiatives around our sites have already been selected and supported, reflecting our belief that strong companies grow together with their local communities.

The industries we serve are built to endure. The decisions we make today will shape industrial landscapes for decades. This awareness guides our approach, disciplined, transparent and accountable to future generations. What began as conviction is becoming collective capability.

On behalf of the Board and Executive Committee, we thank our employees, customers and partners for their commitment and engagement. Together, we are building a legacy that will resonate, across teams, across borders and across generations.



THE FUTURE WE ARE BUILDING, THROUGH THEIR EYES

At SSE, sustainability is not only about strategy – it is about people. Across the Group, our employees contribute every day to shaping a more responsible industry, while thinking about the world we are building for future generations.

This shared sense of responsibility is what drives our transformation at SSE – moving from conviction to collective capability.

«Every day as CEO SSE Switzerland AG, I focus on making our operations safer, smarter, and more responsible. Yet the most powerful reminder of why I do this comes from a very different place: my daughter's drawings.

When I see her sketches, I'm reminded that our work isn't just about performance — it's about creating something she can one day look at and feel proud of, shaping an industry that balances innovation with responsibility and today's results with tomorrow's impact.

We aren't just building for now. We're building a future she can believe in.»

Fabian Venetz
CEO SSE Switzerland

Drawing by daughter, age 9



THE RESONANCE IMPACT FRAMEWORK



Unlock innovation



Caring for our people

CONVICTION

WE BELIEVE THAT INNOVATION IS A GAME CHANGER TO BUILD EFFICIENT AND SUSTAINABLE SOLUTIONS

WE BELIEVE THAT EVERY EMPLOYEE IS UNIQUE AND CAN BRING VALUE TO OUR BUSINESS AND TO SOCIETY

AMBITION

We will enhance and unify efforts to accelerate sustainable innovations and scale up their implementation to create positive impact

We aim to become one of the preferred employer in civil explosive and fine chemicals sectors

GOAL

We will continue to develop every year partnerships and solutions to help the civil explosive and fine chemicals sectors to transition to greener technologies:

- By 2025, we will create the SSE Science Academy for employees of the group, and we will engage with external organisations to boost innovation
- By 2025, we will develop AI-based solutions
- By 2026, we will implement first AI-based solutions

2030 Goals & Milestones:

We aim to become one of the preferred employer in civil explosive and fine chemicals sectors, empowering our people while leaving no one behind:

- By 2026, we will ensure the salary gender equality treatment in all our operations
- By 2027, we will reach high level of employee satisfaction with regard to their quality of life at work
- By 2028, we will have improved career development program will be provided to talented and high-performing employees

ACTIVATION LEVERS

1. Product & service innovation
2. SSE science academy
3. AI-based solutions & business intelligence

1. Enhance working conditions
2. Strengthen gender equality
3. Empower talented employees





Climate actions

WE BELIEVE THAT ONLY LOW CARBON & REGENERATIVE ECONOMIC MODELS WILL ENSURE SUCCESSFUL BUSINESS GROWTH IN THE FUTURE

We will reduce emissions throughout our natural resources value chain, while preserving environment and natural resources

Goals & Milestones:

We will accelerate the decarbonization of our value chain by implementing a series of actions in all our operations:

- By 2025, we will deliver our first carbon footprint at group level, and we will continue to reduce significantly our carbon emissions.
- By 2030, we will invest in renewable or decarbonized energy in most of our operations.
- By 2050, we will contribute to the NetZero carbon emission agenda by reducing our emissions across our value chain accordingly.

1. Decarbonise our value chain environment
2. Sustainable management of the environment
3. Embrace circularity



Foster communities

WE BELIEVE THAT ENGAGING WITH NEIGHBOURING COMMUNITIES CAN MAKE A DIFFERENCE IN IMPROVING THEIR LOCAL LIFE, WHILE ENHANCING OUR EMPLOYEE SENSE OF BELONGING

We will support communities' living conditions by fostering local development, promoting social well-being, and expanding access to local opportunities

2030 Goals & Milestones:

- By 2025, we will create the OUR RESONANCE Foundation to finance local Innovative, social, environmental initiatives in and around our operational sites.
- By 2027, our aim is to encourage our employee recruitment and suppliers to come from regions where we operate.

1. OUR RESONANCE Foundation
2. Engaging with local communities' life
3. Promoting local business
4. Development



Driven by our purpose

WE BELIEVE THAT ONLY COMPANIES LED BY PURPOSE AND OPEN TO COOPERATE WITH EXTERNAL STAKEHOLDERS CAN MAKE POSITIVE IMPACT

We will be driven by our purpose through an ESG governance embedded across our entire value chain and processes

2030 Goals & Milestones:

- As of now, we will focus investment on profitable initiatives that also generate positive impact
- From now on, we will progressively engage in partnerships with expert organizations committed to advancing sustainable transformation.
- By 2027, we plan to voluntarily evolve our ESG reporting in progressive alignment with CSRD, reinforcing our commitment to long-term sustainability goals

1. Inspire positive changes
2. Report with transparency
3. Driven by our purpose in all steps of our value chain



EXECUTIVE SUMMARY

WHAT CHANGED SINCE 2024

From Foundations to Structured Impact

The following section outlines how this conviction has been translated into structure. It highlights the concrete evolutions since 2024, in governance, climate analysis, stakeholder alignment and operational integration, marking SSE's progression from foundational commitments to structured impact.

The 2024 RESONANCE Report established SSE Group's ESG foundations: the first consolidated carbon footprint, the launch of the RESONANCE framework, and the initiation of the Double Materiality Assessment (DMA).

In 2025, the focus shifted from defining ambition to embedding structure.

The ambition has not changed. The level of integration has.

Built on 5 strategic pillars, **RESONANCE** is a framework for impact and transformation. It is activated through 8 flagship initiatives

<p>Accelerate sustainable technologies and solutions</p> <p>We are advancing innovation through R&D, partnerships, and AI to drive sustainability and performance across our operations.</p>	 <p>UNLOCK INNOVATION</p> <p>1. SSE Science Academy A platform dedicated to developing internal competencies and fostering future-ready talent.</p> <p>2. AI-nnovation Program Rolling out AI-powered solutions to enhance efficiency and sustainability.</p> <p>3. Big Deal Centralizing data and enabling real-time decision-making across the Group.</p>
<p>Become one of the preferred employers in our industry</p> <p>We are fostering inclusion, personal development, and well-being to empower our teams and attract future talent.</p>	 <p>CARING FOR OUR PEOPLE</p> <p>4. Gender Equality Program Ensuring all SSE entities support inclusive, equitable workplaces with dedicated tools and development programs.</p>
<p>Reduce and remove emissions across our value chain</p> <p>We are measuring and reducing our footprint while protecting natural resources and promoting circular models.</p>	 <p>CLIMATE ACTIONS</p> <p>5. Climate Action Roadmap Our first full carbon footprint and a defined set of KPIs for emission reduction across operations.</p>
<p>Improve local life and enhance belonging</p> <p>We are deepening our engagement with local communities through support, partnerships, and the RESONANCE Foundation.</p>	 <p>FOSTER COMMUNITIES</p> <p>6. OUR RESONANCE Foundation Supporting impactful social, environmental and innovation projects within our local ecosystems.</p>
<p>Lead with purpose and strengthen ESG governance</p> <p>We are integrating ESG across every level of our organization, reinforcing transparency, accountability, and impact.</p>	 <p>DRIVEN BY OUR PURPOSE</p> <p>7. ESG Reporting Launched a unified and robust ESG reporting framework, progressively aligning with international standards to strengthen transparency and stakeholder engagement.</p> <p>8. DMA (Double Materiality Assessment) Initiated our first Double Materiality Assessment to map key ESG impacts, risks, and opportunities.</p>

WHAT CHANGED SINCE 2024

EMBEDDING SUSTAINABILITY INTO GOVERNANCE AND OPERATIONS

From Baseline to Strategic Backbone

In 2024, we measured our footprint and defined key ESG pillars. In 2025, we formalised prioritisation and scenario planning.

The Double Materiality Assessment was completed through broad internal and external consultation, confirming climate transition, pollution management, innovation, safety and governance integrity as SSE's most material topics. This assessment provided a consolidated view of both impact materiality and financial materiality, reinforcing the strategic relevance of the RESONANCE pillars.

The DMA now serves as a strategic alignment tool, linking sustainability priorities with financial exposure and operational risk, and directly informing roadmap definition and governance discussions.

Parallel to this work, fourteen decarbonisation scenarios were modelled to evaluate both CO₂ reduction potential and financial implications. A reduction pathway was technically assessed, mapping reduction levers across:

- Energy transition & efficiency
- Operational electrification
- Low-carbon supply chain transformation

This represents a transition from carbon reporting to structured feasibility analysis, supporting informed decision-making at Group level.

From Initiatives to Operational Systems

Several initiatives introduced in 2024 matured into structured frameworks in 2025:

- The Science Academy was formalised into a governance-backed competence management system, reinforcing continuous learning and internal capability development across Business Units.
- The Gender Equality commitment entered pilot phase, testing scalability, accountability mechanisms and integration within Group HR processes.
- ESG data governance was strengthened through improved integration of carbon accounting tools and internal reporting systems, enhancing data reliability, traceability and consistency across markets.

These developments reflect a broader organisational shift: sustainability is increasingly embedded into operational systems, governance processes and performance monitoring – rather than managed as isolated or project-based initiatives.



ABOUT SSE

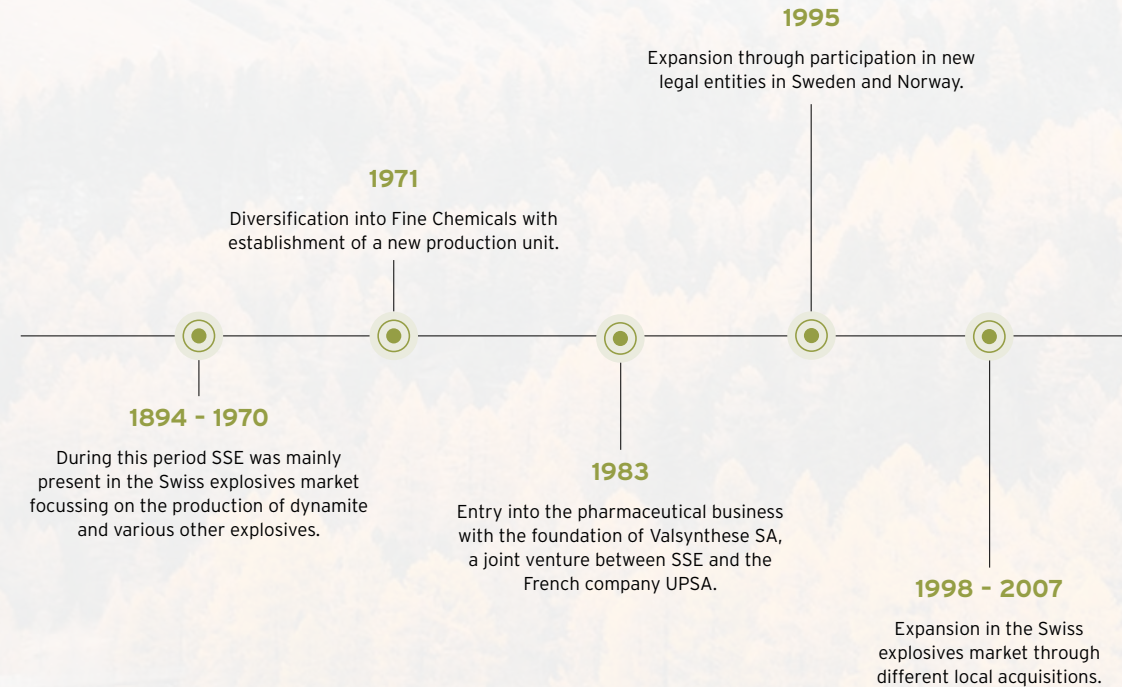
INDUSTRIAL HERITAGE. LONG-TERM RESPONSIBILITY

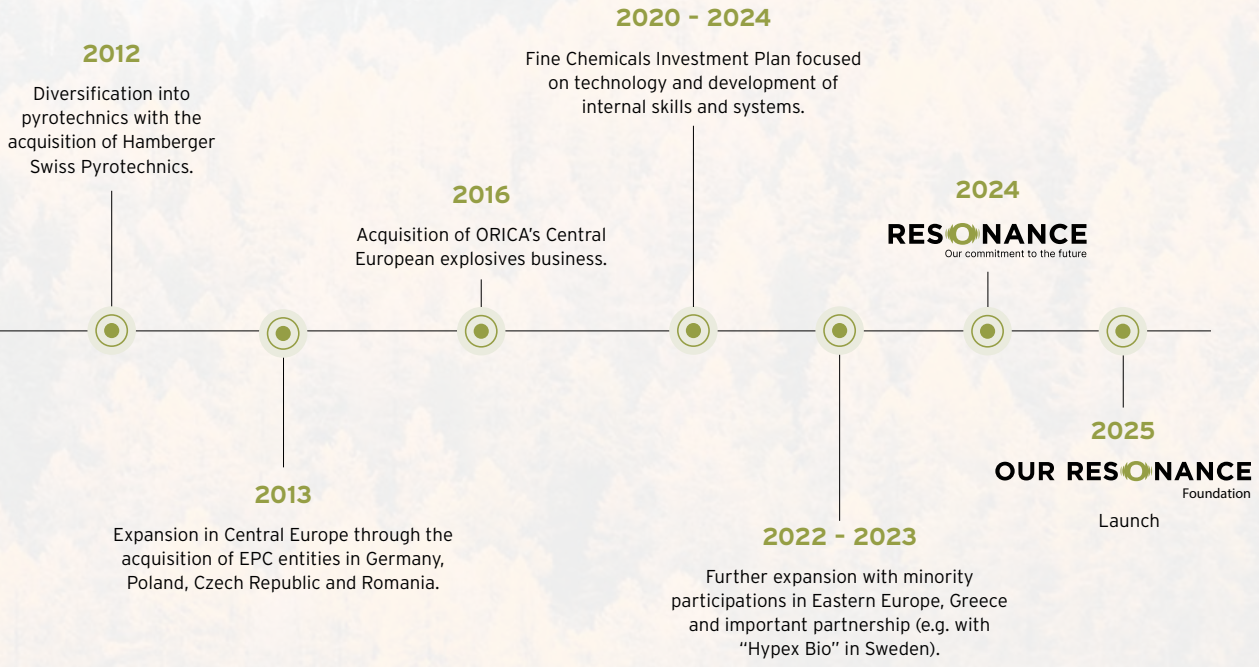
Business Model & Strategic Context

Industrial Heritage. Technical Precision. Long-Term Responsibility.

Founded in 1894 to supply explosives for the Simplon tunnel in the Swiss Alps, Société Suisse des Explosifs (SSE) has built more than 130 years of industrial expertise. Today, SSE operates across eight European countries, employing approximately 700 people and generating annual revenues of around CHF 180 million.

From a specialised explosives manufacturer, SSE has evolved into a diversified industrial Group combining energetic materials, advanced chemistry and premium technical services. Swiss industrial discipline remains at the core of our identity – alongside a growing responsibility to prepare our business model for the decades ahead.





TRANSITIONING FROM AN EXPLOSIVE MANUFACTURER TO A COMPREHENSIVE SERVICE PROVIDER, PUSHING BEYOND THE BOUNDARIES TO ULTIMATELY EVOLVE INTO A SUSTAINABLE, INNOVATIVE, AND PREMIUM SERVICE PROVIDER

2023-2030



EVOLVING TOWARDS A SUSTAINABLE, INNOVATIVE, AND PREMIUM SERVICE PROVIDER
Pioneering in innovative and sustainable solutions for positive impact changes in civil explosives & fine chemicals

2012-2023



COMPREHENSIVE PREMIUM SERVICE PROVIDER
Diversification to fine chemicals
Expansion to Central Europe

1894-2012



EXPLOSIVE MANUFACTURER
Focusing on Swiss explosive market

TWO COMPLEMENTARY BUSINESS UNITS

Civil Explosives – Integrated European Operations

Operating across the full value chain – from manufacturing to on-site blasting services – our Civil Explosives division serves mining, quarrying and infrastructure markets across Europe. Reliability, security of supply and a deeply embedded safety culture define our operational model.



Fine Chemicals – Advanced Hazardous Chemistry Expertise

Under the Valsynthese brand, our Fine Chemicals division develops and manufactures advanced intermediates and APIs for chemical and pharmaceutical markets. Operating under ISO-certified and cGMP-compliant frameworks, we specialise in energetic and highly regulated chemistry.



Why Sustainability Is Structurally Material

SSE operates at the heart of industries that enable modern infrastructure, resource extraction and advanced chemistry. From supplying materials essential for electrification to supporting pharmaceutical value chains, our activities contribute to long-term economic and societal development.

At the same time, our operations are energy-intensive and highly regulated. Sustainability is therefore inseparable from operational excellence and long-term competitiveness.

- **Enabling the Transition:** Mining and infrastructure development support electrification, renewable energy and resilient systems.
- **Energy & Climate Exposure:** Decarbonisation pathways directly influence our cost structure and industrial evolution.
- **Environmental & Operational Discipline:** Certified systems govern emissions control, resource management and safety performance across our sites.
- **Value Chain Integration:** Transparency and carbon intensity increasingly shape customer expectations and market positioning.

FROM VISION TO IMPACT

RESONANCE – TURNING OUR VISION, PURPOSE AND MISSION INTO COLLECTIVE ACTION AND MEASURABLE IMPACTS

The world is evolving, socially, environmentally and technologically. Industries like ours play a decisive role in shaping that future. From infrastructure to advanced chemistry, our activities influence systems that will endure for decades.

For more than 130 years, SSE has been guided by industrial discipline, technical precision and respect for people. These values remain unchanged. But responsibility today carries a broader meaning. It requires us to think beyond performance alone and to consider the long-term consequences of our decisions.

RESONANCE was launched in 2024 as a shared conviction, the belief that industrial excellence and sustainability must progress together.

In 2025, that conviction deepened. Sustainability priorities were reinforced through stronger governance, a structured

materiality analysis and climate pathway modelling reviewed at Executive level. What began as ambition is increasingly embedded in how we define strategy, allocate resources and manage risk across the Group.

RESONANCE is no longer a program alongside our business. It is becoming part of how our business is led.

It aligns our Vision, Purpose and Mission with measurable action across Business Units and geographies, ensuring that sustainability principles guide long-term value creation.

Through RESONANCE, we are strengthening both our performance and our responsibility, acting with the awareness that we are accountable to the generations who will inherit the consequences of today's decisions.



OUR 2030 VISION, PURPOSE AND MISSION



VISION

„Our vision is **to be the pioneer in innovative and sustainable solutions**, to build long term profitable businesses for the civil explosive and fine chemicals sectors.“



PURPOSE

„**Together we can be accountable for future generations** by inspiring **positive impact** in Civil Explosives and Fine Chemicals shaping cutting-edge, safe, inclusive and environmentally conscious solutions.“



MISSION

„Our mission is **to deliver innovative, responsible high-quality products, technologies tailor-made services** for Civil Explosive and Fine Chemicals sectors. We empower our people to become active ambassadors for **positive change** and to partner with our customers and suppliers on the journey towards **greener, inclusive and more efficient operations**.“

GOVERNANCE & LEADERSHIP INTEGRATION- EMBEDDING ACCOUNTABILITY INTO LEADERSHIP



“Leading RESONANCE at Group level means creating alignment, bringing our teams together across functions and countries around a shared purpose. The strength of RESONANCE lies in its ability to connect strategic ambition with everyday collaboration, accelerating progress through coordination and synergies between departments. What began as a program is becoming a mindset, a common direction that helps us prioritise, act and move forward together. Through this collective momentum, we are strengthening the way SSE works and building long-term resilience across our Group.”

Agnieszka Gasiorowska
Head of Sustainability, SSE Group

TRANSFORMATION GAINS LEGITIMACY WHEN IT IS ANCHORED IN GOVERNANCE.

In 2025, ESG oversight was further consolidated at Senior Management level, with structured review of material sustainability topics and climate transition scenarios. Sustainability is now an integral component of strategic dialogue, aligning long-term ambition with disciplined capital allocation and risk management.

The RESONANCE Committee continues to coordinate cross-functional implementation across Business Units, ensuring measurable progress and reinforcing collective accountability.

ESG priorities are embedded within the Group’s enterprise risk management framework, strengthening visibility across

environmental, operational and financial exposures. Sustainability considerations are increasingly integrated into investment planning and capital allocation discussions, linking strategic intent with financial decision-making.

In parallel, SSE has strengthened its digital carbon reporting framework, enhancing data reliability, traceability and comparability for emissions monitoring and decarbonisation planning.

Governance at SSE is not a control mechanism alone, it is the framework through which responsibility is exercised and long-term resilience is actively shaped.



From left to right: Daniel Antille, Lucrèce Foufopoulos, Raymond Loretan, Caroline Kuyper, Adrien Ramelet, Markus Scheller, Franziska Tschudi Sauber

“Over the past year, RESONANCE has gained momentum across SSE Group. We are proud of the progress achieved, from strengthened governance and climate analysis to the growing engagement across our Business Units. These milestones reflect the dedication of our teams and the collective energy driving our transformation.

This momentum directly supports our Vision to be the pioneer in innovative and sustainable solutions, building long-term profitable businesses for the Civil Explosives and Fine Chemicals sectors. As Board members, we fully endorse this trajectory and remain committed to guiding SSE with long-term perspective and responsibility for the decades ahead.”

SSE Group Board Members



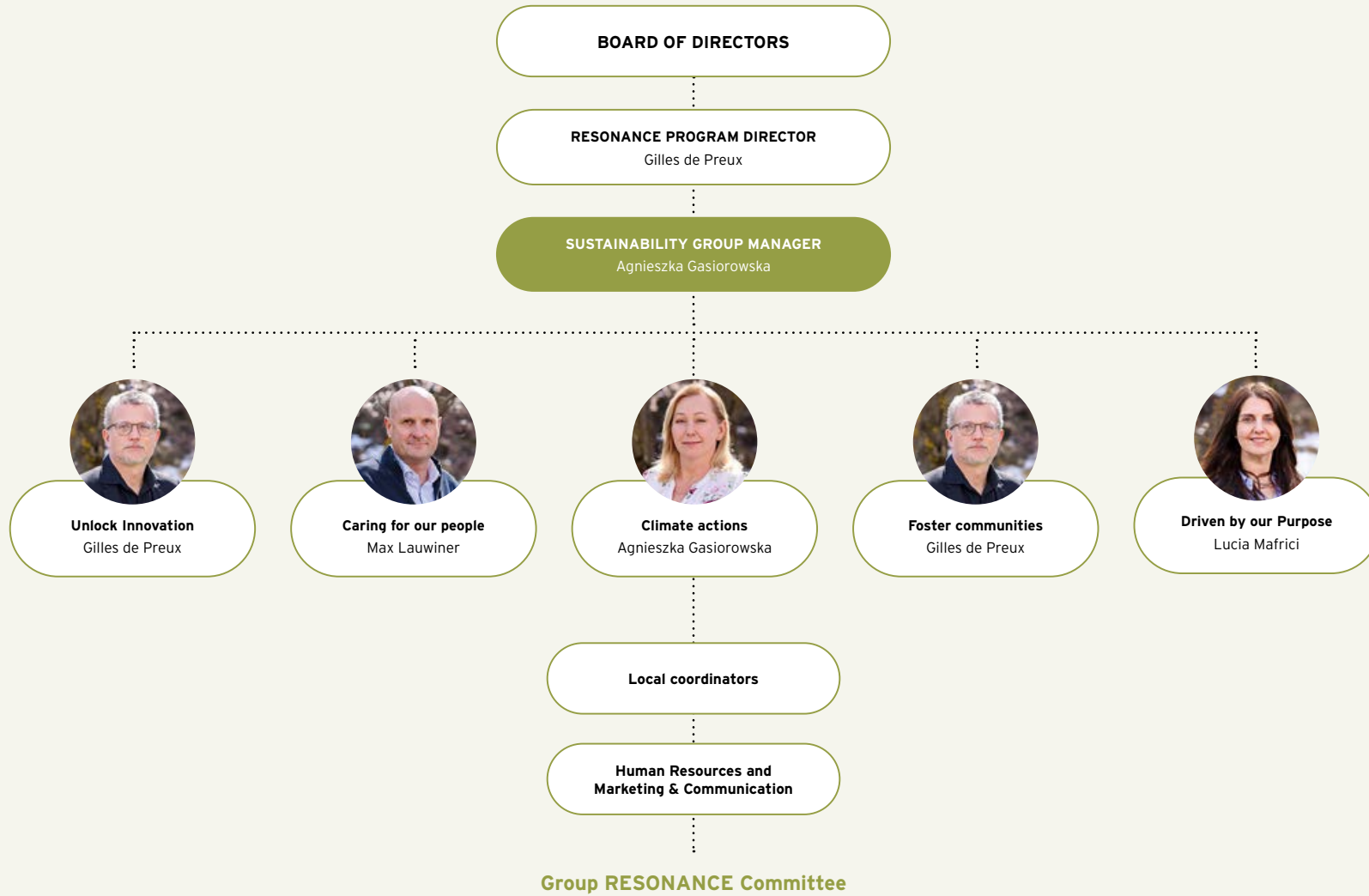
Markus Troger, Lucia Mafrić, Thomas Bornheim, Agnieszka Gasiorowska, Gilles de Preux, Marcin Rzeminski, Neil Kirby, Jacek Balon, Max Lauwiner, Isabelle Gayral Boschung

“As members of the RESONANCE Committee, we are fully engaged in executing this strategic corporate initiative’s roadmap across our functions and geographies. What began as coordination has evolved into active implementation, turning strategic priorities into operational reality.

This journey is demanding, but it is also energising. We are learning together, sharing expertise across subsidiaries and building stronger synergies between teams.

Thus RESONANCE, which started as a simple framework, is now shaping how we work, how we support one another and how we create measurable impact for the good of the whole company as well as its key stakeholders and the wider community.”

RESONANCE Committee Members





DEFINING WHAT TRULY MATTERS

FROM CONVICTION TO PRIORITISATION

In 2025, SSE Group conducted its first **Double Materiality Assessment**. Not as a compliance exercise, but as a strategic discipline guiding how sustainability priorities are integrated into decision-making.

As RESONANCE evolves from ambition to structured execution, we asked a simple but fundamental question:

Where does sustainability matter most – both for SSE’s impact on society and for the long-term resilience of our business?

The Double Materiality Assessment provides a clear, evidence-based answer.

A Structured Dialogue Across Our Ecosystem

The assessment was built through a structured dialogue across SSE’s ecosystem.

The process began with a strategic workshop bringing together **12 senior leaders and a shareholder representative**, who identified an initial set of **16 sustainability topics** based on SSE’s business model and strategic exposure.

The assessment was then expanded to include:

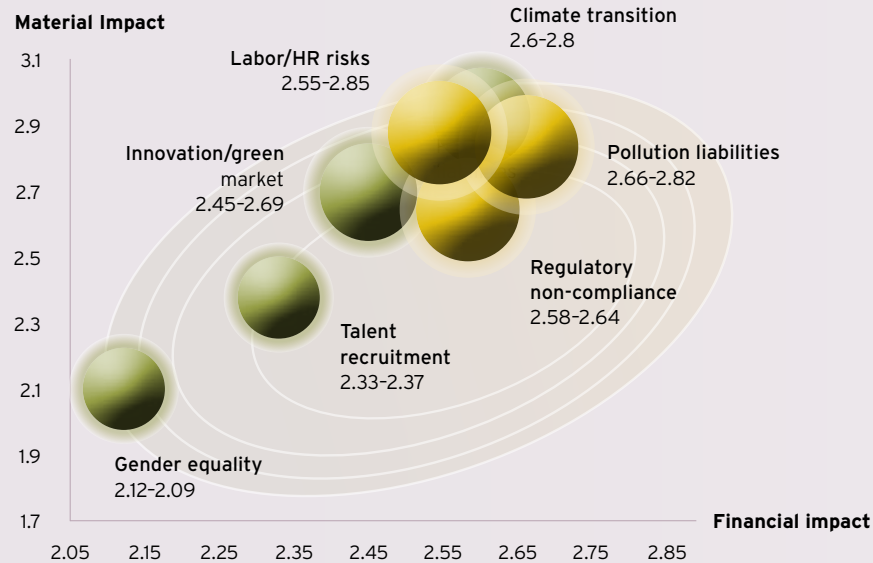
- **40 employees** across business units and functions
- **17 external stakeholders**, including customers, suppliers, regulators, ESG experts and community representatives

This layered approach ensured that operational realities, strategic oversight and external expectations were fully reflected in the assessment. Each topic was evaluated through two complementary lenses:

- **Impact materiality**
How SSE’s activities affect people, society and the environment.
- **Financial materiality**
How sustainability factors influence SSE’s financial performance, risk exposure and long-term competitiveness.

By combining these perspectives, the Double Materiality Assessment transforms sustainability insights into a structured decision framework supporting governance and strategy.

DOUBLE MATERIALITY MATRIX SSE GROUP STAKEHOLDERS (INTERNAL-LEADERSHIP-EXTERNAL)



Axes

X-axis: Financial importance

Y-axis: Impact significance (people & environment)

Bubble size: Intensity of perceived risks & opportunities

● Opportunity-driven topics

● Risk-driven topics

Score ranges: Min-max values across employee & leadership ratings

The DMA confirms the strategic relevance of all five RESONANCE pillars and highlights three priority domains where SSE should reinforce its action: climate & pollution management, innovation, and governance transparency.

A CONSOLIDATED STRATEGIC LANDSCAPE

The assessment reveals a strong convergence across **leadership, employees and external stakeholders.**

Among the 16 topics assessed, **five consistently emerge in the highest materiality tier**, combining both strong societal impact and financial relevance:

1. Climate transition & pollution management
2. Worker health, safety & wellbeing
3. Governance, integrity & compliance
4. Innovation & green markets
5. Resource efficiency & circular economy

Key outcomes:

- Climate transition and pollution management clearly dominate across stakeholder groups, reflecting operational exposure, regulatory expectations and long-term competitiveness pressures.
- Innovation emerges as a key opportunity lever, closely linked to efficiency, differentiation and future market positioning.
- Governance and data integrity are recognised as essential enablers of credibility, access to financing and CSRD readiness.

Together, these priorities define the areas where SSE must focus its efforts to strengthen resilience, create value and deliver meaningful impact.

CONVERGENCE AND STRATEGIC INTERPRETATION

CONVERGENCE AND STRATEGIC INTERPRETATION

The Double Materiality Assessment provides SSE with a clearer understanding of how sustainability priorities are perceived across its ecosystem.

While each stakeholder group approaches ESG through a different lens, their perspectives ultimately converge around the factors most critical to SSE's long-term performance.

Employees highlight **operational realities**, including safety culture, pollution prevention and regulatory compliance. Leadership focuses on **strategic exposure and long-term competitiveness**, particularly climate transition, reputation and governance.

External stakeholders evaluate SSE primarily through its **climate performance, innovation capacity and transparency**. Together, these perspectives provide a **balanced and robust view of SSE's sustainability priorities**.

FROM MATERIALITY TO STRATEGIC INTEGRATION

2025-2027 Implementation Focus

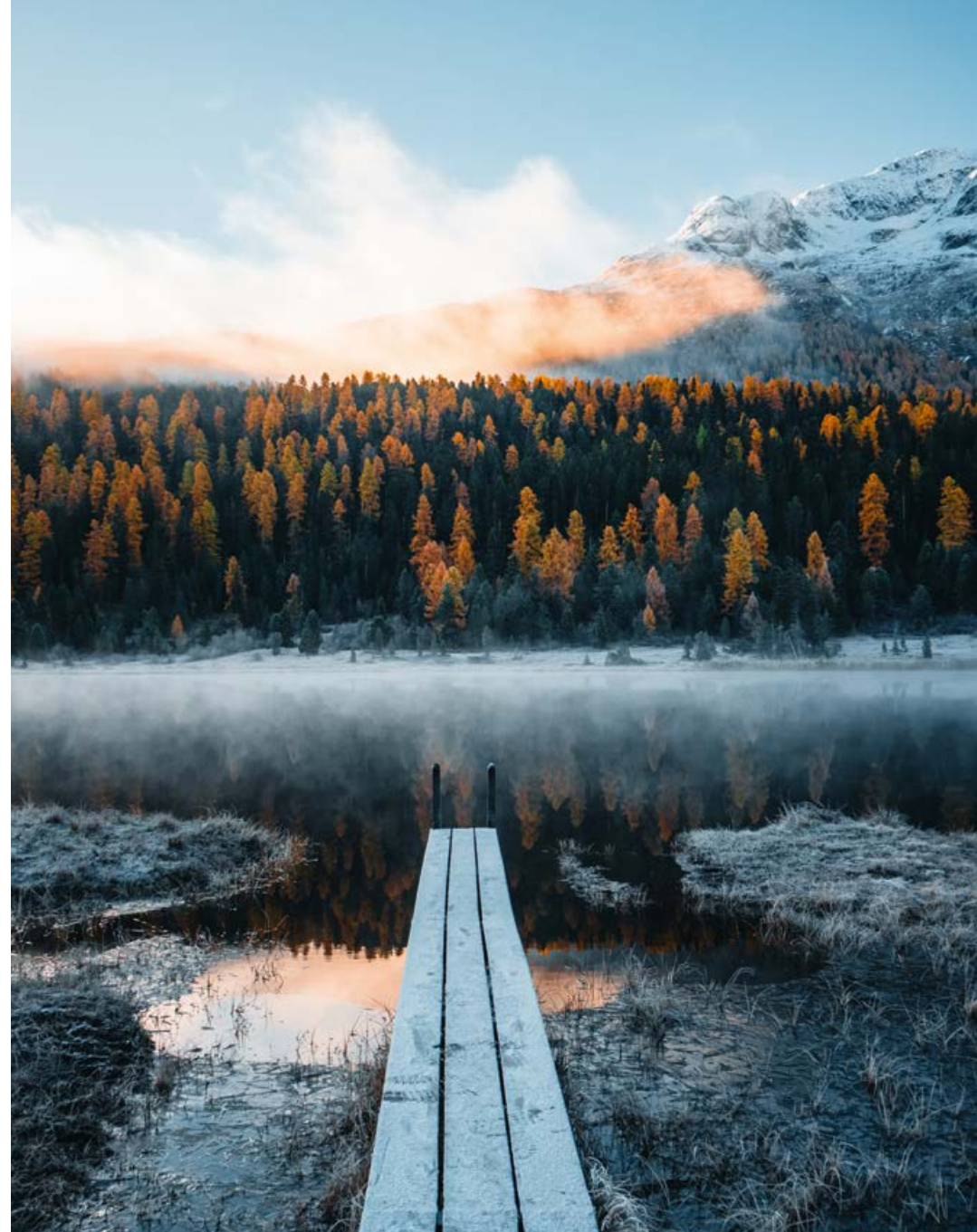
Beyond identifying priorities, the Double Materiality Assessment provides a clear direction for action.

Over the coming years, SSE will focus on strengthening the integration of sustainability across its operations and decision-making processes.

Key areas of focus include:

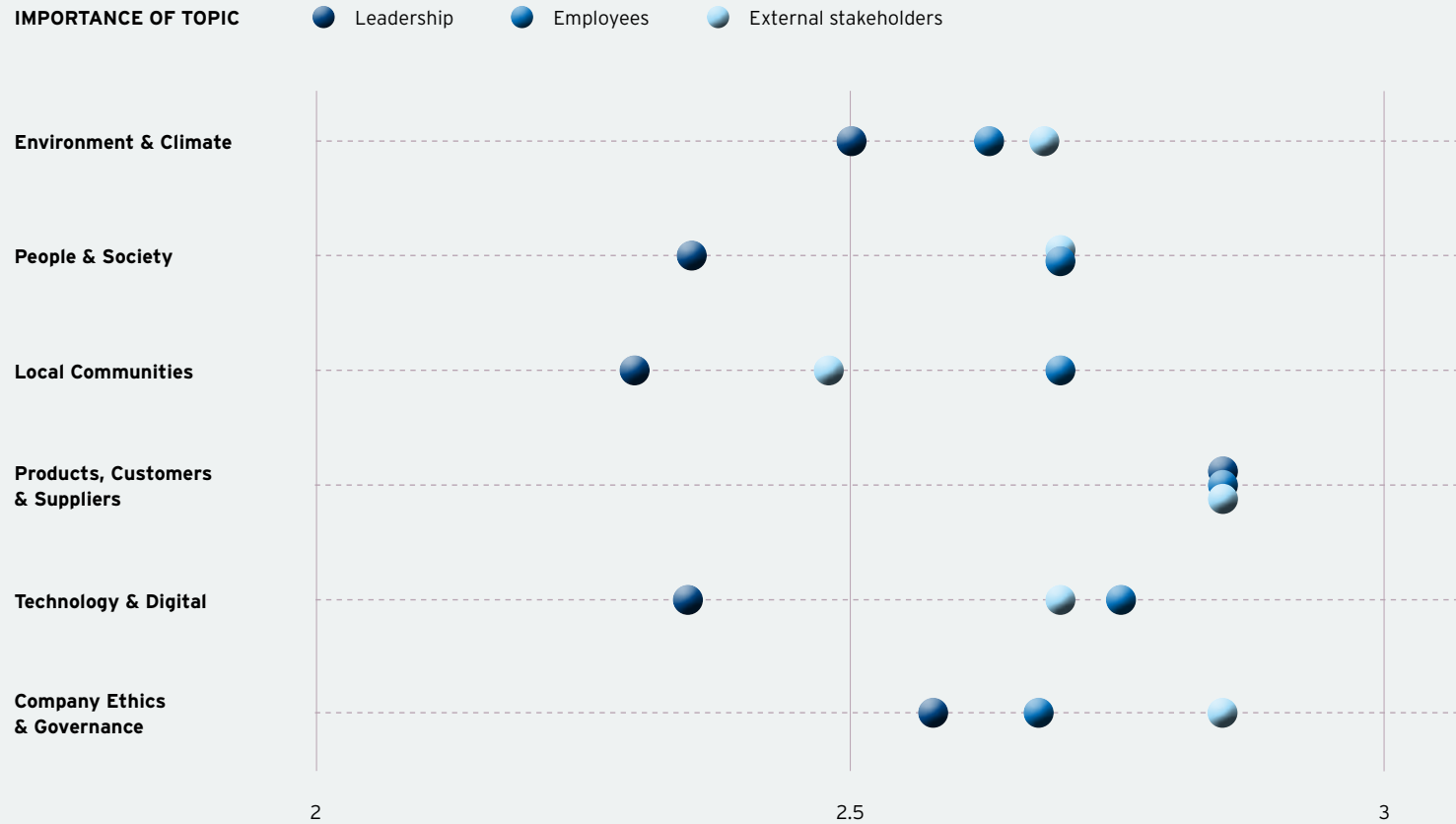
- Integrating climate, pollution and carbon considerations into **investment decisions, procurement and operational planning**
- Embedding ESG and circularity indicators into **innovation and R&D processes**
- Strengthening **ESG data governance and reporting readiness**, starting with carbon footprint tracking and decarbonisation monitoring
- Reinforcing **safety leadership and workforce development initiatives** across sites
- Enhancing **environmental transparency and stakeholder dialogue**

Through this structured approach, the Double Materiality Assessment acts as a bridge between RESONANCE's strategic ambition and its operational execution. **It ensures that sustainability priorities are systematically embedded into decision-making across the Group.**



CONSISTENT ESG PRIORITIES ACROSS ALL STAKEHOLDER GROUPS

COMPARISON OF MATERIAL TOPIC IMPORTANCE ACROSS LEADERSHIP, EMPLOYEES, AND EXTERNAL STAKEHOLDERS





UNLOCK
INNOVATION

PILLAR 1: UNLOCK INNOVATION

WE BELIEVE THAT INNOVATION IS A GAME
CHANGER TO BUILD EFFICIENT AND
SUSTAINABLE SOLUTIONS IN THE CIVIL
EXPLOSIVE AND FINE CHEMICALS
SECTORS



Drawing by daughter, age 9

Zbigniew Cichocki

Blasting Engineer, Area Manager, SSE Polska

«Together with my team, we implement and use drilling and blasting technologies in our everyday work to operate more safely and smartly. An important part of this development is the SSE Science Academy - a platform where employees expand their knowledge and skills, supporting safe and efficient work. Being a parent, reminds me that innovation is also a responsibility for the world we leave behind for the next generation”.

UNLOCKING INNOVATION IS CENTRAL TO SSE'S LONG-TERM COMPETITIVENESS AND RESILIENCE.

The Double Materiality Assessment confirmed innovation and green markets among the most material strategic topics for SSE. Stakeholders expect industrial companies to develop more efficient processes, advanced technologies and solutions supporting the transition toward lower-carbon and resource-efficient systems.

Operating in energy-intensive and highly regulated sectors, SSE must continuously improve operational performance while adapting to evolving technological and environmental challenges.

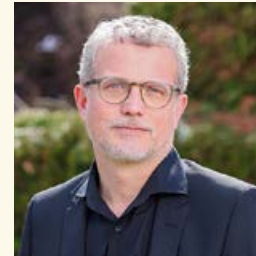
Innovation therefore plays a key role in enabling SSE to strengthen operational excellence while preparing its activities for future industry developments.

Three drivers of innovation at SSE

- Science Academy
- Artificial Intelligence
- Big Deal



FROM EMERGING INITIATIVES TO A STRONGER INNOVATION ECOSYSTEM



"In an industry shaped by technological progress and rising sustainability expectations, innovation must be built on strong capabilities.

In 2025, SSE strengthened the foundations of its innovation ecosystem. Through the SSE Science Academy, the exploration of Artificial Intelligence applications and the development of advanced data intelligence tools, we are equipping our teams with the knowledge, technologies and insights needed to continuously improve our operations and better support our customers. By combining human expertise with digital innovation, we are strengthening our ability to deliver more efficient processes, smarter solutions and long-term value for the industries we serve."

Gilles de Preux
CEO SSE Group

In 2025, SSE strengthened several innovation initiatives launched in 2024, contributing to the development of a stronger innovation ecosystem across the Group.

The SSE Science Academy evolved into a competence development platform supporting both business units.

It provides engineers, operators and specialists with digital learning modules, mentoring programmes and shared knowledge resources that support collaboration and technical excellence across markets.

At the same time, SSE expanded the exploration of Artificial Intelligence applications to improve operational efficiency, safety and service optimisation, with pilot projects launched across production, maintenance and service activities.

In parallel, the Group initiated Big Deal, a Business Intelligence programme designed to centralise data, strengthen reporting capabilities and support real-time decision-making across the organisation.

Together, these initiatives strengthen expertise, digital capabilities and data-driven decision-making across SSE.



SSE SCIENCE ACADEMY

Developing expertise and innovation across SSE
The SSE Science Academy is a key initiative of the RESONANCE programme, designed to strengthen expertise, accelerate knowledge sharing and support innovation across the Group.

Launched in 2024, the Academy creates a shared learning environment connecting engineers, operators and technical experts across SSE's Civil Explosives and Fine Chemicals activities. By combining digital learning tools, mentoring programmes and expert collaboration, the initiative supports the development of critical technical skills while reinforcing SSE's long-term innovation capacity.



"At SSE, strong technical expertise is the foundation of both safety, innovation and responsible operations. With the SSE Science Academy now operational across our Civil Explosives activities and expanding into Fine Chemicals, we are strengthening engineering capabilities, accelerating knowledge transfer and connecting experts across the Group. By investing in structured learning and mentorship, we not only develop our people and attract the next generation of engineers, but also equip our teams to continuously improve operational performance and environmental responsibility across SSE."

Marcin Rzeźniński CEO SSE Polska
Thomas Bornheim CEO SSE Deutschland
SSE Science Academy

SSE SCIENCE ACADEMY KEY HIGHLIGHT

KEY PROGRESS IN 2025

In 2025, the SSE Science Academy moved from concept to operational deployment within the **Civil Explosives** business unit, while development advanced for a dedicated programme in **Fine Chemicals**.

Key milestones achieved during the year include:

4 training modules launched across the Group

257 training participations recorded

- Health & Safety - 85 participants
- Problem Solving & Innovative Thinking - 43 participants
- Generation Management - 43 participants
- Geo-Konzept technical workshop - 86 participants

32 mentors engaged across SSE

7 countries / 8 companies involved

Digital learning platform deployed across Civil Explosives

These first results demonstrate strong engagement from engineering teams and confirm the relevance of a structured knowledge-sharing platform across the Group.



IMPACT ACROSS SSE

Beyond individual training modules, the SSE Science Academy contributes to multiple dimensions of SSE's transformation:

Technical excellence

Strengthening engineering and operational expertise across the workforce.

Knowledge transfer

Facilitating collaboration between experienced experts and younger engineers.

Operational consistency

Supporting shared competence standards across sites and countries.

Innovation capability

Enabling teams to adopt new technologies and improve operational practices.

Talent development

Supporting employee growth and internal career development across the Group.

Through these contributions, the Science Academy helps build the expertise needed to support SSE's long-term industrial performance and innovation capacity.

SSE SCIENCE ACADEMY CIVIL EXPLOSIVES

A digital platform for learning and collaboration
In Civil Explosives, the Science Academy is structured around a digital learning platform providing training modules, webinars and mentoring programmes for engineers and operational staff.

Initial modules focus on key operational capabilities, including safety practices, innovation and problem-solving methods, leadership skills and specialised blasting software training.

Since the platform's launch in August 2025, engineers from multiple SSE entities have already accessed the learning modules and knowledge library. The platform allows employees to follow training sessions online, revisit recorded workshops and track their learning progress.

A structured mentoring programme complements the digital platform by connecting experienced experts with younger engineers. Through practical exchanges and real operational case discussions, mentors support the development of technical skills while fostering collaboration across sites and countries.



„The SSE Science Academy shows that learning and development are taken seriously at SSE. As a user of the platform, I see real value in the webinars, training sessions and exchanges with colleagues, because they support both my technical growth and my daily work in the field. It is a practical way to strengthen expertise, share knowledge across borders and build a stronger engineering community within the Group. That kind of investment in people makes a real difference.“

Christian Thomas
Blasting Engineer, SSE Deutschland

SSE SCIENCE ACADEMY CLOSER LOOK

FINE CHEMICALS

In Fine Chemicals, the Science Academy is being developed to strengthen expertise in complex chemical processes and support operational excellence.

During 2025, SSE initiated the design of a dedicated competence framework and training architecture tailored to chemical production environments.

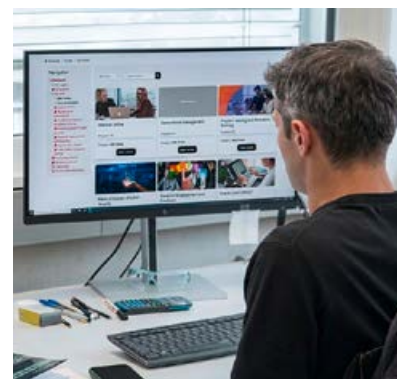
The programme will focus on key topics such as process chemistry fundamentals, operational safety, analytical methods and equipment operation.

This work lays the foundations for the progressive deployment of the Academy within Fine Chemicals, ensuring that training programmes reflect the specific technical challenges of advanced chemical manufacturing.



The SSE Science Academy Fine Chemicals initiative was developed to strengthen structured knowledge transfer and training for our employees. In 2025 we defined the concept of the academy and began preparing the digital learning platform together with the first training modules. The goal is to make essential operational knowledge, analytical methods and best practices easily accessible to employees. The project also helps capture valuable expertise from subject matter experts and translate it into practical training content. By establishing this learning environment, SSE is creating a foundation for continuous competence development. In the future, the Science Academy will support sustainable knowledge sharing and strengthen operational excellence across the organization.

Fredy Salzmann
Training Manager, SSE Switzerland/
Valsynthese SA



AI-BASED SOLUTIONS

Leveraging Artificial Intelligence to improve operational and sustainability performance

As part of the Unlock Innovation pillar, the AI-based Solutions initiative explores how data-driven technologies can support safer operations, optimise industrial processes and improve resource efficiency across the Group. By optimising processes and energy use, these technologies strengthen operational performance and safety while contributing to our reduction of carbon emissions trajectory.

Several pilot initiatives are currently being tested across production, maintenance and operational support functions. Through these experiments, SSE is progressively integrating advanced analytics and digital tools into daily operations, building the foundations for a more data-driven and efficient industrial organisation.



“In 2025, our work with Artificial Intelligence is moving from exploration to real operational applications. By turning operational data into actionable insights—from predictive maintenance to blasting performance analysis—we are helping our teams make smarter decisions on the ground. This not only strengthens operational efficiency and safety but also helps us identify opportunities to optimise resource use and reduce the carbon intensity of our operations. AI is becoming an important lever in SSE’s broader operational transformation toward a more data-driven and sustainable industrial organisation”

Markus Troger
CBDO SSE Group

AI-BASED SOLUTION KEY HIGHLIGHT

KEY PROGRESS IN 2025

In 2025, SSE advanced several AI initiatives focusing on practical applications with strong operational value:

Predictive Maintenance - Production

Two AI-based tool suppliers were identified, and the decision was taken to acquire an external solution rather than develop one internally. Testing was conducted and evaluated in 2025, with the solution rolled out in the first half of 2026.

AI Drill & Blast Service Optimisation

A reporting tool supporting blasting performance analysis was developed and the concept for AI-supported optimisation was finalised. A shortlist of specialised solutions has been identified, with technical evaluation planned before defining the deployment roadmap.

AI Communication Facilitator (CoPilot)

Initial testing of AI-assisted communication tools began with small teams, exploring how digital assistants can facilitate collaboration across multilingual teams and international operations.

These initiatives mark an important step toward strengthening **data-driven operational capabilities across SSE.**

IMPACT ACROSS SSE

The development of AI-based solutions contributes to several dimensions of SSE’s operational transformation:

Operational efficiency

Improving maintenance planning, operational monitoring and process optimisation.

Safer operations

Predictive tools help anticipate equipment failures and support better decision-making in complex operational environments.

Lower carbon intensity of operations

Optimised processes and improved energy management contribute to reducing operational emissions.

Digital capability development

Building internal expertise in advanced analytics and data-driven decision-making across teams.

Through these initiatives, SSE is progressively strengthening its **digital capabilities while supporting both operational excellence and sustainability performance.**

HOW IT WORKS

From experimentation to operational deployment

The AI-Based Solutions initiative follows a pragmatic approach based on pilot projects and progressive deployment.

Operational teams identify use cases where advanced analytics could improve performance or safety. Selected

technologies are then tested through pilot projects before being evaluated for wider rollout across SSE entities.

This step-by-step approach allows SSE to combine **engineering expertise, operational knowledge and digital innovation** while ensuring that new technologies deliver tangible value for both operations and sustainability performance.

Hardware



Sensor installation
Quick & easy



AI configuration
Automatic setup



Optimization
Continuous improvement



Scalability
Designed to grow

"When we reduce unplanned downtime by double-digit percentages, we don't just improve performance — we reduce operational waste, optimise resource use and make our production processes genuinely more sustainable. This is exactly what predictive maintenance will deliver in our operations. In 2025, we reached a major milestone by selecting our dedicated technology partner for the upcoming pilot phase, bringing this from concept to reality at SSE. For me, this initiative is not only about production stability and operational efficiency — it directly supports our ESG objectives in a very concrete and measurable way. This is how targeted AI innovation contributes to both the resilience and the environmental performance of our manufacturing sites. And at SSE, we are taking an important step towards higher-performing and sustainable manufacturing."

Tom Walisch
Project Manager, SSE Switzerland



I use Microsoft Copilot on a daily basis to review contracts, analyze complex datasets, run focused research, and quickly draft clear and accurate business communications. It significantly reduces time spent on repetitive tasks and allows me to focus on decision making and value creation. Beyond productivity, Copilot supports our **RESONANCE 'Unlock Innovation'** pillar by enabling more data driven, transparent, and efficient ways of working. It helps turn sustainability data, ESG requirements, and operational insights into actionable knowledge — supporting smarter innovation across the Group.

Ljupcho Dimitrov
Business Development Manager,
SSE Group



BIG DEAL – BUILDING THE FOUNDATIONS FOR DATA-DRIVEN DECISION-MAKING

Turning data into smarter decisions

At SSE Group, Business Intelligence is a key enabler of **innovation, performance and sustainability**. As operations grow in scale and complexity, transforming data into clear, actionable insights becomes critical. Big Deal strengthens how SSE collects, structures and uses operational data across the Group by enhancing reporting capabilities and supporting real-time analysis.

By embedding data-driven thinking into our processes, the initiative improves operational transparency, strengthens performance management and helps teams make faster, better-informed decisions.

At the same time, stronger data visibility supports SSE's sustainability ambitions by enabling better monitoring of operational and environmental performance and identifying opportunities to improve resource efficiency over time.

Big Deal reflects SSE's commitment to **innovation with purpose**, where better data helps drive smarter operations and long-term value.



“Better decisions start with better data. With the Big Deal initiative, SSE is strengthening how we structure and leverage information across the Group to support performance management and operational transparency. By improving data visibility and reporting capabilities, we are enabling faster decision-making, greater accountability and stronger monitoring of operational and sustainability performance across our activities.”

Jacek Balon
EEM Controller SSE Group
Big Deal Project Manager



STRATEGIC OBJECTIVES

The Big Deal initiative aims to support several dimensions of SSE's operational and strategic transformation:

Smarter decision-making

Providing reliable, structured and accessible data to support operational and strategic decisions across the Group.

Operational efficiency

Reducing manual reporting processes and improving visibility on key performance indicators.

Data consistency across entities

Establishing common data definitions and standards to enable group-wide performance management.

Supporting sustainability and transparency

Strengthening data quality and reporting capabilities to better monitor operational and environmental performance over time.

PROGRESS IN 2025

In 2025, the Big Deal initiative focused on strengthening SSE's data infrastructure and governance practices to support the development of a scalable Business Intelligence platform across the Group. Key milestones achieved during the year include:

- Consolidation of core data infrastructure supporting more consistent reporting across entities
- Progress in the development of a unified data model to enhance financial and operational performance monitoring
- Advancement of group-wide data governance practices to support harmonised data management
- Improvement of data integration processes to increase the reliability and accessibility of information
- Establishment of the technical foundations required for a scalable Business Intelligence platform

These developments represent an important step in building a stronger data environment that supports more transparent performance monitoring and more informed decision-making across SSE.

These foundations enable the progressive deployment of Business Intelligence tools across the Group, with key operational milestones planned for 2026.





CARING FOR OUR PEOPLE

PILLAR 2: CARING FOR OUR PEOPLE

**WE BELIEVE THAT EVERY EMPLOYEE IS
UNIQUE AND CAN BRING VALUE TO OUR
BUSINESS AND TO SOCIETY**



Marta Falcone

Business Development Executive
Specialty Chemicals
Valsynthese

"I work every day to create impact both at work and at home, growing professionally while staying committed to my family. When I look at my daughter's drawing, it shows what is closest to my heart and proves that growing at work is possible when a workplace supports mothers in pursuing their ambitions without limits."

CARING FOR OUR PEOPLE IS CENTRAL TO SSE'S LONG-TERM PERFORMANCE AND ATTRACTIVENESS.

The Double Materiality Assessment confirmed that people, skills and working conditions are among the most material topics for SSE. In industries such as civil explosives and fine chemicals, success relies on specialised expertise, operational discipline and a strong safety culture. Maintaining technical excellence depends on the continuous development of skilled professionals across the organisation.

For SSE, attracting, developing and retaining talent is therefore a key factor in sustaining operational excellence and supporting the long-term development of the Group.

Through the Care for Our People pillar, SSE focuses on strengthening the conditions that enable employees to perform, learn and grow across the organisation.

This approach is structured around three key drivers: improving working conditions, advancing gender equality and empowering talent across SSE.

Three drivers for caring for our people at SSE

- Working Conditions & Well-being
- Gender Equality
- Talent Development



Students from Kollegium Spiritus Sanctus Brig visiting SSE's Gamsen site to discover our industrial operations and the RESONANCE initiative. Engaging with students and future professionals reflects SSE's commitment to developing talent and creating opportunities for the next generation of specialists in our industry.

FROM INITIATIVES TO A STRONGER PEOPLE DEVELOPMENT FRAMEWORK



“Civil Explosives and Fine Chemicals are highly specialised industries where expertise, responsibility and trust between teams are essential. Behind every operation, every innovation and every customer solution, there are skilled people whose knowledge and commitment make the difference.

In 2025, we continued to strengthen the foundations of our Care for Our People pillar, learning from our initiatives and structuring them into a more coherent framework across the Group. By improving working conditions, advancing gender equality and empowering talent, we are building an environment where our people can grow their capabilities, share knowledge and contribute to the long-term performance of SSE. Our ambition is clear: to make SSE a place where expertise thrives, where people are proud to work, and where the next generation of engineers and specialists can shape the future of our industry.”

Dr. Max Lauwiner
CEO Valsynthese
Caring for Our People Pillar Leader

In 2025, SSE continued to strengthen and structure initiatives supporting employee development, well-being and organisational capabilities across the Group. During the year, particular attention was given to advancing the Gender Equality Program and building the foundations for its progressive development across SSE.

Beyond the Swiss pilot, International Women's Day initiatives were organised across multiple entities, including a major event in Poland highlighting the growing contribution of women engineers and operational professionals in the industry.

The Group also advanced its work on equal pay analysis, preparing the next salary assessment cycle in Switzerland while progressively extending the approach to additional entities.

At the same time, employee support mechanisms were reinforced. Internal trust persons continued to provide confidential support to employees, complemented by the introduction of external counselling services in Switzerland.

To better understand employee expectations, SSE also integrated gender equality perspectives into employee satisfaction surveys, helping identify priorities for future improvements.

Together, these actions contribute to strengthening working conditions, supporting professional development and reinforcing SSE's ambition to be a preferred employer in the civil explosives and fine chemicals sectors.

EMPOWERING TALENT THROUGH GENDER EQUALITY

At SSE, we are committed to creating a workplace where employees feel valued, supported and able to develop their skills over the long term. Strengthening gender equality is one of the key levers supporting this ambition.

As part of our Care for Our People strategy, SSE is progressively developing a Group-wide Gender Equality Program, starting with a pilot in Switzerland and gradually extending the approach across our markets.

The initiative focuses on ensuring fair access to opportunities, recognition and career development across the organisation.

By addressing topics such as pay equity, workplace conditions and access to support systems, SSE aims to strengthen a professional environment where all employees can contribute and grow.



VOICES FROM WOMEN IN THE FIELD

Across SSE, women contribute to engineering, operational and leadership roles in our industry.

“When I started working in quarries twelve years ago, women in technical roles were still rare. Today the industry is evolving and becoming more technology-driven, opening the door to more diverse talent. At SSE, the support of colleagues and the opportunity to combine my role as an engineer and a mother have made a real difference. I believe more women will join our profession as the sector continues to transform.”

Katarzyna Kulik

Deputy Director West Region
& Blasting Engineer, SSE Polska



VIDEO



KEY PROGRESS IN 2025

KEY PROGRESS IN 2025

In 2025, SSE continued to develop its Gender Equality Program through the Swiss pilot while encouraging dialogue and engagement across several markets.

Key developments during the year include:

- Preparation of a renewed equal pay analysis in Switzerland**
 The Swiss pilot was revisited to prepare a new salary analysis cycle and explore future assessments in additional European entities.
- International Women's Day initiatives across SSE markets**
 Several entities organised Women's Day events to recognise the contributions of women across the organisation. In Poland, a dedicated event highlighted the role of women engineers and operational staff in the industry.
- Strengthening employee support systems**
 Internal trust persons continued to provide confidential support to employees, complemented by the introduction of external counselling services in Switzerland.
- Employee listening and feedback initiatives**
 Gender-related perspectives were integrated into employee feedback processes to help identify priorities for future actions.

These initiatives represent an important step in structuring SSE's approach to gender equality while gathering insights that will guide the program's progressive development across the Group.

IMPACT ACROSS SSE

Fair and transparent employment practices

Equal pay analysis and strengthened HR processes contribute to reinforcing fair and transparent employment practices across the organisation.

Creating conditions for women to grow and contribute

Beyond equal opportunities, SSE is working to strengthen the organisational conditions that enable women to develop their skills, take on greater responsibilities and contribute fully across technical, operational and leadership roles.

Stronger employee trust and support

Internal trust persons and external counselling services help provide employees with additional support mechanisms and contribute to a respectful and supportive workplace environment.

Attracting and retaining talent

By strengthening equal opportunities and professional development, SSE supports its ambition to attract and retain skilled professionals and become one of the preferred employers in the civil explosives and fine chemicals sectors.





CLIMATE ACTIONS

PILLAR 3: CLIMATE ACTIONS

**WE BELIEVE THAT ONLY LOW CARBON &
REGENERATIVE ECONOMIC MODELS WILL
ENSURE SUCCESSFUL BUSINESS
GROWTH IN THE FUTURE**



Michael Brehm
Fleet Management / HSEQ, SSE Deutschland

«For me, Climate Action is not only a business topic, but also a question of responsibility for the future. Looking at my daughter's artwork is a simple reminder that the choices we make today will matter in shaping the world our children will inherit tomorrow. In daily operations, this means improving step by step, and I am proud to contribute to a Group that takes this journey seriously.,,

CLIMATE TRANSITION – EMBEDDING CARBON IN DECISION-MAKING

In 2025, SSE took a decisive step forward in its climate journey by moving from measurement to structured decision-making.

Building on its first Group-level carbon footprint, the Company focused on integrating carbon considerations into both operational actions and strategic planning across its value chain.

To support this transition, SSE developed an approach combining actions that can be implemented now without waiting for strategic decisions with long-term decarbonisation pathways.

This dual dynamic enables the Group to reduce emissions today while progressively embedding carbon into investment choices, operational priorities and future development scenarios.

By strengthening the link between data, action and decision-making, SSE is laying the foundations for a more consistent, informed and scalable climate transition.

Three drivers for Climate at SSE

- Decarbonise our value chain
- Sustainable management of the environment
- Embrace circularity



BUILDING AN INTEGRATED DECARBONISATION SYSTEM



“Building our first carbon footprint gave us much more than a baseline — it revealed where our real impact lies across the value chain and challenged some of our assumptions. In 2025, we worked across the organisation to develop decarbonisation scenarios, exploring what different transition pathways could look like for SSE. Some insights proved counter-intuitive, pushing us beyond conventional thinking. Beyond carbon reduction, this work is also becoming a powerful lever for optimisation, efficiency and more informed decision-making across the Group.”

Agnieszka Gasiorowska
Head of Sustainability, SSE Group
Climate Actions Pillar Leader

In 2025, SSE structured its climate approach around **two complementary time horizons**, forming a **single integrated decarbonisation system**.

At strategic level, the Group developed a set of **16 decarbonisation scenarios**, providing a first assessment of emission reduction potential, operational feasibility and financial implications. These scenarios are currently under expert review to support future Board-level decisions.

In parallel, SSE launched a **Decarbonisation Guidebook**, enabling the deployment of immediate actions at local level. Piloted in Romania and extended to the Czech Republic, it is designed for progressive rollout across all markets in 2026, delivering early emission reductions while strengthening operational and data foundations.

Together, these two dimensions enable SSE to embed carbon into decision-making, combining immediate impact with the preparation of long-term, data-driven climate pathways.



UNDERSTANDING OUR CARBON IMPACT IN OUR VALUE CHAIN

Building on the first Group-level carbon footprint established in 2024, SSE deepened its understanding of emissions across the value chain. This analysis highlights key emission hotspots and provides a clear basis to prioritise decarbonisation efforts.

KEY LEARNINGS

- **Raw materials are the primary driver of SSE's carbon footprint**

Emissions linked to raw materials acquisition alone represent 60.88% of total emissions, making it the most significant decarbonisation lever.

- **Emissions are concentrated in upstream activities**

Including purchased goods and services, which account for 63% of total emissions, confirming the dominant role of Scope 3.

- **Scope 3 represents the majority of total impact**

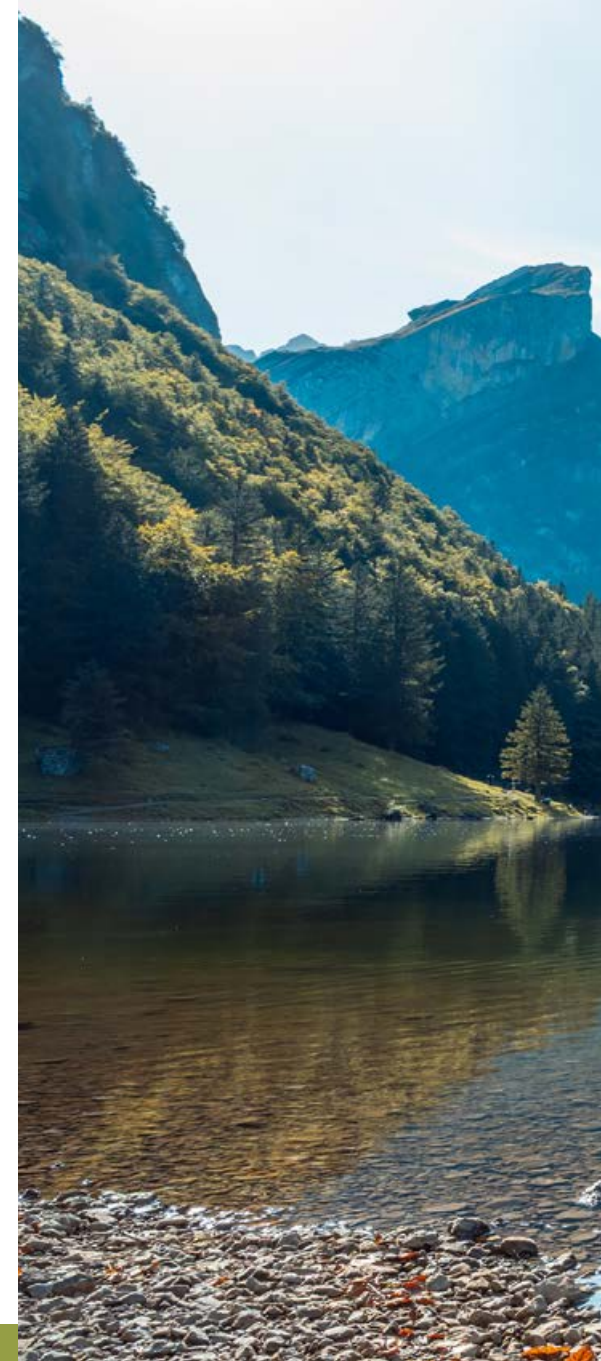
At approximately 88.6% of total emissions, requiring engagement beyond SSE's direct operations.

- **Operational emissions remain critical for immediate action**

Scope 1 and 2 are directly controllable and can be reduced through energy transition, electrification and efficiency improvements.

- **Effective decarbonisation requires action across the full value chain**

Combining operational levers (energy transition and efficiency) with Scope 3 levers such as supplier engagement, material choices, logistics optimisation and low-carbon product innovation and availability at scale.





CARBON FOOTPRINT EMISSION HOTSPOTS

THIS ANALYSIS HIGHLIGHTS THE MAIN EMISSION HOTSPOTS ACROSS SSE'S VALUE CHAIN, WITH A STRONG CONCENTRATION IN UPSTREAM ACTIVITIES.

SSE VALUE CHAIN - CIVIL EXPLOSIVE & FINE CHEMICALS

Life cycle stages and processes

SCOPE 3 – INDIRECT



Upstream

Raw Materials Acquisition

96,5k

60,88%

Capital goods

Asset part of the Capex

10,4k

6,56%

Transportation

Raw Materials to Production Site
& Employee Mobility

7,81k

4,92%

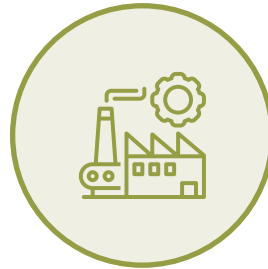
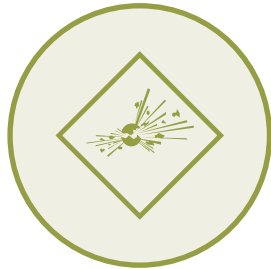
Purchased service

For operational needs
of the Company

7,04k

4,44%

SCOPE 1 – DIRECT & SCOPE 2 - INDIRECT



Our Operations

Application by SSE
(at the Use Site
civil explosive only)

11,8k

7,44%

SSE Manufacturing
in operational sites

6,22k

3,92%

SCOPE 3 – INDIRECT



Downstream

Sold product & Transportation
to the customer/Use Site

14,9k

9,40%

Packaging & Waste Management
(external provider)

4,02k

2,53%



“Our carbon footprint has moved us beyond measurement to a clearer understanding of where our impact lies across the value chain. It allows us to focus on the most relevant levers — across operations, sourcing and logistics — and to prioritise actions where they create the greatest value.

This insight now informs both immediate actions and the structuring of our long-term decarbonisation pathways.”

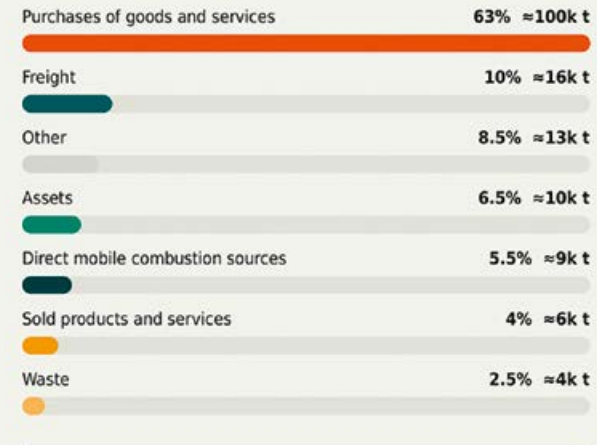
Neil Kirby
Project Controller SSE Group
Decarbonization Project Sponsor

CARBON FOOTPRINT KEY HIGHLIGHT



CATEGORIES OVERVIEW (GLOBAL)

GHG emissions — induced in tCO₂e



Full categories overview — not a top-5 ranking.
Percentages are shares of total footprint (158k tCO₂e).





CLIMATE | DEFINING DECARBONISATION PATHWAYS

Building on the understanding of our emission hotspots across the value chain, SSE structured its decarbonisation approach to move from insight to action. Rather than focusing on isolated initiatives, the Group adopted a structured methodology to explore how different levers can be combined to drive meaningful emission reductions.



“By modelling scenarios such as HypexBio based solutions, we gain a clearer understanding of where the most meaningful emission reductions can be achieved, and under which conditions they can be developed and scaled. This approach helps us identify promising pathways, while progressively assessing their feasibility, scalability and alignment with our business and industrial realities.”

Markus Troger
CBDO SSE Group

CLIMATE CLOSER LOOK

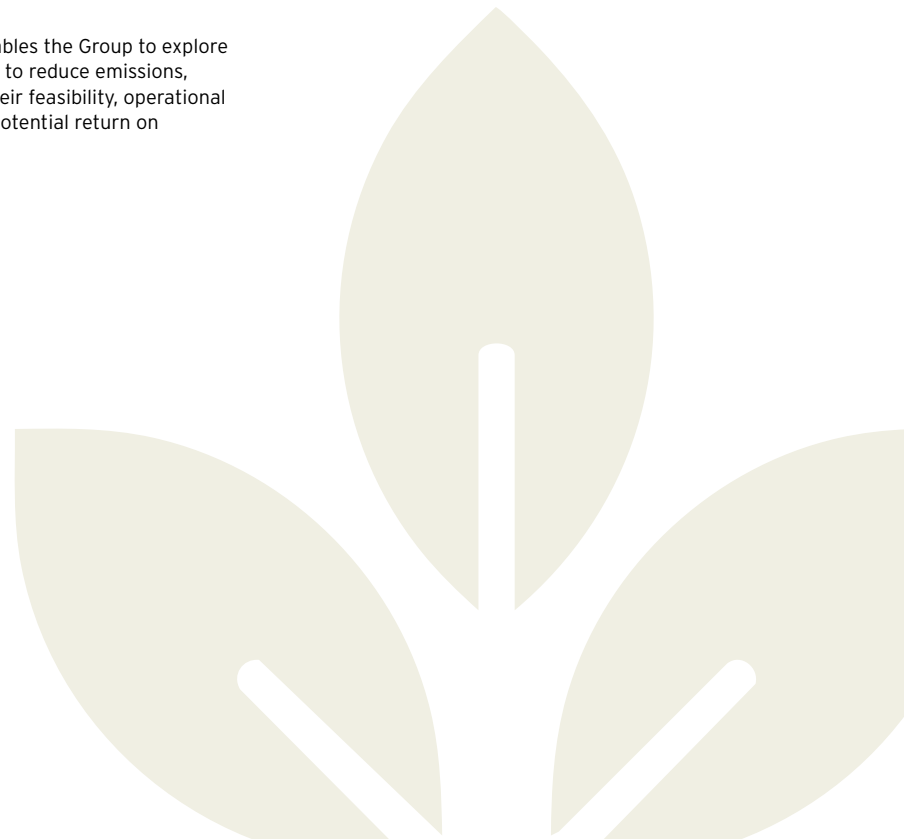
CLIMATE | SCENARIO-BASED APPROACH TO 2035

SSE developed a set of 16 scenarios to define its decarbonisation trajectory by 2035, each combining different levers across energy, operations and the value chain. Each scenario evaluates emission reduction potential over a 10-year timeframe, together with associated capital and operational expenditures, providing a comprehensive view of both impact and investment requirements.

This approach enables the Group to explore multiple pathways to reduce emissions, while assessing their feasibility, operational implications and potential return on investment.

By combining operational and financial perspectives, the scenario approach allows SSE to identify pathways that are both impactful and economically viable for the Group.

SSE structured its decarbonisation approach around three main families of levers, illustrated through concrete operational actions:



ENERGY TRANSITION & EFFICIENCY



Focusing on energy optimisation across operations, electrification of equipment and processes, and the transition to renewable energy sources.

Examples:

- Replacing diesel-powered equipment with electric alternatives at production sites
- Optimising energy consumption in manufacturing processes (e.g. blasting, mixing, heating)
- Switching to renewable electricity contracts or on-site energy production

OPERATIONS & MOBILITY TRANSFORMATION



Addressing process optimisation, industrial efficiency and the reduction of fuel consumption across operations and logistics.

Examples:

- Optimising drilling and blasting operations to reduce energy and material intensity
- Reducing fuel consumption through fleet optimisation and logistics planning
- Improving transport efficiency through route optimisation and load management

VALUE CHAIN & PRODUCT EVOLUTION



Targeting supplier engagement, material optimisation and the development and scaling of low-carbon product solutions.

Examples:

- Working with suppliers to reduce emissions linked to raw materials (e.g. explosives inputs, chemicals)
- Replacing diesel-powered equipment with electric alternatives at production sites
- Substituting high-materials with lower-carbon lower-carbon alternatives where feasible manufacturing processes (e.g. blasting, mixing, heating)
- Developing low-carbon product formulations and ensuring their availability at scale



FOSTER COMMUNITIES

PILLAR 4: FOSTER COMMUNITIES

**WE BELIEVE THAT ENGAGING WITH
NEIGHBOURING COMMUNITIES CAN MAKE
A DIFFERENCE IN IMPROVING THEIR LOCAL
LIFE, WHILE ENHANCING OUR EMPLOYEE
SENSE OF BELONGING.**



Drawing by son, age 6

Dominic Zuber

Head of Quality Unit, SSE Civil Explosives & Valsynthese

"For me, it's about understanding that our work matters beyond our business. Through the Our Resonance Foundation, we support local projects that make a real difference close to home. As a parent, I want my children to grow up seeing companies act responsibly within their communities."

FOSTERING STRONG RELATIONSHIPS WITH LOCAL COMMUNITIES

The Double Materiality Assessment confirmed that community engagement and local development are important topics for SSE, reflecting the Group's presence in multiple regions and its responsibility towards the communities where it operates.

In industries such as civil explosives and fine chemicals, operations are closely connected to local territories. Building trusted relationships with neighbouring communities and contributing to local development are therefore essential to the long-term sustainability of the Group.

Through the Foster Communities pillar, SSE supports initiatives that improve quality of life, encourage local partnerships and create opportunities for employees and stakeholders to engage in meaningful projects.

This approach is structured around three key drivers: supporting community initiatives through the OUR RESONANCE Foundation, encouraging employee engagement and contributing to local development across the regions where SSE operates.

Three drivers for communities at SSE

- OUR RESONANCE Foundation
- Employee community engagement
- Local partnerships & development



CELEBRATING TRADITION AND COMMUNITY

Across several countries where SSE operates in the mining and explosives sector, teams celebrate Saint Barbara, the patron saint of miners and explosives workers. This long-standing tradition reflects the shared heritage of the industry and brings together employees, retirees and local communities.

By honouring this tradition and recognising long-term service, these celebrations strengthen the sense of belonging within SSE teams and reinforce the bonds between the Group and the communities where it operates.



STRUCTURING COMMUNITY ENGAGEMENT ACROSS SSE



"With the creation of the OUR RESONANCE Foundation, we have taken an important step in turning our values into concrete action for the communities around us. What makes this initiative truly meaningful is the engagement of our employees across the Group, who propose and support projects that respond to real local needs. Even if each contribution may seem modest, together they create a positive wave of impact. For us, this Foundation is not a marketing initiative — it is a long-term commitment that reflects our responsibility toward society and future generations."

Gilles de Preux
CEO SSE Group
OUR RESONANCE Foundation President

In 2025, SSE reached an important milestone in the development of the **Foster Communities** pillar with the creation and operational launch of the **OUR RESONANCE Foundation**.

This new foundation marks a step forward in structuring SSE's commitment to the communities where the Group operates. During the year, priority was given to establishing the Foundation's governance framework, consolidating its funding and launching the first community initiatives across several countries.

More than a philanthropic mechanism, the Foundation provides a structured platform enabling **employees, partners and local organisations to work together** and support environmental, social and community projects rooted in local needs.

Through this collective approach, SSE aims to **generate lasting positive impact in the regions where it operates**, while reinforcing the values that guide the Group: **responsibility, solidarity and long-term commitment**.

OUR RESONANCE FOUNDATION

TURNING COMMUNITY COMMITMENT INTO ACTION

The **OUR RESONANCE Foundation** serves as SSE's dedicated platform to support **environmental, innovative, social and societal initiatives** in the regions where the Group operates.

Designed as an employee-driven and locally anchored mechanism, the Foundation enables employees and local stakeholders to propose projects that respond to concrete community needs. Proposals are reviewed by the Foundation's Board, ensuring that supported initiatives align

with SSE values and deliver meaningful local impact.

Through this structured approach, the Foundation transforms the Foster Communities pillar into tangible action, strengthening SSE's engagement with local communities and reinforcing the values that guide the Group: responsibility, solidarity and long-term commitment.

These initiatives aim in particular to promote the quality of life of the communities connected to SSE's activities.

GOVERNANCE AND OVERSIGHT

The OUR RESONANCE Foundation operates under the supervision of an independent Board chaired by Gilles de Preux, CEO of SSE Group. The Board meets regularly to review project proposals, oversee funding allocations and ensure that supported initiatives remain aligned with the Foundation's mission and SSE's values.

"What makes the OUR RESONANCE Foundation meaningful is the engagement of our employees. Their initiatives reflect the needs of the communities where we operate and the values we share."

Anna Darska
Vice-President
OUR RESONANCE Foundation

"Our activities are closely connected to the regions where we operate. Through the OUR RESONANCE Foundation, we support initiatives that help improve the quality of life in the communities where our employees live and work."

Laura Muresan
OUR RESONANCE Foundation Member

KEY PROGRESS IN 2025

2025 marked the **operational launch of the OUR RESONANCE Foundation**, transforming the concept into a fully functioning philanthropic mechanism across the Group.

Key milestones included:

- **Establishment of the Foundation governance framework**, including statutes, regulations and a dedicated Board chaired by the CEO of SSE Group.
- **Consolidation of the Foundation's sustainable funding model**, combining an **initial Group contribution of CHF 150,000 with annual financial participation from SSE subsidiaries (CHF 10,000 per entity)**, ensuring the long-term capacity of the Foundation to support community initiatives across the regions where SSE operates.
- **Launch of the first call for initiatives**, inviting employees across the Group to submit projects supporting social, educational, environmental or community causes.
- **Review and approval of the first portfolio of initiatives across several countries**, including educational, cultural and community-based projects proposed by employees and local partners.
- **Rapid mobilisation of the Foundation following the Crans-Montana tragedy**, combining Foundation funding, company support and **employee donations matched by SSE Switzerland** to provide financial assistance to affected families and contribute to the cantonal relief fund.

These first initiatives demonstrate the Foundation's ability to **translate SSE's values into concrete local action while strengthening engagement across the Group**.

IMPACT ACROSS SSE

The first year of activity confirmed the strong engagement of employees and the relevance of the Foundation's mission.

Through the initiatives supported in 2025, the Foundation:

- Enabled employee-led community engagement across several SSE countries.
- Supported social, educational and community initiatives benefiting local populations.
- Strengthened relationships between SSE sites and their surrounding communities.
- Demonstrated SSE's commitment to solidarity and responsible corporate citizenship.

By empowering employees to act locally while providing a structured support mechanism, the Foundation contributes to creating a positive and lasting impact across the Group's operating regions.



"Our activities are closely connected to the regions where we operate. Through the OUR RESONANCE Foundation, we support initiatives that help improve the quality of life in the communities where our employees live and work."

Adrien Ramelet
Administrator & Secretary
of the SSE Group Board



**DRIVEN BY OUR
PURPOSE**

PILLAR 5: DRIVEN BY OUR PURPOSE

**WE BELIEVE THAT ONLY COMPANIES LED
BY PURPOSE AND OPEN TO COOPERATE
WITH EXTERNAL STAKEHOLDERS CAN
MAKE POSITIVE IMPACT**



Drawing by son, age 12

Magdalena Kłok
IMS QEHS Expert, SSE Group

«The ESG report summarizes our achievements, identifies opportunities for improvement, and increases our transparency by presenting our impact on the environment, society, and governance. Looking at my son's illustration reminds me why it matters: business is not just about generating profit, but about creating long-term value for people, the environment, and future generations.»

DRIVING TRANSPARENCY, ENGAGEMENT AND INFORMED DECISION-MAKING

As SSE continues to structure its sustainability journey, the ability to measure, understand and communicate impact becomes a key enabler of long-term performance and credibility.

This pillar supports the transition from individual initiatives to a more structured ESG system, combining robust data, transparent reporting, stakeholder engagement and strategic partnerships.

Employees, Board members and senior leadership drive this transformation, while partners bring complementary expertise to accelerate innovation and scale impact.

Communication plays a key role, helping to raise awareness, build understanding and foster conviction across stakeholders, enabling stronger alignment across the organisation and its ecosystem.

Together, these elements lay the foundations for a more data-driven and collaborative approach, enabling more informed decisions and strengthening the integration of ESG into governance, risk management and investment decisions.

Three drivers to bring our purpose to life

- Inspire positive changes
- Report with transparency
- Driven by our purpose



STRUCTURING ESG THROUGH DATA, PEOPLE & PARTNERSHIPS



“Bringing our purpose to life means going beyond communication — it requires building the capabilities, partnerships and insights that enable better decision-making across the Group. By strengthening transparency, fostering collaboration and embedding ESG into our governance and daily operations, we are creating the conditions to drive real, measurable impact. This is how RESONANCE becomes not just a framework, but a lever for alignment, engagement and long-term value creation.”

Lucia Mafrić
Marketing & Communication
Manager Valsynthese
Driven by our purpose Pillar Leader

FROM TRANSPARENCY TO DECISION-MAKING AND COLLECTIVE ENGAGEMENT

In 2025, SSE strengthened this pillar by moving from communication-led initiatives to a more structured and integrated ESG system embedded across governance and operations.

Key milestones include the completion of the Double Materiality Assessment, reinforced ESG reporting, and the deployment of digital tools enabling carbon monitoring and scenario-based decision-making.

At the same time, SSE expanded stakeholder engagement, using communication to drive awareness, alignment and cultural transformation across employees, partners and external stakeholders.

The Group also continued to build a partner-enabled ecosystem, combining internal capabilities with external expertise in data, digitalisation and low-carbon innovation.

Together, these advances enhance transparency, decision-making and alignment, positioning SSE to scale its sustainability ambitions and embed ESG into its core business and operational performance.

ENABLING INFORMED DECISIONS AND SCALABLE IMPACT

This pillar acts as the backbone of SSE's ESG transformation, connecting data, people and partnerships to enable informed decisions and scalable impact.



CLOSER LOOK: PARTNERING TO ACCELERATE LOW-CARBON INNOVATION

SSE has partnered with **Hypex Bio** to develop and deploy **next-generation sustainable explosives**, combining advanced low-impact technology with SSE's operational expertise.

In January 2025, this collaboration reached a key milestone with the **first Hypex Bio blast in Central Europe**, carried out at the Ligerz Tunnel in Switzerland with Implenia and SBB – demonstrating the ability to test innovative solutions **in real operating conditions**.

This partnership illustrates how SSE leverages **external expertise and industrial capabilities** to accelerate innovation and lay the foundations for **scaling more sustainable solutions across its operations**.

DRIVEN BY OUR PURPOSE KEY HIGHLIGHT

KEY PROGRESS IN 2025

Double Materiality Assessment (DMA)

Completed at Group level, integrating internal and external stakeholders to define SSE's most material ESG priorities and strengthen alignment with risk and strategy.

ESG Reporting & Data Platforms

Significant progress in structuring ESG reporting in line with evolving standards, supported by tools such as Tennaxia. This enables carbon footprint monitoring and scenario-based decarbonisation pathways, supporting forward-looking operational and investment decisions.

Communication & Stakeholder Engagement

Deployment of more structured and consistent ESG communication, including the rollout of the RESONANCE narrative and internal communication toolkit, as well as increased visibility through LinkedIn campaigns and leadership engagement. These efforts strengthen awareness, alignment and ownership across employees, partners and external stakeholders.



Strategic Partnerships & Capability Building

Development of a partner-enabled ecosystem, combining internal capabilities with external expertise in data, digitalisation and low-carbon innovation. Collaborations such as Tennaxia for carbon modelling and partnerships supporting low-carbon product innovation and digital solutions (e.g. Hypex) enable testing, learning and scaling of solutions in real operating and industrial conditions.



IMPACT ACROSS SSE

- Improved visibility on ESG performance and risks, through consolidated data, carbon footprint monitoring and scenario modelling
- Stronger integration of sustainability into decision-making, with ESG priorities embedded into risk management, strategic planning and investment discussions
- Increased alignment across entities and functions, supported by the Double Materiality Assessment and a shared Group ESG framework
- Enhanced employee engagement and ownership, driven by structured communication, internal activations and leadership mobilisation
- Reinforced credibility and transparency, through more structured ESG reporting and clearer communication with external stakeholders

Together, these advances position SSE to accelerate from pilot initiatives toward scalable solutions, enabled by data platforms, cross-entity collaboration and operational testing across the Group.





SCOPE, METHODOLOGY & ANNEXES OF DATA

METHODOLOGY AND SCOPE OF THE REPORT

SCOPE AND BOUNDARIES OF THE REPORT

This ESG report provides a structured overview of SSE Group's sustainability performance for the reporting period January 2025 to June 2026. Where relevant, 2024 data is included as baseline reference to provide context and demonstrate progress over time.

Reporting Period: The data presented in this report covers the period from January 2025 to June 2026. Historical data and forward-looking targets are included where available to illustrate roadmaps and progress.

Organisational Boundaries: The scope of the report includes all entities consolidated in SSE Group's financial statements, operating across Switzerland, Czech Republic, Poland, Romania, Germany, Sweden and other countries where we operate. While we consider impacts across the value chain, this report does not cover the downstream use of our products, as these impacts are disclosed by our customers in their own ESG reporting.

METHODOLOGIES

ESG data is collected through standardised internal processes, including audits, surveys, and monitoring systems. It is then validated and analysed using recognised methodologies and performance indicators. Our approach includes:

- **Environmental metrics:** GHG emissions (Scope 1, 2 and 3, in CO₂ equivalents), energy consumption by source, water consumption and waste generation – measured using internal tools, the Tennaxia platform, and aligned with the Greenhouse Gas Protocol and ISO 14001 environmental management standards. Uncertainty levels have been identified for each indicator to ensure transparency in how results are interpreted.
- **Social metrics:** Indicators such as diversity and inclusion, occupational health and safety, employee engagement and community involvement – collected via internal surveys, HR systems and governance audits.
- **Governance metrics:** Board composition, ethical practices, compliance and oversight structures – assessed through internal policy reviews and governance audits.

Where applicable, the report specifies assumptions (e.g. use of proxies or industry averages) and limitations (e.g. data availability or measurement challenges).

ALIGNMENT WITH CSRD AND REGULATORY FRAMEWORKS

SSE Group is progressively aligning its ESG disclosures with applicable sustainability reporting frameworks. As a company of its size, SSE Group falls within the scope of the Voluntary Sustainability Reporting Standard for SMEs (VSME), developed by EFRAG as a proportionate framework for smaller companies not directly subject to the full CSRD requirements. While SSE is not legally required to apply the full CSRD/ESRS framework, the Group voluntarily draws on its principles as a reference to strengthen the quality, structure and credibility of its reporting.

This alignment is evolving and focuses on building the internal capabilities and processes needed to anticipate future regulatory expectations.

In anticipation of these requirements, this report begins to reflect key principles of the directive, including:

- **Double Materiality:** SSE Group completed its first Double Materiality Assessment (DMA) at Group level in 2025, integrating internal and external stakeholders to identify the sustainability topics that are most impactful to people

and the planet, and most financially material to our business. The results will inform future disclosures and strengthen the connection between sustainability initiatives and long-term value creation.

- **Progressive incorporation of ESRS/VSME Requirements:** SSE is actively working toward the gradual adoption of relevant reporting standards, using both ESRS and the VSME standard as guidance. This process will shape the structure and content of future ESG reports as regulatory obligations evolve and internal readiness is strengthened.
- **ISO 14001 & ISO 45001 Certification** 82% of SSE Group companies are certified to both ISO 14001 (environmental management) and ISO 45001 (occupational health and safety), demonstrating the Group's commitment to systematic and structured management practices.

CONNECTING PERFORMANCE AND PURPOSE: PREPARING FOR ESG-LINKED FINANCIAL DISCLOSURE

This report reflects SSE Group's ongoing journey to align sustainability with business performance. While financial and ESG information are currently presented separately, we are actively laying the groundwork for more connected and transparent reporting in the near future.

A key step in this process is the completion of our Double Materiality Assessment, which identified the sustainability topics most material to SSE's strategy, risks and stakeholders. In parallel, the deployment of the Tennaxia platform enables carbon footprint monitoring and scenario-based decarbonisation pathways, supporting forward-looking operational and investment decisions.

On GHG emissions: The 2024 carbon footprint has been established as SSE's baseline year. A decarbonisation strategy is currently under development. Updated GHG data will be reported upon strategic target validation.

Although this year's report does not yet quantify the financial outcomes of our ESG actions, it clearly outlines the strategic path we are taking. Supported by the DMA and the implementation of the RESONANCE roadmap, future disclosures will progressively demonstrate how sustainability, performance and value creation are truly interlinked.

DOUBLE MATERIALITY ASSESSMENT: FROM FOUNDATION TO RESULTS DMA METHODOLOGY

In 2025, SSE Group completed its first Double Materiality Assessment (DMA) at Group level. This key initiative was designed to identify and prioritise the environmental, social and governance (ESG) topics most relevant to our business – both from an impact and a financial materiality perspective.

Rather than outsourcing the process, we chose a pragmatic, resource-efficient and internally driven approach, tailored to the specificities of SSE. The assessment was coordinated by a dedicated internal project manager, with support from the ESG function and expert guidance to ensure alignment with CSRD/VSME requirements.

Our DMA process included:

- Mapping our full value chain and describing key activities
- Screening and prioritising sustainability matters aligned with the 69 topics defined under the ESRS
- Engaging internal and external stakeholders through workshops, interviews and surveys – capturing diverse perspectives including employees, clients, suppliers and community representatives

- Assessing both actual and potential impacts, as well as financial risks and opportunities
- Developing a clear and auditable documentation trail to support transparency and enable future iterations

Results and outcomes: The DMA has been finalised and its results are reflected in this report. The consolidated Double Materiality Matrix identifies SSE's most material ESG topics and informs the structure of our reporting, our strategic priorities and our risk management approach. The results will be progressively integrated into future ESG disclosures, strengthening alignment between sustainability and long-term value creation.

A detailed internal DMA report, including the full Double Materiality Matrix, stakeholder engagement documentation and impact assessment methodology, has been produced and is available upon request.

CARBON FOOTPRINT AND DECARBONISATION TRAJECTORIES: OUR APPROACH WITH TENNAXIA

Methodology

SSE Group conducted its first comprehensive carbon footprint assessment in 2025, covering Scope 1, 2 and 3 emissions based on 2024 operational data. This assessment establishes SSE's **baseline year** for GHG emissions reporting.

The carbon footprint was calculated using the **Tennaxia platform**, a recognised ESG data management tool that enables:

- Structured data collection across all SSE entities and geographies
- Carbon emissions calculation aligned with the **Greenhouse Gas Protocol**
- Uncertainty level identification for each emissions source
- Scenario-based decarbonisation pathway modelling

Scope of the assessment:

- **Scope 1:** Direct emissions from owned and controlled sources (fuel combustion, fleet, industrial processes)
- **Scope 2:** Indirect emissions from purchased electricity and heat
- **Scope 3:** Value chain emissions including upstream and downstream activities

A detailed internal carbon footprint report, including emissions calculations, data sources, uncertainty levels and assumptions by scope and entity, has been produced and is available upon request.

Decarbonisation trajectory


In 2025, SSE initiated the development of its decarbonisation strategy, structured around two complementary time horizons:

- **Strategic scenarios:** 16 decarbonisation scenarios were developed across key transformation levers, providing a first assessment of emission reduction potential, operational feasibility and financial implications. These are currently under expert review to support future Board-level decisions.
- **Immediate actions:** A Decarbonisation Guidebook was launched, enabling the implementation of practical emission reduction measures at site level, initially piloted in Romania and the Czech Republic, with progressive rollout planned across all markets in 2026.

Updated GHG data will be reported in the next ESG report, following strategic target validation and the formalisation of SSE's decarbonisation pathway.


SSE RESONANCE PERFORMANCE DASHBOARD 2025

Strategic pillar 1

 Unlock Innovation	2025	Baseline date	SDG contribution	DMA material topic	VSME reference	ESRS cross-reference	Justification
INDICATORS							
SSE Science Academy		2024		Innovation & green markets	B2		ESG Reporting Rationale
Launch of the development of a platform dedicated to enhance internal competencies and fostering future-ready talent.		✓	SDG 4.4, SDG 8.5, SDG 9.5	Innovation & green markets	B2 (supporting KPI)	ESRS S1-1, ESRS SBM-3, ESRS G1-3	Skills development, future talent, innovation strategy
Digital learning platform deployed (Civil Explosives)	✓	-	SDG 4.4, SDG 9.5	Innovation & green markets	B2 (supporting KPI)	ESRS SBM-3, ESRS G1-3	Enables scalable knowledge sharing and structured learning across operations
Fine Chemicals competence framework initiated	✓	-	SDG 4.4, SDG 8.5	Innovation & green markets	B2 (supporting KPI)	ESRS S1-1, ESRS SBM-3	Builds sector-specific technical expertise to support operational excellence
Training participations recorded	257	0	SDG 4.4, SDG 8.5	Innovation & green markets	B10 (supporting KPI)	ESRS S1-1	Measures reach and engagement of learning programmes across the Group
Number of mentors engaged across SSE	32	0	SDG 4.4, SDG 8.5	Innovation & green markets	B2 / B10 (supporting KPI)	ESRS S1-1	Reflects knowledge transfer culture and intergenerational expertise sharing
Countries involved	7	0	SDG 4.4, SDG 17.16	Innovation & green markets	B2 (supporting KPI)	ESRS SBM-3	Demonstrates cross-border deployment and Group-wide integration of the programme
AI Innovation Program							
AI Innovation contest launched through all SSE markets leading to the selection of 4 projects to be implemented		✓	SDG 8.2, SDG 9.5, SDG 12.6	Innovation & green markets	B2 (supporting KPI)	ESRS SBM-3, ESRS SBM-1, ESRS G1-3	AI innovation as a sustainability driver in core business
Number of AI pilot initiatives in progress	3	0	SDG 8.2, SDG 9.5, SDG 12.6	Innovation & green markets	B2 (supporting KPI)	ESRS SBM-3, ESRS G1-3	Tracks pace of AI integration into core operations and sustainability performance
Predictive maintenance: external solution selected, testing initiated	✓	-	SDG 8.2, SDG 9.5	Innovation & green markets	B2 (supporting KPI)	ESRS SBM-3	Supports safer operations and reduced downtime through data-driven maintenance
AI Drill & Blast optimisation concept finalised	✓	-	SDG 8.2, SDG 12.6	Innovation & green markets	B2 (supporting KPI)	ESRS E1-2, ESRS SBM-3	Optimised blasting reduces energy use and supports carbon intensity reduction

AI Copilot tools (“free” and “professional” versions) introduced to all SSE employees	✓	-	SDG 8.2, SDG 9.5, SDG 12.6	Digitalisation & cybersecurity	B2 (supporting KPI)	ESRS SBM-3, ESRS S1-1, ESRS G1-3	Supports digital transformation, employee productivity, and more efficient daily work through broad access to AI-enabled tools.
							ESG Reporting Rationale
First exploration to develop a project to centralise data and enabling real-time, sustainable, decision-making across the Group		✓	SDG 9.c, SDG 12.6, SDG 13.3	ESG data governance & transparency	B2 (supporting KPI)	ESRS E1-2, ESRS SBM-3, ESRS G1-3	AI-powered, real-time, sustainability-aligned decision-making
Core data infrastructure consolidated across entities	✓	-	SDG 9.c, SDG 12.6	ESG data governance & transparency	B2 (supporting KPI)	ESRS E1-2, ESRS SBM-3	Enables reliable, harmonised data for operational and sustainability reporting
Scalable BI platform foundation established	✓	-	SDG 9.c, SDG 12.6, SDG 13.3	ESG data governance & transparency	B2 (supporting KPI)	ESRS E1-2, ESRS SBM-3, ESRS G1-3	Supports real-time, sustainability-aligned decision-making across the Group

Strategic pillar 2

 Caring for our people	2025	Baseline date	SDG contribution	DMA material topic	VSME reference	CSRD /ESRS Codification	Justification
INDICATORS							
B8 Workforce - General characteristics		2024		Diversity, inclusion & equal opportunities	B8	ESRS S1	ESG Reporting Rationale
Full-time M	546	611	SDG 8.5	Diversity, inclusion & equal opportunities	B8 (supporting KPI)	ESRS S1-6 AR.50a	
Full Time F	83	87	SDG 8.5	Diversity, inclusion & equal opportunities	B8 (supporting KPI)	ESRS S1-6 AR.50a	
Full time Total	629	698	SDG 8.5	Diversity, inclusion & equal opportunities	B8 (supporting KPI)	ESRS S1-6 AR.50a	Provides a breakdown of standard employment contracts by gender, supporting analysis of workforce stability and inclusion
Part-time M	23	29	SDG 8.5	Diversity, inclusion & equal opportunities	B8 (supporting KPI)	ESRS S1-6 AR.50a	
Part time F	31	33	SDG 8.5	Diversity, inclusion & equal opportunities	B8 (supporting KPI)	ESRS S1-6 AR.50a	
Part-time Total	54	62	SDG 8.5	Diversity, inclusion & equal opportunities	B8 (supporting KPI)	ESRS S1-6 AR.50a	Captures flexibility and potential precarity in employment structures, with a gender lens

Total internal Employees M	569	640	SDG 8.5	Innovation & green markets	B8 (supporting KPI)	ESRS S1-6 AR.50a	
Total Internal Employees F	114	120	SDG 8.5	Diversity, inclusion & equal opportunities	B8 (supporting KPI)	ESRS S1-6 AR.50a	
<i>Total Employees</i>	683	760	SDG 8.5	Diversity, inclusion & equal opportunities	B8 (supporting KPI)	ESRS S1-6 AR.50a	Reflects the internal workforce structure by gender, essential for measuring equity and representation
Total Contractors M	12	11	SDG 8.2, SDG 12.6	Diversity, inclusion & equal opportunities	B8 (additional voluntary KPI)	ESRS S1-6 AR.50a	
Total Contractors F	7	8	SDG 8.5, SDG 12.6	Diversity, inclusion & equal opportunities	B8 (additional voluntary KPI)	ESRS S1-6 AR.50a	
Total Contractors	19	19	SDG 8.5, SDG 12.6	Diversity, inclusion & equal opportunities	B8 (additional voluntary KPI)	ESRS S1-6 AR.50a	Complements the internal workforce view with external workforce data, important for due diligence and contractor practices
Total Workforce M	581	651	SDG 8.5, SDG 5.1	Diversity, inclusion & equal opportunities	B8 (supporting KPI)	ESRS S1-6 AR.50a	
Total Workforce M in %	82.80%	83.60%	SDG 5.1, SDG 5.5, SDG 10.2 83.60%	Diversity, inclusion & equal opportunities	B8 (supporting KPI)	ESRS S1-2 (Gender representation)	Facilitates proportional analysis of gender balance, crucial for tracking progress on diversity objectives
Total Workforce F	121	128	SDG 8.5, SDG 5.1	Diversity, inclusion & equal opportunities	B8 (supporting KPI)	ESRS S1-6 AR.50a	
Total Workforce F in %	17.20%	16.40%	SDG 5.1, SDG 5.5, SDG 10.2	Diversity, inclusion & equal opportunities	B8 (supporting KPI)	ESRS S1-2 (Gender representation)	Facilitates proportional analysis of gender balance, crucial for tracking progress on diversity objectives
Total workforce Total	702	779	SDG 8.5, SDG 5.1	Diversity, inclusion & equal opportunities	B8 (supporting KPI)	ESRS S1-6 AR.50a	Consolidates full workforce headcount for scope clarity in reporting
% of own employees under 30 years old	9.60%	9.61%	SDG 8.5, SDG 10.2	Diversity, inclusion & equal opportunities	B8 (additional voluntary KPI)	ESRS S1-6 AR 50(b)	Enables monitoring of age diversity and intergenerational equity in employment
% of employees between 30-50 years old	53.12%	53.16%	SDG 8.5, SDG 10.2	Diversity, inclusion & equal opportunities	B8 (additional voluntary KPI)	ESRS S1-6 AR 50(b)	Enables monitoring of age diversity and intergenerational equity in employment

% of employees over 50 years old	37.28%	37.24%	SDG 8.5, SDG 10.2	Diversity, inclusion & equal opportunities	B8 (additional voluntary KPI)	ESRS S1-6 AR 50(b)	Enables monitoring of age diversity and intergenerational equity in employment
Number of employees with disabilities	20	20	SDG 10.2, SDG 8.5, SDG 3.8	Diversity, inclusion & equal opportunities	B8 (additional voluntary KPI)	ESRS S1-2 (Equal treatment and opportunities)	Supports tracking of inclusion and equal opportunity for underrepresented groups
Gender equality & inclusion initiatives		2024		Diversity, inclusion & equal opportunities	B2 / B10	ESRS S1-2	ESG Reporting Rationale
Gender Equality program kicked off	✓	✓	SDG 5.1, SDG 5.5, SDG 8.5	Diversity, inclusion & equal opportunities	B2 (supporting KPI)	ESRS S1-2	Signals active measures in place to promote gender equity and improve organizational culture
Number of managers trained on gender equality (Swiss pilot market)	21	-	SDG 5.1, SDG 5.5, SDG 8.5	Diversity, inclusion & equal opportunities	B2 (supporting KPI)	ESRS S1-2	Demonstrates concrete capacity-building and leadership sensitization on gender equality, supporting cultural change and more inclusive management practices.
Equal pay analysis initiated in the Swiss pilot market	✓	-	SDG 5.1, SDG 5.5, SDG 8.5	Diversity, inclusion & equal opportunities	B10 (supporting KPI)	ESRS S1-2	Signals active action to assess and address pay equity in the pilot market, supporting fair treatment and preparation for broader Group-level rollout.
Number of trust persons elected (Swiss pilot market)	4	-	SDG 5.1, SDG 5.5, SDG 16.7	Diversity, inclusion & equal opportunities	B2 (supporting KPI)	ESRS S1-2	Shows that SSE established an accessible support mechanism for employees in the pilot market, strengthening trust, inclusion, and safe channels for workplace-related concerns.
Number of countries involved in the International Women's Day initiatives	7	-	SDG 5.1, SDG 5.5, SDG 10.2	Diversity, inclusion & equal opportunities	B2 (supporting KPI)	ESRS S1-2	Shows the Group-wide reach of gender equality awareness actions and signals progress in promoting inclusion across SSE markets.
Women Directors	2	2	SDG 5.1, SDG 16.7	Governance, integrity & compliance	Additional voluntary KPI (aligns with C9)	ESRS G1-1 (Governance structure)	Indicates the level of female representation in top governance bodies, aligned with SDG 5.5
Women in Management Positions	10	9	SDG, 5.5	Diversity, inclusion & equal opportunities	B8 (additional voluntary KPI)	ESRS S1-2	Highlights gender diversity in leadership and succession pipelines
Women employees across organisation in %	0.167	0.158	SDG 5.1, SFG 5.5, SDG 10.2	Diversity, inclusion & equal opportunities	B8 (supporting KPI)	ESRS S1-2	Tracks overall gender balance and supports monitoring of equality commitments across all levels

B9 Workforce - Health and safety		2024		Worker health, safety & well-being	B9	ESRS S1	ESG Reporting Rationale
Number of fatalities as a result of work-related injuries and work-related ill health	0	0	SDG 3.9, SDG 8.8	Worker health, safety & well-being	B9	ESRS S1-14	Critical safety outcome indicator, required under ESRS and GRI for human rights and occupational health
Number of LTAs (Lost Time Accidents)	14	16	SDG 8.8	Worker health, safety & well-being	B9 (supporting KPI)	ESRS S1-14	Operational safety performance measure, reflecting incident frequency and severity
LTIFR (Lost Time Injury Frequency Rate) /1 million hours worked	10.2	10.44	SDG 8.8	Worker health, safety & well-being	B9 (supporting KPI)	ESRS S1-14	Normalized indicator of workplace injuries, enabling performance benchmarking
TRIFR (Total recordable Injury Frequency rate)/1 million hours worked	17.49	16.96	SDG 8.8	Worker health, safety & well-being	B9 (supporting KPI)	ESRS S1-14	Comprehensive frequency rate capturing all recordable incidents, useful for trend analysis and improvement planning
Occupational Health and Safety Management							
Percentage of SSE Group companies certified to ISO 45001	82%	82%	SDG 8.8	Worker health, safety & well-being	B2 (certification / supporting KPI)	ESRS S1-14	Ensures systematic identification, management, and reduction of workplace health and safety risks. Supports compliance with regulatory frameworks and enhances employee protection.

Strategic pillar 3

 Climate actions	2025	Baseline date	SDG contribution	DMA material topic	VSME reference	CSRD /ESRS Codification	Justification
INDICATORS							
B3 Energy and greenhouse gas emissions		2024		Climate transition & pollution management	B3	ESRS E1	ESG Reporting Rationale
Carbon reduction trajectory in progress	✓		SDG 13.1, SDG 13.2	Climate transition & pollution management	B2 (transition initiative)	ESRS E1-1, ESRS E1-5	2024 carbon footprint established as baseline year. Decarbonisation strategy under development. Updated GHG data will be reported upon target validation
Energy consumption from fossil (a), nuclear (b), renewable sources							
Total Energy consumption (Scope 1&2) Uncertainty: C, 36,2%	= 2024 baseline ¹	15,014,879.21 kg CO ₂ e	SDG 7.3, SDG 13.1	Climate transition & pollution management	B3	ESRS E1-5 AR.37	Provides baseline data on operational energy intensity and is key for reduction target setting
Energy consumption from fossil sources detailed breakdown by source (only high climate impact sectors: coal, oil, gas, other fossil sources)							
Coal	N/A	N/A	SDG 13.2	Climate transition & pollution management	B3 (supporting breakdown)	ESRS E1-5 AR.38	Critical high-impact energy source not used at SSE
Fuel oil (Uncertainty: A, 6,79%)	= 2024 baseline ¹	98,841.08 kg CO ₂ e	SDG 13.2	Climate transition & pollution management	B3 (supporting breakdown)	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency
Mineral oil (Uncertainty: B, 17,1%)	= 2024 baseline ¹	4,621,428.26 kg CO ₂ e	SDG 13.2	Climate transition & pollution management	B3 (supporting breakdown)	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency
LPG (Uncertainty: A, 12,6%)	= 2024 baseline ¹	1,235.20 kg CO ₂ e	SDG 13.2	Climate transition & pollution management	B3 (supporting breakdown)	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency
Diesel B10 (Uncertainty: B, 15,8%)	= 2024 baseline ¹	81,163.98 kg CO ₂ e	SDG 13.2	Climate transition & pollution management	B3 (supporting breakdown)	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency
Diesel B7 (Uncertainty: A, 4,55%)	= 2024 baseline ¹	8,542,974.50 kg CO ₂ e	SDG 13.2	Climate transition & pollution management	B3 (supporting breakdown)	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency

SP95 E10 (Uncertainty: A, 11,2%)	= 2024 baseline ¹	999.26 kg CO ₂ e	SDG 13.2	Climate transition & pollution management	B3 (supporting breakdown)	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency
SP95 E5 (Uncertainty: A (7,61%))	= 2024 baseline ¹	193,110.65 kg CO ₂ e	SDG 13.2	Climate transition & pollution management	B3 (supporting breakdown)	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency
Steam, heat and cold (Uncertainty: C, 38,8%)	= 2024 baseline ¹	1,690,976.61 kg CO ₂ e	SDG 13.2	Climate transition & pollution management	B3 (supporting breakdown)	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency
Natural gas (Uncertainty: C, 30,2%)	= 2024 baseline ¹	3,255,868.44 kg CO ₂ e	SDG 13.2	Climate transition & pollution management	B3 (supporting breakdown)	ESRS E1-5 AR.38	Helps identify priority fuels for decarbonisation and heat/electricity conversion efficiency
Total Gross Scope 1,2,3 GHG emissions, metric tonnes of CO₂eq; and total GHG emissions, metric tonnes of CO₂eq (ESRS E1-6 AR. 44)							
Scope 1 Emissions (Uncertainty: A, 7,76%)	= 2024 baseline ¹	15,145,860.87 kg CO ₂ e	SDG 13.1, SDG 12.6	Climate transition & pollution management	B3	ESRS E1-6 AR.44	Tracks operational emissions from owned sources, forming the base of carbon strategy
Scope 2 Emissions (Uncertainty: D, 187%)	= 2024 baseline ¹	2,840,686.09 kg CO ₂ e	SDG 13.1	Climate transition & pollution management	B3	ESRS E1-6 AR.44	Reflects efficiency of energy use and relevance of renewable sourcing
Scope 3 Emissions (Uncertainty: A, 6,77%)	= 2024 baseline ¹	140,440,451.04 kg CO ₂ e	SDG 13.3, SDG 12.6	Climate transition & pollution management	Additional voluntary KPI (Scope 3)	ESRS E1-6 AR.44	Captures upstream/downstream climate impacts; essential for full footprint mapping
Total GHG emissions (Scopes 1+2+3)	= 2024 baseline¹	158 426 998,00 kg CO₂e	SDG 13.2	Climate transition & pollution management	B3	ESRS E1-6 AR.44	Enables holistic emissions tracking, climate risk assessment, and reduction roadmap development


¹ 2024 carbon footprint established as baseline year. Decarbonisation strategy under development. Updated GHG data will be reported upon target validation

Strategic pillar 3

 Climate actions	2025	Baseline date	SDG contribution	DMA material topic	VSME reference	CSRD /ESRS Codification	Justification
INDICATORS							
B6 Water		2024					
Total water consumption (m ³)	= 2024 baseline ¹	691,357.9	SDG 6.4, SDG 12.2	Climate transition & pollution management	B6	ESRS E3-4 AR.28a	Tracks operational water demand and supports assessment of water-related risks, especially in water-stressed regions
Water consumption - Total (Uncertainty: A, 11.8%)	= 2024 baseline ¹	91,259.24 kg CO ₂ e	SDG 6.4, SDG 12.2	Climate transition & pollution management	B6 (supporting KPI)	ESRS E3-4 AR.28a	Includes accuracy level to ensure traceability of environmental impact and alignment with science-based methods
B7 Resource use, circular economy and waste management	= 2024 baseline ¹			Resource efficiency & circular economy	B7		
Total amount of waste generated (Uncertainty: B, 19.3%)	= 2024 baseline ¹	4,021,339.84 kg CO ₂ e	SDG 12.4, SDG 12.5	Resource efficiency & circular economy	B7	ESRS E5-5 AR.37a	Provides baseline data to improve waste prevention, reuse and recycling efforts; uncertainty disclosed for data quality
Total amount and percentage of non-recycled waste:				Resource efficiency & circular economy	B7		
Non-recycled waste - Total (Uncertainty: C, 39.3%)	= 2024 baseline ¹	34,075.93 kg CO ₂ e	SDG 12.5, SDG 12.4	Resource efficiency & circular economy	B7	ESRS E5-5 AR.37d	Highlights volume of waste not contributing to circularity targets; accuracy level supports reliability of data for reduction tracking
Non-recycled waste - % of "Waste - Total"	= 2024 baseline ¹	0.85%	SDG 12.5	Resource efficiency & circular economy	B7	ESRS E5-5 AR.37d	Measures progress toward zero-waste and circular economy objectives
Amount of hazardous waste and radioactive waste				Resource efficiency & circular economy	B7		
Hazardous/radioactive waste - Total (Uncertainty: B, 20.3%)	= 2024 baseline ¹	3,836,506.66 kg CO ₂	SDG 12.4, SDG 3.9	Resource efficiency & circular economy	B7	ESRS E5-5 AR.39	Tracks the most harmful waste categories for people and ecosystems; uncertainty level supports risk prioritization
Hazardous/radioactive waste - % of "Waste - Total"	= 2024 baseline ¹	95.40%	SDG 12.4	Resource efficiency & circular economy	B7	ESRS E5-5 AR.39	Provides proportional context of hazardous waste in total waste mix, informing mitigation strategies


Environmental Management Systems				Climate transition & pollution management	B2		
Percentage of SSE Group companies certified to ISO 14001	82%	82%	SDG 12.6, SDG 13.2	Climate transition & pollution management	B1 / B2 (certification)	ESRS E1-1, ESRS E5-1	Supports implementation of structured environmental management practices aligned with international standards. Facilitates risk control, compliance, and continuous improvement in line with CSRD and EU Taxonomy expectations

Strategic pillar 4

 Foster communities	2025	Baseline date	SDG contribution	DMA material topic	VSME reference	CSRD /ESRS Codification	Justification
INDICATORS							
Additional voluntary KPI - Workers in the value chain							
Working conditions, Equal treatment and opportunities for all, Other work-related rights: Procedure to be able to perform third party audit of high-risk suppliers and contractors on social/labour conditions (incl. working time, safety, equality, fair pay) is under development.	✓	2024	SDG 8.8, SDG 10.2, SDG 12.6	Supply chain responsibility	Additional voluntary KPI (DMA-informed)	ESRS S2-2, S2-4	Enables due diligence on supplier practices and supports responsible sourcing aligned with human rights obligations
Additional voluntary KPI - Affected communities							
% of site-level leadership positions held by local nationals	1	1	SDG 8.5, SDG 10.2	Local environmental impacts & community dialogue	Additional voluntary KPI (DMA-informed)	ESRS S3-3, SBM-3	Reflects local empowerment and economic integration in areas where the company operates
Initiatives to support local employees education or technical upskilling have started through the Science Academy project	✓	2024	SDG 4.4, SDG 8.3, SDG 10.2	Local environmental impacts & community dialogue	Additional voluntary KPI (DMA-informed)	ESRS S3-2, SBM-3	Demonstrates commitment to long-term value creation through community capacity-building
Community consultation sessions held on regular basis when requested	✓	2024	SDG 16.7, SDG 11.3	Local environmental impacts & community dialogue	Additional voluntary KPI (DMA-informed)	ESRS S3-1, S3-2	Ensures that affected communities are actively involved in decisions that impact their environment and rights
Our Resonance Foundation Launch	✓	2024	SDG 17.17, SDG 4.4, SDG 8.3	Local environmental impacts & community dialogue	Additional voluntary KPI (DMA-informed)	ESRS S3-2, SBM-3	Creates structured impact through local initiatives and partnerships aligned with sustainability and inclusion goals

Initial Group contribution (CHF)	150000	2025	SDG 17.17, SDG 11.3	Local environmental impacts & community dialogue	Additional voluntary KPI (DMA-informed)	ESRS S3-2, SBM-3	Establishes the financial foundation of the OUR RESONANCE Foundation, enabling structured community support across SSE operating regions
Annual financial contribution per SSE subsidiary (CHF)	10000	2025	SDG 17.17, SDG 11.3	Local environmental impacts & community dialogue	Additional voluntary KPI (DMA-informed)	ESRS S3-2, SBM-3	Ensures long-term funding sustainability of the Foundation through systematic subsidiary contributions

Strategic pillar 5

 Climate actions	2025	Baseline date	SDG contribution	DMA material topic	VSME reference	CSRD /ESRS Codification	Justification
B1 Basis for preparation / B2 Practices, policies and future initiatives		2024		Governance, integrity & compliance	B1 / B2	ESRS 2	ESG Reporting Rationale
Composition and diversity of the undertaking's administrative, management and supervisory bodies: described in this Dashboard Pillar section "Caring for people"	✓	2024	SDG 5.5, SDG 16.7	Governance, integrity & compliance	Additional voluntary KPI	ESRS 2 GOV-1 AR.21a-c	Supports inclusive and representative decision-making, and tracks diversity in leadership roles
Board group level's gender diversity: % of women	43%	29%	SDG 5.5, SDG 16.7	Governance, integrity & compliance	Additional voluntary KPI (aligns with C9)	ESRS 2 GOV-1 AR.21d	Tracks female representation at governance level, aligned with equality and participation goals
Description of the business model and value chain	✓	2024	SDG 12.6, SDG 8.2	Governance, integrity & compliance	Additional voluntary KPI (aligns with C1)	ESRS 2 SBM-1 AR.42	Enables stakeholders to assess how the business generates value and integrates sustainability
Disclosure on the materiality assessment process	✓	2024	SDG 12.6, SDG 17.16	ESG data governance & transparency	Additional voluntary KPI (DMA-informed)	ESRS 2 IRO-1 AR.53, ESRS IRO-2 AR. 56	Increases transparency on how the company identifies and prioritizes its sustainability impacts, risks, and opportunities
Double Materiality Assessment (DMA) completed at Group level	✓	2025	SDG 12.6, SDG 17.16	ESG data governance & transparency	Additional voluntary KPI (DMA-informed)	ESRS 2 IRO-1 AR.53, ESRS IRO-2 AR. 56	Completion of the Double Materiality Assessment at Group level, integrating both impact and financial materiality perspectives. Formalises SSE's most material ESG priorities and strengthens alignment with CSRD requirements and strategic risk management.

Governance practices & business conduct (B2 / B11)							ESG Reporting Rationale
Corporate culture: Resonance internal communication launched and first flyer delivered to employees	✓	2024	SDG 8.5, SDG 16.7	Governance, integrity & compliance	B2 (supporting KPI)	ESRS G1-3 AR.21b	Promotes employee awareness and alignment with the Group's sustainability purpose. Supports cultural anchoring of ESG values and prepares the ground for behavioural change.
Protection of whistle-blower: Whistle-blower protection mechanisms were introduced in all EU-based SSE companies in accordance with EU Directive 2019/1937.	✓	2024	SDG 16.5, SDG 16.6	Governance, integrity & compliance	B2 (supporting KPI)	ESRS G1-3 AR.21b	Ensures mechanisms are in place to detect and report wrongdoing, building institutional trust
Corruption and bribery							
Percentage of functions-at-risk covered by anti-corruption and anti-bribery training programmes	100%	100%	SDG 16.5	Governance, integrity & compliance	B2 (supporting KPI)	ESRS G1-3 AR.21b	Tracks the scope of preventive measures and integrity-building in risk-exposed areas
Total number and nature of confirmed incidents of corruption or bribery	0	0	SDG 16.5	Governance, integrity & compliance	B11	ESRS G1-3 AR.25a	Key outcome indicator of integrity system performance and legal compliance
Number of confirmed incidents in which own workers were dismissed or disciplined for corruption or bribery-related incidents	0	0	SDG 16.5	Governance, integrity & compliance	B11 (supporting KPI)	ESRS G1-3 AR.25b	Measures internal control and accountability systems related to employee conduct
Number of confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery	0	0	SDG 16.5, SDG 17.17	Governance, integrity & compliance	B11 (supporting KPI)	ESRS G1-3 AR.25c	Reflects due diligence in the value chain and commitment to ethical partnerships



GLOSSARY

Find the definitions of the main terms used in this report by scanning the QR code below.

**WE'RE ACCOUNTABLE
FOR FUTURE GENERATIONS**



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