SUSTAINABILITY REPORT 2024

-29%

CO_2eq emissions
compared to 2019

-75%

heating oil consump-
tion compared to 2019

-50%

used chemicals
compared to 2019

+43%

female employees
compared to 2019

Introduction

About this Report

This report presents Mikron's achievements in the areas of ESG (environmental, social, and governance), highlighting our deep commitment to transparency, information sharing, and corporate responsibility. It also reflects our efforts to adopt the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). While this is Mikron's first Sustainability Report aligned with the TCFD guidelines, it is our sixth Sustainability Report overall.

The document outlines the progress we have made in integrating the identification and management of climate-related risks and opportunities into our business strategy and disclosure initiatives, in line with the TCFD recommendations. It explores our strategic vision, highlights the key moments of the year, provides a global perspective on our international presence, and shares details about our corporate social responsibility initiatives and governance practices. Together, these elements provide a clear and comprehensive picture of who we are and how we operate.

Mikron has intensified its commitment to sustainability by aligning more closely with the requirements of the Global Reporting Initiative (GRI) and international ESG standards, improving their overall application.

Content

Letter to Stakeholders

Dear Stakeholders,

Mikron has been committed to sustainability for many years. Across all our locations, we strive to fulfill our responsibility towards people and the environment, following a path of continuous improvement that is deeply embedded in our corporate culture.

We act as a sustainable company not only because regulations require it, but because we are convinced that embracing sustainability will make us more successful in the future. This year, we are proud to present our new TCFD (Task Force on Climate-related Financial Disclosures) report, an essential tool for analyzing and addressing climate-related risks and opportunities. This initiative enables us to make informed strategic decisions and develop actions aimed at creating a resilient and sustainable future.

Our social commitment, cultivated over 115 years of corporate history, is reflected in the creation of an inclusive and dynamic working environment. We value diversity and promote equal opportunities, recognizing that the dedication of our employees to Mikron's values is the foundation of our success and the driving force behind our sustainability initiatives.
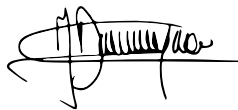
In 2024, we launched the Scope 3 data collection project at Group level to calculate our Scope 3 emissions—a fundamental step in reducing the environmental impact of our value chain. This initiative involved all Mikron's sites, and was supported by targeted meetings to raise employees' awareness of the project's importance and to foster a shared approach to sustainability. The final Scope 3 data will define the basis for further evaluation of our emission reduction initiatives. We plan to align our goals with the standards of the Science Based Targets initiative (SBTi), a global benchmark for decarbonization. This commitment includes the development of a long-term decarbonization plan to significantly reduce emissions and contribute to global efforts to combat climate change.

We sincerely thank all of you—our internal and external stakeholders—for your continued support and trust in our commitment. We are confident that together, we can build a better and more sustainable future for generations to come.

Sincerely,

Paul Zumbühl,
Chairman of the Board of Directors

Marc Desrayaud,
Chief Executive Officer

Left to right: Paul Zumbühl, Chairman of the Board of Directors, and Marc Desrayaud, Chief Executive Officer.

"We are following a path of continuous improvement that is deeply embedded in our corporate culture."

Memberships and Certifications

Certifications by Site

Mikron Machining Agno	ISO 9001 (2005), ISO 14001 (1999), ISO 45001 (before OHSAS 18001, 2005)
Mikron Rottweil	ISO 9001 (2008)
Mikron Tool Agno	ISO 14001 (2000), ISO 9001 (2002), ISO 45001 (before OHSAS 18001, 2006)
Mikron Boudry	ISO 9001 (1995), ISO 14001 (2007)
Mikron Denver	ISO 9001 (2001), ISO 13485 (2022)
Mikron Singapore	ISO 9001 (2009)
Mikron Shanghai	ISO 9001 (2009)
Mikron Kaunas	ISO 9001 (2020), ISO 14001 (2020)

Memberships

Task Force on Climate-related Financial Disclosures (TCFD)

Mikron adheres to the TCFD framework, ensuring transparency in the management of climate risks and opportunities while aligning with global best practices.

Sustainable Development Goals (SDGs)

Mikron integrates sustainability into its business strategy, contributing to the achievement of the 17 United Nations SDGs.

CDP

Mikron has participated in the CDP questionnaire for three consecutive years, showcasing its efforts to measure and manage its environmental impact.

EcoVadis

– **Mikron Machining Agno:** Bronze Medal (2024)
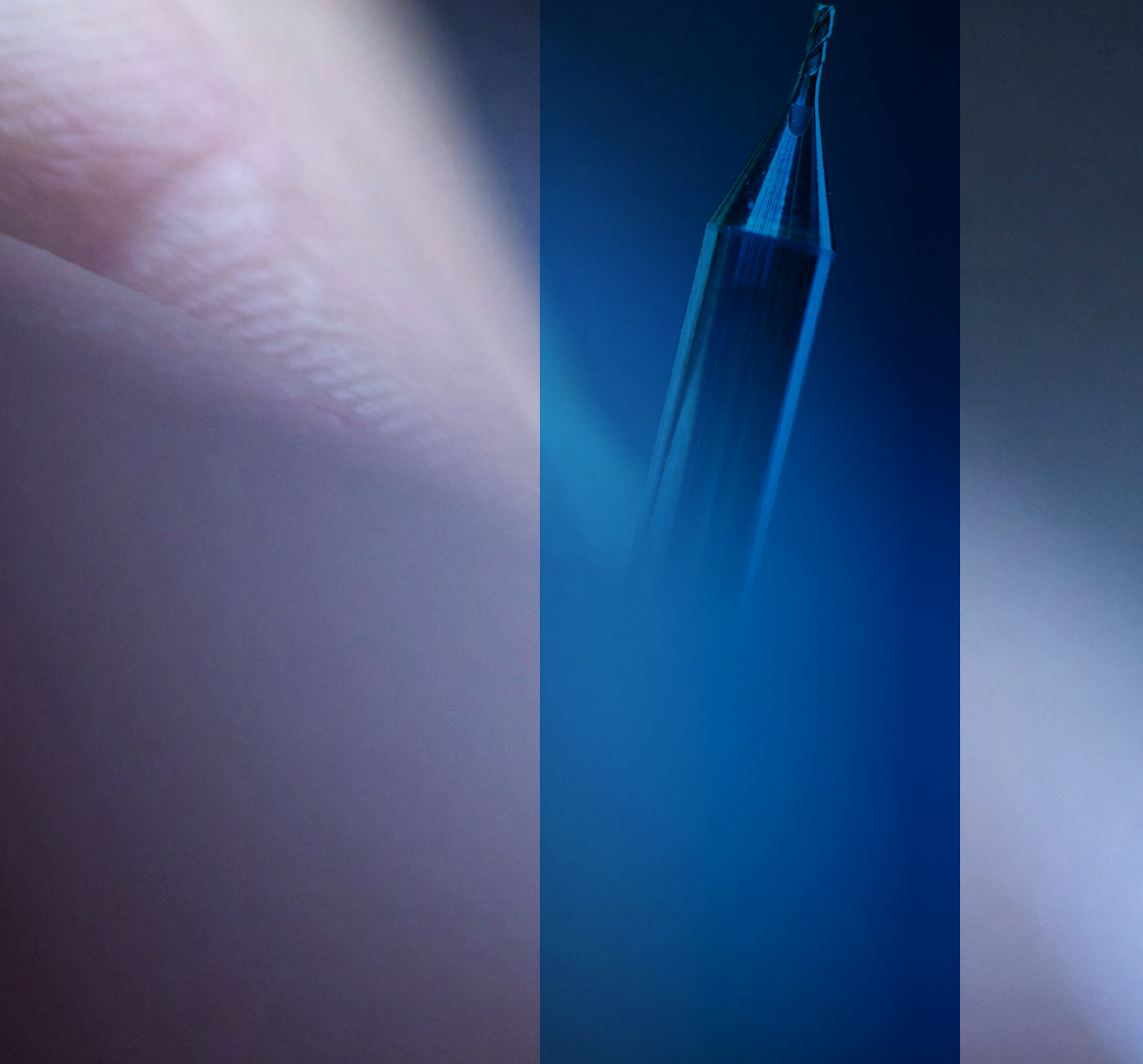– **Mikron Automation Denver:** Bronze Medal (2022)

Global Reporting Initiative (GRI)

Mikron prepares its Sustainability Report with reference to the GRI standards.

European Sustainability Reporting Standards (ESRS)

The Report refers to the ESRS, meeting the EU requirements for sustainability reporting.

GOVERNANCE

Governance

Mikron is the leading partner for high-performance production systems designed to manufacture complex and precise components in large volumes. The Group develops, produces, and markets automation solutions, machining systems, and cutting tools that are highly precise, productive, and adaptable. Rooted in the Swiss culture of innovation, Mikron is a global partner for companies in the pharmaceutical, medtech, consumer goods, automotive, and general engineering sectors.

The company operates in various regions worldwide, with facilities located in the key countries for its global market. Each site is fully integrated into the governance and sustainability initiatives, contributing to the achievement of the company's strategic goals.

Human Resources management is at the core of Mikron's corporate governance, demonstrating a strong commitment to wellbeing, diversity, and inclusion. Through targeted policies, the company fosters a collaborative and innovative working environment that values cultural diversity.

Mikron's multicultural workforce, comprising employees of various nationalities, enriches the workplace and promotes an inclusive and inspiring culture.

Compliance and ethical integrity

We are guided by our corporate values in all our thoughts and actions. Our comprehensive compliance management system ensures that we always comply with the rules and laws according to our ethics pillars.

Code of Conduct

In 2022, Mikron published the third edition of its Code of Conduct, available in five languages. The Code addresses topics such as corporate governance, compliance, and ESG (environmental, social, and governance) aspects, emphasizing ethical integrity and diversity inclusion, and setting clear expectations for employees in order to ensure a positive working environment.

The inclusion of a whistleblowing section highlights Mikron's commitment to transparency and ethics. Mikron has established a whistleblowing organization, ensuring confidentiality, protection against retaliation, and the effective handling of reports.

Anti-Corruption Policy

Mikron's Anti-Corruption Policy establishes clear guidelines to prevent unethical practices, and ensures transparency, proper documentation, and compliance with ethical standards. Activities such as gifts, donations, and sponsorships must adhere to defined limits and obtain the necessary approvals. This reflects Mikron's commitment to integrity and corporate responsibility.

Nationalities

Nationalities	2023	2024
Swiss	35%	36%
French	5%	7%
Italian	19%	20%
German	6%	5%
American	17%	16%
Asian	9%	9%
Other nationalities	9%	7%

Commitment to health, safety, and the environment

Mikron is dedicated to ensuring high HSE (health, safety, and environment) standards by embedding sustainability and responsibility into everything it does. Company policies aim to protect employees' health and safety, minimize our environmental impact, and comply with local regulations. These principles guide our daily operations, cultivating a safe and sustainable workplace.

Supplier Code of Conduct

In 2024, Mikron published the first version of its Supplier Code of Conduct (CoC), which establishes ethical and sustainability standards for suppliers with key requirements regarding business integrity, human rights, safety, environmental impact, and quality. Suppliers are key stakeholders in the value chain; with their commitment to the Mikron Supplier CoC they are required to comply with local and international laws, promote responsible practices throughout the supply chain, and collaborate with Mikron to ensure compliance.

IT & AI policy

The regulations on personal data protection and the policy on the responsible use of generative artificial intelligence tools at the Mikron Group set out guidelines to safeguard sensitive information and ensure the ethical use of technology.

The regulations ensure compliance with the LPD and GDPR, governing the processing of personal data while defining rights, responsibilities, and security measures. Meanwhile, the AI policy provides guidance on avoiding sharing confidential data and preventing misuse, thus promoting a responsible and secure approach.
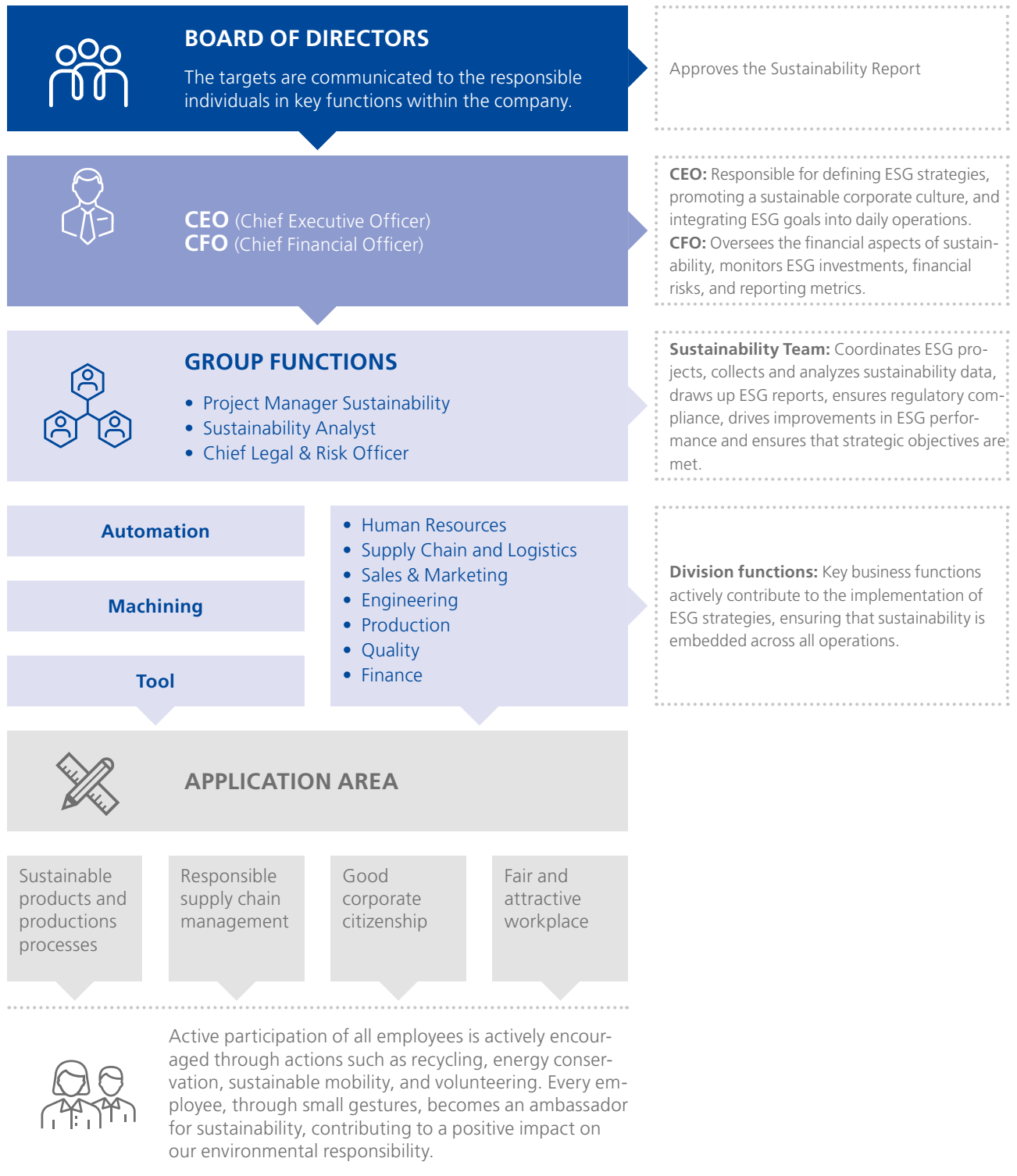
Adherence to Governance Standards on Minerals and Child Labor

In accordance with Article 964J, companies are obliged to adhere to specific standards of diligence and transparency regarding minerals and metals originating from conflict regions, as well as concerning child labor. Mikron commits to excluding the use of minerals such as tin, tantalum, tungsten, gold, and other metals from conflict zones or high-risk areas during production processes and in the creation of its products. Moreover, based on a comprehensive analysis across all Mikron sites, we pledge not to manufacture or market products that may raise reasonable suspicions regarding the exploitation of child labor during their manufacturing or distribution on the market. In its Code of Conduct, Mikron has also explicitly defined a strict ban on both child labor and forced labor for all business partners.

Governance structures

Sustainability is a strategic pillar for Mikron. It is integrated into all our business operations and supported by a solid governance structure. The management of ESG (environmental, social, and governance) topics is entrusted to specific roles that ensure strategic alignment and effective oversight.

Organizational structure with regard to sustainability at Mikron

BOARD OF DIRECTORS

The targets are communicated to the responsible individuals in key functions within the company.

Approves the Sustainability Report

CEO (Chief Executive Officer)
CFO (Chief Financial Officer)

CEO: Responsible for defining ESG strategies, promoting a sustainable corporate culture, and integrating ESG goals into daily operations.
CFO: Oversees the financial aspects of sustainability, monitors ESG investments, financial risks, and reporting metrics.

GROUP FUNCTIONS

- Project Manager Sustainability
- Sustainability Analyst
- Chief Legal & Risk Officer

Sustainability Team: Coordinates ESG projects, collects and analyzes sustainability data, draws up ESG reports, ensures regulatory compliance, drives improvements in ESG performance and ensures that strategic objectives are met.

Automation

Machining

Tool

- Human Resources
- Supply Chain and Logistics
- Sales & Marketing
- Engineering
- Production
- Quality
- Finance

Division functions: Key business functions actively contribute to the implementation of ESG strategies, ensuring that sustainability is embedded across all operations.

APPLICATION AREA

Sustainable products and productions processes

Responsible supply chain management

Good corporate citizenship

Fair and attractive workplace

Active participation of all employees is actively encouraged through actions such as recycling, energy conservation, sustainable mobility, and volunteering. Every employee, through small gestures, becomes an ambassador for sustainability, contributing to a positive impact on our environmental responsibility.

Stakeholders

Stakeholder Map

Mikron has carried out an in-depth analysis to identify its key stakeholder groups and dialog partners. Interviews were conducted with specific stakeholders in order to better understand their needs and expectations.

Stakeholder		Our commitment
Customers	Customers are at the heart of our business, and we position ourselves as reliable partners in order to build long-term relationships.	– Innovative, high-quality, and customized products and services – Adherence to the Code of Conduct and corporate values – Direct engagement through trade fairs, events, and social media
Employees	Employees are the key to Mikron's success. We cultivate an inclusive and inspiring working environment.	– Open dialog between employees and management – Satisfaction surveys and annual evaluations – Digital and in-person training and development opportunities
Suppliers	Suppliers are essential partners for sustainable solutions throughout the value chain.	– Long-term relationships based on mutual respect – Adherence to the Code of Conduct and ethical practices
Strategic partners	We collaborate with strategic partners to develop sustainable solutions for the future.	– Innovation projects and strategic market initiatives
Agents and distributors	We collaborate with local partners to strengthen our global presence.	– Building shared synergies – Long-term partnerships based on ethical principles
R&D partners	Research and development are integral to Mikron. We cultivate scientific collaborations to drive innovation.	– Collaboration with universities and research institutions – Supporting research projects and hosting students
Local communities	Mikron is dedicated to creating a positive impact in the communities in which it operates.	– Dialog with local authorities and community initiatives – Site visits and open-door events
Media and the public	Clear communication is essential for engaging with our target groups.	– Organizing media events – Press releases, social media, and the Mikron website
Industry associations	Industry associations are a key part of Mikron's network.	– Membership of local and international organizations – Participation in working groups
Investors	Investors and the financial community form the foundation of our growth.	– Transparent and regular communications – Direct relationships with analysts and financial institutions
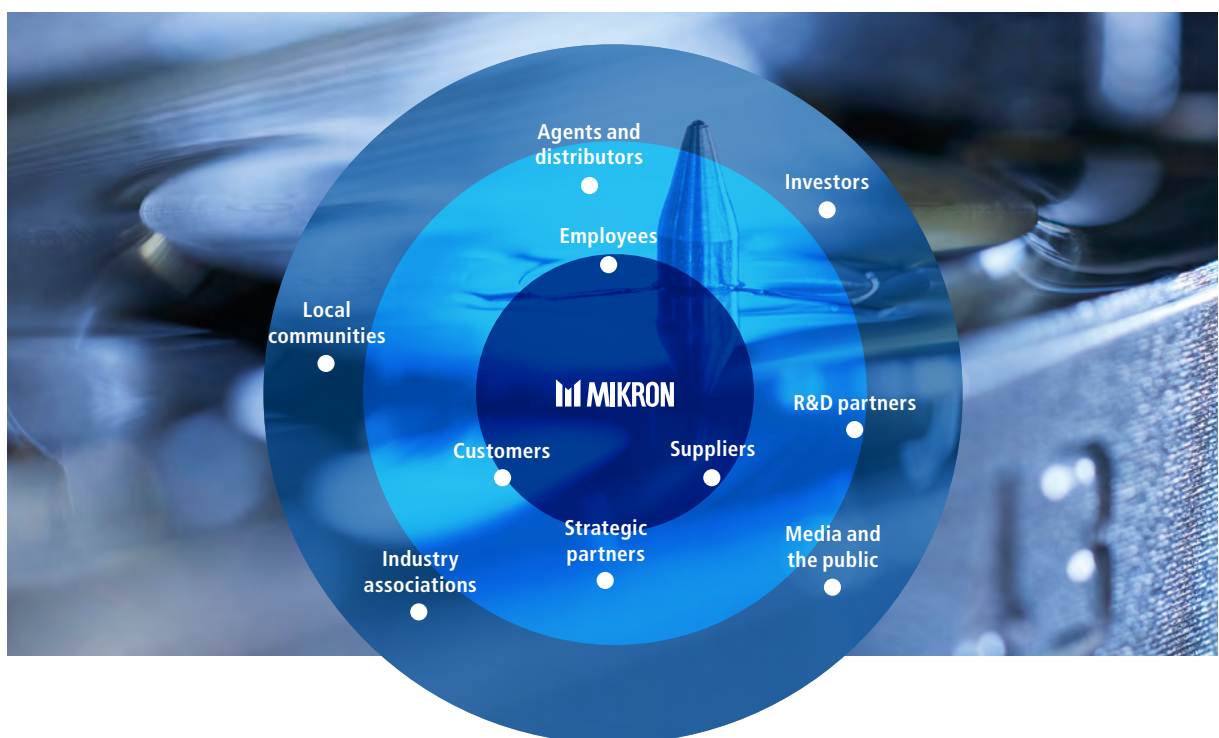
STRATEGY

Values

We are high-performance teams that work together.

Every employee contributes to Mikron's success. We share our experiences and shape our working environment in such a way that everyone can be successful. Through continuous training, our people develop the necessary competencies and skills for today and tomorrow. Transparent communication and a feedback culture foster teamwork and an environment built on trust. Empowerment and constant challenges move us to take action, and motivate us to step out of our comfort zones.

We honor our commitments.

We take responsibility for our actions and behavior based on our values, policies, and corporate objectives. We are all ambassadors for our company and show respect for, and develop profound trust among our colleagues, customers, and partners. We take and execute decisions professionally and for the good of the company. We fully comply with the legal statutes and behave in a socially and environmentally responsible manner, not because we must, but because we believe in it. Regardless of our titles, we are all leaders and have a responsibility to act as role models.

We partner with our customers.

The needs and expectations of our customers guide the way in which we think and act. We help them to improve their productivity and become more competitive in their markets using innovative solutions. Building long-term business relationships is vital to us. We are confident and only make promises that we can keep. We continuously invest in new products and technologies to meet the needs of our customers and the evolving market. Through digitalization we transform our services, products, and internal processes in order to remain a reliable and competitive partner.

We improve step by step.

Based on our passion for precision, we deliver the quality our customers expect. All within the budget, on time, and in an environmentally safe way. Quality is all-encompassing, including rapid and agile adjustments to new requests, and the constant search for improvements to products, processes, and competencies.

We keep your know-how safe.

We protect our customers' intellectual property and data, and use it only as authorized. Employees have access to the materials required to perform their work, but Mikron is very careful and restrictive with information inside and beyond the walls of our company. We are aware of cyber risks and our vulnerability, and consequently use all communication tools with the utmost care.

We strive for targets and results.

We devote all our energy to achieving our company's objectives. Our success depends on our customers' success. By meeting their expectations, we deliver on our company's objectives, targets, and long-term stability. We set demanding and clearly defined quantitative and qualitative targets. Every employee knows their own targets and those of the company, and what they are expected to contribute. We also monitor and communicate progress within the teams, and work together to initiate the necessary measures in good time, should any deviations be identified.

Sustainable Group Strategy

Evolution of Mikron's ESG strategy

2017
– Beginning of a structured approach to managing environmental, social, and governance (ESG) aspects.
– Start of monitoring of key indicators, focusing on Mikron's main operational sites.
– First Sustainability Report: a foundation for monitoring our environmental and social impacts.

2020
– Improved data collection and expanded analysis of indicators.
– Definition of ESG targets.
– Beginning of Mikron's support of SDGs.

2021
– Global extension of data collection, including all company sites.
– Enhanced the completeness of information for more effective ESG management.
– Overcame the challenges posed by the COVID-19 pandemic.

2022
– Defined specific actions to achieve these objectives.
– Reached a milestone in our integrated sustainability strategy, combining operational efficiency with social value creation.

2023
– Integration of the Sustainability Report into the Annual Report, with new KPIs and revised corporate values.
– Defined objectives and actions through 2030.
– ESG commitment became central to the company's activities, laying the foundation for a long-term strategy.

2024
– ESG has a core role in the business, and is perceived as added value throughout the value chain.
– Implemented the first data collection for Scope 3 emissions.
– Report aligned with TCFD guidelines.

Mikron is Committed to

1. Following the sustainability path

Over the years, Mikron's commitment to sustainability has increased significantly. We want to continue to apply the relevant international ESG standards and promote actions to minimize climate change.

2. Making the business sustainable

We are working to decarbonize our operations and engage our suppliers in order to build more sustainable supply chains, implement circularity in design, and develop and deliver energy-efficient products and services.

3. Creating sustainable business growth

Today, ESG topics are embedded in our business operations, as we see this as a competitive advantage, delivering tangible benefits for the company and its stakeholders.
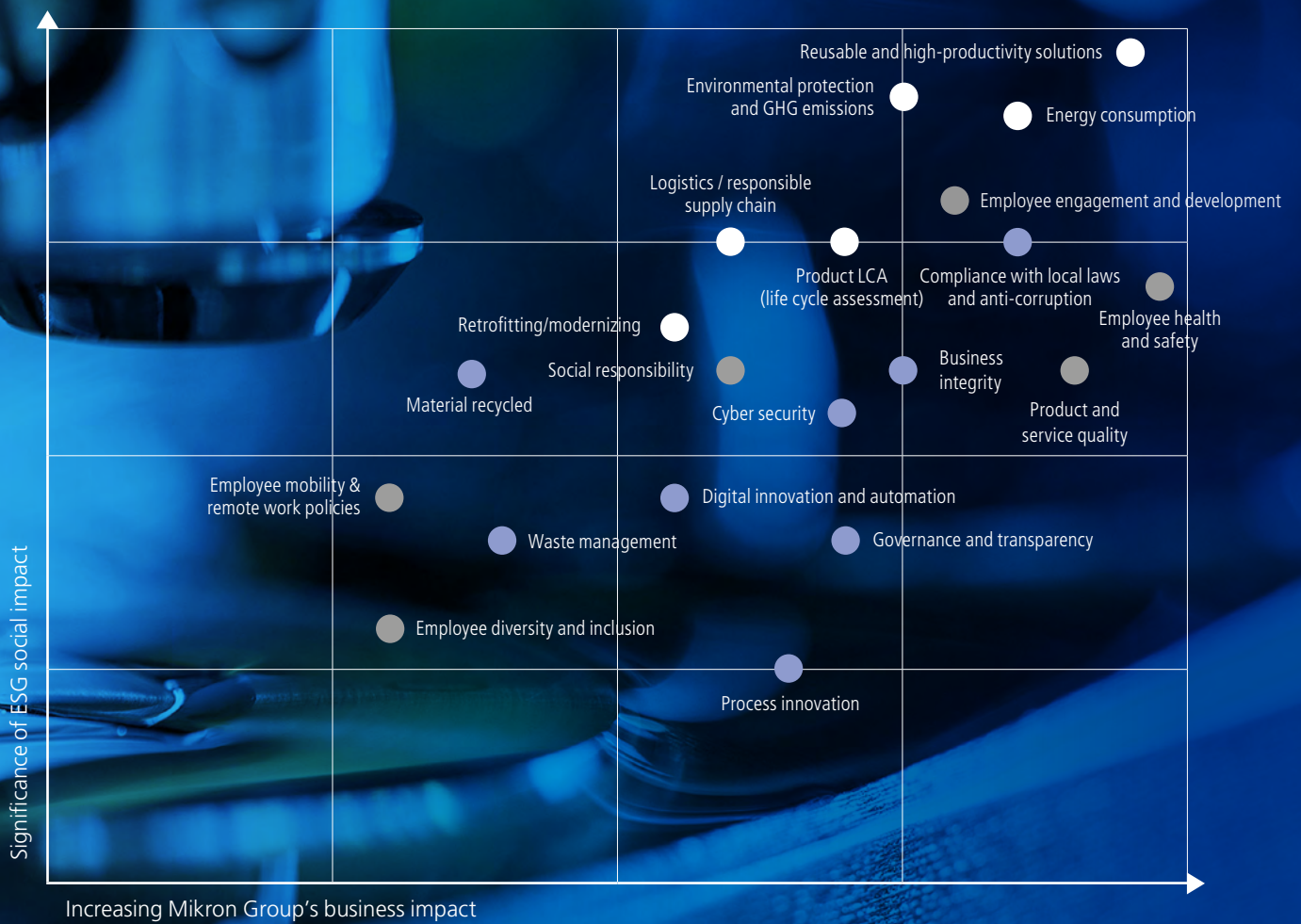
4. Developing a group methodology for data management

Focusing on stable, more reliable data for Scope 1, 2, and 3 will give us a precise picture of our current carbon footprint, as well as clear inputs to help us develop a proper decarbonization plan and company targets aligned with the SBTi targets.

RISK
MANAGEMENT

Materiality Map

The Materiality Map is a key tool for identifying and analyzing the most relevant ESG (environmental, social, and governance) topics for Mikron and its stakeholders. This approach integrates sustainability priorities into strategic decisions, fostering long-term value creation.

Building the Materiality Map

The Materiality Map was developed in a participatory process involving key stakeholders via interviews and targeted consultations. Each material topic was assessed on the basis of two main dimensions:

Impact on the business (X-axis)
The relevance of each topic in terms of opportunities, risks, and influence on business performance.

Impact on people and the environment (Y-axis)
The extent to which the material topics affect community wellbeing, environmental health, and shared stakeholder values.

Mikron has identified the material topics that represent strategic priorities for its business and stakeholders. Each topic has been selected to address the challenges that we are facing in our business, helping to reduce the environmental impact, improve social conditions, and encourage business growth.

Most relevant material topics

1. Environmental protection and GHG emissions
Mikron is committed to reducing emissions in order to combat climate change and comply with global regulations.

2. Energy consumption
In a global context that is increasingly focused on energy efficiency, Mikron is dedicated to reducing its energy consumption through optimized processes, innovative technologies, and the use of renewable energy sources wherever possible.

3. Reusable and high-productivity solutions
Mikron designs machinery that combines productivity and reusability, meeting customer needs while reducing resource waste.

4. Product and service quality
Quality is critical, particularly in regulated sectors such as pharmaceuticals and medtech. Providing reliable and high-performance machinery reduces industrial waste and improves customers' operational efficiency, thus strengthening Mikron's reputation as a reliable and innovative partner.

5. Compliance with local laws and anti-corruption practices
Transparency and integrity are fundamental pillars for Mikron, which is committed to upholding high standards of compliance and integrity. We apply all the necessary rules to ensure compliance in every country in which we operate, but we have defined internal regulations based on the best Swiss practices, which are generally more restrictive than local laws. This approach strengthens trust among customers, partners, and stakeholders, reduces legal risks, and enhances global competitiveness.

6. Employee engagement and development
Mikron recognizes that employees are the driving force behind its success. The company fosters a safe, inclusive, and stimulating working environment, promoting training programs, professional development opportunities, and policies aimed at improving satisfaction and productivity.

7. Employee health and safety

Employee health and safety is a top priority. Mikron invests in policies, training, and infrastructure to reduce risks and ensure wellbeing in the workplace.

8. Product LCA (life cycle assessment)

Although not yet fully implemented, the LCA approach is a strategic priority for Mikron. Evaluating the environmental impact of products throughout their life cycle is an integral part of the company's strategy to develop increasingly sustainable solutions aligned with its future objectives.

9. Cyber security

Protecting data and production processes is essential in an increasingly digitalized environment. Mikron implements advanced cybersecurity measures and promotes a culture of digital protection through targeted training programs. Furthermore, we strengthen IT security by protecting data and networks against cyberattacks, and enhance OT security by protecting our machines and the software installed at the client's premises.

10. Retrofitting/modernizing

Mikron is committed to extending the lifespan of existing machinery and tools through retrofitting and modernization practices, thus minimizing material and energy consumption. For customers, this means remaining competitive and technologically up to date with a lower environmental impact.

11. Logistics / responsible supply chain

This year, Mikron introduced its first Supplier Code of Conduct, marking the start of its journey towards a sustainable supply chain. The company promotes responsible practices and collaborates with partners aligned with its values of sustainability, traceability, and transparency.

12. Business integrity

Mikron upholds high standards of transparency and integrity, promoting policies of compliance and fairness. The company adopts a rigorous approach to ensure the trust of its customers, partners, and stakeholders.

13. Social responsibility

The company supports social and environmental initiatives that enhance the quality of life in the areas in which it operates, thus making a positive and lasting impact. Through volunteer programs, local partnerships, and educational projects, Mikron demonstrates its commitment to collective wellbeing and sustainability.

Climate-related Risks and Opportunities

Starting this year, Mikron is aligning with the guidelines of the Task Force on Climate-related Financial Disclosures (TCFD) and has conducted its first in-depth analysis of ESG risks. This reflects our commitment to balancing operational and strategic challenges with the opportunities presented by environment, social, and governance (ESG) themes.

The risk identification process took place during the annual management meeting and saw the active participation of managers and representatives from key business areas.

The main goal is to identify operational and strategic challenges that could impact the business, developing specific activities to mitigate risks and gather opportunities. Mikron views climate-related risks and opportunities not only as aspects of regulatory compliance, but also as levers to strengthen resilience, enhance operational efficiency, and promote innovative and sustainable solutions.

The following table summarizes the key risks and opportunities identified, categorized by time horizon, and outlines the strategic responses implemented by the company to address these challenges and leverage competitive advantages.

Time horizon	Risks	Opportunities	Our response
Short term	– Extreme weather events that might disrupt operations and supply chains. – Data availability and consistency. – Reputational risk.	– Increased demand for more efficient machinery and energy management solutions. – Improve our corporate reputation with specific ESG actions and transparent communications, consolidating stakeholder trust. – Attract and retain customers. – Corporate responsibility in sustainability and strategic positioning for the future.	– Monitor regulatory changes and implement actions to ensure compliance, reducing operational risks. – Strengthen ESG transparency, perform LCA analysis to identify areas for improvement, and define ESG targets.
Medium term	– Increased regulatory pressure to reduce GHG emissions. – Rising costs of adapting to regulations and market demands. – Dependence on suppliers with limited capacity to adapt to sustainability standards.	– Innovate and enhance products to meet new sustainability and environmental standards. – Employee satisfaction and retention. – Recycled materials and circular economy.	– Invest in innovative technologies to meet emerging regulatory and environmental needs. Improve operational efficiency and sustainability across the supply chain. Define a decarbonization plan. Align objectives with SBTi.
Long Term	– Introduction of carbon pricing policies, increasing production costs. – Scarcity of key resources and supply instability linked to chronic climate change. – Rising procurement costs and supply chain disruptions.	– Cost savings and operational efficiency. – Enhance reputation and brand image. – Community engagement and relationships. – Meet investors' and stakeholders' expectations.	– Mikron will invest in low-emission technologies and renewable energy, diversifying supply sources to ensure operational continuity and strengthening resilience to climate impacts. – We will develop sustainable products to meet the demand for low-impact solutions and implement circular economy models to reduce waste and optimize resource use.

Mikron faces significant challenges related to extreme weather events, stringent regulations, and emission-related costs, which threaten its operations, competitiveness, and production continuity. However, these challenges also present opportunities, such as the growing demand for energy-efficient machinery and sustainable practices.

By investing in innovative technologies, enhancing supply chain sustainability, and adopting low-carbon solutions, Mikron aims to transform risks into opportunities, ensuring resilience and sustainable growth while strengthening stakeholder trust.

METRICS
AND TARGETS

Metrics

Human resources

Our employees shape the future of our company with their in-depth expertise and dedication. They are the key to our success and form the core of our strategy.

At the end of the 2024 financial year, the Mikron Group had a total of 1,588 employees (previous year: 1,548 employees). The number of apprentices amounted to 98 employees.

	2023	2024
Apprentices	95	98

Employee health and safety

Mikron puts safety first, and attaches great importance to the health of its employees. As in previous years, there were no significant accidents at work in the year under review. The figures in the table include illness/disease, accidents, and accidents that occurred outside of work in Swiss locations. The rate of absenteeism (working hours absent as a proportion of annual working hours) is increased by 3.1% compared to the prior-year figure of 2.3%.

Absenteeism in Swiss locations*	2023	2024
Hours of absence	69,134	102,308
Hours of work	3,046,900	3,329,844
Rate of absenteeism	2.3%	3.1%

* Changes still need to be made in the US report for the global report.

Employee satisfaction and training

Mikron operates in a demanding, highly cyclical, and global market, and is exposed to globally active and locally specialized competitors. The key to success is highly skilled and motivated employees who are willing to assume responsibility and work together constructively. This allows the Group to respond to the rapid changes, diverse customer requests, and complexity inherent in the business.

Recruitment, retention, and development of our employees, along with encouraging them to share common goals and practices, are priorities across all our locations. Mikron continuously monitors employee well-being; every three years, we conduct an engagement and satisfaction survey—the most recent in 2023 recorded a rating exceeding 75/100. More than half of the employees (FTEs) received structured feedback from their supervisor through appraisal and development forms during the year under review.

Mikron aims to attract and retain employees with the right level of technical qualifications who are able to work in dynamic interdisciplinary teams, have broad language skills, and are willing to travel and work abroad.

Mikron continues to invest in training and education, and has conducted numerous on-site and virtual seminars. This came to a total of 45,930 hours of training, which corresponds to 29 hours per employee.

New apprentices and trainees were taken on in 2024, and further steps were taken to foster the apprentices' culture, including during the pandemic, at our sites in Switzerland and the USA.

The management and leadership training program and specific project managers' training continued.

All employees are regularly invited to online training sessions on the Code of Conduct, and managers are asked to follow their participation. The rate of participation in these ethics, compliance, and security e-training sessions reached 99%.

Phishing email and related awareness online training sessions were conducted regularly during the year under review to increase our resilience to cyber risks and threats.

Training sessions (hours)	2023	2024
Internal trainings	32,662	23,934
External trainings	13,568	18,119
Trainings in security and health	1,674	3,877
Total annual hours of training	47,904	45,930
Total annual hours of trainings per employee (FTE)	31	29

Employees' turnover	2023	2024
Employees leaving (FTEs)	138	204
Apprentices leaving	29	26
Total leaving	167	230
Turnover rate (excl. apprentices)*	9.5%	11.3%

* Adjusted for restructuring in 2024

Diversity and inclusion

The Mikron Group's management team is keen on promoting diversity within the workforce. The management looks for balanced diversity with a specific focus on competencies and experience at the same time. In local management, diversity is a fundamental element that enriches the social fabric and promotes innovation, valuing and encouraging the participation and inclusion of diverse perspectives, cultures, and backgrounds within the local community.

However, those responsible for recruiting staff are still dependent on the labor and training market. In Switzerland, for example, the number of men with appropriate technical qualifications is considerably higher than the number of women with such skills. The proportion of women pursuing initial training in engineering and technology amounts to 6.9%, with 12.7% studying technical subjects at universities of applied sciences and 31% at regular universities (source: Swiss Federal Statistical Office).

Employee remuneration is based on the role in question, performance, knowledge or skills specific to Mikron (languages, special technological expertise), and experience. Men and women are paid equally for performing the same work. Women account for around 13% of Mikron's staff, and most of them perform tasks related to internal service functions. It is important to note that the conditions for women are in line with the industry average. The economic performance and regional dif-

ferences of the individual companies are also taken into account. It is Mikron's aim to compensate employees fairly and in a way that is comparable to similar internationally active companies.

Mikron also takes the differences that may arise at individual sites into account. For instance, an equal pay approach is applied when a site employs local residents and commuters coming from a neighboring country, as is the case in Agno. In addition, a specific tool was implemented in 2023 for the Swiss entities to evaluate the application of the equal pay approach in accordance with the statutory requirements in Switzerland. The results were audited by an external supervisor and showed overall compliance and an equal approach to salaries for different genders.

Gender (employees)	2023	2024
Male	1,357	1,381
Female	191	207

Smart working initiatives

In 2018, Mikron had already developed an open approach to smart working, giving employees the opportunity to work from home and achieve a better work-life balance. Naturally, the occurrence of the pandemic in 2020 and its continuation in 2021 further incentivized working from home. Many Mikron employees continue to take advantage of this opportunity to work from home, while ensuring continuous and efficient services to their customers. This has been made possible thanks to Mikron's development of IT solutions that have enabled most employees to work remotely or from home. Indeed, according to some local tax laws, the number of hours worked from home is limited in order to remain subject to the tax regime of the country that regulates the employment contract.

Smart working initiatives	2023	2024
Home office (hours)	344,348	306,944
Employees (headcount) with flexible time	935	1,229
Employees (headcount) with part time hours	98	113
Days of parental leaves over statutory days	180	90

The use of other smart working initiatives such as flexible hours, part-time work, and days of parental leave exceeding the statutory days has increased at Mikron over the years, as the table above shows.

Environmental

For 2024, a more accurate emissions calculation method was used on the basis of market-based convection factors, providing a higher level of precision. The same was applied to 2023 consumptions. As a result, emissions for 2023 are higher than those reported in the previous Sustainability Report.

2023 emissions have been updated in this report, and 2024 results show a decrease of emissions in line with the initiatives implemented for the scope 1, 2, 3.5 reduction.

Scope 1, 2

Emissions have been calculated in accordance with the GHG Protocol methodology, applying a market-based approach for Scope 2 emissions to ensure consistency in reporting. Scope 1 emissions encompass stationary combustion only, while mobile sources and fugitive emissions have been calculated but not disclosed in the report. Scope 2 emissions include those generated from electricity purchased from the national grid.

Environmental key performance indicators

Consumption	Absolute figures		Intensity figures (cons. per CHF mio. net sales)	
	2023	**2024**	**2023**	**2024**
Energy				
Electricity (MWh)	12,100	12,370	32.68	33.07
– Electricity from grid (non renewable)	n/a	9,461	n/a	n/a
– Electricity from grid (renewable)	n/a	2,315	n/a	n/a
– Electricity self-produced and consumed (renewable)	n/a	594	n/a	n/a
Natural gas (MWh)	1,478	2,242	3.99	5.99
Heating oil (fuel oil, l)	55,657	40,694	150.33	108.79
Water				
Yearly consumption (m³)	12,299	12,995	33.22	34.63

Greenhouse gas emissions (Scope I and II, tCO$_2$eq)	Absolute figures		Intensity figures (cons. per CHF mio. net sales)	
	2023	**2024**	**2023**	**2024**
Energy				
Electricity	1,603	1,396	4.33	3.73
– Electricity from grid (non renewable)	n/a	n/a	n/a	n/a
– Electricity from grid (renewable)	n/a	n/a	n/a	n/a
– Electricity self-produced and consumed (renewable)	n/a	n/a	n/a	n/a
Natural gas	298	454	0.80	1.21
Heating oil (fuel oil)	148	129	0.40	0.35
Emissions Scope 1 (excluding Fleet and FGAS)	446	583	1.20	1.56
Emissions Scope 2	1,603	1,396	4.33	3.73
Total Emissions Scope I and II	**2,049**	**1,979**	**5.53**	**5.29**

Energy and greenhouse gas emissions

As a technology group, we require energy to power our machinery in our testing and production facilities.

Mikron has made significant progress in reducing emissions by installing solar panels at Mikron Boudry and Mikron Tool, adopting new heating and cooling systems, and expanding self-generated photovoltaic energy. These initiatives have substantially reduced CO_2 emissions and increased energy independence. Additionally, Mikron Machining Agno has completed the renovation of its "Palazzina" facility, improving energy efficiency and cutting CO_2 emissions by 140 tons per year. To further support renewable energy, Mikron has also purchased Guarantees of Origin for Mikron Boudry, ensuring that a greater share of its electricity supply comes from certified renewable sources.

The electricity consumption in 2024 was 12,370 MWh (2023: 12,100 MWh) in absolute figures, representing a 2.23% increase (towards a sales increase of 1.05%). Intensity data, which take into account electricity and gas consumption per million Swiss francs of turnover, show a 1.19% increase in consumption in 2023 compared to the previous year. Renewable resources represent 30.75% of the purchased mix.

MTO: 1550 m² solar panels (350 KW)

ALL SITES: generalization of electrical/hybrid vehicles

MBO: new building & 1400 m² solar panels

MTO: new building & no more fossil fuel consumption

MAG: admin office building insulation

MRO/MDE/MBO: increase green energy contracts

MAG: solar panels investment on admin buildings

MBO: new building BoudryNext

2021　2022　2023　2024　2025　2026

MBO: Mikron Boudry | MTO: Mikron Tool | MAG: Mikron Machining Agno | MDE: Mikron Denver | MRO: Mikron Monroe

All these initiatives contribute to the journey that Mikron's efforts to achieve an ambitious goal: to reduce our emissions to 1,600 t of CO_2 by 2030, down from 3,300 t of CO_2 in 2019.

Water

Due to the nature of our processes and the fact that water is not used in production, Mikron's water consumption is not particularly significant in terms of impact.

Our water consumption is primarily related to sanitation facilities and kitchens, and to a lesser extent, to the operation of air conditioning systems.

Scope 3

The Group has integrated the monitoring and reduction of GHG emissions as a core pillar of its sustainability strategy. This commitment is reflected in a rigorous assessment of both direct and indirect emissions across its subsidiaries, ensuring continuous oversight and improvement. Driven by evolving stakeholder expectations and regulatory developments, the Mikron Group remains dedicated to advancing its decarbonization efforts and enhancing environmental performance to mitigate climate-related impacts.

Scope 3 Greenhouse Gas (GHG)

The Mikron Group has initiated an assessment of Scope 3 greenhouse gas (GHG) emissions across its subsidiaries. While emissions for waste in operations (Category 5) were previously quantified, the 2023 assessment marks the first structured attempt by Mikron Machining Agno to expand quantification to additional relevant Scope 3 categories.

Environmental key performance indicators

Consumption	Absolute figures (tons)		Intensity figures (cons. per CHF mio. net sales)	
	2023	**2024**	**2023**	**2024**
Waste				
Municipal garbage	87	100	0.23	0.27
Used chemicals	28	33	0.08	0.09
Other waste (electrical, not recyclable)	7	7	0.02	0.02
Other non-hazardous and recyclable waste	211	447	0.57	1.19

Greenhouse gas emissions (Scope 3, tCO$_2$eq)	Absolute figures		Intensity figures (cons. per CHF mio. net sales)	
	2023	**2024**	**2023**	**2024**
Waste				
Municipal garbage	45	52	0.12	0.14
Used chemicals	81	96	0.22	0.26
Other waste (electrical, not recyclable)	0	0	0	0.00
Other non-hazardous and recyclable waste	31	44	0.08	0.12
Scope 3—category 5 (emissions waste)	157	192	0.42	0.52

We now have a structured waste management system, currently primarily focused on cataloguing the types of waste we produce, which serves as the basis for future actions aimed at reducing them.
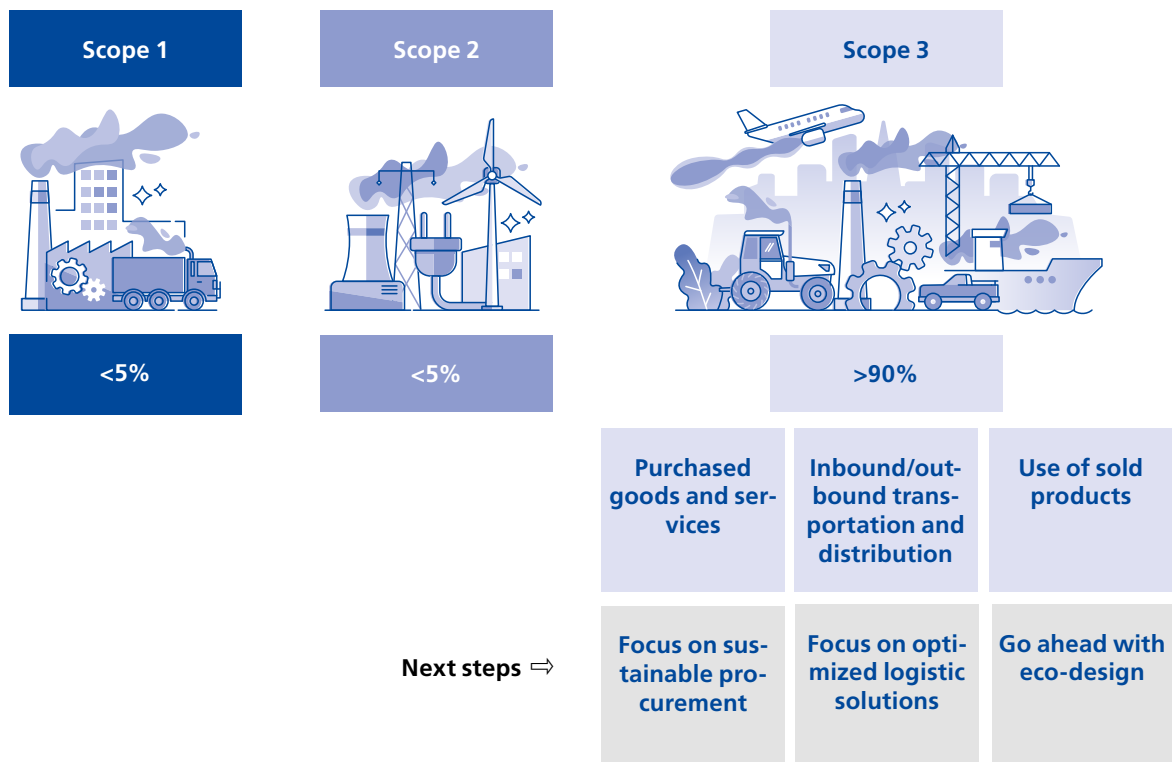
The waste generated includes municipal and residential waste, chemical waste resulting from the use of oils, and other waste related to the nature of manufacturing activities.

The total amount of waste has increased compared to the previous year, mainly due to business growth in Boudry and exceptional activities in Mikron Machining Agno (disposal of 8,000 items in the warehouse and the replacement of the main electrical panel of the building and the basement floor).

This step broadens the Group's carbon accounting beyond direct (Scope 1) and energy indirect (Scope 2) emissions, aligning with international standards such as the Greenhouse Gas (GHG) Protocol and GRI Sustainability Reporting Standards. This accounting supports the Group's decarbonization strategy in line with the Science Based Targets Initiative (SBTi).

Given the Mikron Group's manufacturing operations, Scope 3 emissions are expected to represent the largest share of its total carbon footprint. Based on Mikron Machining Agno's preliminary assessment, Scope 3 emissions account for over 90% of total emissions, primarily distributed across:
1. Purchased goods and services—Embedded emissions in raw materials and components are a key contributor.
2. Inbound and outbound transportation—Emissions from logistics vary by transport mode, distance, and supply chain structure.
3. Use of sold products—Products with an estimated ten-year lifespan consume electricity, significantly impacting emissions.

Scope 1	Scope 2	Scope 3
<5%	<5%	>90%

	Purchased goods and services	Inbound/outbound transportation and distribution	Use of sold products
Next steps ⇨	Focus on sustainable procurement	Focus on optimized logistic solutions	Go ahead with eco-design

This first exercise established a data collection procedure, and an initial methodology based on the GHG Protocol.

This methodology has been applied to the assessment of Scope 3 emissions. The remaining subsidiaries have not yet been included in the calculation but will be incorporated to complete the Mikron Group's GHG inventory for the 2023 and 2024 data by the end of 2025.

The journey started in 2024 emphasizes the Mikron Group's efforts to quantify and monitor emissions with an international and structured, cross-sectoral methodology capable of enhancing the peculiarities of each subsidiary.

Given Scope 3's complexity, data sources and collection, calculations, and supplier engagement will be continuously refined in order to accomplish a more detailed GHG emissions inventory.

Once the Group GHG inventory will be available future efforts will focus on decarbonization strategies such as:
– Sustainable procurement: Strengthening supplier engagement and implementing sourcing strategies to reduce embedded emissions. Supplier engagement and sourcing strategies will be essential for reducing these emissions.
– Low-emissions transportation: Optimizing logistics efficiency solutions.
– Eco-design: Integrating sustainability into product design to lower energy use and environmental impact. Bring forward efforts aimed at enhancing energy efficiency and promoting lower-carbon raw materials in the manufacturing process.

This initiative reinforces the Mikron Group's commitment to mitigating climate-related impacts across its value chain, aligning with global sustainability frameworks to drive a lower-carbon future.

Best Practices

Environment

Mikron Automation

Waste management

Mikron Boudry optimized its waste storage area and implemented comprehensive waste sorting, managed by specialized external companies. Through internal awareness initiatives, 100% of employees now actively participate in waste separation.

Mikron Machining

Refurbishment of the Palazzina building

Mikron Machining Agno has completed the full refurbishment of its headquarters building, the "Palazzina" in Agno, Switzerland. Built in 1965, the building underwent significant renovations as part of an overall plan to improve efficiency. The project will reduce energy consumption and improve employee comfort through the installation of new thermal insulation, replacement of old windows with triple glazing, and overall building modernization. The refurbishment will save 50,000 liters of heating oil and 70 kWh of electricity, and will reduce CO_2 emissions by 140 tons per year. The project will lead to cost savings, better working conditions, and a more attractive appearance for the administrative building. Future plans include the installation of solar panels on the roof to further enhance sustainability. This project is part of Mikron's commitment to innovation and resource optimization, aimed at reducing production costs and improving efficiency.

Reusable and high production solution

Mikron machines demonstrate high longevity, with 80% still operational after ten years and 65% after twenty years. To counter efficiency decreases due to technological evolution, Mikron provides renewal services, including tool regrinding and spindle retrofitting, within a five to fifteen-year timeframe.

LCA (life cycle assessment)

In 2024, Mikron Machining continued the product LCA analysis that it started in 2023. After an initial round of evaluation and data collection, the analysis was expanded across the entire product portfolio until a tool was developed that could calculate LCA by product as well as by customer application with a good margin of accuracy. Consumption analysis and energy-saving solutions have been and are still being developed as a perfect integration into the digital product package offered by Mikron.

Mikron Tool

Promoting sustainability with solar energy

As part of its ongoing commitment to fighting climate change, Mikron Tool has taken a significant step towards a more sustainable future by supporting the Swiss Confederation's goal of achieving net-zero emissions by 2050.

To achieve this, Mikron Tool installed a state-of-the-art photovoltaic system in collaboration with IngEne, featuring:
1. 596 solar panels
2. 342.7 kWp of power generated
3. Over 1,500 m² of covered surface area

Environmental impact:
1. 52,800 kg of CO_2 avoided annually
2. Equivalent to planting 3,520 trees every year
3. Comparable to the emissions from 475,000 km/year driven by a combustion engine vehicle
4. Annual production target exceeding 380,000 kWh

Innovative technology:
The solar technology implemented generates 12–15% more electricity annually than traditional systems, ensuring exceptional efficiency and innovation.

Sustainability and efficiency in tool regrinding

Mikron Tool promotes regrinding as a sustainable solution for extending tool life and reducing environmental impact:

1. Preserves the original geometry and renovates cutting edges.
2. Guaranteed quality: the same machines, grinding wheels, and programs used for original production.
3. Practical solutions: regrinding information is available in Mikron Tool's digital ToolBook.

Environmental impact:
1. Reduces the consumption of critical resources such as cobalt and tungsten.
2. A concrete step towards more ethical and sustainable production.
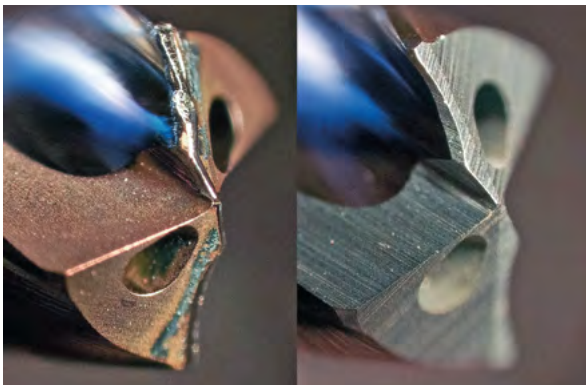
New electric bike charging stations

Each bike parking space at the Agno site is equipped with an electric charging point, promoting sustainable transport and reducing the environmental impact of commuting.

Mikron Group

Commitment to an eco-friendly lifestyle

Mikron sites in Agno support sustainable transport solutions, such as incentives for rail travelcards.

Social

Mikron Automation

Promoting diversity: Mikron at the Lyvatech Camp 2024

Mikron Automation in Boudry participated in the 2024 Lyvatech Camp, welcoming 46 young women aged 11 to 16 to promote technical careers. During the event, the participants explored Mikron's key professions, such as automation, mechanical design, and industrial vision, through hands-on activities supervised by experts and ambassadors. This initiative, launched in 2015, aims to inspire young women to pursue technical careers and introduce them to apprenticeship programs such as CFC Polymechanic and Industrial IT Technician. This commitment reflects Mikron's dedication to promoting diversity and attracting new talent to the industrial sector.

Robotics project for young people

Mikron Automation Boudry is participating in a robotics project for children aged 11 to 13, focusing on promoting female participation. In collaboration with EPFL and local companies, the courses aim to inspire young women to engage with technology and robotic engineering.

Mikron's commitment on World Diabetes Day

On November 14, World Diabetes Day, Mikron Automation reaffirmed its support for the medical community by providing systems to assemble essential products for the diagnosis and treatment of diabetes, which affects 1 in 10 adults worldwide.

Women in Industry Day

Mikron Automation Denver organized the "Women in Industry Day", during which participants visited the facilities and explored the career opportunities and company culture.

Mikron at the CBSA Event

Mikron Automation Denver participated in the CBSA meeting, connecting with industry leaders and reaffirming its role in delivering advanced automation solutions to foster innovation and growth in the life sciences sector.

Mikron Machining

Pass the Ball of Solidarity

The Mikron Machining team proudly participated in the 17th edition of the charity football tournament "Pass the Ball of Solidarity" in Morbio Inferiore, Ticino. The event was organized by FC Morbio Inferiore to raise funds for SOS-Kinderdorf Schweiz, supporting their education program for children affected by the pandemic in Bharatpur, Nepal. The tournament provided an opportunity for team-building activities while supporting an important cause.

Kayaking

Mikron's employees participated in kayaking trips on Lake Lugano, starting from Lavena Ponte Tresa. Led by a certified instructor and expert kayakers, the trips combined fun, learning, and team building.

Language training

Language training for Mikron Machining employees continued in 2024 with courses in various languages for individuals and groups. The goal was to improve internal and external communication, promote intercultural understanding, and enhance teamwork, developing the skills needed for success both today and tomorrow.

Technorama

Mikron Machining organized a trip to Technorama for all apprentices, offering them hands-on experiences of natural and technological phenomena. The day combined learning and team building, stimulating the apprentices' curiosity. This event reflects our commitment to the apprenticeship program, which includes practical training, advanced technology, and high-quality instruction to develop future technical experts.

SUPSI Students

Mikron Machining, Agno, hosted a group of students from SUPSI for a visit that included an overview of the Mikron Group, presentations on Mikron Automation and Mikron Machining in China, and a tour of the production workshop. The students explored our facilities and participated in interactive sessions with experts. Mikron Machining fosters connections with academic institutions, supporting the development of the next generation of professionals. Our thanks go to SUPSI, the students, and Mikron's employees for making the visit a success.

Students from Franklin University Switzerland

Mikron Machining hosted a group of Executive MBA students from Franklin University Switzerland, showcasing how our systems optimize production costs and resources. The visit to our workshop provided an overview of the high-precision assembly processes. Our thanks go to Franklin University Switzerland and the visitors for their interest.

Mikron Group

Management training

Mikron's Management & Leadership Training program, which started in October and concluded in June, included training on self-awareness, communication, leadership, problem-solving, time management, and decision making, with a final focus on finance and presentation techniques. Continuous training develops the skills needed to tackle future challenges.

Feedback course

The Mikron Machining and Mikron Tool teams in Agno participated in a workshop on the importance of feedback, exploring the role of communication in achieving goals. During the course, we improved our active listening skills and the ability to provide constructive and timely feedback. The focus was on promoting a feedback culture that encourages open dialog and continuous improvement.

HR meeting

HR representatives from Mikron in Europe and the United States met in Boudry to discuss improvements in HR strategy, process alignment, and sharing best practices. During the meeting, they discussed how a modern HR organization can support the "Mikron 2030" vision and future initiatives based on the 2023 employee engagement survey.

Women's Day

Since 2021, the percentage of women in the Mikron Group has increased by more than 10%. Mikron aims to encourage more women into mechanical engineering through events and projects, such as the "Women in Industry Day" at Mikron Automation Denver and the children's robotics program in Boudry. Mikron Machining Agno trains young women in various technical apprenticeships. The contribution of women is essential for the company's future.

Governance

Mikron Automation

Strengthening the production department

Mikron Boudry has enhanced its production capabilities with two new CNC machines, enabling the processing of large components and complex parts. This expansion aims to strengthen its in-house production and reduce lead times, improving customer satisfaction.

Partnership between Credence MedSystems and Mikron Automation

Credence MedSystems and Mikron Automation have partnered to quickly develop a production solution for a new innovative medical device. The collaboration focuses on responding to market needs, meeting regulatory requirements, optimizing the supply chain, and reducing costs, ultimately improving patient outcomes.

Expansion of services and innovation

Mikron Corporation Denver has added an ISO Class 7 cleanroom to support pharmaceutical and medical device manufacturers. This cleanroom is part of Mikron's Pre-Production Services, which assist in the assembly of products such as Design Verification and Clinical Trial products, reducing the time-to-market and accelerating product development. Mikron has obtained ISO 13485 certification, ensuring high standards for the assembly and functional testing of medical devices. This innovative support helps partners launch products with lower costs and faster timelines.

New factory and 15th anniversary

Mikron Shanghai has reached an important milestone in its history. The inauguration ceremony celebrated not only the opening of a new factory, but also the company's 15th anniversary in Shanghai.

Mikron Tool

Hybrid technology in the production of medical components

The combination of advanced technologies, such as 3D printing with selective laser melting (SLM) and CNC machining, is revolutionizing the production of medical components. Mikron Tool, in collaboration with DMG MORI, has demonstrated the benefits of hybrid manufacturing for creating complex components with high precision requirements.

One significant case study focuses on the production of a titanium glenoid baseplate, used in uncemented shoulder prostheses. Mikron Tool analyzed three production approaches: CNC machining with subsequent coatings, additive manufacturing with post-processing, and a hybrid process combining both technologies. The hybrid approach proved to be the most efficient and advantageous.

CNC machining ensures precision and excellent surface quality, and is ideal for preparing and finishing the component. On the other hand, 3D SLM printing creates surfaces with outstanding properties for osseointegration, minimizing the need for further processing. The hybrid approach leverages the strengths of both technologies, resulting in faster production, more efficient material usage, and superior quality compared to traditional methods.

With this innovation, Mikron Tool has optimized production times, costs, and quality, reaffirming its position as a leader in advanced medical component manufacturing.

An incredible achievement in the medical industry

17,800 holes drilled in grade 5 titanium with a single tool.
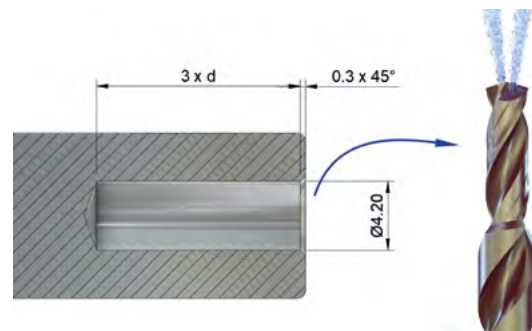
Mikron Group

Digitalization

In 2022, Mikron embarked on a transformation journey by forming a dynamic, multicultural team that leads innovative digital initiatives such as machine cybersecurity, a strong social media strategy, digital services, and robotic process automation. These projects aim to drive Mikron's growth and competitiveness by generating new revenue streams and improving communication. Digitalization also enhances the customer experience by offering faster, more efficient, and personalized services.

Target

Measurable indicators for monitoring progress and results are fundamental to a successful sustainability strategy. Mikron has set six targets, which are monitored through the following set of sustainability KPIs.
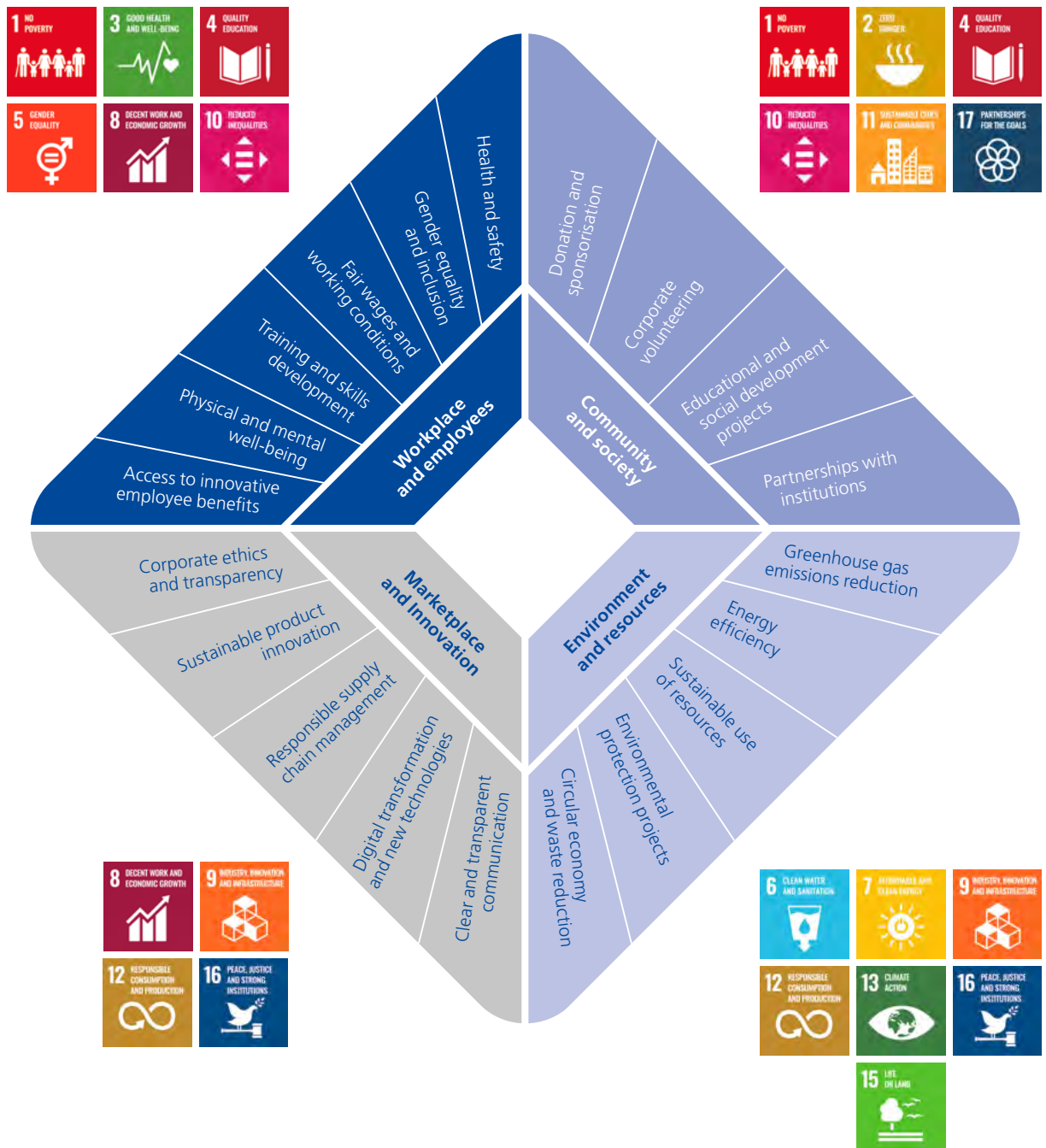

Area	Targets	ESG KPIs	Actual 2023	Actual 2024	Target 2030	Status/trend
Governance	**Building a culture of ESG**	ESG targets in Mikron's top management annual objectives	-	100%	100%	👍
	Training participation	% Corporate visited training	IT 95% Ethics 96%	IT 98% Ethics 99%	>97%	👍
Environment	**Energy**	Total scope 1/2 tCO$_2$eq	2,049	1,979	<1,600	👉
		Intensity value Scope 1/2 tCO$_2$eq	5.53	5.29	<3.5	👉
	Sustainable products	Intensity value Scope 3 tCO$_2$eq	0.63 (waste only)	0.52 (waste only)	-	Target to be set in 2025
		R&D projects with CO$_2$ impact	-	-	100%	Target to be evaluated starting in 2025
		% Signature Supplier Code of Conduct	-	-	80% of main suppliers	Target to be evaluated starting in 2025
	Waste reduction	Waste circular economy	-	-	-	Target to be set in 2025
Social	**Employee practice**	% Diversity	12.4%	13%	15%	👍
		% Turnover	9.5%	11.3%	8.9%	👎
		HSE TAFR value	4.27	3.42	1.6	👉
		% Absenteeism	2.3%	3.1%	<3%	👉

APPENDICES

Our Contribution to SDGs

ESRS

In line with the growing focus on corporate sustainability, Mikron has chosen to comply with the ESRS (European Sustainability Reporting Standards) introduced by the European Union under the framework of the CSRD (Corporate Sustainability Reporting Directive). These standards provide a comprehensive framework for sustainability reporting, covering three main areas: environment (E), social (S), and governance (G). Through the ESRS, Mikron ensures transparency and consistency in the information shared, thus strengthening stakeholder trust and enhancing its competitive positioning.

The decision to adopt the ESRS was driven not only by regulatory requirements, but also by the opportunity to improve the management of risks and opportunities related to material topics. In particular, these standards offer valuable tools to identify and address risks related to climate change, resource management, and workforce sustainability, while simultaneously creating opportunities to innovate, reduce costs, and generate shared value.

Environment

Relevant theme	ESRS	Our commitment
Environmental Protection and Emissions	ESRS E1—Climate Change	Minimizing industrial emissions through cleaner technologies.
GHG Emissions / Energy Consumption	ESRS E1—Climate Change	Reduction of greenhouse gas emissions and adaptation / mitigation strategies.
	ESRS E2—Energy Consumption and Efficiency	Optimization of energy usage and transition to renewable sources.
Logistics/Responsible Supply Chain	ESRS E1—Climate Change	Reducing emissions in logistics and transportation.
	ESRS E5—Resource Use and Circular Economy	Optimizing resource use across the supply chain.
Material Recycled	ESRS E5—Resource Use and Circular Economy	Promoting recycling and sustainable resource practices.
Service—Retrofitting and Modernizing Equipment	ESRS E1—Climate Change	Modernizing equipment to reduce its environmental footprint.
	ESRS E5—Resource Use and Circular Economy	Extending product life cycles and reducing resource extraction through retrofitting.
Product LCA (Life Cycle Assessment)	ESRS E1—Climate Change	Measuring the carbon footprint of products.
	ESRS E5—Resource Use and Circular Economy	Improving efficiency in resource use and minimizing waste.
Waste Management	ESRS E5—Resource Use and Circular Economy	Effective waste disposal and recycling practices.

Social

Relevant theme	ESRS	Our commitment
Employee Mobility & Remote Work	ESRS S1—Own Workforce	Promoting sustainable commuting for employees.
Social Responsibility	ESRS S3—Affected Communities	Supporting local communities and fostering strong relationships.
Employee Enablement and Engagement	ESRS S1—Own Workforce	Enhancing employee involvement, motivation and satisfaction.
Employee Health and Safety	ESRS S1—Own Workforce	Ensuring safe and healthy working conditions.
Employee Diversity and Inclusion	ESRS S1—Own Workforce	Encouraging equality and inclusiveness at all levels.
Product and Service Quality	ESRS S4—Consumers and End-users	Guaranteeing product safety and high quality for consumers.

Governance

Relevant theme	ESRS	Our commitment
Governance and Transparency	ESRS G1—Governance, Risk Management, and Internal Control	Establishing transparent decision-making processes.
Business Integrity	ESRS G2—Business Conduct	Upholding ethical practices and compliance.
Compliance with Local Laws and Anti-Corruption Practices	ESRS G2—Business Conduct	Ensuring adherence to laws and anti-corruption practices.
Process Innovation	ESRS G1—Governance, Risk Management, and Internal Control	Enhancing efficiency and sustainability through innovation.
Digital Innovation and Automation	ESRS G1—Governance, Risk Management, and Internal Control	Streamlining operations via digitalization and automation.
Cybersecurity	ESRS G1—Governance, Risk Management, and Internal Control	Safeguarding data and ensuring operational continuity.
Reusable and High-Production Solutions	ESRS E5—Resource Use and Circular Economy	Developing durable and reusable solutions to conserve resources.

GRI

The GRI Content Index provides a clear overview of where to find information on a particular ESG topic. In addition to the references to the relevant places in this ESG Report 2024, there are also page references to the Mikron Annual Report 2024.

GRI Indicators	Disclosure		Document/Section(s)	Page(s)
GRI 2: General disclosures 2021				
Organization profile	2-1	Organization details	Annual Report 2024 / Mikron in the World	2, 11
	2-2	Entities included in the organization's sustainability reporting	Annual Report 2024 / Mikron in the World	11, 39, 154
	2-3	Reporting period, frequency, and contact point	Annual Report 2024	2, 30
	2-7	Employees	Sustainability Report 2024 / Metrics and Targets (HR)	39, 53–55
Governance	2-9	Governance structure and composition	Annual Report 2024 / Corporate Governance Sustainability Report 2024 / Governance	75–92 38–42
	2-19	Remuneration Policies	Annual Report 2024 / Compensation Report	93–102
Strategy, policies, and practices	2-22	Statement on sustainable development strategy	Sustainability Report 2024 / Strategy	44–46
	2-25	Processes to remediate negative impacts	Sustainability Report 2024 / Risk Management	51
	2-26	Mechanisms for seeking advice and raising concerns	Sustainability Report 2024 / Governance (Code of Conduct)	38
	2-27	Compliance with laws and regulations	Sustainability Report 2024 / Memberships and Certifications	34–36
Stakeholder engagement	2-29	Approach to stakeholder engagement	Sustainability Report 2024 / Stakeholder Map	42
GRI 3: Material topics 2021				
Disclosures on material topics	3-1	Process to determine material topics	Sustainability Report 2024 / Materiality Map	48–50
	3-2	List of material topics	Sustainability Report 2024 / Materiality Map	48–50
	3-3	Management of material topics	Sustainability Report 2024 / Materiality Map	48–50
GRI 200: Economic performance indicators				
Indirect economic impacts	203-1	Infrastructure investments and services supported	Sustainability Report 2024 / Best Practices	61
Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report 2024 / Governance / Metrics and Targets	38, 40, 67
GRI 300: Environmental performance indicators				
Materials	301-1	Materials used by weight or volume	Sustainability Report 2024 / Metrics and Targets (Environment)	56–60
	301-2	Recycled input materials used	Sustainability Report 2024 / Metrics and Targets (Environment)	56–60
	301-3	Reclaimed products and their packaging materials	Sustainability Report 2024 / Metrics and Targets (Environment) / Best Practices	56–62
Energy	302-1	Energy consumption within the organization	Sustainability Report 2024 / Metrics and Targets (Environment)	56–60
	302-3	Energy Intensity	Sustainability Report 2024 / Metrics and Targets (Environment)	56–60
	302-4	Reduction of energy consumption	Sustainability Report 2024 / Metrics and Targets (Environment)	56–60
	302-5	Reductions in energy requirements of products and services	Sustainability Report 2024 / Metrics and Targets (Environment)	56–60
Water and effluents	303-1	Interactions with water as a shared resource	Sustainability Report 2024 / Metrics and Targets (Environment)	56–59
	303-3	Water withdrawal	Sustainability Report 2024 / Metrics and Targets (Environment)	56–59
	303-4	Water discharge	Sustainability Report 2024 / Metrics and Targets (Environment)	56–59
	303-5	Water consumption	Sustainability Report 2024 / Metrics and Targets (Environment)	56–59

Emissions	305-1	Direct (Scope 1) GHG emissions	Sustainability Report 2024 / Metrics and Targets (Environment)	56–60
	305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report 2024 / Metrics and Targets (Environment)	56–60
	305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report 2024/ Metrics and Targets (Environment)	56–60
	305-4	GHG emissions intensity	Sustainability Report 2024 / Metrics and Targets (Environment)	56–60
	305-5	Reduction of GHG emission	Sustainability Report 2024 / Metrics and Targets (Environment)	56–60
Waste	306-1	Waste generation and significant waste-related impacts	Sustainability Report 2024 / Metrics and Targets (Environment)	56–60
	306-2	Waste by type and disposal method	Sustainability Report 2024 / Metrics and Targets (Environment)	58–60
	306-3	Waste generated	Sustainability Report 2024 / Metrics and Targets (Environment)	58–60
	306-4	Waste diverted from disposal	Sustainability Report 2024 / Metrics and Targets (Environment)	58–60
Supplier environmental assessment	308-1	New suppliers that were screened using environmental criteria	Sustainability Report 2024 / Governance / Target	40, 67

GRI 400: Social performance indicators

Employment	401-1	New employee hires and employee turnover	Sustainability Report 2024 / Metrics and Targets (HR)	53–55
	401-3	Parental leave	Sustainability Report 2024 / Metrics and Targets (HR)	53–55
Occupational health and safety	403-1	Occupational health and safety management system	Sustainability Report 2024 / Memberships and Certifications / Governance	36, 40
	403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report 2024 / Memberships and Certifications / Metrics and Targets	36, 53–56
	403-3	Occupational health services	Sustainability Report 2024 / Memberships and Certifications / Metrics and Targets	36, 53–55
	403-5	Worker training on occupational health and safety	Sustainability Report 2024 / Metrics and Targets (HR)	53–55
	403-6	Promotion of worker health	Sustainability Report 2024 / Membership and Certifications / Metrics and Targets (HR)	36, 53–55
	403-8	Workers covered by an occupational health and safety management system	Sustainability Report 2024 / Membership and Certifications / Metrics and Targets (HR)	36, 53–55
Training and education	404-1	Average hours of training per year per employee	Sustainability Report 2024 / Metrics and targets (HR)	53–55
	404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2024 / Metrics and targets (HR)	53–55, 67
	404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report 2024 / Metrics and targets (HR)	53–55
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	Sustainability Report 2024 / Metrics and Targets (HR)	53–55
Local communities	413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report 2024 / Best Practices	62–64
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	Sustainability Report 2024 / Governance / Target	40, 67
Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories	Sustainability Report 2024 / Membership and Certifications / Metrics and Targets (Environment)	36, 56–60