



Sustainability Report **2024**



SONTEX GROUP IN 2024

3®

registered trademarks
(Supercal, Supercom, Superstatic)



Approximately

190

staff members



5

locations in three countries
(Switzerland, Germany and Italy)

Customers in

31

countries



Key commitments

Maintain ISO 14001



ISO 45001 certification



Double training hours by



Key figures 2024

6,534 tons
of greenhouse gas emissions

672,546 kWh
of electricity consumption

Self-consumption rate:

92%
of generated energy



55%
of waste is recycled

570 hours
of trainings



95%
of staff received an individual interview



2
work accidents

A WORD FROM THE CEO



About acting responsibly for a sustainable environment, social commitment to employees and cooperative relationships with our customers and suppliers.

As CEO of the Sontex Group, I am delighted to present our first Environmental, Social and Governance (ESG) report for the 2024 financial year. In future, this report will serve as a compass to guide Sontex through turbulent times. It will help us to shape responsible change and to measure and manage our progress in environmental and social areas.

The past year has been marked by challenges that have put us all to the test. The climate change, geopolitical tensions and economic turmoil – numerous events are currently changing and putting a lasting strain on the global economic system. In order to deal with these uncertainties in a more targeted manner, we have

decided to prepare a sustainability report (also known as an ESG report) based on EU Directive 2022/2464 Corporate Sustainability Reporting Directive (CSRD). The report covers the sustainability of business activities at our headquarters in Switzerland and our branches in Germany and Italy. Ultimately, the report allows us to identify risks and opportunities related to sustainability and to measure and manage progress.

When identifying relevant issues, we consider sustainability from two perspectives: firstly, in terms of the impact of Sontex's activities on the environment, society and human rights, and secondly, in terms of external factors such as climate change, resource scarcity or developments in the regulatory environment that may affect Sontex's economic situation. In this way, we ensure that risks to the Group are identified as early as possible and that Sontex's positive

social and environmental development is guaranteed for the future.

Sustainability and social responsibility have always been a focus for Sontex. Here is just one example: to reduce CO₂ emissions, Sontex obtains its electricity at its production site in Switzerland from a solar system installed on the factory building; additional electricity requirements are largely covered by renewable energies, and the building is heated with an energy-efficient heat pump.

In addition, Sontex has been ISO 14001 certified since 2023. This allows us to integrate the factor of sustainability more deeply into our business processes. Sustainability thus becomes a fundamental part of our strategy and shapes our day-to-day business, our relationships and our activities.

Looking to the future, 2026 will be a year of scaling and further optimisation. In the area of social responsibility, we are aiming for ISO 45001 certification in order to further improve the health and safety of our employees. In the area of governance, we want to focus on our Code of Conduct in order to further define and ensure binding standards for our responsible actions.

We also want to increase energy efficiency, further reduce waste and optimise supply chains. Furthermore, in line with the circular economy, we will promote the reuse of components and prioritise recycled materials in our procurement; we have also launched projects to increase biodiversity.

My conclusion: success is not measured solely in numbers, but in its impact on the common good. I would like to thank all our employees, partners and customers who are joining us on this journey. Together, we can create a world in which business and ethics go hand in hand.

*Yours sincerely,
Patrick Grichting
CEO Sontex Group*



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BASIS FOR PREPARATION

This document is Sontex Group's sustainability report. In light of the European Commission's announcement dated 26 February 2025, the company is no longer within the scope of the Corporate Sustainability Reporting Directive (CSRD) and therefore has no legal reporting obligation. Nevertheless, Sontex Group has elected to structure this report around the CSRD framework and to incorporate the Global Reporting Initiative (GRI) Standards. This approach delivers a rigorous, transparent, and comparable basis for disclosure, while acknowledging that certain elements differ from a report fully aligned with all provisions of the directive.

Looking beyond regulation, Sontex Group considers it essential to communicate its commitments and results as part of its promise of transparency and accountability to stakeholders.

The report underscores Sontex Group's commitment to sustainability. It maps the company's initiatives to the 17 United Nations

Sustainable Development Goals (SDGs) and highlights the five goals deemed most material.

Preparation of the report was supported by an independent consulting firm to ensure methodological robustness. The work also was drawn on contributions from an internal working group that includes members of the Executive Committee (see Annex A).

Sontex Group intends to refresh this report so clients, partners, and stakeholders can access up-to-date information.

For further details or questions, please contact Sontex Group at: sontex@sontex.ch

Reporting scope

The scope of this sustainability statement encompasses all sites of Sontex Group. It follows the same perimeter as the company's financial statements.

The reporting period covers the 2024 fiscal year, from 1 January to 31 December. When relevant, information from previous years has been included to provide context and a clearer interpretation of the 2024 results.

Furthermore, the sustainability statement extends to the upstream value chain and to downstream business relationships associated with the use of Sontex Group's products and services. Additional information is available in the section "Business Model and Value Chain."

Disclosures related to specific circumstances

Time horizons

The time horizons follow the definitions set out in the CSRD standard. The short term corresponds to one year. The medium term covers two to five years. The long term extends beyond five years.

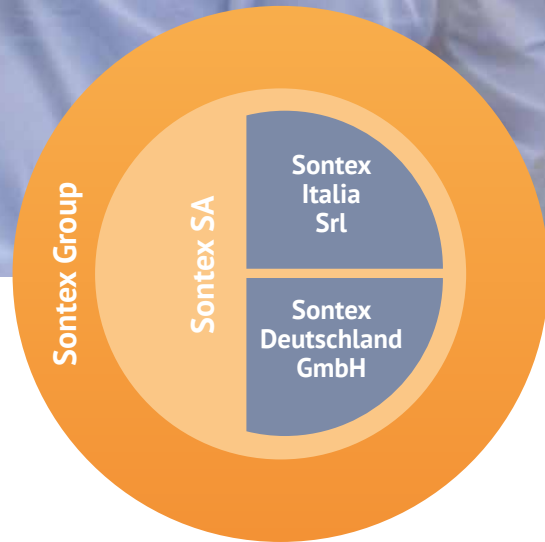


Sources of estimations

Where information is not available for a specific scope or for quantitative measures related to its value chain, Sontex Group relies on relevant estimates or approximations. These instances are clearly indicated in the section on metrics.

Changes or errors in previous reports

As this is Sontex Group's first sustainability report, there are no errors or corrections to disclose.



BUSINESS MODEL AND VALUE CHAIN

Business model and value chain

Sontex Group brings together five locations: one in Switzerland, one in Germany and three in Italy.

Sontex Group designs, manufactures, and sells thermal energy (heat) meters, heat cost allocators, water meters, communication modules for water meters, and radio gateways. With Sonexa the Group also develops and markets a web-based platform that offers complete and secure management of all recorded data.

With over 35 years of expertise, Sontex Group is recognized for its expertise in ensuring the highest quality of these products.

The group operates worldwide and exports to nearly 31 countries.

For further details, a graphical representation of Sontex Group' value chain is provided below.

OUR RESOURCES

Financial & economic

- 1 implantation (factory, warehouse & offices) in Switzerland
- 1 implantation (warehouse & offices) in Germany
- 3 implantations (warehouse & offices) in Italy

Human and intellectual

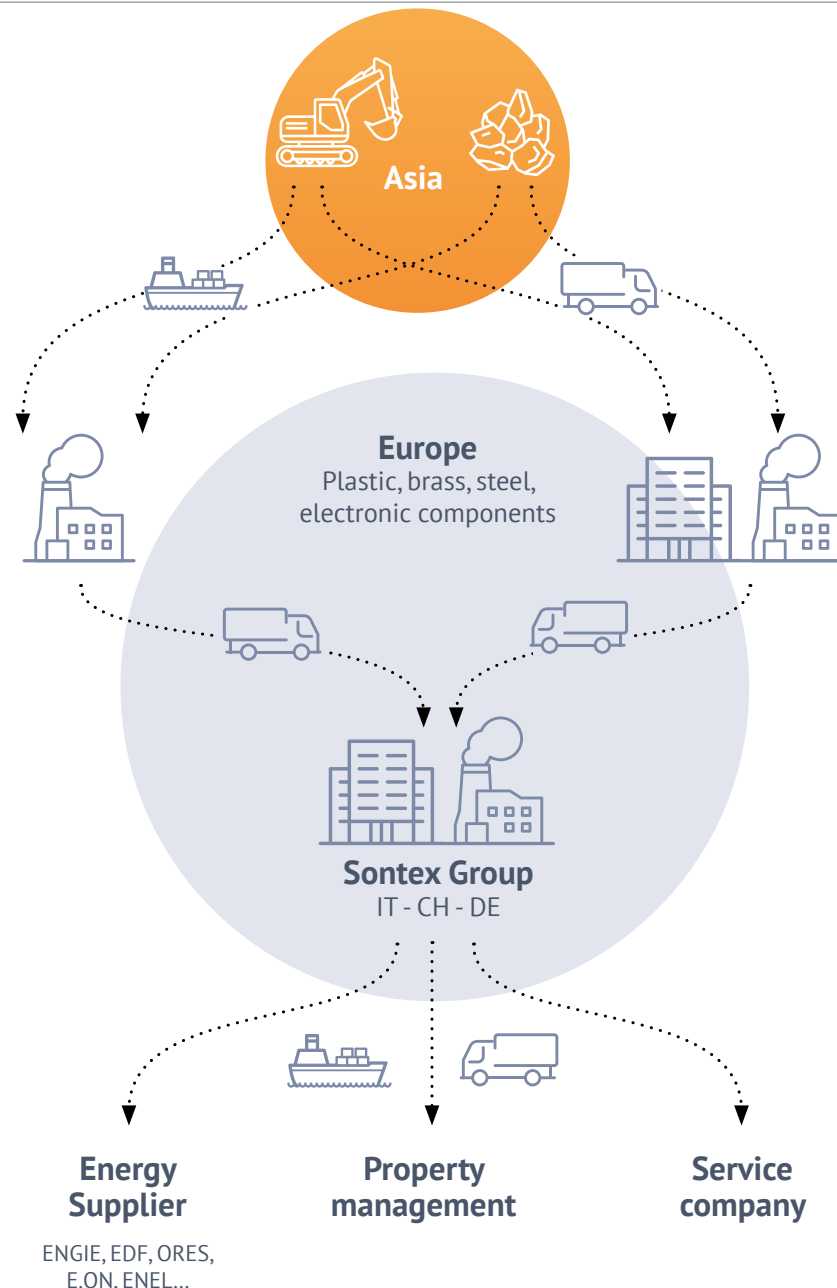
- 190 workers
- 1 R&D department
- Development of a static "Superstatic" counting technology for polluted fluids
- 3 registered trademarks – Supercal, Supercom, Superstatic
- Sonexa software
- Know-how and expertise
- 2 certifications - ISO 9001 (CH, DE, IT) and ISO 14001 (CH only)

Social & Relationships

- Loyal customers for over 30 years
- Meticulous selection of component suppliers based on their technological advancements and quality
- 67% of suppliers come from within a maximum radius of 100 km

Natural and environmental

- Use of non-renewable materials (electronic components and batteries, plastic, metal)
- Use of packaging (cardboard and plastic)
- Use of fossil and renewable energy (facilities and transport)
- 672,546 kWh electricity in 2024



OUR VALUE CREATION

Financial & economic

- 3.10 % growth

Human and intellectual

- 570 hours of annual training in 2024
- 49% women in 2024
- 8 years average seniority in 2024

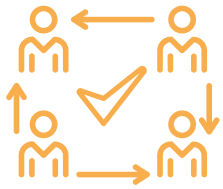
Social & Relationships

- Customers in 31 countries
- 71% of deliveries on time
- < 1% of customer returns

Natural and environmental

- 331 solar panels and 91,490 kWh produced electricity
- Solar pannels are accessible to the surrounding community

Value



RESPONSIBILITY

The value Responsibility reflects Sontex Group's commitment to act with reliability and professionalism. Each employee fully assumes their responsibilities within a cohesive and trustworthy interdisciplinary team.



CREATIVITY

The value Creativity embodies the open-mindedness and drive for improvement that define Sontex Group. The company sees change as a source of opportunity and strives to improve every day. This mindset fuels its innovation and ability to deliver ever more relevant solutions.



RESPECT

The value Respect reflects how Sontex Group interacts with its partners, employees, and clients. The company listens to and takes every proposal seriously, fostering openness and consideration. It also ensures that all its actions comply strictly with applicable laws and regulations.



COMMITMENT

The value Reliability reflects Sontex Group's determination to keep its commitments and go the extra mile for its clients and partners. The company acts with consistency and integrity, ensuring that every promise is fulfilled. Sontex is a partner that people can truly rely on.

SUSTAINABILITY TOPICS

In summary

Here is a summary of the various topics identified by the Sontex Group, divided into three themes: environment, social and governance.

Climate change*

Energy*

Pollution*

Resource extraction*

Waste



Access to accurate, high-quality information*

Well-being for own workers*

Working conditions in the value chain

(*) Material topics according to the double materiality analysis

PRIORITY SDGS

PRIORITY SDGs

The United Nations Sustainable Development Goals (SDGs) provide a universal framework to tackle key global issues such as climate change, access to energy, inclusion, and decent work. For companies, they serve as a compass to better understand their footprint and align their actions with shared global objectives. For Sontex Group, the SDGs structure its commitments and link its initiatives to internationally recognized priorities. Their integration into this report reflects the company's concrete and responsible engagement.

Each impact identified through the double materiality assessment (see the Double Materiality section) has been connected to one or more SDGs. To identify the most relevant goals, Sontex Group analyzed the magnitude of its impacts, categorizing them as low, significant, or highly significant, whether positive or negative. Any SDG linked to at least three significant impacts has been considered a priority. This approach ensures that the company's ESG strategy is grounded in a clear understanding of its main challenges, highlighting the topics of greatest importance.

Based on this explanation, the six priority SDGs for Sontex Group are as follows:

SDG 3 – Good Health and Well-Being: Ensure healthy lives and promote well-being for all at all ages. For Sontex Group, this goal is a priority as the company places strong emphasis on employee health and safety. In production areas, particular attention is given to accident prevention and safe working conditions. Protecting the physical and mental health of employees is seen as essential to long-term performance and team cohesion.

SDG 6 – Clean Water and Sanitation: Ensure availability and sustainable management of water and sanitation for all. This goal is a priority for Sontex Group as its products contribute to more responsible water use by helping consumers reduce consumption.

SDG 7 – Affordable and Clean Energy: Ensure access to affordable, reliable, sustainable, and modern energy for all. This goal is a priority for Sontex Group through its contribution to energy efficiency and the reduction of heat consumption for end users. The company also invests in low-carbon buildings and infrastructure, including heat pumps, solar panels, improved insulation, and smart systems. These initiatives demonstrate its commitment to promoting clean energy solutions both within its operations and through its products.



SDG 8 – Decent Work and Economic Growth: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

Sontex Group offers stable employment with all employees on permanent contracts. It ensures fair salaries and opportunities for career development, fostering a motivating and secure work environment. Sontex Group also promotes responsible business practices through a supplier code of conduct that supports ethical and sustainable growth across its value chain.

SDG 12 – Responsible Consumption and Production: Ensure sustainable consumption and production patterns.

Sontex Group actively works to reduce packaging and improve waste sorting within its operations. The company is also exploring ways to reuse or recycle raw materials to minimize its environmental footprint. Despite these efforts, waste generation remains an ongoing challenge that Sontex Group seeks to manage responsibly and efficiently.

SDG 13 – Climate Action: Take action to combat climate change and its impacts.

Products of Sontex Group help reduce emissions across the value chain by improving energy efficiency and detecting heat losses. Through these solutions, the company supports its customers in lowering their carbon footprint. At the same time, Sontex Group acknowledges that its own activities generate CO₂ emissions and is committed to continuously reducing them.

In summary, here is how each topic was linked to each SDG:



Climate change



Energy



Pollution



Resource extraction



Waste



Well-being for own workers



Working conditions in the value chain



Access to accurate, high-quality information



Material topics Non-material topics Priority SDG Non-priority SDG



ENGAGEMENT WITH STAKEHOLDERS



For Sontex Group, dialogue with stakeholders is a cornerstone of its sustainability journey. The consultation sought to collect perspectives beyond the internal project team to better understand how various audiences perceive the company's main ESG challenges. This exchange ensures that Sontex Group's priorities remain consistent with the expectations and realities of those connected to its activities.

The internal coordination team (see Annex A) began by identifying all relevant stakeholder groups. These were organized into two broad families: internal stakeholders, and external stakeholders. Each group received a tailored questionnaire including a short summary of

every sustainability topic. Participants were invited to confirm whether the content was clear and complete, and to share ideas or feedback if something seemed missing. They were then asked to rate the relevance of each topic for Sontex Group based on their own experience. This comparison between daily practice and strategic themes helped refine the company's understanding of its priorities.

In total, 37 answers were completed, accompanied by 40 written remarks—23 from employees and 17 from external stakeholders. The strong level of participation reflects the genuine interest shown in contributing to Sontex Group's sustainability roadmap.

Results in summary

All results and key concerns were presented to the internal working group (see Annex A). In the graphs below, since Sontex Group identified 9 sustainability topics, the one with the highest score represents the main priority for the stakeholder category analyzed.

Internal Stakeholders – 15 answers

The graph shows that, for all internal stakeholders, the three most important topics are, in order: energy; well-being for own workers; water.



1. Energy
2. Well-being for own workers
3. Water
4. Pollution
5. Climate change
6. Resource extraction
7. Waste
8. Access to accurate, high-quality information
9. Working conditions in the value chain

External Stakeholders – 22 answers

The graph shows that, for all external stakeholders, the three most important topics are the same than for internal stakeholders.



1. Energy
2. Water
3. Well-being for own workers
4. Pollution
5. Climate change
6. Resource extraction
7. Waste
8. Access to accurate, high-quality information
9. Working conditions in the value chain

Consolidated Results

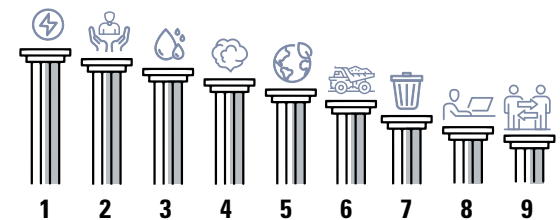
The graph shows that, for all stakeholders combined – both internal and external – the three most important topics are, in order: energy; well-being for own workers; water.

The results of the stakeholder consultation are consistent with the double materiality

analysis (see Double Materiality section), particularly regarding the ESG topics on which Sontex Group reports. The topics not covered in the Group's reporting (see Double Materiality section) are also those considered less relevant or significant by stakeholders. These include access to accurate, high-quality information and working conditions in the value chain.

Stakeholders consultation

1. Energy
2. Well-being for own workers
3. Water
4. Pollution
5. Climate change
6. Resource extraction
7. Waste
8. Access to accurate, high-quality information
9. Working conditions in the value chain



MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

Sontex Group assessed its significant impacts, risks, and opportunities across its entire value chain and own operations through a double materiality analysis. A detailed summary is provided below.

Double materiality analysis

In 2024, Sontex Group conducted its first double materiality analysis, a process required for companies governed by the CSRD directive. This analysis helps pinpoint the critical topics to address and report on in a sustainability report.

The analysis combines three interconnected perspectives. The first, financial materiality examines how environmental, social, and governance (ESG) issues may influence the company's financial results. The second, impact materiality, looks at how Sontex Group's operations affect the environment and society. Finally, stakeholder feedback provides a complementary view by revealing how these topics are perceived by those who interact with the company (see Stakeholder Engagement section).

Phase I: Understanding the business model and value chain

The first step involves identifying and assessing the significant impacts, risks, and opportunities for Sontex Group. This process consists of mapping the company's business model and value chain. It helps define the scope of the double materiality assessment. For more

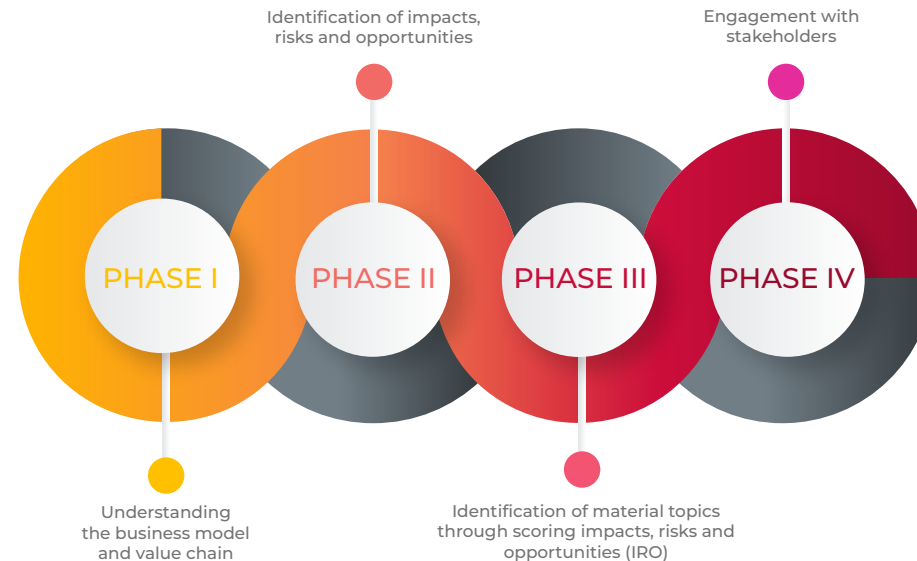
details, see the section "Business Model, Value Chain, and Social Commitment."

Phase II: Identification of impacts, risks and opportunities

This process was conducted in two stages: initially, the identification of ESG impacts (impact materiality), followed by an analysis of risks and opportunities linked to

financial performance (financial materiality). An impact refers to the effects of the company's actions on society and the environment. A risk denotes a potential threat to its financial outcomes, while an opportunity represents a driver for value creation.

For further details on the impacts, risks, and opportunities, please consult the sections dedicated to each topic.





Impact Materiality

The identification of Sontex Group's impacts took place during a workshop involving the internal working group (see Annex A). Over 600 potential impacts, based on the CSRD and ESRS frameworks, were examined. For each impact, participants addressed the question: "Does this stem from our activities?" They then clarified whether it was related to internal operations or the value chain, and whether it was actual or potential.

Each impact was associated with a sustainability topic, enabling the company to define its key priorities. A final plenary discussion was held to validate and confirm the results.

Financial Materiality

The working group concentrated on identifying the financial risks and opportunities

associated with the company's activities. The objective was to assess, for each impact or sustainability topic, the factors that could pose a threat or act as a driver for financial performance.

A plenary discussion followed to review and validate the risks and opportunities identified by the group.

Phase III: Identification of material topics through scoring impacts, risks and opportunities (IRO)

After defining the list of topics, the following step was to determine which ones were truly "material," meaning the most relevant for Sontex Group. This evaluation followed the criteria set out in the CSRD framework. For impacts, the analysis considered their scope,

severity, possibility of remediation, and likelihood of occurrence. For risks and opportunities, the focus was placed on their probability and the potential financial magnitude. The table below outlines the scoring approach applied to each identified impact, risk, and opportunity.

In the absence of a specific evaluation scale defined by the CSRD, the United Nations Guiding Principles (UNGPs) and the COSO framework (Committee of Sponsoring Organizations of the Treadway Commission) were applied to assess impacts and financial risks/opportunities, respectively.

All assessments of the environmental and human impacts were carried out by the working group (see Appendix A). After evaluating all the impacts, the topics could then be placed on the axes of the materiality matrix.

Phase IV: Engagement with stakeholders

Consultation with stakeholders (see section: stakeholder engagement) added a third dimension, namely the scale of the topic (see section: results of the double materiality analysis).

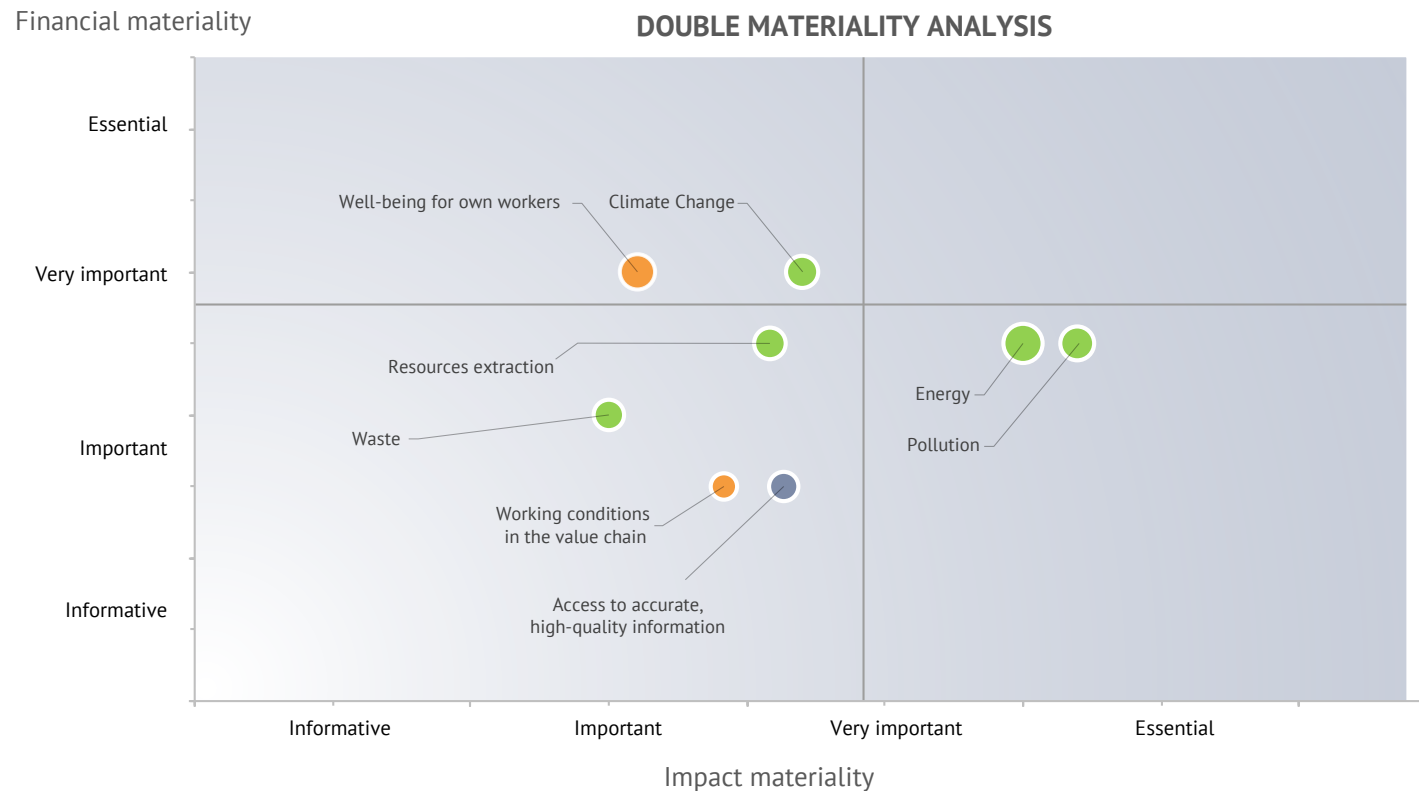
MATERIAL IMPACTS, RISKS AND OPPORTUNITIES



	Scope How many people are likely to be affected?	Scale How serious/beneficial will the impact be if it materialises?	Remediability Can the victim be reinstated to a position equivalent to the one they held before?	Probability What is the probability that the risk will materialise?
Positive and real impact	●	●		
Positive and potential impact	●	●		●
Negative and real impact	●	●	●	
Negative and potential impact	●	●	●	●

Results of double materiality analysis

Here are the results of double materiality analysis.



The **orange** bubbles represent governance topics, the **green** ones environmental topics, and the **blue** ones social topics. According to the results of the double materiality analysis, the material topics are those positioned above both axes. The size of each bubble reflects the level of importance that stakeholders assign to each topic. The material topics for Sontex Group are those with a score higher than 2.5 in impact materiality and/or financial materiality. In total, five topics have been identified as material:

- Resource extraction
- Well-being for own workers
- Climate change
- Pollution
- Energy

According to CSRD requirements, these five topics must therefore be disclosed. In addition to these seven, Sontex Group has chosen to voluntarily report on one additional topic: *Waste*. This topic is not only important to the Group's stakeholders but also strongly reflects the values upheld by Sontex Group.

ENVIRONMENT

ENVIRONMENT

Climate change

Topic Description

Stricter environmental regulations, the scarcity of raw materials, and rising energy prices are pushing operating costs upwards. Tighter climate requirements, particularly regarding carbon footprint, can also create regulatory risks and increase compliance expenses. Together, these factors make our products more expensive. On the other hand, due to higher energy prices and more stringent legislation, Sontex Group is seeing increased demand for its products, which help consumers monitor their energy and drinking water consumption.

This is why failing to align with climate objectives may harm the company's reputation and drive customers or investors away.



Key figures

6,534.6 tons
of greenhouse gas emissions

37%
of emissions come
from purchases



Impacts, risks and opportunities related to climate change

OWN OPERATIONS

POSITIVE IMPACTS	NEGATIVE IMPACTS
REAL	
Strengthening infrastructure resilience Building is airtight and protected against flooding because it is located in an area at risk of flooding.	Greenhouse gas emissions Sontex's activities emit greenhouse gases.

VALUE CHAIN

POSITIVE IMPACTS	NEGATIVE IMPACTS
REAL	POTENTIAL
Emissions avoided by products and services The measuring devices developed and sold by Sontex Group enable end customers to monitor and reduce their energy consumption.	Increased risks of water stress Extraction and cleaning of raw materials (metals and electronic components) requires a large amount of water.

OPPORTUNITIES	RISKS
Sustainable finance access Developing a climate strategy facilitates access to more attractive financing from banks and investors.	Losing market access More and more customers, particularly public procurement companies, are demanding that their suppliers have a climate strategy or a label. Without this, the company risks losing revenue.
Competitive advantage Developing a climate strategy provides a competitive advantage, gives competitors a hard time and can lead to increased revenue.	Regulatory compliance cost The advent of additional regulations regarding energy meters will require research and development expenditures for Sontex Group products.

ENVIRONMENT

Policy

Sontex Group is committed to supporting the low-carbon transition by developing products that help reduce energy consumption and greenhouse-gas emissions. The company also aims to limit its own carbon footprint by acting on its operations and facilities.

Actions

Actions in 2024

Sontex Group has worked on three areas. First, continuous operation (24/7) of machines. Within the limits of required production volumes, the company thus avoids stops and restarts, which consume more energy. Second, the “Bike to Work” challenge in June 2024 encouraged team cycling, with a prize for the most committed team. Finally, Sontex Group obtained ISO 14001 certification, which structures daily environmental management.

Future actions

The teams are continuing the 2024 initiatives and adding new actions. An initial carbon assessment will be carried out in 2025 based on 2024 data. In 2026, awareness of ESG issues will be further raised. This will

be based on the discussions that will take place following the development of the carbon assessment and ESG reporting. In the same vein, Sontex Group wants to pay more attention to the carbon footprint of its purchases. Price and availability remain key criteria, but localization will be prioritized whenever possible.

In 2026, the group plans to analyze the feasibility of a biodiversity project around the building. Finally, an environmental risk analysis will be implemented as part of ISO 14001, with a highly operational focus.

Carbon footprint

The Bilan Carbone® methodology

In 2025, Sontex Group computed its first GHG inventory based on the flow of 2024. The total carbon footprint, computed following the Bilan Carbone methodology, amounts to 6,103 tCO₂e.

The main emission family is the production-related purchases (Inputs 1) which is responsible for almost 37% of the company's global footprint. It is followed by the operational purchases (Inputs 2) for 24% and then the end of life of sold products for a-over 14%.



Iron and rubber components are together responsible for one third of the impact from the production-related purchases.

The impact from operational purchases covers the acquisition of small equipment that is not amortized, as well as a set of external services that any entity requires to function. The impact of the digital footprint and the water consumption is also accounted for in this emission family.

Although it is expected for Sontex's products to have an extended life expectancy, the GHG inventory requires to account for the emissions supposed to happen once a product is thrown away

Greenhouse Gas Protocol

Following the methodology presented by the Greenhouse Gas Protocol, Sontex Group's GHG inventory amounts to 6,535 tCO₂e (location-based). The difference between the two methods stems primarily from how they account for the emissions from fixed assets.

The GHG Protocol requires a dual reporting approach for Scope 2 emissions: location-based and market-based. The distinction between the two lies in the emission factor used to calculate the impact of purchased

electricity. The location-based method applies the average emission factor of the regional electricity mix during the reporting period, while the market-based method relies on the emission factor provided by the specific electricity supplier.

Following this methodology, Scope 1 emissions are equal to 106 tCO₂e, Scope 2 (location-based) to 36 tCO₂e and 202 tCO₂e (market-based) and Scope 3 emissions amount to 6,393 tCO₂e. The result of each entity is displayed in the table below.



Inputs 1 - **36.9%**
 Inputs 2 - **23.8%**
 End of life of solid products - **14.2%**
 Fixed assets - **9.3%**
 Travels - **7.6%**
 Freight - **5.2%**
 Direct waste - **1.2%**
 Packaging - **1.0%**
 Energy 1 - **0.7%**
 Non energy 1 - **0.0%**
 UNCERTAINTY - **11.0%**



Scope 3 - **97.8%**
 Scope 1 - **1.6%**
 Scope 2 - **0.5%**
 UNCERTAINTY - **12.1%**



Targets and indicators

Indicator	Unit	2024	Targets	Assumptions
		Sontex Group	Sontex Group	
GHG Emission Scope 1	tCO ₂	106		
GHG Emission Scope 2 (location based)	tCO ₂	36		
Scope 3 upstream (tCO ₂ e)	tCO ₂	5,469.7		
Scope 3 downstream (tCO ₂ e)	tCO ₂	923		
GHG Emission Scope 3	tCO ₂	6,392.7		
Total tons of CO ₂	tCO ₂	6,534.6		
Carbon intensity per FTE	tCO ₂ /FTE	50.27		

ENERGY

Energy

Topic Description

Fluctuations in energy prices have a direct impact on the cost of extracting raw materials and on manufacturing expenses. After the price surge linked to the conflict in Ukraine, similar increases may occur again in an uncertain global context.

As a supplier of heat cost allocators, thermal energy meters and water meters, and with its Sonexa, platform for consumption data management, Sontex Group is responding to a growing demand for efficient energy management solutions in an expanding market.



Key figures

672,546 kWh
of electricity consumption

Self-consumption rate:
92%
of generated energy



Impacts, risks and opportunities related to energy

OWN OPERATION

POSITIVE IMPACTS
REAL
<p>Renewable energy production Photovoltaic installation present on the Sontex CH site.</p>

VALUE CHAIN

POSITIVE IMPACTS
REAL
<p>Contribution to energy efficiency The measuring devices developed and sold by Sontex enable end customers and distributors to monitor and reduce their energy consumption.</p> <p>Contribution to the electrification of mobility/transport Provision of charging stations to local residents and installation of photovoltaic panels for cooperation.</p> <p>Reduction of water consumption Sontex Group's measuring instruments facilitate the detection of leaks in water pipes at the end customer's premises and throughout the distribution network. This helps reduce water consumption.</p>

OPPORTUNITIES
<p>Growing market demand Additional regulations on water and energy consumption will increase the demand for consumption measurement products. This represents an opportunity for increased revenue for Sontex Group.</p> <p>Regulatory-driven sales growth A tightening of the law towards more regular and accurate measurements of water consumption will boost the sales of instruments sold by Sontex Group. This will have the direct consequence of increasing its turnover.</p> <p>Price-driven demand for water measuring An increase in the price per cubic meter of water will encourage consumers to measure their water more regularly and accurately. This will have the direct consequence of increasing Sontex Group's turnover.</p> <p>Resource efficiency cost savings Improving resource efficiency will lead to lower costs associated with purchasing goods.</p>

ENERGY

Policy

The company works to optimise its own energy consumption by improving the performance of its buildings, selecting high-efficiency equipment and prioritising renewable energy sources. At the same time, its products aim to make energy consumption more visible and manageable for its customers, encouraging more responsible usage.

Actions

Actions in 2024

In 2024, several concrete measures were implemented to improve the site's energy performance. Teams were made aware of energy consumption and are now committed to adopting simple actions, such as turning off lights before leaving the premises.

The entire building still benefits from the installations installed during its construction in 2009. These were designed to ensure

good insulation and sustainable energy efficiency. The site has had a heat pump installed since 2008 and 331 solar panels covering 657 m² of roof space since 2022. LED lighting was installed in late 2023 and early 2024, further reducing electricity consumption. A home automation system controls the opening of shutters and lighting according to schedules, and the temperature automatically lowers during weekends and holiday periods. The building remains naturally cool thanks to high-performance insulation and an anti-UV film applied to the windows since 2014. Six charging stations now complete the facilities.

All the machines run on electricity, as does the forklift.

In terms of products, the company has achieved an exemplary level of energy optimization: every component, down to the computer code, is designed to minimize energy consumption. These durable and reliable products have a lifespan of up to 15 years.



Future actions

In 2025, the company plans to continue its continuous improvement efforts in energy efficiency. Although the majority of the infrastructure is already optimized, it wishes to continue to stay abreast of new technologies

and best practices. To this end, it will rely on external consultants, as part of the obligations set out in the Swiss Energy Act. This requires large energy consumers to enter into target agreements in order to maintain high energy performance and encourage ever more responsible consumption.

Targets and indicators

Indicator	Unit	2024	Targets	Assumptions
		Sontex Group	Sontex Group	
Total Electricity consumption	<i>kWh</i>	672,546		Electricity + solar panels
Electricity production	<i>kWh</i>	91,490		
Part of self-consumed	%	92	Maintain 90% each year	
Total Water consumption	<i>m³</i>	1,242		

POLLUTION

Pollution

Topic Description

The extraction of metals, the production of plastics, and their transport within Sontex Group's upstream value chain impact ecosystems and the health of local communities. Strict regulations may increase the cost of raw materials and transportation.

The environmental impact of production is generally negative, as it generates emissions. However, environmental constraints can serve as a driver for innovation and create business opportunities, generating indirect positive effects for Sontex Group.



Key figures

In 2024, **861** km per delivery

A complete inventory of the chemicals was carried out



Impacts, risks and opportunities related to pollution

OWN OPERATION

NEGATIVE IMPACTS
REAL
<p>Formation of tropospheric ozone Welding operations release particles that contribute to ground-level (tropospheric) ozone. The company mitigates this through fume extractors at individual workstations, and recent air-quality tests returned very positive results. The impact could rise if activity levels increase.</p>

VALUE CHAIN

NEGATIVE IMPACTS	
REAL	POTENTIAL
<p>VOC / NOx emissions Inbound and outbound transportation of goods causes VOC and NOx emissions.</p>	<p>Water pollution by pollutants (organic and heavy metals) Extracting and cleaning raw materials (metals and electronic components) requires a large amount of water. These processes also pose a risk of water pollution.</p> <p>Physical damage to human health Extracting and cleaning raw materials (metals and electronic components) requires a large amount of water. These processes also pose a risk of water pollution and therefore potential damage to human health.</p> <p>Soil pollution by heavy metals / toxic metal trace elements or organic pollutants Extracting and cleaning raw materials (metals and electronic components) requires a large amount of water. These processes also pose a risk of water pollution, which seeps into the surrounding soil.</p> <p>Physical damage to human health Extracting and cleaning raw materials (metals and electronic components) requires a large amount of water. These processes also pose a risk of water pollution, which seeps into the surrounding soil and therefore potential damage to human health.</p>

RISKS
<p>Increase in transport costs due to CO₂ taxation A decrease in turnover may be caused by an increase in transport costs linked to CO₂ taxes.</p> <p>Increased production costs from stricter water/air/soil treatment requirements Tighter requirements for water, air, and soil treatment will require additional investments from Sontex Group. This will have a direct impact on production costs.</p> <p>Revenue loss from inadequate pollution management If the company does not address the issue of pollution, it risks losing customers, particularly public contracts. This will have the effect of reducing its turnover.</p>

POLLUTION

Policy

Sontex Group aims to limit the environmental impacts associated with its activities, notably by reducing sources of pollution across production, transport, and the end-of-life of its products. This includes growing attention to the substances used and to the logistics choices made.

Actions

Actions in 2024

In 2024, a complete inventory of the chemicals used in the plant was carried out. Following this, unused products were eliminated, and for the others, the objective is to minimize their use as much as possible. For example, lacquering, mainly used to prevent short circuits, is only applied if the meter is to be installed in a humid area. The company favors materials such as copper and brass and chooses to source locally whenever possible.

Air concentration measurements were also carried out in certain workshops and specific workstations in the plant. The results show that concentrations remain well below standards. However, two areas,

including the lacquering workshop, still require improvements.

In terms of logistics, subcontractors are optimizing routes. While availability and cost remain the main criteria, the Sontex Group also monitors its partners' sustainability policies. In addition, the company continues to optimize truck filling and the routes of the vans that verify the proper functioning of the meters.

Future actions

In 2025, an extraction hood will be installed in the flow meter workshop, near the piezometric sensor room. The existing ventilation in the manual coating booth will also be improved. These actions follow the air quality measurements carried out at the end of 2024 and the recommendations of experts.

Between 2025 and 2026, Sontex will continue analyzing other measures needed to improve air quality around the two workstations identified as the most problematic. The goal is to maintain safe working conditions that comply with environmental standards.





Targets and indicators

Indicator	Unit	2024	Assumptions
		Sontex Group	
Part of deliveries made by plane	%	5	
Average km traveled per delivery	km	861	Sum of distances traveled [km]/Sum of shipments made

RESOURCE EXTRACTION

Ressource extraction

Topic Description

The manufacturing of Sontex Group measuring devices relies on the use of both renewable and non-renewable resources, such as water, heavy metals, electronic components, and petroleum for plastics. These resources are limited, which could lead to shortages in the long term. This risk may result in higher purchase prices and, consequently, increased production costs. For example, the International Energy Agency forecasts an 800% increase in lithium demand by 2040 (IEA 2024, Lithium). These challenges highlight the need for Sontex Group to manage these resources sustainably and to focus more on recycled materials and reusability in the future to reduce supply risks and price fluctuations.



Impacts, risks and opportunities related to resource extraction

OWN OPERATION

POSITIVE IMPACTS	
REAL	POTENTIAL
<p>Improving resource efficiency The internal R&D department tries to reduce the amount of material used by reducing the size of products and optimizing components.</p> <p>Recycling and reuse of resources Logistics for taking back end-of-life products for return to recycling companies (brass, plastic, etc.) but no plans to resell recycled products.</p>	<p>Improving resource efficiency Sontex has a short-term plan to use recycled materials in production (re-injection of recycled materials from recovered end-of-life products).</p>

VALUE CHAIN

POSITIVE IMPACTS	NEGATIVE IMPACTS
REAL	
<p>Preservation of natural resources Use of recycled cardboard for packaging.</p> <p>Prevention/reduction of environmental damage Sontex Group is aware of suppliers who are ISO certified</p>	<p>Depletion of non-renewable natural resources Extraction of metals, electronic components and petroleum for plastic components.</p>

POSITIVE IMPACTS
POTENTIAL
<p>Recycling and reuse of resources Opportunity to collaborate with a company that would allow the use of recycled brass.</p>

RESSOURCE EXTRACTION

OPPORTUNITIES	RISKS
<p>Product optimization Product optimization (reducing size, reducing materials used, etc.) allows for a reduction in the amount of raw material purchased. This can have the effect of improving the margin Sontex Group makes on the sale of its products.</p>	<p>Resource scarcity and price volatility The decrease in the availability of resources, or even a depletion of certain materials, will lead to an increase in the purchase prices of goods and will negatively impact on the margins achieved by the company and/or its turnover.</p> <p>Hydraulic stress An increase in hydraulic stress leads to a decrease in water availability. This has the direct impact of increasing the costs associated with the production of raw materials purchased by Sontex Group.</p> <p>Geopolitical instability The geopolitical context could cause a decrease in resources available for export, which leads to additional investments being necessary at Sontex to compensate for this loss of raw materials.</p>

Policy

Aware of the growing pressure on natural resources, Sontex Group is beginning to explore the integration of recycled materials into the design of its products. The company is working to identify the technical levers and partners that will enable it to gradually reduce its reliance on virgin resources.

Actions

For several years, Sontex Germany has implemented a system allowing to recover used heat cost allocators. However, to date, Sontex does not recover these recycled components.

Future actions

2026: Sontex Group will initiate discussions with potential partners and suppliers to determine the types of recycled materials they use. The objective is to compare these

solutions with those that Sontex Group could integrate into its product design.

2026-2028: The system for recovering used meters and distribution blocks will be maintained, and Sontex Group will seek to reuse some of the recycled components in the manufacture of new products. However, adaptation of production machinery may be necessary due to changes in the types of raw materials used.

2028: Sontex Group will consider using recycled materials, primarily plastics (polymers),

in its product design. This shift may require adjustments to production machinery. The company will also consider circular economy solutions, such as reusing the brass bases of its meters.



Targets and indicators

Please note that the amounts indicated below only apply to the Swiss site. These figures are not available for other sites.

Indicator	Unit	2024	Assumptions
		Sontex Group (Switzerland only)	
Part of non-renewable raw materials used	%	100	
Part of renewable raw materials used	%	0	
Part of product sold made from reused materials	%	ND	
Part of products sold made from recycled materials	%	ND	

WASTE

Waste

Topic Description

At Sontex Group, the biggest waste-related challenge is the end-of-life stage of the products sold. Each year, about 71 tons of plastic from these products must be disposed of. A portion ends up being incinerated. Better management of this phase provides the opportunity to integrate circular systems and reduce indirect environmental impacts.



Key figures

55%
of waste is recycled

84 tons
of waste produced



Impacts, risks and opportunities related to waste

OWN OPERATION

POSITIVE IMPACTS	NEGATIVE IMPACTS
REAL	
<p>Reducing plastic waste Recovery and reuse of packaging to limit waste downstream in the value chain.</p>	<p>Waste generation A quantity of waste is produced as a result of the activities.</p>

VALUE CHAIN

POSITIVE IMPACTS	NEGATIVE IMPACTS
REAL	
<p>Elimination/reduction of existing waste Discussion with installers to understand the reality on the ground and understand what is useful and what is less so. Following the discussions, what is not used by installers is no longer produced by the Sontex Group or its suppliers (e.g. packaging, installation tools).</p>	<p>Waste generation A quantity of waste is produced as a result of the activities.</p>

OPPORTUNITIES	RISKS
<p>Cost savings through improved waste sorting Better waste sorting allows Sontex Group to avoid additional costs imposed when a sorting step has to be carried out by the treatment company.</p> <p>Cost reduction through waste minimization An absolute reduction in waste makes it possible to reduce the costs associated with its treatment.</p>	<p>Increased waste treatment costs An increase in waste treatment costs can lead to an increase in the company's variable costs.</p>

Policy

Sontex Group is placing increasing emphasis on managing its own waste, aiming to limit the volumes generated and improve sorting and recovery. At the same time, the company is working to better anticipate the end-of-life of the equipment it sells, exploring take-back, repair, or recycling solutions with its partners and specialized sectors.

Actions

Actions in 2024

On site, a very specific waste sorting system has been implemented, with dedicated containers for each type of waste. Sontex Group tracks precise statistics on the quantity of waste generated by type, with the aim of reducing its volume as much as possible. Regarding product design, a concrete example is the thermal meter: the plastic cap was replaced with a cardboard cap in 2024. The company is also striving to reuse plastic blisters and pallets as much as possible.

Future actions

Sontex Group will continue the actions implemented in 2024 and will go even further. Between 2025 and 2027, the goal is to reduce the use of plastic in its packaging as much as possible. To achieve this, the company will replace plastic with other materials or adopt a deposit system. An example of an possible action that will be implemented in 2026: the removal of the plastic bag containing the sealing wires from meter packaging. Sontex Group will also continue to collect waste data to better target actions. The goal is to determine which workshop or workstation generates the most waste and to monitor data trends to prevent uncontrolled increases.



Targets and indicators

Indicator	Unit	2024	Targets	Assumptions
		Sontex Group	Sontex Group	
Total waste generated	<i>tons</i>	84		
Plastic waste	<i>tons</i>	0.38		
Paper/cardboard waste	<i>tons</i>	47.48		
Wood waste	<i>tons</i>	4.26		
Iron Waste	<i>tons</i>	1.57		
Hazardous waste	<i>tons</i>	2.68		
Electronic waste and batteries	<i>tons</i>	5.64		
Residual Waste	<i>tons</i>	18.8		
Part of recycled waste	%	55		Recycled waste = cardboard, paper, metal waste, 40% of electronic waste
Intensity of waste generated/FTE	<i>Tons/FTE</i>	0.44 (84/190)	Each year: Maintain at least 0.45	

SOCIAL

SOCIAL

Well-being for own workers

Topic Description

Sontex, based in Sonceboz, faces two major challenges. On the one hand, ensuring the safety of its 90 production employees, who are exposed to risks linked to repetitive movements and complex machinery. On the other hand, its remote location can make it more difficult to recruit new talent. However, its strong presence in the Bernese Jura – a region renowned for its watchmaking industry – is also an advantage for attracting skilled specialists. In addition, the development department benefits from the proximity of prestigious universities and their engineering programs.



Key figures

95%
of staff received
an individual interview

The goal is to double
training hours by 2027

570 hours
of training

2 work related accidents



Impacts, risks and opportunities related to well-being for own workers

OWN OPERATION

POSITIVE IMPACTS	NEGATIVE IMPACTS
REAL	
<p>Psychological and moral support / Improvement of mental health and prevention of psychological disorders The manager is responsive and provides a phone number in case of problems; otherwise, the point of contact is HR.</p> <p>Access to flexible work arrangements 8:30-11:00 and then 1:30-4:00, when we must be reachable, and then there's some flexibility in those hours. There's also a real commitment to respecting the right to disconnect. In production, there are shop floor shifts, so there's less flexibility. Time off is available for different positions—there are positions where you have to be present, it depends on the position. It's not in the contract, it's individual, and it's a maximum of two days per week.</p> <p>Access to/retention of employment The position can be adapted if the person has health problems. For example, a logistics worker was moved to production due to back problems.</p>	<p>Back and muscle pain Back and muscle pain for production workers</p>
POTENTIAL	
<p>Improvement of physical health An awareness project related to the ergonomics of workstations</p>	<p>Circadian rhythm disruptions and sleep disorders Very few people - Max 5 people and not all the time - are involved - night work (in Switzerland, a night work agreement is required).</p>

OPPORTUNITIES	RISKS
<p>Stable ownership Unlike some competitors, Sontex Group has benefited from stable shareholders for several years. This allows it to stand out from the competition and gain market share.</p> <p>Lean size, high productivity The group has approximately 146 employees in Switzerland. This manageable size allows it to organize monthly activities that foster team loyalty. This translates into high productivity rates within the offices and production teams.</p> <p>Attractive workplace Factory production is known to be pleasant for workers. This facilitates recruitment, reduces turnover, and lowers associated costs.</p> <p>Flexible contracts boost retention Employment contracts are tailored to the needs of each worker (e.g., flexible vacation dates, percentage of remote work, etc.). This reduces turnover and recruitment costs.</p> <p>Manager-led training boosting engagement The training plan proposed by managers increases employee satisfaction, loyalty, and therefore productivity and overall company revenue.</p>	<p>Insufficient workforce skills If a company doesn't invest in a skilled workforce, it risks compromising the quality of its products. This can lead to negative customer feedback due to product malfunctions. If a customer returns a product for modification or repair, this incurs additional costs.</p> <p>Swiss labor cost pressure Production in Switzerland is subject to numerous regulations and imposes a higher minimum wage than elsewhere in the world. This directly results in additional costs related to a skilled workforce.</p> <p>Aging equipment & space constraints The teams complain about aging equipment and a lack of space within the production areas.</p> <p>Accidents and absenteeism cost Workplace accidents and sick leave are very costly in the long run.</p> <p>Below-market pay Given the lower cost of living compared to surrounding areas, the salaries offered are also lower. This can have a negative impact on recruitment.</p> <p>Training cost The training plan depends on the team manager and is not defined by a global company framework. This operation can generate additional costs and represent financial risks.</p>

Policy

Sontex Group strives to create a healthy and respectful work environment that promotes a good work-life balance. While acknowledging that not everything is yet in place, the company remains attentive to the needs of its teams and continues to strengthen the conditions that support their well-being and fulfillment.

Actions

Actions in 2024

In 2024, the staff regulations were updated (effective in 2025). This included revisions to standard leave entitlements (death, birth, moving) as well as the retirement system, with 1 to 5 additional days depending on seniority. The training process was also revised, and a training catalog is now available to staff. Language courses (French, English, German) are offered for all interested individuals.

Teleworking depends on the position. If permitted, it is limited to two days per week, with no fixed day, and requires attendance at events. Night shifts exist in the production department.

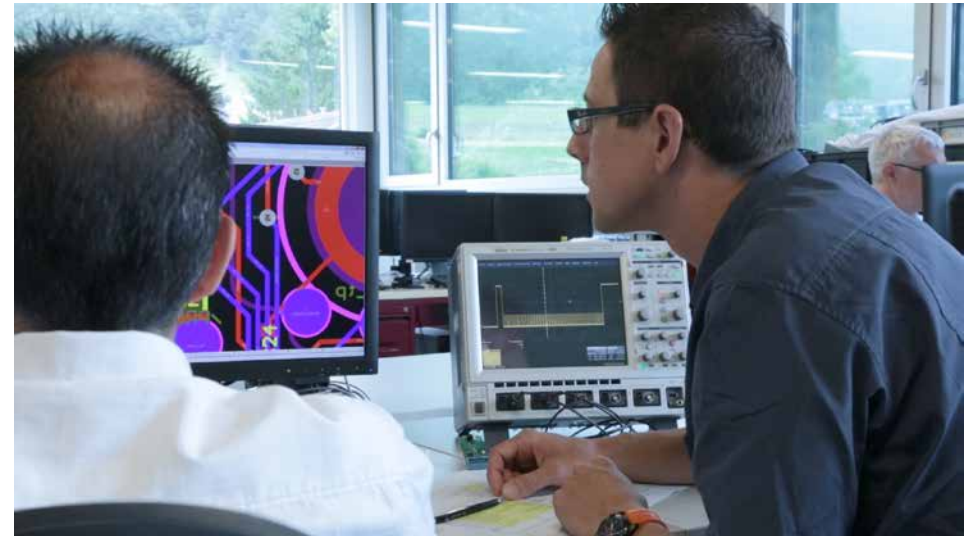
Sontex Group offers its staff one activity per month. Staff choose to participate in the activities offered. For example, from June to September, a barbecue is organized monthly. In the summer, a yoga class is also held weekly during lunchtime. From February to March, a table football tournament is organized. The end-of-year party brings all the teams together, sometimes with colleagues from Italy and Germany, to strengthen team cohesion.

Sontex Group also contributes to the registration fees for local running races or museum visits.

Annual performance reviews involve each employee with their team leader and management (N+1, sometimes N-1). Together, they set priorities for the following year, discuss training, and relay requests.

Similarly, the staff committee meets twice a year to share suggestions for improvement.

Regarding safety, this is closely monitored. Work-related and non-work-related accidents are distinguished. Work-related accidents are analyzed with the safety officer to prevent recurrence (e.g., prohibiting cell phones in stairwells, installing windows in emergency exits). In the event of maternity or



SOCIAL

long-term illness, contact is made to explain rights, maintain communication during the absence, and prepare for adjustments upon return. Employees are made aware of the chemicals used. Beyond legal requirements (first aid team and one drill per year), regular checks verify the accessibility of safety equipment and the updating of the first aid kit.

Future actions

The company will maintain all the actions implemented in 2024 and aims for ISO 45001 certification. In 2025, French, English, and German language courses will be offered to production staff.

Spanning 2025 and 2026, the COMON project will be launched. Its goal is to review each of the company's functions in order to reassess the requirements for each. To this end, Sontex Group will implement a job function matrix. Salary scales will be reviewed by department and service to align employees with the same function.

Starting in 2025, Sontex Group plans to implement a seminar to help its employees prepare for retirement.

In 2026, the ESG report will be presented to the teams, along with awareness-raising initiatives.

Finally, 2025 is "the year of safety." The goal is to train 100% of new employees and conduct three awareness sessions per quarter. Emphasis will also be placed on new procedures. Among these, Sontex Group will now offer safety training to new hires, with modules on known risks. This training will become mandatory. Finally, an occupational health and safety (OHS) risk analysis will be conducted in 2025-2026, followed by operational actions. The findings will guide improvements to workstation ergonomics from 2026 onwards, to reduce accidents and strengthen the safety culture.



Targets and indicators

Indicator	Unit	2024	Targets	Assumptions
		Sontex Group	Sontex Group	
Total of FTEs	Number	129.98		
Total of direct employees	Number	74		
Total of indirect employees	Number	71		
Part of FTE by permanent contract	%	99.61		
Part of FTE by fixed-term contract	%	0.49		
Part of FTE – Full time	Number	99		
Part of FTE – Part time	Number	30.98		
Part of women in the company	%	48.96		
Part of women in the management (CODIR)	%	0		
Total of FTE under 30 years	Number	15.10		
Total of FTE between 30 and 50 years	Number	74.58		
Total of FTE over 50 years	Number	40.30		
Turnover	%	7.10		(Number of entries+number of exists)/(2/(Number of staff on January 1)) X100

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Indicator	Unit	2024	Targets	Assumptions
		Sontex Group	Sontex Group	
Average seniority of staff	<i>years</i>	8		
Average age of staff	<i>years</i>	43		
Part of wages paid above sector averages	<i>%</i>	ND		
Part of people who received an annual interview	<i>%</i>	95	2027: 100%	
Total training hours	<i>Hours</i>	570	2027:50% increase compared to 2024	
Number of work accidents	<i>Number</i>	2	Aim for 0 each year	
Number of sick days following a workplace accident	<i>Number</i>	19.50		

GOVERNANCE

ESG Strategy Governance

Following this ESG report, the Sontex Group plans to organize its operations so that ESG issues are discussed within an ESG committee. Members will be Hanspeter Hadorn, Mathilde Chardin and Yesim Teköszgen and other profiles could be added later. The ESG committee will meet quarterly and its progress will be presented to the entire executive committee twice a year.

Furthermore, Hanspeter Hadorn will be responsible for coordinating the follow-up of the future actions described in this report. The sustainability report will then be submitted by the CEO of each subsidiary.



ANNEXES

ANNEXES

Annex A: Composition of the working group

Name	Title	Workshop Value Chain	Workshop Impact, Risks, Opportunities (Environment, social & Governance)	Workshop Listing Stakeholder	Workshop Risks and Opportunities Scoring	Workshop SDG	Workshop future objectives	Workshop Governance
Emmanuel Schellenkens	Executive Director Peltzer Group	●						
Dimitri Lhoste	CFO Peltzer Group	●	●					
Patrick Grichting	CEO Sontex Group		●					
Walter Bader	CFO Sontex Group		●					
Shemsi Musiqi	COO Sontex Group		●					
Mathilde Chardin	QSE Manager – Sontex Group		●	●	●		●	●
Pierre Vangeen	Head of SCM – Sontex Group		●				●	
Hanspeter Hadorn	CSR Manager – Sontex Group		●	●	●	●	●	●
Urs Tanner	CQO – Sontex Group		●				●	
Patrick Bucher	CTO – Sontex Group		●				●	
Yesim Teközşgen	Head of HR – Sontex Group		●				●	

Annex B: Summary of ESG indicators

Indicator	Unit	2024	Targets	Assumptions
		Sontex Group	Sontex Group	
ENVIRONMENT				
GHG Emission Scope 1	tCO ₂	106		
GHG Emission Scope 2 (location based)	tCO ₂	36		
Scope 3 upstream (tCO ₂ e)	tCO ₂	5,469.7		
Scope 3 downstream (tCO ₂ e)	tCO ₂	923		
GHG Emission Scope 3	tCO ₂	6,392.7		
Total tons of CO ₂	tCO ₂	6,534.6		
Carbon intensity per FTE	tCO ₂ /FTE	50.27		
Total Electricity consumption	kWh	672,546		Electricity + solar panels
Electricity production	kWh	91,490		
Part of self-consumed	%	92	Maintain 90% each year	
Total Water consumption	m ³	1,242		
Part of deliveries made by plane	%	5		
Average km traveled per delivery	km	861		Sum of distances traveled [km]/Sum of shipments made
Part of non-renewable raw materials used	%	100		
Part of renewable raw materials used	%	0		

ANNEXES

Indicator	Unit	2024	Targets	Assumptions
		Sontex Group	Sontex Group	
Part of product sold made from reused materials	%	ND		
Part of products sold made from recycled materials	%	ND		
Total waste generated	tons	84		
Plastic waste	tons	0.38		
Paper/cardboard waste	tons	47.48		
Wood waste	tons	4.26		
Iron Waste	tons	1.57		
Hazardous waste	tons	2.68		
Electronic waste and batteries	tons	5.64		
Residual Waste	tons	18.8		
Part of recycled waste	%	55		Recycled waste = cardboard, paper, metal waste, 40% of electronic waste
Intensity of waste generated/FTE	Tons/FTE	0.42	Each year: Maintain at least 0.45	

Indicator	Unit	2024	Targets	Assumptions
		Sontex Group	Sontex Group	
SOCIAL				
Total of FTEs	Number	129.98		
Total of direct employees	Number	74		
Total of indirect employees	Number	71		
Part of FTE by permanent contract	%	99.61		
Part of FTE by fixed-term contract	%	0.49		
Part of FTE – Full time	Number	99		
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Average age of staff	years	43		
Part of wages paid above sector averages	%	ND		
Part of people who received an annual interview	%	95	2027: 100%	
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Number of work accidents	Number	2	Aim for 0 each year	
Number of sick days following a workplace accident	Number	19.50		



Sontex
your link to innovative metering