

NON-FINANCIAL REPORT 2025

Bobst Group SA

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CHAIRMAN'S MESSAGE

At BOBST, we recognize the importance of environmental and social responsibility in our own operations and beyond, from our supply chain to the use and end of life of packaging produced on the equipment we design.

Sustainability is more than a word. It has been part of BOBST's commitment for decades, embedded in our values of Trust, Respect, Passion and Performance, and at the heart of our business principles.

Our business decisions must be taken thoughtfully, as they may have unexpected consequences for the planet and for the communities they affect. We are committed to reducing our environmental and social impact, respecting nature and people, creating long-term value for all our stakeholders. This demands rigor in how we measure and report our progress.

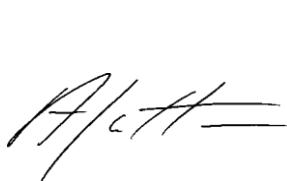
In 2025, our sustainability reporting took a meaningful step forward with the consolidation of ESG data in line with the Group's financial reporting perimeter, and the publication of a single report covering our material topics, reinforcing the clarity and consistency of our disclosures.

As we strengthen the way we report, we also continue to make tangible progress across the value chain. These advancements reflect the dedication of our teams and partners, upstream and downstream alike.

But success is built not only on good products but on ethical business practices. Our core values and behaviors foster a strong company culture that encourages people to act with integrity, accountability and respect in everything we do.

We firmly believe that our continued commitment to sustainability creates value that endures, strengthening our business, our reputation and our attractiveness as an employer.

As Chairman of the Board and Board members, it is our duty to ensure that the Group, through its executive team and its sustainability agenda, maintains its commitment to continuous improvement, building a robust organization capable of delivering lasting success.



Alain Guttmann
Chairman of the Board



Jürgen Brandt
Member of the Board

INTRODUCTION

This non-financial report has been prepared in accordance with Art. 964a et seq. of the Swiss Code of Obligations (CO). It covers BOBST's environmental, social, human rights, employee-related and anti-corruption objectives, actions and performance. The structure and content follow the requirements set out by the CO. BOBST continuously monitors legislative and jurisprudential developments to adapt its reporting as the environmental, social and governance (ESG) regulatory landscape evolves.

In 2025, several significant changes were introduced to strengthen the scope, consistency and accessibility of BOBST's non-financial disclosures:

- **Consolidated reporting format.** Until 2024, BOBST's sustainability disclosures were spread across three formats: the non-financial report, dedicated pages on the corporate website, and a printed summary. Starting in 2025, these disclosures are brought together in a single document, providing all stakeholders with one consolidated reference for the Group's material ESG topics.
- **Extended reporting perimeter.** The reporting perimeter now fully aligns with the Group's financial consolidation scope, covering all subsidiaries included in the consolidated financial statements. This extension makes 2025 a new baseline for most indicators, and data from previous years are not directly comparable. Details on recalculations and comparability are provided in section 4 of this report and in the Appendix.
- **Appendix.** An appendix has been added, consolidating the detailed methodologies for all non-financial indicators, including definitions, calculation rules, data sources and coverage. It also includes a GRI Content Index, with references to the United Nations Sustainable Development Goals.

As announced in 2024, BOBST has initiated preparation for the Corporate Sustainability Reporting Directives (CSRD) and European Sustainability Reporting Standards (ESRS)-based reporting. Following the regulatory developments introduced by the European Omnibus package, implementation has been paused. This report continues to follow the Swiss CO and the GRI Standards. Further details are provided in the Governance section.

This report has not been subject to independent external assurance. BOBST intends to evaluate options for limited assurance in future reporting cycles.

1. SUSTAINABILITY GOVERNANCE

While BOBST's activities and products may sometimes have unavoidable adverse impacts, the Group is committed to acting responsibly and minimizing these effects across its value chain.

Over the past years, BOBST has established a strategy and governance structure to address ESG topics in a systematic way. The sustainability strategy is articulated across three streams:

- **BOBST operations.** Ensuring ethical and environmentally responsible working and living conditions within the Group and throughout its supply chain.
- **BOBST equipment.** Reducing the environmental and social impacts of both future and installed packaging machines by improving performance and services. Each product line is responsible for delivering a roadmap for sustainable innovation and upgrade-retrofit solutions.
- **Packaging use and end-of-life.** Reducing the environmental impact of packaging and improving recyclability. This stream drives collaboration with key industry players to develop new sustainable packaging solutions.

BOBST is determined to make measurable progress across all three streams, supported by relevant business indicators. A dedicated sustainability team drives the Group's ESG agenda, led by the Head of Corporate Sustainability who reports directly to the CEO.

2. GOVERNANCE PROCESS

The Board of Directors (BoD) oversees BOBST's corporate strategy and is responsible for the general risk evaluation process as well as internal control system. It supervises and validates the ESG strategy, which is prepared by the Group Executive Committee and the Head of Corporate Sustainability. The Head of Corporate Sustainability reports directly to the CEO, leads the ESG strategic agenda, and supports the three stream leaders in deploying their respective roadmaps.

The BoD is regularly informed of progress on sustainability topics and reviews ESG performance twice a year. The Audit Committee reviews and validates the non-financial and annual reports and provides its recommendations to the BoD before it approves and signs them.

Beyond strategic oversight, BOBST also continued to strengthen how ESG topics are embedded in its risk management process. In 2025, BOBST strengthened the integration of ESG-related risks within its Enterprise Risk Management framework. A dedicated ESG risk category was introduced to complement existing categories, ensuring that material exposures not covered elsewhere receive direct oversight. As a next step, the Group intends to establish a dedicated governance mechanism for ongoing monitoring of ESG-related risks and opportunities.

Outlook

In 2024, BOBST announced an ESG training program for Board members in connection with CSRD preparation. Following the pause in CSRD implementation described in the Introduction, this program has been rescheduled to align with the evolving regulatory timeline. Once the revised European Sustainability Reporting Standards are published, the Group plans to proceed in three steps:

- Presenting the double materiality assessment completed in 2024 to the BoD for formal validation;
- Conducting a gap analysis between existing disclosures and ESRS requirements to define the future reporting strategy; and,
- Delivering a comprehensive training program to Board members covering the Group's ESG strategy, governance and regulatory obligations.

3. STANDARDS, BENCHMARKS AND INITIATIVES

Understanding how BOBST performs relative to external benchmarks supports continuous improvement. In 2025, the Group applied the following standards.

Global Reporting Initiative (GRI) Standards

The GRI Standards offer a structured and internationally recognized framework for reporting on ESG topics. They enable BOBST to measure progress consistently over time and to benchmark its disclosures against widely accepted expectations.

This report has been prepared with references to the GRI Standards Foundation 2021 for the period from 1 January to 31 December 2025. A GRI Content Index, mapping disclosures to the UN Sustainable Development Goals, is available in the Appendix.

Since 2021, BOBST has published annual sustainability disclosures based on the GRI Standards. Data collection and monitoring improving steadily over time. The extension of the reporting perimeter in 2025 means that certain indicators may not yet cover the full consolidated scope; where this applies, the effective scope is specified in the relevant section.

Science Based Targets initiative (SBTi)

The SBTi sets a rigorous, science-based framework for setting greenhouse gas reduction targets aligned with the Paris Agreement. It ensures that BOBST's climate commitments are grounded in climate science and subject to independent validation.

BOBST committed to the SBTi in 2022. In 2024, the initiative validated the Group's near-term targets: a 42% reduction in Scope 1 and 2 emissions and a 25% reduction in Scope 3 emissions by 2030, against a 2022 baseline.

Following validation, BOBST assessed the reduction potential of its current project portfolio. The estimated reduction by 2030 stands at 28% for Scope 1 and 2 emissions and 15% for Scope 3, reflecting measures identified to date. Progress is monitored and reported through the climate-related sections of this report.

United Nations Global Compact (UNGC)

The UN Global Compact establishes a universal framework of principles on human rights, labor standards, environmental protection and anti-corruption. Participation signals a commitment to embedding these principles into business strategy and operations, and to reporting transparently on progress.

BOBST supports the UN Sustainable Development Goals and the Ten Principles of the Global Compact, covering human rights, labor standards, environmental protection and anti-corruption. The Group formally joined in 2023.

In 2024, BOBST submitted its first communication on progress followed by a second in 2025, describing the continued integration of Global Compact principles into the Group's policies, processes and operations.

EcoVadis

EcoVadis delivers an independent, evidence-based assessment of corporate ESG performance, enabling BOBST to identify improvement areas and benchmark its practices against peers across industries. The Group is assessed annually.

In January 2026, BOBST obtained a score of 78/100, a significant increase from 69/100 in the previous assessment. This result confirms the Silver Medal for a third consecutive year and places BOBST in the top 6% of all companies assessed. The evaluation confirmed strong performance across all themes, with notable progress in Environment, Labor and Human Rights, and Ethics.

BOBST also uses EcoVadis to assess and engage suppliers. In 2025, more than 760 suppliers worldwide were monitored through the platform, with an average score of 60.4/100 – an increase of 4.3 points compared to the prior year.

This sustained effort in supplier engagement was recognized at the 2025 EcoVadis Sustain Conference in Paris, where BOBST received the Outstanding Program Management Award for its sustainable procurement program. The award acknowledged the strategic vision, execution and breadth of the program, as well as of 150 purchasing team members across all production sites.

4. REPORTING SCOPE AND BOUNDARIES

Reporting scope adjustment

Starting in 2025, BOBST's non-financial reporting covers all subsidiaries included in the Group's consolidated financial statements. The full list of entities is provided in Note 33 of the 2025 annual report. In 2025, 38 subsidiaries were covered: 12 production sites, 19 service centers and 7 entities newly included in the reporting scope. This alignment supports consistency between financial and non-financial disclosures and complies with the requirements of Article 964a of the Swiss CO.

From 2023 to 2024, BOBST's non-financial reporting covered the Group's principal operating entities, representing most of its industrial, commercial and service activities. As a result, data reported for previous years are not directly comparable with the 2025 baseline.

Data presentation and comparability

Greenhouse gas emissions and energy consumption for 2023–2024 have been recalculated on the extended scope to ensure methodological consistency, as announced in the 2024 non-financial report.

For all other indicators, 2025 represents the first year of reporting under the extended scope. Where full coverage is not yet possible for a given indicator, the effective scope is specified in the relevant section.

The detailed methodology for each indicator – including definitions, calculation rules, data sources and coverage – is provided in the Appendix.

REPORT ON BUSINESS

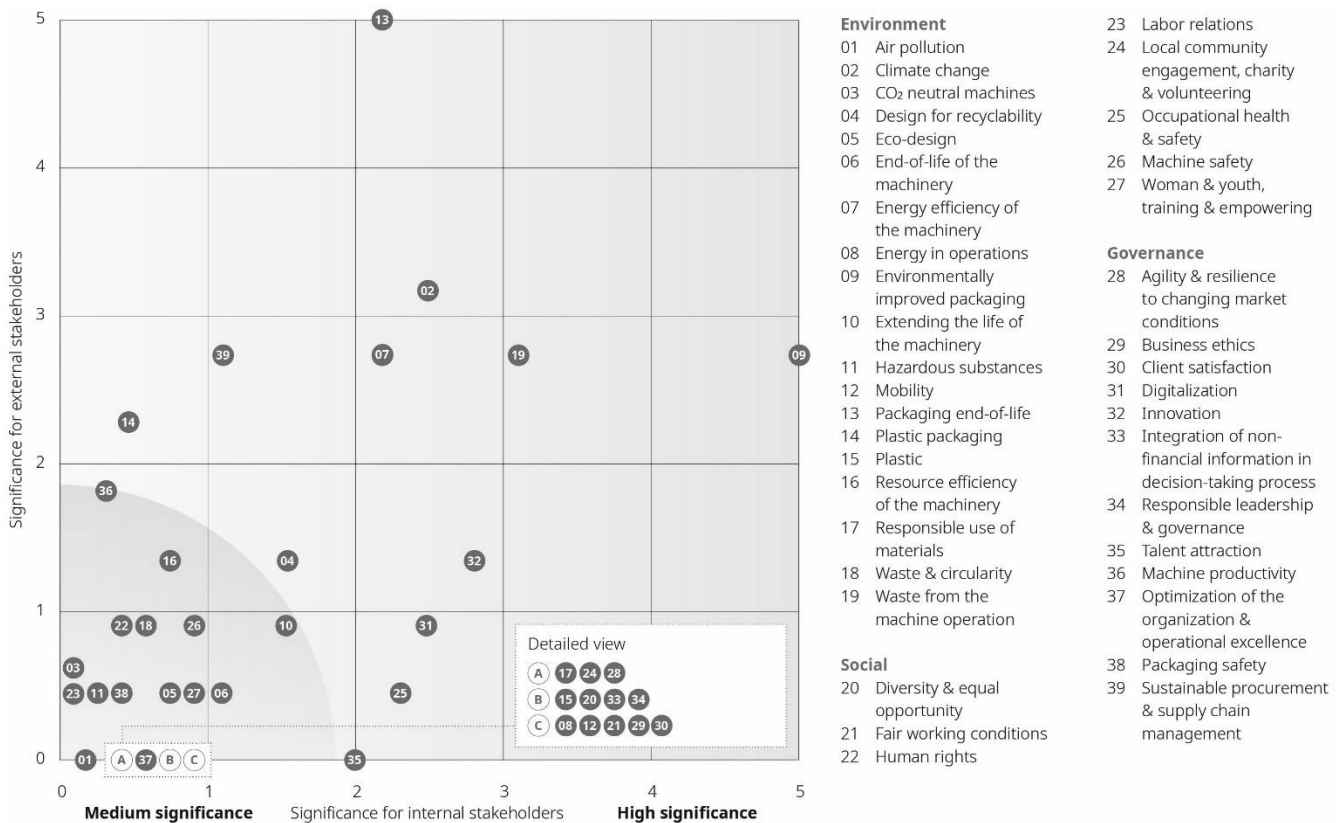
5. BUSINESS MODEL AND KEY FIGURES

BOBST is one of the world’s leading suppliers of substrate processing, printing and converting equipment and services for the label, flexible packaging, folding carton and corrugated board industries. The Group delivers solutions that support quality, efficiency and control while responding to growing sustainability expectations across the packaging sector. For more information on BOBST’s business model and key 2025 financial figures, please refer to the 2025 annual report.

6. MATERIALITY ASSESSMENT

Understanding which ESG topics are most relevant to its activities and stakeholders is essential for BOBST to focus its efforts and report on what matters most.

BOBST conducted its first materiality assessment in 2020 through a prioritization exercise involving more than 100 employees and 25 external stakeholders. The resulting matrix ranks ESG topics by significance and highlights those considered highly material across the three streams of the value chain: BOBST operations, BOBST equipment, and Packaging use and end-of-life. This assessment has guided the Group’s non-financial reporting since its introduction and continues to underpin the structure of this report.



In 2024, BOBST took a further step by conducting a double materiality assessment covering both impact materiality – evaluating the effects of the Group’s activities on the environment and society – and financial materiality – assessing how ESG-related risks and opportunities may affect the Group’s financial performance. The Group Executive Committee reviewed and validated the results in early 2025. As described in the Introduction, CSRD- and ESRS-based reporting has been paused pending regulatory clarification. The work completed on double materiality will inform future alignment once the revised European Sustainability Reporting Standards are published.

7. EFFECTS OF ACTIVITIES ON NON-FINANCIAL MATTERS

Building on the materiality assessment described above, this section presents the main effects of the Group's activities on non-financial matters. These effects are organized according to the five categories of Article 964b of the Swiss Code of Obligations: environmental matters, social matters, employee-related matters, human rights, and combating corruption. For each category, the corresponding objectives, actions and performance indicators are detailed in the Report on non-financial matters. The level of detail reflects the relative materiality of each topic as assessed by the Group.

Environmental matters

BOBST's activities may affect the environment at several stages. Its operations generate greenhouse gas emissions and waste. Its machines, once installed at customer sites, consume energy and resources over fifteen to thirty years of use. And the packaging produced on those machines eventually reaches end-of-life, where recyclability becomes the determining factor.

- **Greenhouse gas emissions and energy.** BOBST's operations require electricity, natural gas and vehicle fuels, generating direct emissions (Scope 1 and 2). The most significant share of the Group's carbon footprint, however, lies in its value chain (Scope 3), driven primarily by the use of machines at customer sites and by purchased goods and services. Together, Scope 3 emissions represent over 99% of the total. Climate-related risks, opportunities and transition plans are detailed in the TCFD section of this report.
- **Energy and resource consumption of equipment.** Once installed, BOBST machines operate for fifteen to thirty years, consuming electricity, compressed air and thermal energy, and drawing on substrates, inks and consumables with every production run. This use phase represents the largest share of each machine's environmental footprint and has a direct impact on converters' operating costs and environmental performance.
- **Water.** Water consumption within BOBST's operations is limited. The majority relates to everyday use by employees on site, such as sanitary facilities and cleaning. A smaller share supports specific manufacturing processes, including emulsion preparation, part degreasing and surface treatment. The overall footprint remains modest, though exposure to environmental risk increases at sites located in water-stressed areas.
- **Waste.** Production and service activities generate industrial waste, mainly metals from machining, wood and cardboard from packaging, plastics and chemicals. Some of these substances are hazardous and require controlled disposal. Raising recycling rates and reducing waste volumes are ongoing priorities.
- **Resource consumption from equipment manufacturing.** Manufacturing packaging equipment requires metals, electronics and energy. Each machine scrapped before the end of its useful life represents avoidable carbon and material costs. Extending machine lifetime through upgrades and retrofits, and redeploying refurbished equipment, offer significant levers for resource conservation.
- **Packaging recyclability and end-of-life.** The most significant downstream environmental impact arises when packaging produced on BOBST machines reaches end-of-life. Multi-material formats remain difficult to sort and recycle. BOBST does not manufacture packaging, yet its technologies influence what converters produce and how recyclable it can be. The EU Packaging and Packaging Waste Regulation (PPWR) is accelerating the shift toward design-for-recycling.

Social matters

BOBST's activities may have social effects beyond its own operations, through its presence in local communities, the safety conditions of users operating its equipment, and the handling of customer data generated by its connected machines.

- **Local economic contribution and social inclusion.** BOBST's presence in multiple countries generates positive effects in the communities where it operates, through stable employment, skills development and local procurement. Partnerships with educational institutions and non-profit organizations complement this contribution. Several industrial sites also contribute to professional inclusion by employing people with disabilities and supporting individuals in reintegration programs.
- **Customer health and safety.** BOBST machines are operated daily by technicians and operators at customer sites worldwide. High-speed converting processes, moving parts and electrical systems create exposure to injury. Evolving regulatory requirements, including the EU Machinery Regulation, expected in 2027, will further raise expectation on product safety.
- **Customer data protection.** Connected machines generate continuous flows of commercially sensitive operational data, including production volumes, energy consumption and maintenance alerts. A breach or a service disruption could affect customers' operations and competitive position.

Employee-related matters

The nature of BOBST's industrial and service activities has a direct bearing on the people who carry them out.

- **Occupational health and safety.** Production and service work involves daily physical exposure, from handling loads and working at height to operating near moving machinery and live electrical components. While these risks are managed across all sites, service assignments at customer locations add complexity due to unfamiliar environments and varying conditions. Temporary workers face the same exposure as permanent staff.
- **Diversity and equal opportunity.** BOBST's activities have a direct bearing on the composition and diversity of its workforce. The Group's international footprint and the variety of its functions – from engineering and production to finance, legal and communication – bring together people of different genders, cultures, generations and professional backgrounds. At the same time, the predominantly technical and industrial nature of its core activities shapes the talent pool available, particularly in terms of gender balance. These dynamics call for sustained action across three areas: attracting and developing young talent, fostering diversity, and ensuring equal remuneration.
- **Skills transfer and talent renewal.** A significant share of experienced employees will retire over the coming years, carrying technical and institutional knowledge built over decades. This generational transition creates both a risk of knowledge loss and an opportunity to bring in new talent and renew capabilities across the organization.

Respect of human rights

BOBST's activities may have an impact on human rights, both within its own workforce and through its business relationships. Labor practices, equal treatment and responsible conduct are areas where the Group's activities may have a direct effect on its employees. In the supply chain, risks such as child labor, forced labor or unsafe working conditions may exist, particularly in regions with weaker regulatory protections. Some purchased components may also contain conflict minerals. The breadth of the supplier base requires ongoing attention to these risks.

Combating corruption

BOBST operates across jurisdictions where business customs and enforcement standards vary. Employees, agents and intermediaries interact with customers, partners and public authorities in contexts where expectations may differ. These situations may create exposure to bribery, conflicts of interest or improper influence. The diversity of the Group's business relationships requires continued vigilance across the value chain.

APPLIED REGULATIONS

This report is based on the following Swiss legislation:

Swiss Code of Obligations (CO)

- Articles 964 (a), (b), and (c) of the CO introduce transparency requirements related to non-financial matters. These provisions primarily address environmental concerns, including CO₂ reduction goals, social issues, employee welfare, respect for human rights, and anti-corruption measures.
- Companies falling within the scope must annually prepare a comprehensive report on non-financial matters. This report requires approval and signature from the supreme management or governing body and endorsement from the body responsible for approving the annual accounts.
- The resulting non-financial report is published online after approval and remains accessible to the public for at least 10 years.

Ordinance on Climate Disclosures (OCD)

- The Swiss Federal Council enacted the OCD, which took effect on 1 January 2024. This ordinance is linked to the indirect counterproposal to the Responsible Business Initiative (RBI).
- Aimed at large Swiss public companies, the OCD provides guidance on climate reporting. It ensures that disclosures related to climate impact and financial risks associated with climate change are transparent and comparable.
- Notably, the OCD aligns with the recommendations of the Task Force on Climate related Financial Disclosure (TCFD), a globally accepted framework for climate-related financial disclosures.
- TCFD information is available at the end of this non-financial report.

Ordinance on Due Diligence and Transparency (ODiTr)

- Articles 964 (j), (k), and (l) of the CO pertain to due diligence and transparency regarding minerals and metals sourced from conflict-affected regions and child labor.
- The ODiTr establishes obligations for companies falling under these provisions. It ensures responsible practices in supply chains and underscores the importance of ethical sourcing.

These regulations and standards collectively enhance corporate accountability, foster sustainability, and contribute to a more responsible business environment in Switzerland.

REPORT ON NON-FINANCIAL MATTERS

8. ENVIRONMENTAL MATTERS

Greenhouse gas emissions (GHG)

Objectives

With value-chain emissions representing over 99% of the Group's total carbon footprint, reducing greenhouse gas emissions is central to BOBST's environmental strategy. Direct emissions from BOBST's operations (Scope 1) and indirect emissions from purchased energy (Scope 2) account for less than 1% of the total, while emissions across the wider value chain – including purchased goods, logistics and the use of machines at customer sites (Scope 3) – represent the remainder. The Group has set science-based targets validated by the SBTi: a 42% reduction in Scope 1 and 2 emissions and a 25% reduction in Scope 3 emissions by 2030, from a 2022 baseline. Based on the projects identified to date, the estimated reduction potential stands at 28% for Scopes 1 and 2, and 15% for Scope 3.

Process and actions

- **Carbon accounting.** BOBST reports greenhouse gas emissions annually under the GHG Protocol, with particular attention to Scope 3 data quality. Collection and calculation methods are refined each year.
- **Scope 1 and 2 decarbonization.** In 2024, BOBST launched a decarbonization program covering three European production sites, enhancing emissions tracking, identifying reduction levers and developing site-specific roadmaps. Capital expenditure has been allocated for 2025–2028 to support the first implementation phase. Initial measures targeting energy efficiency and on-site renewable energy production are already in place. The program was extended in 2025 to four production sites in China, with technical and organizational measures now under deployment.
- **Scope 3 initiatives.** Three areas structure the reduction agenda. The first, and largest, concerns the energy and resource performance of BOBST machines during their use phase, addressed through product line sustainability roadmaps. The second is supplier engagement, supported by the sustainable procurement program described later in this report. The third targets logistics and employee mobility; for details, see the TCFD section.

Performance indicators

	2025		2024		2023	
	tCO ₂	%	tCO ₂	%	tCO ₂	%
GHG emissions 2023–2025						
Scope 1	7 925	0.2%	8 059	0.2%	7 249	0.2%
Scope 2	5 915	0.2%	6 228	0.1%	5 546	0.2%
Scope 3	3 750 629	99.6%	4 277 600	99.7%	4 580 713	99.7%
Total	3 764 469	100.0%	4 291 886	100.0%	4 593 508	100.0%

Total emissions fell 12.3% between 2024 and 2025, driven primarily by Scope 3. Scope 1 edged down despite higher natural gas consumption at several sites, where machine demonstration and quality testing pushed demand up. Scope 2 declined as European sites began deploying their decarbonization roadmaps. Scope 3 dropped on lower procurement and use-phase emissions, linked to variations in operational activity.

Energy performance indicators

In MWh	2025	2024	2023
Fuel consumption for BOBST's facilities			
Diesel	525	188	262
Methane (including cogeneration for electricity)	20 024	19 190	16 143
Propane (LPG)	354	529	258
Wood	1 148	1 207	1 032
Total	22 052	21 115	17 695
Percentage of overall energy consumed	33.7%	32.6%	25.9%
Energy consumption from BOBST's vehicle fleet			
Diesel	8 498	8 360	9 691
Oil	4 148	5 903	12 256
Electric	212	142	203
Total	12 858	14 405	22 150
Percentage of overall energy consumed	19.7%	22.3%	32.5%
Electrical consumption for BOBST's facilities			
Grid (without electricity for electric vehicles)	24 898	25 525	25 266
Solar	4 097	3 173	3 120
Cogeneration	1 425	1 729	0
Total	30 420	30 427	28 386
Percentage of overall energy consumed	46.6%	45.1%	41.6%
Total energy consumption from BOBST's operations	65 330	64 743	68 231

Total energy consumption rose marginally in 2025, up 2.0%. Fuel use at facilities drove the increase, with methane up 16% year on year. Fleet consumption continued its downward trend, falling 10.7% as oil-based fuel use declined sharply. Grid electricity decreased slightly while solar output grew 29%, now representing 13.5% of total electricity consumed at BOBST facilities.

Reporting scope and comparability

The reporting scope is aligned with the Group's financial consolidation scope described in section 4. As explained in that section, GHG and energy data for 2023–2024 have been recalculated; figures differ from those published in the 2024 report. For methodology, see Appendix.

Outlook

Deployment of the decarbonization roadmap will continue. In 2026, BOBST will consolidate monitoring and governance for the first two program phases, then extend the analysis to four additional major sites in Europe, Brazil and India. The decarbonization potential of the largest service locations will be assessed in parallel. Carbon accounting will be progressively strengthened across all entities within the consolidated perimeter.

Water management

Objectives

Water consumption within BOBST's operations is limited. The majority relates to everyday use by employees on site, while a smaller share supports specific manufacturing processes such as emulsion preparation, part degreasing and surface treatment. Although the overall footprint remains modest, BOBST monitors consumption across all sites, with particular attention to locations in water-stressed areas.

Process and actions

- **Policy framework.** Water management follows the Charter of Bobst Group policy with regard to Health, Safety and Environmental Protection, a framework aligned with legal requirements and operational practices.
- **Efficiency measures.** Several initiatives support responsible use: waterless urinals, rainwater harvesting at selected locations including Lyon, Mex, India and Italia, and push-button or motion-detection taps.
- **Monitoring.** A consumption monitoring system operates across production sites, enabling timely identification of abnormal patterns. Withdrawal at stress-exposed sites is tracked separately to assess environmental risks and inform decisions.

Performance indicators

Total water withdrawal reached 113 880 m³ in 2025, of which 42 728 m³ (37.5%) came from areas classified as water stressed. Production sites accounted for 71% of total withdrawal, service entities for 6%, and entities newly included in the reporting scope for 23%.

Total withdrawal increased by 18 917 m³ (+20.0%) compared to 2024. This increase is attributable to the extension of the reporting scope. On a like-for-like basis, covering entities already reported in 2024, water withdrawal decreased by 7 707 m³ (-8.1%), reflecting lower production activity. Withdrawal in water-stressed areas increased by 77.8% year on year, principally due to the inclusion of entities newly added to the reporting scope that are located in high-risk zones. On a like-for-like basis, withdrawal in stressed areas remained broadly stable.

Water consumption per employee increased from 14.7 m³ in 2024 to 16.4 m³ in 2025, driven by the integration of newly included entities. On a like-for-like basis, the downward trend observed since 2022 continued.

In m ³	All areas			Areas with water stress		
	2025*	2024	2023	2025*	2024	2023
Surface water						
Freshwater (≤ 1 000 mg/l TDS)	71 677	55 444	47 808	28 994	15 759	13 399
Other water (> 1 000 mg/l TDS)	7 849	11 584	12 120	6 205	9 956	6 530
Surface water total	79 526	67 028	59 928	35 199	25 715	19 929
Ground water						
Freshwater (≤ 1 000 mg/l TDS)	30 466	25 698	31 466	7 272	4 412	6 548
Other water (> 1 000 mg/l TDS)	0	0	0	0	0	0
Ground water total	30 466	25 698	31 466	7 272	4 412	6 548
Mix of ground and surface water						
Freshwater (≤ 1 000 mg/l TDS)	3 888	2 076	969	257	372	255
Other water (> 1 000 mg/l TDS)	0	0	0	0	0	0
Mix of ground and surface water total	3 888	2 076	969	257	372	255
Total water withdrawal	113 880	94 802	92 363	42 728	30 499	26 732

In m ³	All areas			Areas with water stress		
	2025*	2024	2023	2025*	2024	2023
Third-party water withdrawal						
Surface water	71 667	55 444	47 808	28 994	15 759	13 399
Ground water	30 466	25 698	31 466	7 272	4 412	6 548
Mix of ground and surface water	3 888	2 076	969	257	372	255
Total third-parties water withdrawal	106 021	83 218	80 243	36 523	20 543	20 202

* 2025 = new baseline (consolidated perimeter). Not directly comparable with prior years.

Reporting scope and comparability

Water data for 2023–2024 reflect the previous reporting scope; 2025 constitutes a new baseline and is not directly comparable with prior years. For methodology, see Appendix.

Waste management

Objectives

BOBST’s industrial and service activities generate waste across several categories, from metals and wood to cardboard, plastics and chemicals. While waste volumes remain inherent to manufacturing, the Group is determined to reduce them, raise recycling rates and ensure effective management across all sites.

Process and actions

- **Policy framework.** Waste management follows the Charter of Bobst Group policy with regard to Health, Safety and Environmental Protection. Production sites operate sorting systems that comply with national regulations and account for local recycling and treatment capacities. The Charter promotes material recovery, including economic valorization of metals from machining.
- **Monitoring.** BOBST applies a standardized approach across all sites, supported by tracking systems that capture volumes and treatment methods on a regular basis.
- **Treatment by category.** Industrial waste goes to landfill or incineration depending on local infrastructure. Special waste, including lubricants, coolants and chemicals, is collected separately and treated by certified providers. Wood from packaging is recycled or thermally recovered; cardboard and paper enter local recycling streams.

Performance indicators

Total waste reached 5 770 metric tons in 2025, an increase of 883 tons (+18.1%) compared to 2024. This increase is attributable to entities newly included in the reporting scope, which account for 990 tons. On a like-for-like basis, covering entities already reported in 2024, waste decreased by 108 tons (-2.2%).

Metal (31.7%) and wood (25.0%) remain the two largest categories, together exceeding half of all waste. Cardboard and paper rose to 17.1%; plastics fell to 4.1%.

The recycling rate improved to 79% in 2025, up from 76% in 2024 and 74% in 2023, reflecting continued progress in waste management practices.

In tons	2025*		2024		2023	
	Quantity	%	Quantity	%	Quantity	%
Waste categories						
Metal	1 829	31.7%	1 387	28.4%	1 436	27.6%
Cardboard, paper	991	17.1%	651	13.3%	533	10.2%
PET, PVC, other plastics	236	4.1%	439	9.0%	395	7.6%
Special / hazardous waste (chemicals)	543	9.4%	633	13.0%	654	12.6%
Municipal waste	667	11.6%	545	11.1%	682	13.1%
Wood	1 441	25.0%	1 156	23.6%	1 494	28.7%
Other	61	1.1%	77	1.6%	16	0.3%
Total	5 768	100%	4 888	100%	5 210	100%
Recycled waste in percent	79.0%		75.9%		74.1%	

* 2025 = new baseline (consolidated perimeter). Not directly comparable with prior years.

Reporting scope and comparability

Waste data for 2023–2024 reflect the previous reporting scope; 2025 constitutes a new baseline and is not directly comparable with prior years. For methodology, see Appendix.

Energy and resource consumption of equipment

Objectives

The use phase of BOBST machines represents the largest share of the Group's environmental footprint. Each product line has defined energy and resource efficiency targets as part of its sustainability roadmap, contributing to the SBTi target of a 25% Scope 3 reduction by 2030. These cover three areas: reducing energy consumption during machine operation, lowering substrate and consumable use per production run, and minimizing waste at setup and during production.

Process and actions

- **Product line sustainability roadmaps.** Each product line delivers a sustainability-driven innovation roadmap addressing both energy consumption and resource efficiency. These roadmaps guide R&D priorities, define targets by technology platform and are reviewed as part of the product development process.
- **Energy efficiency.** On corrugated board equipment, an optimized vacuum transport system cut electricity consumption by up to 30% in customer trials. Improved traction media lowered power demand by a further 6%, and similar approaches on converting lines yielded savings of around 12%. Folding carton die-cutters achieved energy reductions of up to 20% in standard production scenarios. A Bernoulli-principle vacuum system delivered an additional 8% gain.
- **Resource efficiency.** Advanced scorers on corrugated board flexo folder-glueers reduce substrate consumption by an average of 1.2%. In specific configurations, they allow inner liners at up to 18% lower grammage. On folding carton, the POWER REGISTER PLUS optical register system shortens sheet length by 4 mm, approximately 0.5% less carton per job.
- **Waste reduction.** The Start&Go function on corrugated board post-print flexo lines cuts setup waste by up to 38%. smartGRAVURE stabilized color and tension settings in gravure, reducing waste by up to 50%. The intelligent Metallizing Assistant raised usable output by around 1%, saving up to 100 tons of material per year. In labels, oneECG reduced make-ready waste by up to 85% and delivered energy savings of up to 67% compared with spot color processes.

- **Digitalization and data-driven efficiency.** BOBST Connect is the Group's digital platform, giving printers, converters and tool manufacturers access to IoT-based solutions across five domains: prepare, produce, react, maintain and optimize. More than 2 000 machines are connected across 500 production sites, with over 800 active users.

The platform provides real-time visibility on energy use, enabling operators and BOBST teams to adjust settings for lower consumption. Recipe measurements and job parameters help identify optimal configurations. Production reporting features give quick access to machine overall effectiveness, process parameters and technical data, supporting informed decisions on the shop floor.

Digitalized inspection systems such as oneINSPECTION, ACCUCHECK and Digital Inspection Tables detect defects early in the production run, reducing waste and rework. All product lines are linked to the IoT platform, ensuring full availability of machine data.

BOBST also invests in 3D printing for designing and producing parts, enabling on-demand production of replacement parts closer to their point of use, reducing storage and transport needs.

For data governance, cybersecurity and customer data protection related to BOBST Connect, see Social matters.

- **Training.** Since 2022, employees across R&D, technical service, supply chain, sales and marketing have participated in climate, energy and ecodesign training. In 2025, 347 employees completed these sessions.

Performance indicators

- **Impact facts sheets.** BOBST has deployed evaluation sheets across product lines to document energy consumption, resource use and environmental performance under standardized operating conditions. By end-2025, 98% of relevant machines had been assessed.
- **Energy efficiency gains.** On folding carton die-cutters, savings of up to 20% represent approximately 0.79 kWh per thousand sheets, around 28 000 kWh per year in a typical production context. On corrugated board converting lines, savings of up to 12% correspond to 0.34 kWh per thousand square meters, or roughly 7 000 kWh annually.
- **Resource efficiency gains.** Substrate savings, setup reductions and lower consumable use are monitored through customer feedback, testing data and uptake of retrofit solutions. Consolidated quantitative indicators are not yet available at Group level.
- **Reporting scope and comparability.** Performance data derive from product-level testing, standard scenario modeling and structured customer trials. Results reflect specific operating conditions and are not comparable across product lines. For methodology, see Appendix.

Equipment longevity and circularity

Objectives

Extending the useful life of packaging machines avoids the carbon and material costs of manufacturing new ones. BOBST actively promotes longevity through upgrades and retrofits, and circularity through refurbishment and redeployment of equipment that would otherwise be scrapped.

Process and actions

- **Upgrades and retrofits.** BOBST offers more than 1 000 standardized upgrade packages and customized solutions covering productivity, quality and sustainability improvements. Mechanical, electrical and software enhancements are designed to maintain or improve performance over time.
- **Circularity program.** A dedicated program purchases, refurbishes and resells machines, including full mechanical, electrical and software reconditioning. Specialized teams address obsolescence by replacing outdated components with alternative solutions to prevent premature scrapping.

Performance indicators

By end-2025, 17.5% of installed sheet-fed machines in specific industries had been upgraded to extend lifetime or reduce environmental impact. Sixteen machines were refurbished in 2024, and thirteen in 2025, serving customers across eight European countries and the United States.

Reporting scope and comparability

Data cover the installed base of sheet-fed equipment and the circularity program; indicators are tracked cumulatively. For methodology, see Appendix.

Outlook

BOBST intends to expand refurbishment capacity toward approximately 20 large-format machines per year by 2026–2027, representing an estimated avoidance of 660 tons of CO₂ annually. Additional upgrade solutions and improved obsolescence management will broaden access to retrofit offerings across regions.

Packaging recyclability and end-of-life

Objectives

BOBST does not manufacture packaging, but its technologies influence what converters produce and how recyclable it can be. The Group aims to support a more circular packaging system by enabling recyclable, mono-material and fibre-based structures, improving compatibility with recognized sorting and recycling streams, and contributing to the reduction of non-recyclable packaging placed on the market. These efforts help customers respond to the requirements of the EU Packaging and Packaging Waste Regulation (PPWR), which reinforces obligations on recyclability, recycled content and packaging design.

Process and actions

- **Recyclable packaging development.** In 2025, BOBST and its value-chain partners created four new recyclable structures. Two polymer-based mono-material solutions (oneBARRIER EasyCycle) target high-barrier stand-up pouch applications, reducing layer count and improving recyclability. Two fibre-based alternatives, oneBARRIER FiberCycle, address powdered drink mix applications. All four underwent external recyclability assessment and Life Cycle Assessment with academic partners, supporting alignment with PPWR design-for-recycling requirements.
- **Beyond flexible packaging.** BOBST progressed projects in folding carton and corrugated board to reduce plastic coatings where resistance to oil, grease or water is required. In labels, alternative liner solutions continued to develop, and presses compatible with water-based gravure inks further reduce reliance on solvent-based formulations.

- **Cross-industry partnerships.** Through CEFLEX, BOBST contributes to harmonized recyclability guidelines for flexible packaging. Within the 4evergreen alliance, the company supports efforts to raise the recycling rate of fiber-based packaging to 90% by 2030. Collaboration with R-Cycle enables Digital Product Passports on oneBARRIER samples, improving material identification and supporting high-quality recycling.
- **Acknowledgement of downstream impacts.** Packaging produced on BOBST equipment ultimately enters downstream waste streams that are significantly larger than the Group's own operational waste. While BOBST has limited influence on disposal practices, it seeks to mitigate impacts by promoting recyclable alternatives, replacing multi-material structures and validating solutions through scientific assessment and cross-industry collaboration.

Performance indicators

External assessments confirmed recognized recycling streams. Life Cycle Assessments conducted with academic partners provided quantified evidence of reduced environmental impact compared with traditional multi-material laminates. The oneBARRIER FibreCycle solution received the Roll-to-Roll Association's Sustainability of the Year Award.

Customer feedback – from brand owners, recyclers, material suppliers and industry associations – informed design refinements and testing priorities. The Packaging use and end-of-life stream objectives through 2027 with supporting KPIs covering solution development, LCA progress, circularity partnerships and training.

Reporting scope and comparability

Performance data are qualitative, reflecting development and validation status. Quantitative comparisons rest on third-party LCAs. For methodology, see Appendix.

9. SOCIAL MATTERS

Supporting local communities

Objectives

BOBST is committed to supporting the communities where it operates, beyond its direct economic contribution. This commitment includes fostering professional inclusion, building partnerships with educational institutions and non-profit organizations, and encouraging employee involvement in local initiatives. Several sites also collaborate with sheltered workshops and support individuals returning to the workforce after social difficulty or physical disability.

Process and actions

Each entity engages with its local community based on specific needs. In recent years, employees have organized fundraising for non-profit organizations supporting children in China, Germany, Italy, Switzerland and the United Kingdom. In Brazil, teams collected food for donation. Several entities provided financial support for reconstruction following earthquakes in Türkiye and Japan. The Group also supports Volunteer Together, a Lebanon-based organization involved in education, food security, healthcare and housing.

Several BOBST sites employ people with disabilities and host internships for individuals in professional reintegration programs. These partnerships with sheltered workshops and social organizations reflect a long-standing commitment.

Performance indicators

Community engagement activities are conducted at entity level. Consolidation of quantitative indicators at Group level has not yet been established.

Customer health and safety

Objectives

BOBST machines are used daily by technicians and operators at customer sites. Reducing foreseeable health and safety risks for all users throughout the product lifecycle, and maintaining compliance with applicable regulations including the EU Machinery Regulation expected in 2027, are priorities for the Group. Safety considerations are integrated into product development from the design phase onward, while recognizing that the safe use of equipment also depends on appropriate installation, use and maintenance by customers.

Process and actions

- **Product safety framework.** Each product line is supported by a designated machine safety expert holding recognized qualifications such as TÜV NORD Certified Machinery Safety Expert or equivalent. These experts coordinate risk assessments related to machine design and the application of technical standards. Product development processes include defined health and safety steps – risk analysis, validation of safety functions and technical documentation – supporting CE certification in accordance with the Machinery Directive 2006/42/EC and applicable harmonized standards, including EN ISO 12100, EN ISO 13849-1 and EN 60204-1.
- **Competence development.** Individuals involved in product safety across the Group follow structured training programs to support a consistent level of technical knowledge and risk assessment practices.
- **Regulatory monitoring.** BOBST tracks the evolution of European directives and regulations, as well as requirements in other jurisdictions. Preparatory activities for the EU Machinery Regulation 2023/1230 include regulatory analysis, competence development and product adaptation.
- **Incident response.** When a safety-related incident is reported, a dedicated team is established involving the relevant machine safety expert, customer service and development engineers. The team identifies potential causes, evaluates corrective measures and assesses effectiveness against predefined criteria. Lessons learned are incorporated into product standards and internal procedures. For customers with complex or specific safety requirements, dedicated working groups may be established.
- **Acknowledgement of indirect impacts.** BOBST may be indirectly linked to adverse health and safety impacts through its activities or business relationships. Such situations may include non-conforming components supplied by third parties, or risks arising from inappropriate use or maintenance of machines at customer sites. These risks are addressed through design safeguards, supplier qualification, safety instructions and customer support.

Outlook

BOBST is preparing for the application of the EU Machinery Regulation 2023/1230, expected in 2027. Activities will focus on regulatory analysis, competence development and product adaptation. The Group will continue to develop its product safety expert network and integrate health and safety considerations into product development and customer support processes.

Customer data protection and cyber security

Objectives

As a manufacturer of connected equipment and a service provider with more than 6 000 connected machines – 2 000 of which generate continuous streams of collected data – BOBST is committed to ensuring data protection in compliance with applicable regulations and recognized industry standards, including ISO/IEC 27001, GDPR and the EU Data Act.

Process and actions

- **Security architecture.** BOBST Connect leverages Microsoft Azure edge modules and cloud services. Data collected from connected machines is stored in logically segregated environments to prevent cross-customer access. Access to dashboards, APIs and integrations is protected through role-based controls and secure API token mechanisms. Encryption is applied both in transit and at rest; stored data remains unreadable even in the event of unauthorized infrastructure access.
- **Certification and compliance.** BOBST Connect is ISO/IEC 27001 certified and compliant with GDPR and the EU Data Act. External penetration testing is conducted regularly by independent firms. Continuous monitoring tracks unauthorized login attempts and suspicious network activity. The proactive integration of EU Data Act requirements and updated terms and conditions have strengthened transparency toward customers, clarifying data usage, access and rights ahead of regulatory deadlines.
- **Documentation and engagement.** A detailed Software Architecture Security document is shared with all customers. Customer feedback on platform functionality, security documentation and contractual updates has informed the development of digital solutions and the refinement of data governance practices.
- **Governance.** Regulatory developments are tracked centrally and translated into contractual, technical and organizational measures. Platform-related changes follow an Agile Scrum delivery framework; non-development actions such as legal and organizational measures follow established BOBST project governance processes.

Performance indicators

Platform uptime in 2025 reached 99.99%. No incidents of data leakage, unauthorized access or data loss have been recorded since deployment. By end-2025, over 800 users were active on the platform.

The effectiveness of actions is monitored through the absence of security incidents, successful penetration test outcomes, timely implementation of regulatory requirements and controlled rollout of updated terms and conditions. Early regulatory anticipation, clear customer communication and embedding security into standard delivery processes have proven effective. These lessons have been incorporated into operational policies through systematic regulatory monitoring, recurring security reviews and standardized project management.

Reporting scope and comparability

Data protection indicators cover the BOBST Connect platform and associated digital services; monitoring is continuous across all connected equipment. For methodology, see Appendix.

10. EMPLOYEE-RELATED MATTERS

Women, youth, diversity and equal opportunity

Objectives

Diversity of experience, skills and perspectives strengthens BOBST as an organization. The Group aims to offer equal working opportunities and fair remuneration for equal responsibilities, attract and develop talent at every career stage, and ensure that knowledge built over decades is passed on effectively to the next generation.

Process and actions

- **Employer brand and talent attraction.** In 2025, BOBST completed the development of its employer brand, defining its identity as an employer across all markets. Deployment began during the year. A new career website is scheduled for launch in early 2026. The company repositioned its LinkedIn presence, and in Switzerland launched a dedicated Instagram page – BOBST Formation professionnelle – to reach potential apprentices.
- **Employee retention.** Depending on local context, BOBST entities offer measures to support employee retention, such as home office arrangements, health and wellness benefits, and professional development opportunities at all career stages. Structured career paths for different levels and functions are under development to give employees visibility on how they can grow within the organization.
- **Partnerships with educational institutions.** In Switzerland, collaborations with Ecole 42 and HEIG-VD provide internship opportunities and student projects. In China, a scholarship program with Jiangnan University supports talent development in the field of packaging.

The range of first-job and trainee positions for young engineers expanded during the year. All talent attraction initiatives are designed with business leaders; KPIs are shared with them, and certain indicators form part of long-term incentive targets.

- **Youth Committee and BOBST Communities.** The Youth Committee brings together employees aged 25 to 35 from all business areas of a local entity. They work on cross-functional improvement projects in close collaboration with top management. Externally, members participate in forums, seminars and outreach at schools and universities. Internally, they support language programs and social activities at several sites. In 2024, the Youth Committee joined the broader BOBST Communities initiative, launched in September 2024 to foster cross-functional connections across the organization, with presence in Brazil, China, France, India, Italy and Switzerland.
- **Apprenticeship.** For over 130 years, BOBST has trained apprentices in vocational centers, equipping them with technical, methodological, social and personal skills. More than 3 800 have completed the program since 1929. Bobst Mex SA, in the Swiss Canton of Vaud, serves as the main training center at Group level. The program covers several trades within the Swiss dual education system. Apprentices benefit from language exchanges between French- and German-speaking regions, including three-month immersion placements, and participate in more than twenty complementary modules ranging from team building and safety to communication and budgeting. A new Apprenticeship Learning Center is under preparation in India, with completion expected in 2026.

- **Leadership development.** The Young Talents Leadership Development Program offers selected employees under 35 cross-functional project experience and visibility at Group level. Since 2021, 90 young talents from multiple countries have participated. The 2024–2025 cohort included 40% women, compared with 16.5% across the headcount. One in four participants has been promoted within two years of being identified. In 2025, a Senior Leadership Program was launched to build the internal pipeline for more experienced positions.
- **Equal remuneration.** BOBST uses the Mercer IPE methodology to classify positions by level of impact and enable consistent salary comparison across the organization. In 2025, a comprehensive gender pay analysis covered four significant locations: China, France, Italy and Switzerland. The results establish a baseline from which a structured remediation plan will be defined in 2026. Bobst Mex SA holds an external certification for equal pay. Across the four locations analyzed, most salary ratios fall within the ±5% natural variance band; position classes outside this range will be prioritized. The job catalog project advanced substantially – job families are now almost fully defined, laying the foundation for employee mapping and consistent internal grading in 2026.
- **Diversity and inclusion.** Measures to address gender imbalance include family-friendly policies such as flexible working arrangements and childcare support, the inclusion of women in leadership programs, and sustained recruitment efforts in technical disciplines.

Performance indicators

In 2025, BOBST employed 6 314 people worldwide. The indicators presented in this section cover 5 659 employees and apprentices, representing 89.6% of the total headcount, corresponding to the subsidiaries where harmonized HR processes are in place.

New hires

	2025		2024		2023	
		%		%		%
Total hired	531		657		759	
By age group						
Under 30 years old	213	40.1%	277	42.2%	306	40.3%
30–50 years old	266	50.1%	321	48.9%	387	51.0%
Over 50 years old	52	9.8%	59	8.9%	66	8.7%
By gender						
Women	98	18.5%	155	23.6%	184	24.2%
Men	433	81.5%	502	76.4%	575	75.8%
By region						
Asia	133	25.0%	193	29.4%	157	20.7%
EMEA	357	67.0%	403	61.3%	539	71.0%
Americas	41	8.0%	61	9.3%	63	8.3%

Leavers

	2025		2024		2023	
		%		%		%
Total leavers	626		607		563	
By age group						
Under 30 years old	157	21.7%	174	18.2%	148	15.6%
30–50 years old	265	8.7%	235	8.0%	246	8.6%
Over 50 years old	204	10.5%	198	11.0%	165	9.2%
By gender						
Women	113	12.0%	121	13.1%	130	14.7%
Men	513	10.8%	486	10.2%	429	9.2%
By region						
Asia	114	10.9%	103	10.3%	124	13.5%
EMEA	451	10.8%	445	10.6%	379	9.1%
Americas	61	12.6%	59	12.0%	60	12.1%

Gender diversity

Women represent 16.5% of the headcount. Representation exceeds parity in legal (73.3%), communication (64%), human resources (57.6%), and finance (50.4%). It sits between 20% and 50% in occupational health and safety (45.8%), general management (45.6%), sustainability (33.3%), purchasing (31.1%), general services (31.1%), marketing (30.6%), supply chain (29.8%), information technology (22.2%) and customer project management (20.0%). In technical and production functions, the figure falls below 20%: project management (19.1%), sales (19.3%), quality (10.2%), customer service (11.3%), R&D (9.4%), engineering (7.4%), and production (2.7%). This pattern is broadly consistent with the wider industry.

Overall gender diversity indicators

	2025		2024		2023	
	Women	Men	Women	Men	Women	Men
Employee	14.0%	86.0%	14.8%	85.2%	14.1%	85.9%
VPP employee	19.0%	81.0%	20.1%	79.9%	18.1%	81.9%
Middle management	20.5%	79.5%	20.1%	79.9%	19.3%	80.7%
Senior management	17.3%	82.7%	17.6%	82.4%	15.8%	84.2%
Executive and extended management	12.5%	87.5%	12.5%	87.5%	12.5%	87.5%
Board of Directors	16.7%	83.3%	16.7%	83.3%	16.7%	83.3%
Total	16.6%	83.4%	16.5%	83.5%	16.1%	83.9%

Employee status at BOBST is based on professional levels of function: Employee (without variable pay), VPP Employee (with variable pay), Middle management (managing a team or expert role), Senior management (managing managers or expert roles), Group Executive and Extended management team, and Board of Directors.

Apprenticeship

In 2025, 51 apprentices completed their certification, including seven women (14.8%). More than 150 apprentices are in ongoing training. Fifty-eight new apprentices joined in nine different trades, of whom twelve are women: 20% of new recruits, against a regional average of 8%. Over 10% of middle and senior management positions at Bobst Mex SA are held by former apprentices. The vocational training center renewed its Quality Standard Certification (QSC) and TOP Training Company label through external audits.

BOBST communities

By end of 2025, the BOBST Communities network had grown to nearly 500 members led by close to 60 community leaders across six countries.

Employer brand effectiveness

KPIs have been defined to assess the return on investment of the employer brand initiative. First measurements will be taken twelve months after launch, focusing on time to hire, time to fill, and LinkedIn recruitment metrics.

Reporting scope and comparability

Employee data for 2023–2025 are presented based on the previous reporting scope and are not fully aligned with the Group's financial consolidation scope described in section 4. For methodology, see Appendix.

Outlook

In 2026, BOBST will define and implement a structured equal-remuneration action plan, starting in Europe, based on the gender pay analysis and supported by the job catalog and internal grading.

The employer brand initiative continues its deployment. A new employee advocacy program will encourage employees to share their experience of working at BOBST, and the career website is scheduled for launch in early 2026.

Partnerships with schools and universities remain central to recruitment. The Apprenticeship Learning Center in India is expected to be completed.

Occupational health and safety

Objectives

Production and service activities expose employees and temporary staff to physical hazards, from handling loads and working at height to operating near moving machinery. Ensuring people's physical and moral integrity is an absolute priority for BOBST. This commitment is essential to business operations, employer reputation, and sustainability goals.

The Group envisions a future where collective commitment leads to top performance in the safest environment with a zero-injury mindset and believes that every employee is individually and collectively the owner of the Health and Safety culture.

Process and actions

- **Policy.** The 2020 EHS Policy defines the framework for safety, health at work, and environmental protection actions. Management treats these areas with the same priority as economic matters.
- **Management systems.** BOBST applies integrated occupational health and safety management systems in compliance with applicable local legal requirements. Each local entity deploys the Group's Health and Safety Policy according to its size and operational characteristics. Production sites with structured systems rely on dedicated OHS specialists, occupational physicians or specialist nurses; smaller sites and service entities comply at a minimum with local requirements. All sites operating under ISO 45001 undergo regular internal and external audits. Eight production sites are certified ISO 45001, in China, France, Germany, Italy and Switzerland.

- **Risk analysis.** Workstation risk analyses follow legal requirements or ISO 45001 standards, with active involvement of employees and managers. OHS specialists lead these assessments, drawing on both groups to identify hazardous situations. Risks are documented in assessment reports and addressed through preventive and corrective action plans proportionate to their level.
- **Accident investigation.** Every work-related accident is systematically investigated by trained personnel, in collaboration with employees and managers, to identify root causes. Corrective measures are defined, monitored and implemented – focusing on improving working conditions, strengthening procedures and providing appropriate personal protective equipment. Where local regulations require it, employees and their representatives participate through formal consultation mechanisms.
- **Center of Expertise.** The Bobst Group Occupational Health and Safety Center of Expertise, created in 2023, continued its activities in 2025. The Center aligns practices and promotes experience sharing through bi-monthly meetings and an annual workshop, contributing to harmonization across production and service activities.
- **2025 initiatives.** Four cross-functional projects advanced during the year: harmonization of the risk management process through a new Group procedure and tool; integration of health and safety induction training into Group onboarding; definition of nine life-saving rules – including hazards specific to service activities – with corresponding expected behaviors; and development of a work-at-height standard for customer sites, with deployment planned for 2026.

The OHS reporting process has been deployed across Business Unit Services & Performance and Business Unit Printing & Converting, supported by a monthly data-collection workflow. Communication within each Business Unit is coordinated by its respective Head of HR Business Partnering.

The Bobst Group Health and Safety Policy has been developed and is currently under review. Validation and Group-wide communication are expected in Q1 2026.

- **Training.** In 2025, more than 21 700 hours of training on specific risky activities were delivered, reaching 3 754 employees and temporary staff. Focus areas: working at heights, material handling, electrical risks, and first aid.

Performance indicators

Accident frequency rate evolution

	2025	2024	2023
Work-related accident by employees' category			
Frequency rate of accident at work with serious consequences among BOBST employees	0.0	0.0	0.1
Frequency rate of accident at work with serious consequences among temporary staff employed by BOBST	0.0	0.2	0.2
Frequency rate of accidents with injuries among BOBST employees	1.7	1.9	2.4
Frequency rate of accidents with injuries among temporary staff employed by BOBST	2.3	6.2	5.8
Injury frequency rate for BOBST employees and temporary staff employed by the Group	1.7	2.3	2.7
Fatalities	1.0	0.0	0.0

Frequency rates improved across the board in 2025. For BOBST employees, the injury frequency rate fell to 1.7, down from 1.9 in 2024. For temporary staff, the rate dropped sharply to 2.4, compared with 6.2 the previous year. The overall injury frequency rate for all employees and temporary staff reached 1.8, an improvement from 2.3 in 2024.

Accidents with work-related injuries involved 106 Group employees (111 in 2024) and 15 temporary employees (28 in 2024). No high-consequence work-related accidents – defined as incidents resulting in more than six months of lost working days – were reported.

In 2025, one employee was involved in a fatal work-related accident. The root-cause analysis is under investigation by competent authorities.

Reporting scope and comparability

OHS data for 2023–2024 are presented based on the previous reporting scope. 2025 constitutes a new baseline under the extended scope described in section 4 and is not directly comparable with prior years. Frequency rates are calculated per 200 000 working hours using a harmonized method. For methodology, see Appendix.

Outlook

In 2026, BOBST intends to validate and deploy the new Group Health and Safety Policy, providing a unified framework across all entities. The four cross-functional projects launched in 2025 move into deployment phase, with outcomes communicated throughout the organization. OHS priorities are set to integrate into the Business Unit Services & Performance governance and transformation process, strengthening alignment between operational objectives and safety requirements.

A harmonized competency and training matrix is under development to support consistent capability building across sites. Business travel risk management is also under review, including an update of the travel safety policy to address evolving service activity requirements.

Findings from the investigation into the 2025 fatal accident, once concluded, will inform additional preventive measures applicable to service activities. Collaboration within the OHS Center of Expertise continues, supporting best-practice sharing and visibility at local, Business Unit and Group levels. Occupational health and safety remains part of the Corporate Internal Audit Program.

11. RESPECT OF HUMAN RIGHTS

Objectives

Social responsibility is essential to sustainable business, alongside economic and environmental accountability. BOBST sees it as a duty to respect fundamental human rights and corporate values. The Group's Anti-Corruption Policy, the Worldwide Code of Employee and Business Conduct and the Human Rights Policy provide principles of high ethical standards by which Bobst Group and its employees are expected to conduct business and behave internally as well as with external business partners. The reputation and image of a company are largely determined by compliance with the law and the ethical behavior of its managers, employees, and those with fiduciary responsibilities. BOBST also acknowledges that actual or potential human rights impacts may arise through its activities or business relationships and therefore integrates these considerations into its management approach.

Processes and actions

Bobst Group has always considered the importance of interacting responsibly with its stakeholders – including colleagues, customers, suppliers, and authorities. To formalize this, Bobst Group launched a Worldwide Code of Employee and Business Conduct in 2017, which has been updated regularly to reflect changes in the business environment, most recently in 2023. Employees are trained on the principles of the Code of Conduct in their preferred language. The training course is introduced by the Group CEO, reinforcing the strong tone at the top.

The same principles guide BOBST in selecting its business partners and serve as the basis for evaluating supplier selection and performance. As a multinational corporation with global operations, BOBST considers that aligned and coherent values throughout its brands and local entities are an asset for the Group's image. BOBST recognizes that negative human rights impacts may arise in the supply chain and seeks to mitigate them through supplier due diligence, contractual expectations and monitoring.

Human Rights Policy

In 2023, BOBST approved its Human Rights Policy to implement good practices in human rights, in accordance with the Worldwide Code of Employee and Business Conduct applicable to Bobst Group SA and its affiliated companies. BOBST is committed to respecting and protecting human rights by implementing the Code of Conduct and the Human Rights Policy, as well as throughout the supply chain through the Supplier Code of Conduct.

The policy supports prevention and early identification of risks, and remediation processes are undertaken where concerns are raised, including through stakeholder engagement mechanisms.

Performance indicators

Please refer to the Sustainable Procurement section for supplier-related due diligence indicators. In addition, more than 5000 employees and managers globally have been trained on the principles of the Code of Conduct, including human rights-related topics, with new joiners progressively onboarded for such training.

Outlook

BOBST will continue reinforcing its human rights commitments through regular policy updates, ongoing training and strengthened supplier oversight. Lessons learned from internal reviews and stakeholder feedback will continue to be integrated into future practices.

12. COMBATTING CORRUPTION

Objectives

Trust and respect are two core values defined by BOBST. In addition, the Worldwide Code of Employee and Business Conduct defines the principles to be followed for behaving internally and with external business partners. These principles include anti-corruption topics stating that the Group does not tolerate any activity related to corruption in any part of its value chain. Anti-corruption is an essential part of the Group's overall compliance program. BOBST recognizes that corruption may create actual or potential negative impacts through its own activities or business relationships and therefore integrates prevention and vigilance into its management approach.

Processes and actions

- **Group Compliance program.** BOBST's due diligence process helps identify any related risks arising from using third parties and concerns all local entities covered by this non-financial report. Group Compliance sets out the review criteria for acceptance or rejection of third parties. All agents and intermediaries receive the Anti-Corruption Policy as part of their contracts and are subject to compliance due diligence before being hired and upon renewal. The Supplier Code of Conduct is part of supplier contracts as per the risk defined by the purchasing function.

- **Risk management and anti-corruption policy.** Anti-corruption principles are embedded in the BOBST Worldwide Code of Employee and Business Conduct and are expected to be followed by all employees and persons in a fiduciary relationship with the Group. BOBST continuously assesses its value chain and takes appropriate measures to identify and prevent corruption risks. Everyone employed at BOBST and having a fiduciary duty towards the Group is expected to be alert and take steps to prevent corruption. The Group Compliance Officer supports the business in the fight against corruption by creating relevant policies and increasing awareness of such requirements.

BOBST's Supplier Code of Conduct touches upon several key responsible business topics, including anti-corruption, antitrust, employment, human rights, environment, health and safety, intellectual property and data protection, global trade compliance, responsible sourcing of minerals, management systems, supply chain monitoring and reporting lines. It also provides information about the Bobst Group Integrity Line, the internal reporting channel for potentially unethical behaviors in the organization, which is also open to suppliers. The Supplier Code of Conduct is part of material contractual relationships and is available in more than ten languages.

BOBST has elaborated the anti-corruption principle in a dedicated Anti-Corruption Policy and within the Worldwide Code of Employee and Business Conduct. Regular compliance training is conducted globally and includes anti-corruption topics. As noted in the Respect of Human Rights section, more than 5 000 employees have received Code of Conduct training, and all new joiners progressively undergo such training. Stakeholder engagement, including feedback through the Integrity Line and through interactions with customers, suppliers and subsidiaries, helps identify areas requiring additional preventive actions or awareness.

Performance indicators

Group Compliance reports at least twice a year on training to the Audit Committee of the Board of Directors. Functional and business leaders are made aware of the strict anti-corruption requirements during meetings and awareness sessions, with the expectation that they cascade such requirements within their organization. Due to the multiplicity of processes and systems used globally, full reporting figures cannot yet be consolidated. The Anti-Corruption Policy is communicated to governance body members, employees, agents, intermediaries and suppliers according to risk.

Outlook

As part of continuous improvement, BOBST aims to continue to enhance business ethics awareness by periodically training new employees and re-training the relevant population on topics such as bribery, conflicts of interest and ethical decision making. The Groupwide compliance and governance framework is assessed regularly, and a risk-based approach is used to enhance awareness and training. Lessons learned from compliance assessments and stakeholder feedback are incorporated into updated policies and procedures.

SUSTAINABLE PROCUREMENT

Objectives

BOBST established a global sustainable procurement organization that covers all production plants and engages the purchasing community worldwide (around 150 individuals). The organization ensures due diligence in the supply chain and works to minimize environmental and social impacts. Actions and strategies are coordinated quarterly through a steering committee including the Chief Procurement Officer (CPO) and the Head of Corporate Sustainability.

Process and actions

In 2023, BOBST introduced a vision and policy on Sustainable Procurement, which received approval from both the GEC and the BoD.

BOBST is working on eleven sustainable procurement targets across four key topics – Sustainability ESG, Environment, Social, and Governance – collaborating with internal and external stakeholders to improve machinery, monitor supply chain risks, align new project suppliers with sustainability standards, and promote social initiatives with sheltered workshops. These targets include training the purchasing community on sustainability, integrating sustainability criteria into strategies and new product introductions (NPI), reducing carbon emissions in collaboration with raw material suppliers, and increasing partnerships with sheltered workshops and schools. High-risk suppliers undergo sustainability assessments and corrective action plans to ensure compliance.

Sustainability is a core business decision factor, alongside risk management, quality, cost, and delivery performance. Suppliers failing to meet due diligence requirements are downgraded to “new business hold” status, as per standard sourcing performance management (applied to two suppliers in 2025). A supplier that does not comply with the Supplier Code of Conduct and fails to improve on other criteria will eventually be phased out.

BOBST also contacted 1 500 suppliers in 2023 to remind them of their obligation to comply with the Registration, Evaluation, Authorization and Restrictions of Chemicals (REACH) regulation, which mandates the identification, management, and communication of chemical-related risks. To date, 246 suppliers have responded, and their responses have been recorded for ongoing monitoring. BOBST plans to renew the request in 2026.

Performance indicators

In 2025, BOBST obtained information on 66% of its procurement spend (799 suppliers) regarding sustainability risks, lower than the target of 72%, mainly linked to a change of supplier mix and spend mix (+143 suppliers onboarded compared with the previous year). All 799 suppliers underwent the four-step approach, which includes:

- Supplier self-declaration with the Supplier Code of Conduct: 82% of the spend covered (1 846 suppliers);
- Supplier Risk Assessment (SRA): 75% of the spend covered (1 040 suppliers);
- EcoVadis assessment: 71% of the spend covered (996 suppliers);
- On-site assessments for suppliers with a rating of 31/100 or lower: five suppliers assessed.

As a result of this process, eight suppliers have been downgraded to “new business hold” status since 2023, two of which occurred in 2025.

The Group purchasing community remains incentivized and monitored on sustainability performance, reinforcing BOBST's commitment to sustainable procurement practices and ethical supply chain management.

Reporting scope and comparability

Sustainable procurement indicators cover the suppliers screened or evaluated according to the purchasing process described above and may not represent the full supply base. The report states the actual number and percentage of suppliers covered each year. For detailed methodology, see Appendix – Scope and Methodologies.

Supplier social assessment

In 2025, 79% of new suppliers were screened using social criteria, according to the purchasing process already in place. The new supplier selection process enforced in 2022 requires that social criteria be assessed.

13. REPORTING ON CHILD LABOR

Policy

BOBST strictly prohibits child labor at any stage of its supply chain. Suppliers are required to comply with national minimum age laws and adhere to the Supplier Code of Conduct. Additionally, the Bobst Group Integrity Line may be used for reporting concerns related to child labor within the supply chain.

Traceability system and risk management

In 2025, following the ODiTr, BOBST continued its due diligence efforts to address child labor risks, targeting suppliers in high-risk regions as identified in the Children's Rights and Business Atlas by UNICEF. Out of the 1 178 suppliers linked to these areas, 164 were assessed through the Supplier Risk Assessment and four-step approach, covering 53% of procurement spend, up from 45% in 2024. No major risks were identified, but BOBST will continue monitoring its supplier base.

Reporting scope and comparability

Child labor due diligence indicators cover the suppliers assessed according to the process described above and as required by the (ODiTr). Coverage reflects the proportion of relevant procurement spend screened. For detailed methodology, see Appendix – Scope and Methodologies.

14. REPORTING ON CONFLICT MINERALS

Policy

BOBST has investigated its import and processing quantities and confirmed it is below the thresholds set out in section 2, Articles 3–4 of the ODiTr, related to minerals and metals from conflict-affected and high-risk areas. BOBST continues to inform its suppliers through the Supplier Code of Conduct that they must adhere to applicable laws and regulations concerning conflict minerals. Suppliers are required to have a policy in place to reasonably ensure that the tin, tungsten, tantalum and gold in the products they supply to the Group do not directly or indirectly finance or benefit armed groups involved in serious human rights abuses. Suppliers are expected to conduct due diligence on the source and chain of custody of these minerals and, at a minimum, demand the same from their next-tier suppliers.

Additionally, the Bobst Group Integrity Line should be used to facilitate the reporting of concerns regarding conflict minerals within the supply chain.

Traceability system and risk management

Following the ODiTr, BOBST worked in 2022 on defining the scope of suppliers relevant to this topic. The Group chose a product-focused approach, targeting all purchased products that might contain gold, tantalum, tin and/or tungsten.

In 2025, BOBST expanded its supplier assessments, covering 80% of relevant procurement spend, up from 70% in 2024. Out of 1 148 identified suppliers, 389 underwent evaluation through BOBST's four-step Supplier Risk Assessment process. No major risks were identified during these assessments.

BOBST implemented the Conflict Minerals Reporting Template (CMRT) from the Responsible Minerals Initiative (RMI) from 2024 to enhance traceability and compliance across its direct raw material suppliers.

Reporting scope and comparability

Conflict minerals due diligence indicators cover the suppliers assessed according to the process described above and as required by the ODiTr. Coverage reflects the proportion of relevant procurement spend screened. For detailed methodology, see Appendix – Scope and Methodologies.

15. WHISTLEBLOWING

Bobst Group has published a Worldwide Code of Employee and Business Conduct which lays out principles that all employees and persons with a fiduciary relationship with the company are expected to follow. These principles guide how everyone at BOBST interacts with each other and with external business partners. If someone observes a violation or has a concern, they can report it to their superiors, to Group Compliance or through the established Bobst Group Integrity Line – anonymously if desired.

All reports are dealt with confidentially and taken seriously. The process is formalized by establishing an investigation committee that ensures that reports are investigated in a fair and timely manner. Based on the outcome of such investigation, necessary corrective measures are implemented. There is a strict no-retaliation policy which ensures that any reporter who raises a concern in good faith faces no negative consequence for doing so.

The Bobst Group Integrity Line is also available for external parties.

TASK FORCE CLIMATE RELATED FINANCIAL DISCLOSURES (TCFD)

This section presents BOBST's climate-related financial disclosures in line with the Swiss Ordinance on Climate Disclosures (OCD) and Articles 964a et seq. of the Swiss Code of Obligations. It explains how the Group identifies, assesses and manages climate-related risks and opportunities, and how these considerations inform long-term planning.

Climate-related information should be read together with Sustainability Governance, Environmental Matters – Greenhouse Gas Emissions, and the Appendix – Scope and Methodologies.

16. GOVERNANCE

Board oversight

The Board of Directors oversees corporate strategy and risk assessment, including climate-related risks. The Audit Committee reviews and validates climate-related disclosures prior to Board approval. For details on sustainability governance, see section 1.

Management's role

The Head of Corporate Sustainability, reporting to the CEO, leads execution of the climate strategy. A dedicated ESG team coordinates the decarbonization roadmap and supports functions and Business Units in implementing climate-related actions.

17. STRATEGY

Climate-related risks and opportunities

BOBST's climate-risk identification covers both physical and transition risk drivers. In 2024, the double materiality assessment identified climate-related topics considered financially material for the Group. These insights informed the 2025 climate-risk work and strengthened integration within the Enterprise Risk Management process.

- **Transition risks** assessed include evolving climate-policy requirements, market expectations for lower-impact solutions, technology shifts, and potential impacts on the cost and availability of key materials or energy. Opportunities relate to machine and process innovations improving energy and resource efficiency, low-carbon equipment roadmaps, and growing demand for sustainable packaging solutions.
- **Physical risks** assessed include heat and heat stress, extreme precipitation, flooding, drought, extreme wind and wildfire. A structured scenario analysis was initiated in 2025 to quantify exposure across the Group's industrial asset base; findings are summarized in the Scenario analysis section below.

18. RISK MANAGEMENT

Integration of climate-related risks

BOBST applies a Group-wide risk management system based on the COSO ERM model. Climate-related risks are assessed alongside financial, operational and strategic risks, using the same criteria: financial exposure, regulatory evolution, operational implications, technology and market dynamics, and supply chain considerations.

In 2025, the financial-materiality outcomes of the double materiality assessment and the results of the climate-risk analysis were incorporated into the ERM process. A dedicated ESG risk category was introduced to ensure that material climate exposures receive direct oversight.

Operational resilience

BOBST has made operational resilience a strategic priority. The Group is progressively integrating Business Continuity Management Systems (BCMS) across its production sites, aligned with ISO 22301. By end-2025, six production sites were certified, in China, France, India, Switzerland and the United Kingdom.

These systems strengthen the Group's ability to respond to disruptions – including climate-related events such as extreme weather, floods or heatwaves – and to maintain predefined levels of operational capacity. BCMS implementation translates long-term climate-risk insights into operational preparedness.

Prioritization and mitigation

Mitigation actions include operational energy efficiency projects, deployment of the decarbonization roadmap, product efficiency improvements and supplier engagement on emissions transparency. Scenario analysis results will support future refinement of risk prioritization.

19. METRICS AND TARGETS

BOBST measures and reports greenhouse gas emissions in accordance with the GHG Protocol. Scope 1 and 2 emissions are reported annually; Scope 3 reporting continues to expand, reflecting the fact that value-chain emissions account for over 99% of total emissions.

In 2024, the Science Based Targets initiative validated BOBST's near-term reduction targets: 42% reduction in Scope 1 and 2 emissions and 25% reduction in Scope 3 emissions by 2030, both from a 2022 baseline. Based on the projects identified to date, the estimated reduction potential stands at 28% for Scopes 1 and 2, and 15% for Scope 3. Progress is monitored through operational and product efficiency KPIs.

For detailed emissions data and year-on-year performance, see Environmental Matters – Greenhouse Gas Emissions. For methodology, see Appendix – Scope and Methodologies.

20. TRANSITION PLANS

Scopes 1 and 2 – operational transition

The multi-year decarbonization roadmap covers energy efficiency measures, optimization of energy demand and increased integration of renewable energy. In 2024, comprehensive assessments were performed for three European production sites (Lyon, Mex and San Giorgio). In 2025, the roadmap was extended to four production sites in China. Capital expenditure has been allocated for 2025–2028 to support the first implementation phase. Based on detailed analysis across the seven sites assessed to date, the estimated reduction potential stands at 28% for Scopes 1 and 2. In 2026, BOBST will extend the analysis to four additional major production sites in Europe, Brazil and India, and assess decarbonization potential at its largest service locations.

Scope 3 – Value-chain transition

Three areas structure the Scope 3 reduction agenda. Equipment energy performance is addressed through product line sustainability roadmaps covering energy efficiency, material efficiency and waste reduction; for details, see Environmental Matters – Energy and resource consumption of equipment. Supplier engagement includes data collection on emissions and product carbon footprints across the supply base; for supplier assessment processes, see Sustainable Procurement. Logistics and mobility optimization is supported by CO₂ dashboards, low-carbon transport options, travel policy measures and employee mobility programs.

Current projections place the Scope 3 reduction potential at 15%.

21. SCENARIO ANALYSIS

In 2025, BOBST initiated a structured climate scenario analysis to evaluate physical climate risks across its industrial asset base, in line with the TCFD framework and the Swiss OCD.

Scope

The analysis covered the Group's production sites, assessing exposure to six physical hazard categories: heat and heat stress, extreme precipitation, flooding, drought, extreme wind and wildfire. Two-time horizons were evaluated – 2030 and 2050 – under three climate pathways: a strong mitigation scenario aligned with 1.5–2°C (RCP 2.6), an intermediate emissions trajectory (RCP 4.5) and a high-emissions scenario (RCP 8.5).

Key findings

Heat and heat stress show increasing exposure under all scenarios, with more pronounced changes under higher-emissions pathways. Extreme precipitation intensity rises in several geographies, with return-period compression for heavy rainfall events. Flooding exposure varies by location, with moderate increases in surface-runoff risk at certain sites. Drought and extreme wind show moderate changes depending on regional climate patterns. Wildfire risk remains relatively low across the Group's industrial portfolio.

These findings confirm the need for site-level vulnerability assessments, which constitute the next phase of the scenario analysis roadmap.

Existing adaptation measures

A number of production sites have already implemented adaptation measures in response to observed climate events. For heat and heat stress, measures include adjustments to working arrangements, provision of additional rest areas and hydration, and technical enhancements such as improved ventilation and reflective coatings on external surfaces. For extreme precipitation and flooding, site-specific measures have been deployed at exposed locations, including flood protection barriers and expanded drainage infrastructure. These actions are coordinated locally, typically by Health, Safety and Environment or facility management teams, and informed by operational experience. The scenario analysis will support a more systematic assessment of their adequacy under projected climate conditions.

Outlook

In 2026–2027, BOBST will conduct vulnerability assessments based on physical-asset characteristics such as building materials, drainage, cooling systems and emergency plans. Adaptation-planning considerations will be integrated in line with local regulations and global best practices. The analysis will extend to selected suppliers and value-chain nodes, reflecting OCD expectations on material upstream and downstream risks. Transition-risk scenario analysis using external policy and market models will be incorporated. Results will inform strategic planning, capital expenditure discussions and long-term site-infrastructure decisions.

For detailed methodology – including data sources, climate pathways, hazard metrics and assessment steps – see Appendix – Scope and Methodologies.

APPENDIX

22. SCOPE AND METHODOLOGIES

General framework

This appendix describes the methodological framework for all non-financial performance indicators presented in this report. It should be read together with section 4 (Reporting Scope and Boundaries), which defines the reporting perimeter, data presentation principles and comparability rules.

Reporting perimeter. From 2025, the non-financial reporting scope is aligned with the Group's consolidated financial perimeter, covering all fully consolidated subsidiaries of Bobst Group SA. The full list of entities is provided in Note 33 of the 2025 annual report.

Not all indicators can yet be consolidated across the full perimeter. Depending on data availability, systems maturity and local reporting capabilities, certain indicators cover only the entities for which reliable data exist, may represent a subset of the consolidated perimeter, or reflect key sites representing a significant share of the Group's workforce or operations. Where this applies, the effective scope is specified in the relevant section.

Baseline year. For environmental and safety topics affected by the scope extension, 2025 constitutes a new baseline. Historical recalculations are limited to greenhouse gas emissions and energy consumption for 2022–2024, as described below.

Policy reference. Environmental management across waste, water and energy follows the Charter of Bobst Group policy with regard to Health, Safety and Environmental Protection, available at investors.bobst.com.

The actual coverage of each indicator is detailed within the corresponding section of the report. A summary table at the end of this appendix consolidates baseline and comparability logic for all indicator groups.

Greenhouse gas emissions

Reporting standard and consolidation. The GHG inventory follows the GHG Protocol Corporate Accounting and Reporting Standard, using the operational control approach. The organizational perimeter covers all entities over which BOBST has operational control, aligned with the consolidated financial perimeter.

Gases included. All gases required by the GHG Protocol: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃.

Global warming potentials. IPCC 2021 GWP100 values.

Databases and tools. Ecoinvent 3.8, UK DEFRA 2024 and 2025 Greenhouse Gas Reporting – Conversion Factors, EXIOBASE, SimaPro and internal calculation tools.

Biogenic CO₂, market-based Scope 2 and carbon offsets. Biogenic CO₂ emissions from wood combustion at BOBST facilities and market-based Scope 2 emissions have been assessed and are not considered material. They are therefore not reported separately. No carbon offsets have been used toward the Group's science-based targets.

Scope 1 – Direct emissions. Covers stationary combustion (natural gas, diesel, propane, wood) at production and service sites, and mobile combustion from the company's vehicle fleet. Emission factors: DEFRA 2024 and 2025. Calculation: activity data (fuel volumes or distances) × corresponding DEFRA emission factors = tCO₂e.

Scope 2 – Indirect emissions from purchased energy. Covers indirect emissions from purchased electricity consumed at BOBST facilities. Reported using the location-based method. Calculation: purchased electricity (MWh) × IEA country-specific grid emission factor (tCO₂e/MWh) = tCO₂e.

Scope 3 – Other indirect emissions

Scope 3 emissions are calculated for the following categories:

Category	Method and calculation logic
3-1. Purchased goods and services	Spend-based: procurement spend (CHF) × sector-specific DEFRA/EXIOBASE emission factor (tCO ₂ e/CHF) = tCO ₂ e.
3-3. Upstream energy	Well-to-tank and transmission and distribution losses, calculated using DEFRA upstream factors applied to energy volumes.
3-4. Upstream freight	Distribution of machines and spare parts: weight (t) × distance (km) × transport-mode emission factor (tCO ₂ e/t-km) = tCO ₂ e.
3-5. Waste Generated in Operations	Waste volumes by category (t) × treatment-specific emission factor (tCO ₂ e/t) = tCO ₂ e.
3-6. Business travel	Air, rail and hotel stays: distance or spend × DEFRA emission factor = tCO ₂ e.
3-7. Employee commuting	Distance-based estimates: estimated distance (km) × mode-specific emission factor = tCO ₂ e.
3-11. Use of sold products	Use-phase modelling: rated energy consumption per machine type (MWh/year) × equipment lifetime (15–30 years) × country-specific grid emission factor (tCO ₂ e/MWh) = total lifetime tCO ₂ e, allocated to year of sale.

Categories not currently assessed. Capital goods, upstream leased assets, downstream leased assets, processing of sold products, end-of-life treatment of sold products, franchises and investments. These have been assessed for materiality and considered not significant. For end-of-life treatment of sold products, the Group's equipment is designed for longevity of 15–30 years; decommissioning volumes are low and metal recovery at end-of-life is standard practice. This category will be reassessed as circularity reporting matures.

Base year. 2022, aligned with the SBTi target baseline. Recalculated 2022 base-year figures are held by the Group and available on request.

Recalculation policy. GHG data for 2022–2024 have been recalculated to align with the consolidated financial perimeter. The recalculation addressed two specific issues: (1) the emission factor database used for use-phase modelling (category 3–11) was corrected for 2022 and 2023; and (2) Scope 1 and 2 data for certain sites were adjusted to correct prior overestimation. All prior-year figures reflect recalculated values and differ from those published in the 2024 non-financial report.

Units. Tons of CO₂ equivalent (tCO₂e).

Detailed emissions by GHGP category

GHGP categories	2025	2024	2023
Scope 1	7 925	8 059	7 249
1-1. Stationary combustion sources	4 567	4 439	3 435
1-2. Mobile combustion sources	3 267	3 528	3 811
1-4. Fugitive Emissions	91	91	3
Scope 2	5 915	6 228	5 546
2-2. Purchased electricity	5 915	6 228	5 546

Scope 3	3 750 629	4 277 600	4 580 713
3-1. Purchased goods and services	662 926	773 633	863 455
3-3. Upstream energy	2 212	2 248	4 050
3-4. Upstream freight	29 757	32 698	33 631
3-5. Waste Generated in Operations	2 217	2 431	2 296
3-6. Business travel	7 168	8 289	8 071
3-7. Employee commuting	10 266	10 821	10 479
3-11. Use of sold products	3 036 084	3 447 479	3 658 643
Total	3 764 469	4 291 886	4 593 508

Energy consumption

Scope. Aligned with GHG emissions reporting (consolidated financial perimeter).

Categories. Energy consumption is reported under three categories: fuel consumption for facilities (diesel, methane/natural gas, propane/LPG, wood), vehicle fleet consumption (diesel, petrol/gasoline, electric) and electrical consumption for facilities (grid electricity excluding electric vehicle charging, solar/on-site photovoltaic production, cogeneration).

Fleet fuel clarification. “Oil” in the fleet consumption table refers to petrol and gasoline. This terminology is retained for consistency with internal reporting systems.

Methane and cogeneration. The methane consumption figure for facilities includes the gas input to cogeneration units. The electricity output from cogeneration is also reported under electrical consumption. The treatment of this overlap in the total energy figure is under review; any adjustment will be reflected in future reporting periods. This has no impact on Scope 1 or Scope 2 emissions, where the boundary is clearly defined.

Conversion factors. UK DEFRA 2024 and 2025 for energy content conversions from volume or mass to MWh.

Recalculation. Energy data for 2022–2024 have been recalculated to align with the consolidated financial perimeter. Figures differ from those published in the 2024 non-financial report.

Units. MWh.

Water

Scope. Aligned with the consolidated financial perimeter. 2025 constitutes a new baseline. 2023–2024 data are based on the previous reporting scope and are not directly comparable.

2025 coverage by entity type. Production sites represent 71% of total water withdrawal, service entities 6%, and entities newly included in the reporting perimeter 23%.

Like-for-like comparability. Total withdrawal increased by 18 917 m³ (+20.0%) year on year. The increase is attributable to the extension of the reporting perimeter. On a like-for-like basis (entities already covered in 2024), water withdrawal decreased by 7 707 m³ (-8.1%), reflecting lower production activity.

Water stress. BOBST uses the WRI Aqueduct Water Risk Atlas (latest available version) to identify sites located in high or extremely high water-stress areas. Withdrawal in these areas is reported separately (GRI 303-3). Fifteen of the 38 entities covered are located in high or extremely high water-stress areas. Withdrawal in stressed areas reached 42 728 m³ in 2025, an increase of 77.8% year on year, principally due to the inclusion of entities newly added to the reporting perimeter that are located in extremely high-risk zones. On a like-for-like basis, withdrawal in stressed areas remained broadly stable.

Water quality thresholds. Freshwater: total dissolved solids (TDS) ≤ 1 000 mg/l.
Other water: TDS > 1 000 mg/l.

Water sources. Surface water, groundwater, mix of ground and surface water (three sites where the supply source cannot be precisely attributed), and third-party water (municipal or utility providers). Rainwater harvesting at selected sites is included in surface water withdrawal.

Targets. No Group-level target. Monitoring system across all production sites. Target-setting to be evaluated as the consolidated baseline matures.

Units. m³. Conversion to megaliters (1 000 m³ = 1 ML) where required by GRI 303.

Waste

Scope. Aligned with the consolidated financial perimeter. 2025 constitutes a new baseline. 2023–2024 data are based on the previous reporting scope and are not directly comparable.

2025 coverage by entity type. Production entities represent 82% of total waste generated, service entities 1%, and entities newly included in the reporting perimeter 17%.

Like-for-like comparability. Total waste increased by 883 tons (+18.1%) year on year. The increase is attributable to entities newly included in the reporting perimeter, which account for 990 tons. On a like-for-like basis (entities already covered in 2024), waste decreased by 108 tons (-2.2%). For reference, applying the 2025 consolidated perimeter to 2024 data yields a restated total of 4 779 tons with a recycling rate of 76.4%.

Categories. Metal, cardboard/paper, PET/PVC/other plastics, special/hazardous waste (lubricants, coolants, chemicals), municipal waste, wood, other.

Treatment. Recycling (material recovery, including economic valorization of metals), landfill, incineration (with or without energy recovery), certified treatment for special/hazardous waste.

Recycling rate. Calculation: total waste directed to recycling (t) ÷ total waste generated (t).
Trend: 74% (2023), 76% (2024), 79% (2025).

Units. Metric tons.

Energy and resource consumption of equipment

This section describes the methodology for performance claims related to energy efficiency, resource efficiency and waste reduction during the use phase of BOBST equipment.

Scope. All product lines. Data are product-specific and are not aggregated across lines.

Impact fact sheets. Standardized evaluation sheets document energy consumption, resource use and environmental performance under defined operating conditions. By end-2025, 98% of relevant machines had been assessed. Template: machine type/ configuration, reference production scenario (substrate, speed, run length), measured energy consumption per functional unit, resource inputs.

Measurement and calculation. Claims are derived from product-level testing, standard scenario modelling and structured customer trials. Where expressed as percentages (e.g., “up to 20% energy reduction”), the baseline is the previous-generation machine under the same reference scenario. Illustrative calculation for folding carton die-cutters: measured energy per thousand sheets on new model (kWh) vs. measured energy per thousand sheets on previous model (kWh), expressed as percentage reduction. The “up to” qualifier indicates optimal conditions; actual performance varies.

Functional units. Folding carton: kWh/thousand sheets.
Corrugated board: kWh/thousand m².
Annualized estimates use a defined number of operating hours per year.

Comparability. Not comparable across product lines. Year-on-year comparison valid only within the same line and scenario.

Equipment longevity and circularity

Scope. Installed base of sheet-fed equipment. Cumulative tracking.

Upgrade rate. Calculation: number of sheet-fed machines (folding carton, corrugated board) that have received ≥ 1 upgrade package designed to extend lifetime or reduce environmental impact \div total machines in BOBST's installed-base database for those industries. Result: 17.5% at end-2025.

CO₂ avoidance. Calculation: carbon footprint of manufacturing a new equivalent machine (based on material inputs, energy, logistics) minus carbon footprint of refurbishment process = avoided tCO₂e per machine. Target: 660 tCO₂e/year at ~20 machines/year by 2026–2027.

Packaging recyclability and end-of-life

Scope. Qualitative; quantitative comparisons via third-party LCAs.

LCA methodology. ISO 14040/14044, with academic partners. Functional unit, system boundaries and impact categories disclosed in LCA reports. Baseline: conventional multi-material laminates performing the same barrier function.

Recyclability assessment. European protocols (RecyClass, 4evergreen). Independent testing bodies.

Customer data protection and cyber security

Scope. BOBST Connect platform and associated digital services. Continuous monitoring.

Platform uptime. Calculation: actual availability (hours) \div total scheduled availability (hours) over the reporting period. Measured via Azure monitoring and application-level metrics. Result: 99.99% in 2025.

Security. Zero incidents since deployment. Monitored via continuous systems, external penetration testing, ISO 27001 management system.

Occupational health and safety

Scope. Aligned with the consolidated financial perimeter. In 2025, 38 legal entities were covered: 12 production sites, 19 service centers and 7 entities previously excluded from non-financial reporting. 2025 constitutes a new baseline. 2023–2024 data are based on the previous reporting scope and may not be directly comparable.

OHS management coverage

More than 6 700 employees and temporary workers (97.5% of the total workforce) are covered by an occupational health and safety management system: 55.4% under ISO 45001 (externally certified), 42.1% under systems complying with local legal requirements. The remaining 2.5% are covered by local legal requirements without a dedicated management system.

ISO 45001 certified production sites (8): Grenchen, Mex (Switzerland), Changzhou, Shanghai (China), San Giorgio Monferrato, Firenze (Italy), Lyon (France), and one additional entity in Schwaig bei Nürnberg (Germany).

Main types of work-related injury

Most frequently injured body parts (2025): hands, fingers and wrists (44%), back (13%), ankles and feet (9%), upper limbs (9%), lower limbs (9%). Main hazard identified: working with hand tools and manual handling (39% of injury causes).

Frequency rate calculation

Formula. $(\text{Number of recordable injuries} \times 200\,000) \div \text{total hours worked} = \text{frequency rate per } 200\,000 \text{ hours}$. Fatalities are excluded from frequency rate calculations and reported separately as an absolute count. The combined rate for all employees and temporary staff uses the same formula applied to total injuries and total hours across both categories. Commuting incidents are included only when transport has been organized by the company.

Healthcare access

At 53% of sites, representing approximately 80% of employees, BOBST offers healthcare access beyond the local legal framework. Occupational physicians or specialist nurses are available at major production sites. Several entities organize vaccination campaigns and provide access to wellness programs.

Employees and labor practices

Scope. Employee data for 2023–2025 are presented based on the previous reporting scope and are not yet fully aligned with the consolidated financial perimeter. The indicators cover a headcount of 5 659 (including apprentices), representing 89.6% of the total headcount of 6 314. The difference reflects subsidiaries where harmonized HR processes are not yet in place.

Gender diversity coverage. The breakdown by professional level covers 5 659 employees for whom grading data are available. The difference from the total headcount reflects subsidiaries where HR grading systems are not yet fully integrated. The Board of Directors comprises 6 members (1 woman, 5 men).

Definitions and calculation logic

Headcount. Year-end total from HR systems.

New hires. Total new employees during reporting year, by age (<30, 30–50, >50), gender, region.

Leavers and turnover rate. Calculation: number of leavers in the category ÷ average employees in the category = turnover rate (%) where average is the sum of month-end total from HR system divided by 12 months. This methodology is applied consistently across all years presented (2023–2025). Any future change will be flagged in the table.

Equal remuneration. Based on the Mercer IPE methodology (position classes 42–53). Calculation: average female base salary in a position class ÷ average male base salary in the same position class = ratio (%). A ratio of 100% represents pay equity; variance within ± 5% is considered natural. Outliers with market position below 60% or above 150% are excluded for data reliability. 2025 coverage: China, France, Italy, Switzerland. Significant locations are defined as countries with more than 500 employees; China (~400 employees) is included due to benchmarking maturity. Extension follows job catalogue roll-out.

Apprenticeship. Reported for Bobst Mex SA as the principal apprenticeship center.

Data sources. HR information systems, local reporting tools, internal consolidation processes.

Sustainable procurement

Scope. Suppliers screened per the purchasing process described in the Sustainable Procurement section. May not represent the full supply base.

Four-step approach. (1) Supplier self-declaration with the Supplier Code of Conduct, (2) Supplier Risk Assessment (SRA), (3) EcoVadis assessment, (4) on-site assessment for suppliers rated $\leq 31/100$.

Coverage metric. Calculation: procurement spend covered at each step ÷ total addressable procurement spend = % coverage.

Downgrade policy. “New business hold” for non-compliance. Phase-out if Supplier Code of Conduct breach persists.

Environmental and social screening. Integrated process since 2022. Same due diligence covers both environmental and social criteria.

Negative impacts. No suppliers identified with significant actual or potential negative social impacts during the reporting period. No relationships terminated on social grounds.

Child labor due diligence

Legal framework. ODiTr, articles 5–8. Risk identification via UNICEF Children’s Rights and Business Atlas. Assessment through SRA and four-step approach. Coverage calculation: assessed procurement spend linked to high-risk regions ÷ total procurement spend linked to high-risk regions = % coverage.

Conflict minerals due diligence

Legal framework. ODiTr, section 2, articles 3–4. Below ODiTr thresholds. Product-focused approach (Au, Ta, Sn, W). Four-step SRA. CMRT from RMI implemented 2024. Coverage calculation: assessed procurement spend for relevant products ÷ total procurement spend for relevant products = % coverage.

Ethics, integrity and anti-corruption

Scope. Internal reporting systems and Integrity Line (open to employees and external stakeholders).

Anti-corruption training. More than 5 000 employees trained globally on Code of Conduct including anti-corruption. All new joiners progressively onboarded. Anti-Corruption Policy communicated to governance bodies, employees, agents, intermediaries and suppliers per risk. Breakdowns by category, region and governance body not yet available due to system multiplicity. Granularity to improve as systems harmonize.

Summary of baselines and coverage

Because of the alignment of the non-financial reporting scope with the consolidated financial perimeter in 2025, the following principles apply:

Indicator group	Previous data (2023–2024)	2025 baseline	Recalculated	Page
GHG	Recalculated (consol. perimeter)	Consolidated perimeter	Yes (2022–2024)	17
Energy	Recalculated (consol. perimeter)	Consolidated perimeter	Yes (2022–2024)	18
Water	Previous reporting scope	New baseline	No	19–20
Waste	Previous reporting scope	New baseline	No	20–21
OHS	Previous reporting scope	New baseline	No	31–32
Employees	Previous reporting scope	Previous reporting scope *	No	28–30
Procurement	Suppliers screened (partial)	Suppliers screened (partial)	No	36–37
Child labor	Suppliers assessed (partial)	Suppliers assessed (partial)	No	37
Conflict minerals	Suppliers assessed (partial)	Suppliers assessed (partial)	No	38
Ethics	Training and reporting mechanisms (partial)	Training and reporting mechanisms (partial)	No	33–34, 38

* Not yet fully aligned with the consolidated financial perimeter. Pending HR system integration across all fully consolidated subsidiaries.

Climate scenario analysis methodology

Data source. EarthScan (CMIP6, regional downscaling, probabilistic hazard metrics).

Pathways. RCP 2.6 (1.5–2°C), RCP 4.5 (intermediate), RCP 8.5 (high emissions).

Horizons. 2030 (operational/capex), 2050 (strategic/asset lifetime).

Hazards. Heat/heat stress, extreme precipitation, flooding, drought, extreme wind, wildfire.

Hazard	Metrics
Heat/heat stress	Hot days >35°C, heatwave duration/intensity, max wet-bulb temp, mean temp increase.
Extreme precipitation	24h extreme rainfall, frequency/intensity changes, return-period shifts.
Flooding	Flood likelihood, depth-damage curves, inundation depth, 1-in-100yr shifts.
Drought	SPEI, dry-spell duration, soil moisture anomalies.
Extreme wind	Max 3-second/sustained speeds, high-wind frequency, return-period shifts.
Wildfire	Fire Weather Index, severe fire weather likelihood.

Assessment steps. (1) Asset mapping via geospatial interface; (2) projected hazard metrics per RCP/horizon; (3) exposure categorization (low/medium/high); (4) compound risk identification; (5) portfolio-level consolidation for vulnerability assessment priorities.

23. GRI AND SDGS CONTENT INDEX

Statement of use

Bobst Group has reported the information cited in this GRI content index for the period 1 January to 31 December 2025 with reference to the GRI Standards.

GRI 1 used. GRI 1 – Foundation 2021.

GRI Standard	Disclosure	Location in BOBST' report	SDGs targets
General Disclosures – GRI 2 (2021)			
2-1	Organizational details	Annual Report 2025, pp. 11, 14, 70–71, 83	–
2-2	Entities included in sustainability reporting	Annual Report 2025, pp. 32–33, 70–71	–
2-3	Reporting period, frequency, contact	Annual Report 2025, pp. 22–23, 69	–
2-4	Restatements of information	Non-financial report 2025, p. 8, pp. 44–46	–
2-5	External assurance	Non-financial report 2025, p. 5	–
2-6	Activities, value chain	Non-financial report 2025, p.10; Annual report 2025, pp. 2, 11, 38–40, 70–71	–
2-7	Employees	Non-financial report 2025, p. 28	–
2-8	Workers who are not employees	Non-financial report 2025, p. 49	–
2-9	Governance structure	Non-financial report 2025, p. 6; Annual report 2025, pp. 12–19	–
2-10	Nomination of highest governance body	Annual report 2025, pp. 15, 17	–
2-11	Chair of highest governance body	Annual report 2025, pp. 12–15	–
2-12	Oversight of impacts	Non-financial report 2025, pp. 5–6	–
2-13	Delegation of sustainability responsibilities	Non-financial report 2025, p. 6	–
2-14	Role in sustainability reporting	Non-financial report 2025, p. 6; Annual report 2025, pp. 16–17, 22	–
2-15	Conflicts of interest	Annual report 2025, pp. 12–14, 20, 68	–
2-16	Communication of critical concerns	Non-financial report 2025, pp. 5–6	–
2-17	Collective knowledge of highest body	Non-financial report 2025, p. 6. ESG training program for Board members planned; implementation rescheduled pending regulatory clarification.	–
2-18	Performance evaluation of highest body	Not explicitly disclosed in the Annual report 2025.	–
2-19	Remuneration policies	Annual Report 2025, pp. 15, 20	–
2-20	Process to determine remuneration	Annual Report 2025, pp. 15, 20	–
2-21	Annual total compensation ratio	Annual Report 2025, p. 68	–
2-22	Statement on sustainability strategy	Non-financial report 2025, p. 3	–
2-23	Policy commitments	Non-financial report 2025, pp. 5–6, pp. 32–34	–
2-25	Processes to remediate negative impacts	Non-financial report 2025, p. 6, pp. 33–34, p. 38	–
2-26	Advice/raising concerns mechanisms	Non-financial report 2025, p. 38	–
2-27	Compliance with laws	Non-financial report 2025, pp. 14–15. No significant instances of non-compliance with laws and regulations were identified during the reporting period.	–
2-28	Membership associations	Non-financial report 2025, pp. 7, 24	–
2-29	Stakeholder engagement	Non-financial report 2025, pp. 10, 24, 26–30, 36–37	–

GRI Standard	Disclosure	Location in BOBST' report	SDGs targets
General Disclosures – GRI 2 (2021) (Continued)			
2-30	Collective bargaining agreements	Information not available at Group level. To be disclosed in future reporting cycles.	-
Material Topics – GRI 3 (2021)			
3-1	Process to determine material topics	Non-financial report 2025, p. 10	-
3-2	List of material topics	Non-financial report 2025, p. 10	-
3-3	Management of material topics	Non-financial report 2025, p. 10	-
Anti-corruption – GRI 205 (2016)			
205-2	Communication and training on anti-corruption	Non-financial report 2025, pp. 33–34	16.5
Energy – GRI 302 (2016)			
302-1	Energy consumption	Non-financial report 2025, pp. 18, 46	7.2, 7.3, 8.4, 12.2, 13.1
302-5	Reduction of energy requirements	Non-financial report 2025, pp. 17–18, 21–22	7.3, 8.4, 12.2, 13.1
Water – GRI 303 (2018)			
303-3	Water withdrawal	Non-financial report 2025, pp. 19–20, 46–47	6.4
Emissions – GRI 305 (2016)			
305-1	Scope 1 emissions	Non-financial report 2025, p. 17, pp. 44–45	3.9, 12.4, 13.1
305-2	Scope 2 emissions	Non-financial report 2025, p. 17, pp. 44–46	3.9, 12.4, 13.1
305-3	Scope 3 emissions	Non-financial report 2025, p. 17, pp. 45–46	3.9, 12.4, 13.1
Waste – GRI 306 (2020)			
306-1	Waste generation and impacts	Non-financial report 2025, p. 11, pp. 20–21, p. 47	3.9, 6.3, 11.6, 12.4, 12.5
306-2	Management of waste impacts	Non-financial report 2025, pp. 20–21, p. 47	3.9, 6.3, 8.4, 11.6, 12.4, 12.5
306-3	Waste generated	Non-financial report 2025, pp. 20–21, p. 47	3.9, 6.3, 11.6, 12.4, 12.5
Supplier Environmental Assessment – GRI 308 (2016)			
308-1	New suppliers screened using environmental criteria	Non-financial report 2025, pp. 36–37, p. 50	8.4, 12.6
Employment – GRI 401 (2016)			
401-1	New hires & turnover	Non-financial report 2025, pp. 28–29, pp. 49–50	5.1, 8.5, 8.6, 10.3
Occupational health and safety – GRI 403 (2018)			
403-1–403-9	OHS management system, hazards, training, participation, health services, incident management, coverage, injuries	Non-financial report 2025, pp. 30–32, p. 49	3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, 8.8

GRI Standard	Disclosure	Location in BOBST' report	SDGs
Diversity and equal opportunity – GRI 405 (2016)			
405-1	Diversity of governance bodies and employees	Non-financial report 2025, pp. 28–29, p. 49	5.1, 5.5, 8.5
405-2	Pay ratio women/men	Non-financial report 2025, p. 28, p. 50.	5.1, 8.5, 10.3
Supplier social assessment – GRI 414 (2016)			
414-1	New suppliers screened using social criteria	Non-financial report 2025, p. 37, p. 50	5.2, 8.8
414-2	Negative social impacts and actions taken	Non-financial report 2025, pp. 36–37, p. 50	5.2, 8.8, 16.1
Customer health and safety – GRI 416 (2016)			
416-1	Health and safety impact assessment of product categories	Non-financial report 2025, pp. 25–26	3.9, 16.3

Certain statements in the non-financial report, including but not limited to those regarding expectations for general economic development and the market situation, expectations for customer industry profitability and investment willingness, expectations for company growth, development and profitability and the realization of synergy benefits and cost savings, and statements preceded by “expects”, “estimates”, “forecasts” or similar expressions, are forward-looking statements. These statements are based on current decisions and plans as well as on currently known factors. They involve known and unknown risks and uncertainties which may cause the actual results to materially differ from the results currently expected by the company.

Potential risks and uncertainties include such factors as general economic conditions, foreign exchange rate and interest rate fluctuations, competitive product and pricing pressures, the company’s operating conditions, and regulatory developments.

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