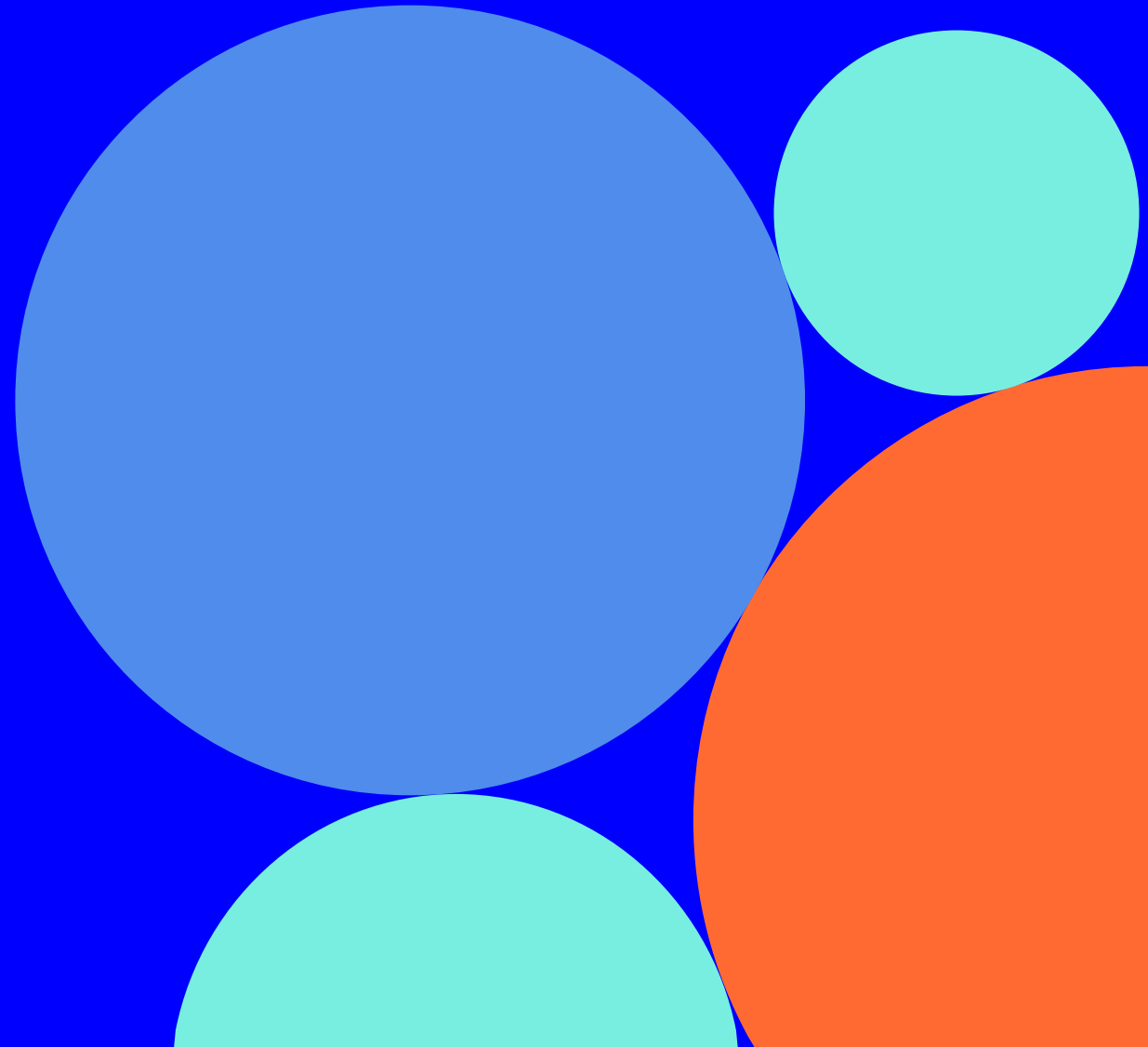


The power of science & sustainability

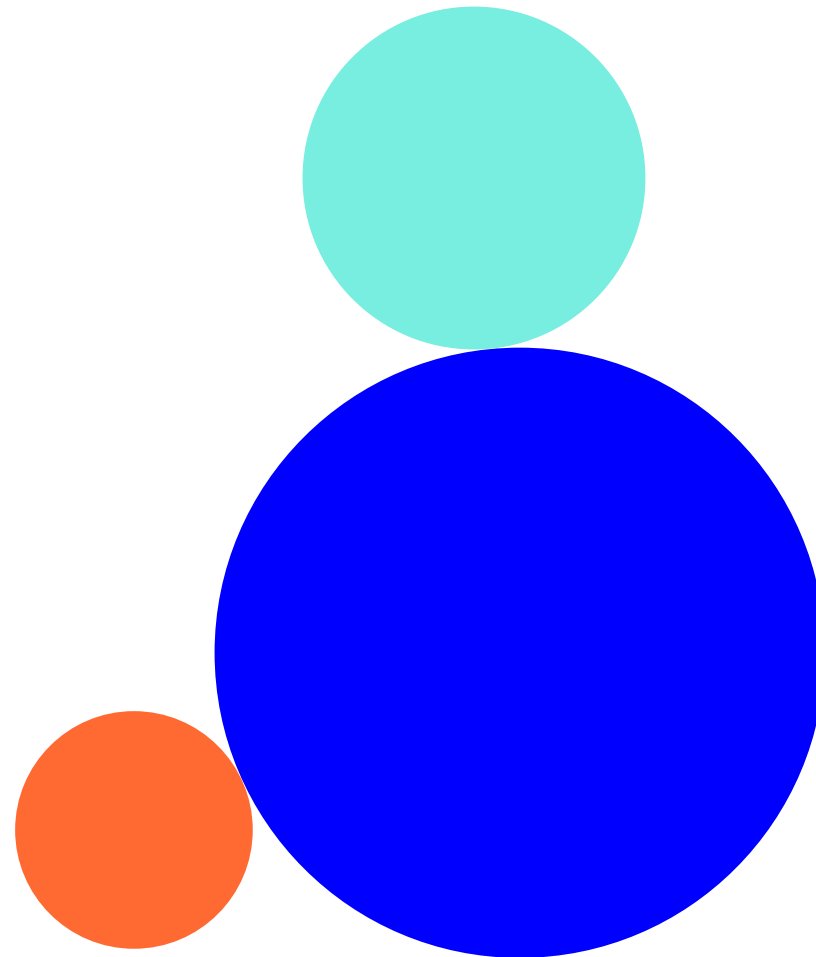
Arxada Sustainability KPI Dashboard

Supporting Information to the Arxada 2023 Sustainability Report

22-JAN-2025







01.

Background and General
Information

Background and General Information

- ❑ This dashboard provides supporting information to the Arxada 2023 Sustainability Report published in August of 2024

- ❑ Arxada's commitment to Sustainability is supported by the following information
 - ❑ [Sustainability Report 2023](#)
 - ❑ [EcoArx – Sustainable Procurement and Responsible Sourcing](#)
 - ❑ [Arxada Global Sustainability Policy on the Arxada Policy hub](#)
 - ❑ [Arxada Supplier Code of Conduct on the Arxada Policy hub](#)

- ❑ This dashboard is interactively linked and by clicking on headings and content chapters, the user can directly access the relevant data.

02.

General Company Information and KPIs

General Company Information and KPIs - Content

- ❑ General Disclosures pt.1 - history and data
- ❑ General Disclosures pt.2 - systems
- ❑ General Disclosures pt. 3 – sustainability report background
- ❑ General Disclosures pt. 4 – sustainability report background II
- ❑ Site Coverage and site distribution

General Company Information and KPIs

General Disclosures pt.1 - history and data

General Disclosures

Arxada History

Arxada was created as a standalone company in 2021. The current company setup was achieved by acquisitions of the businesses of Enviro Tech and Troy. General corporate KPIs are available starting in the year 2022. Where reportable data from the legacy companies is available for earlier years, it is indicated in the corresponding data tables.

General data disclosure

The data in this sustainability dashboard supports the information given in the Arxada 2023 Sustainability report published in August of 2024. Where appropriate, further data and information belonging to the year 2024 is provided. If this is the case, it is indicated in the corresponding data tables.

General Company Information and KPIs



General Disclosures pt.2 - systems

Training systems *)

*) Arxada operates different training management and content management systems for different training purposes. The systems and their time of usage is presented below.

Name	Description amd coverage	used since
Veeva ®	Document and Trainings management System. This system contains data on documents read and understood in the area of Environmental, Health/ Safety, Quality and Operational activities. Selected sites also use the system for relevant classroom or operational trainings.	2022 for document control, 2023 for training management. Legacy data from legacy Lonza sites partially transferred.
Intelex ®	System used for the documentation of Environmental, Health/ Safety and Operational trainings of legacy Troy, legacy Enviro Tech and, starting 2023 also general Arxada sites.	2023 for whole of Arxada. Legacy data for Troy and Enviro Tech sites partially available
KnowBe4 ®	Training systm for IT and Ethics related trainings.	2023. Prior system for Ethics Trainings (True Office) decomissioned in 2024. Legacy data from that system used for the coverage
LinkedIn ® Learning	Commercial system used for managerial training in 2024	2024
TrueOffice ® Learning	Training content system used for compliance training until 2024. Decommissioned	2022 until 2024; legacy data partially available and used for training assessment.

Appraisal and development systems *)

*) Arxada operates different appraisal and development systems, based on the company legacy (Arch, Lonza, Troy, Enviro Tech).

Workday ®	Workday is the Human Resource managment system used in legacy Arch and legacy Lonza sites. In 2024, legacy Troy and legacy Enviro Tech employees are also managed in Workday. The system is used for onboarding, offboarding and career development tracking and processes.	2021 (2024 for Troy and Enviro Tech)
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Legacy information *)

*) Based on the viability and the review cycle of documented information (Policies, Processes, SOPs, Work Instructions, Records) used to provide the information contained in this dashboard, documents containing the legacy names: Lonza, Lonza Specialty Ingredients, Arch, Arch Chemicals, Troy and Enviro Tech can be valid information for Arxada. Legacy documents that have been transferred to the Arxada document management system contain an Arxada header providing the document number, approval date and title at least.

General Company Information and KPIs

General Disclosures pt. 3 – sustainability report background

	General Disclosures	
Performance indicator	FY23	Framework
Organization Name	Herens Midco S.a.r.l.	GRI 2-1
Ownership Status	Private equity, owned by Bain and Cinven funds, holding company.	GRI 2-1
Headquarters Location	Basel, Switzerland.	GRI 2-1
Countries of Operation	See Our Business and Sustainability.	GRI 2-1
Entities in Sustainability Reporting	Troy Corp and Arxada AG.	GRI 2-2
Differences between entity list in financial reporting and sustainability reporting	N/A Audited Financials on Harens Midco S.a.r.l. are non-public information.	GRI 2-2
Reporting period (sustainability and financial reporting)	01.01.2023 - 31.12.2023	GRI 2-3
Report cycle	Annual	GRI 2-3
Report publication date	07.08.2024	GRI 2-3
Report Contact Point General enquiries on sustainability email:	Sustainability@Arxada.com	GRI 2-3
Restatement of information	N/A	GRI 2-4
External assurance	External assurance was sought for the assessment of embedded KPIs in our Sustainability-Linked Financial Instruments, covering Scope 1 and Scope 2 (locationbased and market- based) as well as total waste generated for our Sustainability Report for the reporting year 2023. See Our 2023 External Assurance Report from ERM-CVS and Our Business & Sustainability'	GRI 2-5
Sector	Chemicals sector	GRI 2-6
Value chain and activities	See Greenhouse Gas (GHG Emissions and Air Quality).	GRI 2-6
Governance structure and composition	See Sustainability Governance.	GRI 2-9
Nomination and selection of the highest governance body	See Sustainability Governance.	GRI 2-10
Chair of the highest governance body	Arxada does not have a formal Chairman of the Board.	GRI 2-11
Role of the highest governance body in overseeing the management of impacts	See Sustainability Governance.	GRI 2-12
Remuneration policies	See Sustainability Governance.	GRI 2-19
Statement on sustainable development strategy	See Our Business and Sustainability.	GRI 2-22

General Company Information and KPIs

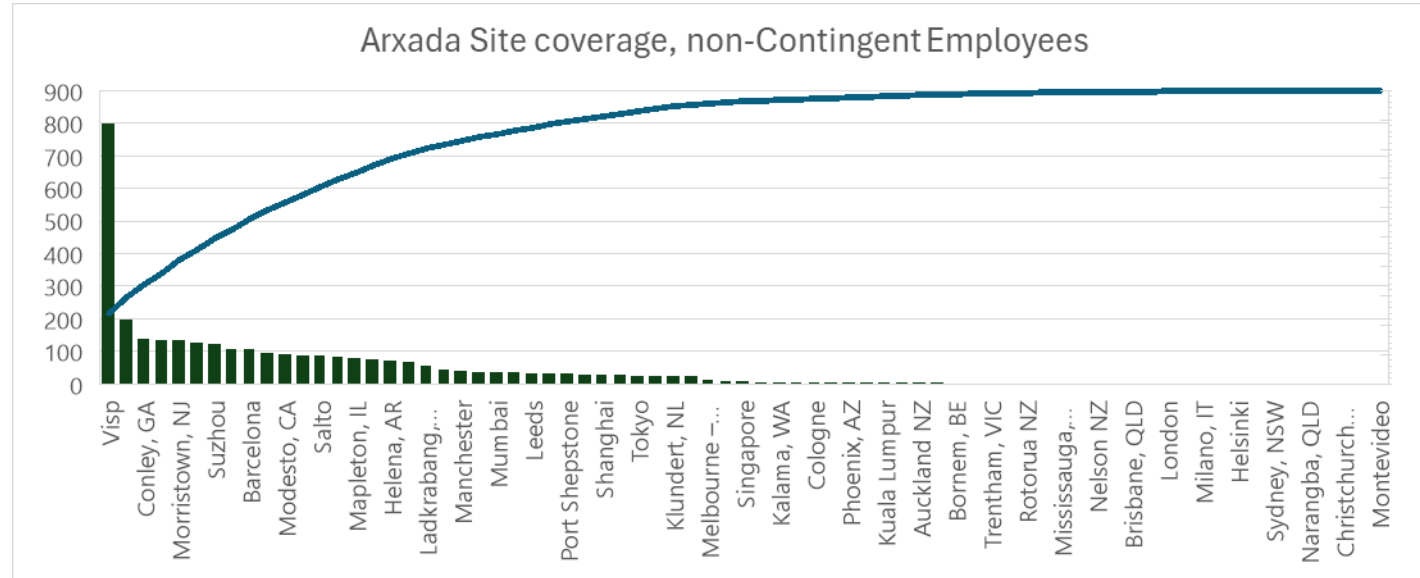
General Disclosures pt. 4 – sustainability report background II

	General Disclosures	
Policy commitments	<p>See Sustainability Governance and Resources & Downloads.</p> <p>Arxada's policies are approved by the relevant ELT members and boards of the relevant legal entities.</p> <p>The policies mentioned above are communicated through the Arxada internet, intranet and periodic ethics & compliance training programs, such as our True Office training platform and periodic Legal Department training programs.</p>	GRI 2-23
Embedding policy commitments	<p>See Sustainability Governance.</p>	GRI 2-24
Processes to remediate negative impacts	<p>See Business Ethics.</p> <p>Several of the company's manufacturing sites, including Visp, Newark, Mapleton, Willamsport, Conley and Suzhou have labor unions, which have Collective Bargaining Agreements (CBAs) under relevant local laws containing grievance mechanisms.</p> <p>In the event the company receives claims or complaints from associates or third parties, the Legal Department thoroughly investigates them with the appropriate internal stakeholders and business/functional partners, supported by outside counsel where internal stakeholders to determine appropriate actions. necessary, and works with Processes involving the Legal Department are periodically reviewed and evaluated as needed, depending on a variety of factors.</p>	GRI 2-25
Mechanisms for seeking advice and raising concerns	<p>The HR and Legal Departments typically support grievance processes.</p> <p>Guidance regarding reporting concerns is included in several company policies (such as some mentioned above), during training programs and during everyday business counselling.</p>	GRI 2-26
Approach to stakeholder engagement	<p>See Business & Sustainability and Advocacy leadership for science-based decision-making for a sustainable future.</p>	GRI 2-29

General Company Information and KPIs



Site Coverage and site distribution



Type of site	Number per type	total employees	non-contingen employees
headquarter	6	1016	512
office	13	341	316
operations	28	2815	2482
sales	26	58	55
Total	73	4230	3365

03.

Environmental KPIs and Targets

- ❑ Planet Pillar disclosures – Greenhouse gas emissions
- ❑ Planet Pillar disclosures – Greenhouse gas emissions II
- ❑ Planet Pillar disclosures – Air quality and Energy management
- ❑ Planet Pillar disclosures – Waste management
- ❑ Planet Pillar disclosures – Safety & environmental stewardship for chemicals

Environmental KPIs and Targets

Planet Pillar disclosures – Greenhouse gas emissions

Planet Pillar disclosures *)

*)The scope of our Planet Pillar data, excluding only our Scope 3 data, includes all manufacturing sites with FTE > 10 (note, Auckland New Zealand and Trentham Australia manufacturing sites are included even though they have less than 10 FTEs) and Pilot Manufacturing sites with FTE > 45. Emissions and waste from offices are not included, as these are not material to Arxada’s overall emissions and waste. See site coverage data

Performance indicator	Greenhouse gas emissions			Framework
	FY21	FY22	FY23	
Scope 1*)	658,222 tCO ₂ e	181,138 tCO ₂ e	190,865 tCO ₂ e	GRI 305-1, 305-2, 305-3, 305-5
Scope 2 location-based**)	173,871 tCO ₂ e	155,514 tCO ₂ e	150,175 tCO ₂ e	
Scope 2 market-based	168,216 tCO ₂ e	163,052 tCO ₂ e	155,446 tCO ₂ e	
Total Scope 1 and 2 (market-based)	826,438 tCO ₂ e	344,190 tCO ₂ e	346,311 tCO ₂ e	
Scope 3***	1725106 tCO ₂ e	1,538,976 tCO ₂ e	1,465,020 tCO ₂ e	

*)Our Scope 1 emissions include the direct emissions to air from our operations, including CO₂, N₂O, CH₄, from fuels (e.g., LPG and Fuel Oil). Arxada does not have emissions from PCF, HFCs or SF₆.

***)Our Scope 2 emissions are composed of purchased electricity and steam. For European locations, instead of the applicable residual mix factors, location-based IEA factors have been used.

Environmental KPIs and Targets

Planet Pillar disclosures – Greenhouse gas emissions II

Planet Pillar disclosures *)

*)The scope of our Planet Pillar data, excluding only our Scope 3 data, includes all manufacturing sites with FTE > 10 (note, Auckland New Zealand and Trentham Australia manufacturing sites are included even though they have less than 10 FTEs) and Pilot Manufacturing sites with FTE > 45. Emissions and waste from offices are not included, as these are not material to Arxada’s overall emissions and waste. See site coverage data

Greenhouse gas emissions

Performance indicator	FY21	FY22	FY23	Framework
Improved Scope 3***)	–	2,716,589 tCO ₂ e	2,633,184 tCO ₂ e	
***) Our Scope 3 data includes Arxada (legacy LSI), Troy and Envirotech. The Scope 3 emissions calculations exclude the following categories: Upstream leased assets (Cat. 8), Processing of sold products (Cat. 10), Use of sold products (Cat. 11), End-of-life treatments of sold products (Cat.12), Downstream leased assets (Cat.13), Franchises (Cat.14), Investments (Cat.15). As an improvement of our Scope 3 approach, our 2022 and 2023 data also include Processing of sold products (Cat.10) and End-of-life treatments of sold products (Cat.12). For our Waste generated in operations (Cat. 5) data, the footnote 1 of the sustainability report scope limitations apply.				
Total Scope 1, 2 (market-based) and 3 emissions	2551544 tCO ₂ e	3,060,780 tCO ₂ e	2,979,495 tCO ₂ e	
Base year	2021			
Consolidation approach	Operational control			
Standards, methodologies, assumptions and calculation tools	GHG Emissions are defined as Scope 1, 2 and 3 greenhouse gas emissions of the Group, determined in accordance with the Scope 1, 2 and 3 guidance of the GHG Protocol Corporate Accounting and Reporting Standard.			
% reduction to baseline GHG emissions* (target)	-9%	-12%	-15%	
% reduction GHG emissions (actual)	-	-70%	-65%	
performance against target	n.a.	+583%	+433%	
Baseline GHG Emissions are the GHG Emissions for the Financial Year ending 31. December 2018, being 484.0 CO ₂ equivalent tons per CHF million of total sales of the Group				

Environmental KPIs and Targets

Planet Pillar disclosures – Air quality and Energy management

	Air quality management			
Performance indicator	FY21	FY22	FY23	Framework
Nox *)	75.0 t	68.6 t		61.31 GRI 305-7, SASB RT-CH-120a.1

*) NOx emissions do not include N₂O, which is included in our Scope 1.

SOX	3.8 t	3.8 t	2.7 t
voes	166.3 t	168.8 t	189.3 t
PM10	51.4 t	51.4 t	38.2 t

	Energy management			
Performance indicator	FY21	FY22	FY23	Framework
Total energy consumed	5,616,650 GJ	5,043,030 GJ	5,026,890 GJ	SASB RT-CH-130a.1
% grid electricity		30%	32%	32%
% renewable		5%	1%	1%

Environmental KPIs and Targets

Planet Pillar disclosures – Waste management

Performance indicator	FY21	FY22	FY23	Framework
Third-party waste management	See Supplier Code of Conduct. Additionally, legislative compliance is administrated locally based on local legislation.			GRI 306-2, 306-3, 306-4, 306-5
Total waste generated*	70,717 t	53,881 t	48,729 t	
* Metrics have been assured by ERM CVS. For more information, please see the External Assurance Report which details the scope, activities and conclusion of their engagement.				
Hazardous waste generated	57,670 t	41,203 t	40,844 t	
Non-hazardous waste generated	13,047 t	12,678 t	7,885 t	
Hazardous waste recycled	6,899 t	5,109 t	5,417 t	
Non-hazardous waste recycled	2,522 t	2,585 t	1,661 t	
Hazardous waste incinerated	34,671 t	31,583 t	28,851 t	
Hazardous waste sent to landfill	3,034 t	1,240 t	282 t	
Hazardous waste disposed (other options)	13,064 t	3,269 t	6,293 t	
Non-hazardous waste incinerated	1,573 t	2,483 t	1,661 t	
Non-hazardous waste sent to landfill	8,951 t	7,610 t	4,563 t	
Location of disposal	100% of waste captured is directed to offsite disposal.			
% reduction to Baseline Waste Intensity* (target)	-6%	-8%	-10%	
% reduction GHG emissions (actual)	-	-70%	-65%	

Baseline Waste Intensity is the Waste Intensity for the Financial Year ending 31. December 2018, being 49.5 tons of hazardous and non-hazardous waste per CHF million of total sales of the Group

Environmental KPIs and Targets



Planet Pillar disclosures – Waste management

Safety & environmental stewardship for chemicals

Performance indicator	FY21	FY22	FY23	Framework
% of products containing GHS category 1 and 2 health and environmental hazardous substances.*)	-	-	77%	76% SASB RT-CH-410b.1, RT-CH-410b.2

*) Value is calculated for classified products; products that are not classified with relevant hazards but contain individual classified components are not considered. The percentage is given based on the number of SKUs in SAP (stock keeping units= material numbers). Wood Protection, Crop Protection NZ, Troy and Enviro Tech are not included within this calculation.

% of products containing GHS category 1 and 2 health and environmental hazardous substances with a hazard assessment *)	-	-	100%	100%
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*) Value applies to the entire Arxada portfolio.

Management of the legal & regulatory environment See Advocacy Leadership for Science-Based Decision Making SASB RT-CH-530a.1 for a Sustainable Future

04.

Labor and Human Resources KPIs and Targets

- ❑ Workforce health & safety
- ❑ Operational safety and diversity information
- ❑ Employee Engagement
- ❑ Employment
- ❑ Employment II
- ❑ Employee Training
- ❑ Collective bargaining and living wage

Labor and Human Resources KPIs and Targets

Workforce health & safety

People Pillar disclosure *)

*) Unless otherwise noted, the data covers 100% of our workforce, including Arxada (legacy Lonza Specialty Ingredients and legacy Arch Chemicals), Troy and Enviro Tech.

Performance indicator	FY21	FY22	FY23	Framework
Child labor and forced or compulsory labour	See 2022 Report, Supplier Code of Conduct			GRI 408-1, 409-1
Workforce health & safety				
Process to identify work-related risks	-	-	See Creating a Health and Safety Culture and Management and Auditing of Sites for more information (2023 Sustainability report)	GRI 403-2, 403-8
Number of comprehensive SIF prevention inspections	-	502	1994	
Percentage of operation sites where health & safety risk assessments have been conducted	-	100%	100%	
Number of sites where global audits have been conducted	-	19	9	
Total Recordable Incident Rate (TRIR)	1.03	1.21	0.87	GRI 403-9, SASB RT-CH-320a.1, RT-CH-320a.2
Total Recordable Fatality Rate (TRFR)	0	0	0	
Lost Time Injury Frequency Rate (LTIFR)	0.23	0.41	0.38	
Target LTIFR	-	0.2	0.1	
Performance against target	-	+105%	+280%	
Number of lost time incidents	7	17	16	
Number of work-related accidents (Recordable Injuries)	30	47	38	
Mio hours worked (base for TRIR *)	6.02	8.17	8.48	

*) starting full year 2022, legacy Troy and legacy Enviro Tec sites are included in the recordable injuries and work hour calculation.

Labor and Human Resources KPIs and Targets



Operational safety and diversity information

People Pillar disclosure *)

*) Unless otherwise noted, the data covers 100% of our workforce, including Arxada (legacy Lonza Specialty Ingredients and legacy Arch Chemicals), Troy and Enviro Tech.

Performance indicator	FY21	FY22	FY23	Framework
Operational safety, emergency preparedness & response				
Process Safety Incidents Count (PSIC)	-		38	29SASB RT-CH-540a.1, RT-CH-540a.2
Process Safety Total Incident Rate (PSTIR)	-		0.98	0.68
Number of transport incidents	-		0	0
Individual associate safety engagements	-		17451	74593

Diversity & equal opportunity³

³ The data provided is only for Arxada (legacy LSI). In 2022 this represented 74% of the company. In 2023 this represents 80% of the company.

Senior leadership gender diversity (F = Female, M = Male, N = Not declared)	-	F 46 (23%) M 158 (77%) N 0 (0%)	F 54 (26%) M 157 (74%) N 0 (0%)	GRI 405-1
Gender diversity	-	F 934 (25%) M 2866 (75%) N - (0.15%)	F 691 (26%) M 2013 (74%) N - (<0.5%)	
% of women employed in relation to the whole organization	-		24%	26%
% of women within the organization's board	-		0%	0%
*) in December 2024 one female board member added, leading to a female representation of 9% on the board				
% of women within the organization's executive leadership team	-		30%	30%
Non-discrimination		See our Code of Conduct		

Labor and Human Resources KPIs and Targets



Employee Engagement

People Pillar disclosure *)

*) Unless otherwise noted, the data covers 100% of our workforce, including Arxada (legacy Lonza Specialty Ingredients and legacy Arch Chemicals), Troy and Enviro Tech.

Performance indicator	FY21	FY22	FY23	Framework
Employee engagement				
Percentage of associates who responded to Insight2Action survey	-		73%	71%*)
DEI Score	-	7.4/ 10	7.5/ 10	
Health & Wellness	-	7.0/ 10	7.2/ 10	
Average eNPS score *)	-	7.2/ 10	6.7/ 10	

*) the eNPS score is the measure of employee satisfaction in the Arxada employee engagement survey

Labor and Human Resources KPIs and Targets



Employment

People Pillar disclosure *)

*) Unless otherwise noted, the data covers 100% of our workforce, including Arxada (legacy Lonza Specialty Ingredients and legacy Arch Chemicals), Troy and Enviro Tech.

Performance indicator	FY21	FY22	FY23	Framework
		Employment		
Total employees	-		3600	3400 GRI 401-1, 401-2, 401-3
New hires	-		157	425
New hire gender diversity	-	F 23% M 53% N 24%	F 36% M 63% N 2%	
Turnover gender diversity ³ (see above)	-	The total turnover rate for 2022 is 17.25%. We are unable to provide a turnover rate by gender for 2022.	The total turnover rate for 2023 is 16.70%. The turnover rate by gender was Female 26% and Male 74%.	
Full-time employee benefits	-	For U.S. FTEs: • Medical • Dental • Vision • Life insurance • Disability coverage • 401k participation	For U.S. FTEs: • Medical • Dental • Vision • Life insurance • Disability coverage • 401k participation See Associate Benefits for more information.	

Labor and Human Resources KPIs and Targets



Employment II

People Pillar disclosure *)

*) Unless otherwise noted, the data covers 100% of our workforce, including Arxada (legacy Lonza Specialty Ingredients and legacy Arch Chemicals), Troy and Enviro Tech.

Performance indicator	FY21	FY22	FY23	Framework
Significant locations of operation	-	See Our Business & Sustainability and site data	See Our Business & Sustainability and site data	
Parental leave entitlement female	-	Variable by region and location	Variable by region and location	
Parental leave entitlement male	-	Variable by region and location	Variable by region and location	
Parental leave female	-	1 (based on last 6 months of 2022 only)		7
Parental leave male	-	1 (based on last 6 months of 2022 only)		5
Community relations	-	See Community Involvement	See Community Involvement	SASB RT-CH-210a.1
Training & education	-	See Attracting, Enabling & Engaging a Diverse Workforce and Health & Safety	See Attracting, Enabling & Engaging a Diverse Workforce and Health & Safety	GRI 404-2

Labor and Human Resources KPIs and Targets



Employee Training

People Pillar disclosure *)

*) Unless otherwise noted, the data covers 100% of our workforce, including Arxada (legacy Lonza Specialty Ingredients and legacy Arch Chemicals), Troy and Enviro Tech.

Performance indicator	FY21	FY22	FY23	Framework
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Employee training

Associate training on occupational health and safety *)	-	Training conducted at site level according to local legislation.	Training conducted at site level according to local legislation. Additionally, see Safer Together at Arxada and Creating a Health and Safety Culture for more information	GRI 403-5
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*) further information on the Arxada training system(s) can be found in the general information part of this dashboard

total training hours per year		9614	13560	43264
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this number contains operational, quality, environmental, health and safety and management training hours

% of employees trained on specific environmental issues		2%	4%	9%
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*) due to the implementation of a global training on the integrated sustainability policy in 2024, the training % on Environmental trainings was 39% for 2024.

total hours of training - Environmental training		16	54	224
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total hours of training - Health and safety training		1849	3737	9089
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total hours of training - Quality training		1869	2783	9792
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total hours of training - operational training		5880	6986	24159
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total hours of training - management development training	n.a.	n.a.	n.a. *)	
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*) In 2024, LinkedIn Learning used as management training platform - 5955 h of management development training taken

total hours of training - IT awareness	-	-	- *)	
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*) IT awareness training moved to KnowBe4 Platform in 2024 - 3475 hrs of training on IT topics performed in 2024

total hours of training - ethics	-	-	- *)	
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*) Ethics trainings moved to KnowBe4 Platform in 2024 - 2094 hrs of Ethics related trainings performed in 2024

Labor and Human Resources KPIs and Targets



Collective bargaining and living wage

People Pillar disclosure *)

*) Unless otherwise noted, the data covers 100% of our workforce, including Arxada (legacy Lonza Specialty Ingredients and legacy Arch Chemicals), Troy and Enviro Tech.

Performance indicator	FY21	FY22	FY23	Framework
Collective bargaining				
% employees covered by collective bargaining *)	46%	38%	36%	

*) Based on non-contingent workers of sites operating under collective bargaining arrangements. 2024 the % employees is 43%.

% non-managerial employees covered by collective bargaining	74%	58%	55%
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**)

*) Based on non-contingent and non-managerial workers of sites operating under collective bargaining arrangements. 2024 the % employees is 57%.

Training hours per employee (Veeva, InteleX, KnowBe4 where applicable) per year	3.3	3.5	10.6
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Living wage and pay fairness

% employees being paid above living wage *	-	-		100%GAP Check Survey - WageIndicator.org
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*) based on 100% employment, living wage survey conducted in May 2024 for 2023

compensation ratio * US	-	-	18.64: 1
% employees covered by ratio	-	-	20%
compensation ratio * CH	-	-	13.59: 1
% employees covered by ratio	-	-	31%

*) ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees; this KPI was first analyzed for the year 2023 in May 2023

05.

Sustainable Procurement KPIs and Targets

Sustainable Procurement KPIs and Targets



Sustainable Procurement Program and KPIs

Planet Pillar disclosures *)**)

*) The scope of our Planet Pillar data, excluding only our Scope 3 data, includes all manufacturing sites with FTE > 10 (note, Auckland New Zealand and Trentham Australia manufacturing sites are included even though they have less than 10 FTEs) and Pilot Manufacturing sites with FTE > 45. Emissions and waste from offices are not included, as these are not material to Arxada's overall emissions and waste. See site coverage data

***) In 2024, Arxada initiated the Implementation of a comprehensive Sustainable Procurement Program under the EcoArx name <https://www.arxada.com/en/sustainability/ecoarx---sustainable-procurement-and-responsible-sourcing>

Performance indicator	FY21	FY22	FY23	Framework
Suppliers screened using environmental and social criteria, as set forth in the updated Supplier Code of Conduct.*)	Our suppliers are expected to adhere to our Supplier Code of Conduct, which outlines strict guidelines related to environmental sustainability, human rights protection, labor practices, social standards and protection against discrimination. It is imperative that our suppliers demonstrate a clear commitment to upholding these standards in their operations.			GRI 308-1,414-1

*) Please see the 'Responsible Sourcing' report section on how we monitor and assess our suppliers.

% of all buyers who received training on sustainable procurement	-	-	- *)	
				*) In 2024, 100% of buyers received training on sustainable procurement
% of targeted suppliers covered by a CSR assessment	-	-	- *)	
				*) in 2024 100% of key suppliers are covered by a CSR assessment based on the EcoArx program; key suppliers: Key suppliers are defined the one that contributes 80% to the total spend.
% of targeted suppliers who have signed the supplier code of conduct	-	-	- *)	
				*) in 2024 100% of key suppliers signed the supplier code of conduct; key suppliers: Key suppliers are defined the one that contributes 80% to the total spend.
% of targeted suppliers covered by a CSR on-site audit	-	-	- *)	
				*) supplier audits will be performed in accordance with the EcoArx program
% of targeted contracts that include clauses on environmental, labor, human rights requirements	-	-	- *)	
				*) supplier audits will be performed in accordance with the EcoArx program

06.

Ethics KPIs and Targets

Ethics KPIs and Targets



Performance indicator	People Pillar disclosures			Framework
	FY21	FY22	FY23	
% of all operational sites certified to ISO 9001	61%	65%	68%	
% of all operational sites certified to ISO 14001/ ISO 50001	22%/ 0%	32%/ 4%	32%/ 4%	
	*) basis for calculation: ISO 9001, headquarters and operations sites, ISO 14001/ 50001 operations sites; in 2024 71% of sites are ISO 9001 certified and 32%/ 4% are ISO 14001 and 50001 certified 23**,**)			Arxada Ethics hotline
Number of calls to the Arxada Ethics hotline	-	-		
	*) Data for 2023 only available for Q3 and Q4 thus the number reflects not full year 23 but H2'2023; in 2024 (full year), 22 calls were made.			
Number of confirmed IT security incidents *)	-	-	- *)	

*) IT incident tracking established in 2024, number of confirmed IT security incidents 7484 of which 0.2% are of priority critical or high.