Annual Sustainability Report 2024
BUCHI Group

BÜCHI

Sustainability at BUCHI

Thomas Braunschweiler, CEO at BÜCHI Labortechnik AG and for the BUCHI group.

At BUCHI, sustainability is an important part of how we think and operate. As a mid-sized, family-owned company with a global reach, we are committed to contributing to a more sustainable future; step by step, through actions that are tangible, manageable, and relevant to our business and community.

We recognize that long-term business success requires balancing environmental, social, and economic considerations. While we are mindful of our resource constraints, we focus on initiatives that provide real-world impact. Including reducing CO_2 emissions, improving energy efficiency, and supporting safe, fair, and inclusive workplaces.

We are engaging more closely with our stakeholders. We launched a global employee survey and followed up in 2024 with a double materiality analysis to better understand what matters most—internally and externally. These insights help us keep our strategy focused and effective.

This report reflects our progress in 2024 and outlines our next goals. It follows key elements of the Global Reporting Initiative (GRI) standards and covers environmental performance, occupational health and safety, product sustainability, compliance, and procurement.

We know that sustainability is a journey, not a destination. We are proud of the steps we've taken, and we remain committed to learning, improving, and collaborating. Always with the aim to create long-term value for our customers, employees, and communities, as well as to ensure that sustainability leads to and benefits from our credo "Quality in Your Hands."
Thank you.

Sincerely,

Thomas Braunschweiler
CEO

Sustainability as a guiding principle

As a family-owned company, BUCHI places great importance to a strong set of values that shape all interactions with employees, customers and partners. BUCHI is committed to making a long-term and significant contribution to human health and safety and to the responsible use of natural resources. The value-driven culture is supplemented by the mission statement, the management principles and the associated processes in day-to-day work and concretized in principles of action. These are further defined in the Code of Conduct (CoC) which is binding for all employees.

Sustainability is an integral part of everyday life in all areas. This commitment is reflected in the various projects of the past year, which aim to integrate sustainability into the corporate strategy in the long term.

Organizational anchoring of sustainability

Sustainability has a high priority at BUCHI, which is reflected in its organizational integration.
The main responsibility for sustainability lies with the CEO. Strategic development is managed by the Director People & Culture, who reports directly to the CEO and is a member of the extended Executive Board. In collaboration with the organizational units involved, strategies, targets and measures are proposed and approved by the entire Executive Board. The measures are implemented by the respective specialist departments. The Environmental Management Officer coordinates the daily environmental tasks in collaboration with Facility Management. The BUCHI Corporate Foundation is responsible for humanitarian projects. A dedicated Steering Committee ensures that the strategic direction is consistently followed, the projects are implemented and the objectives as well as their progress are clearly communicated.

Reporting

This sustainability report summarizes BUCHI's progress and achievements. BUCHI has based the structure of the report on the standards of the Global Reporting Initiative (GRI).

Sustainability@BUCHI

Sustainability goes beyond just ecological aspects. The term includes ecological, economic and social dimensions. BUCHI therefore integrates the careful use of resources as well as topics such as compliance, business ethics, operational efficiency, leadership, equal opportunities and anti-discrimination into its sustainability strategy. Diversity is also one of BUCHI's key strengths thanks to its global presence.

The Sustainability@BUCHI initiative was launched against this backdrop. The program began with a global survey in which employees were able to rate the topics that were most important to them. Based on the results, the topics were divided into the categories Environment (E), Social (S) and Governance (G) and concrete projects were initiated in all areas.

Analysis of the double materiality

In autumn 2024, BUCHI launched a double materiality analysis in collaboration with an external partner. This analysis evaluates both the financial and non-financial impact of BUCHI's business activities. It examines both the significance of sustainability issues for stakeholders and their impact on the company. The results of this comprehensive analysis are expected in the first half of 2025. The concrete implementation of these projects, the development of dual materiality and the planned implementation of these goals in the Group's strategy underscore the long-term commitment embedded in BUCHI's sustainability approach.
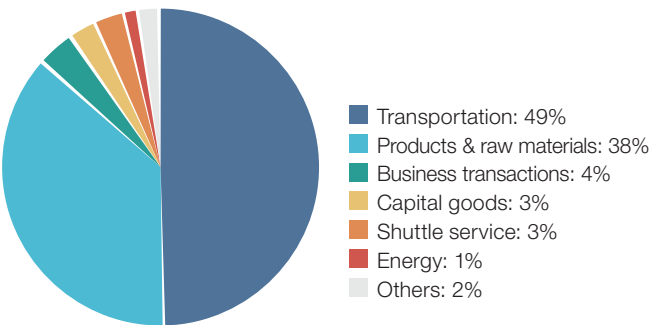
ENVIRONMENT
CO_2 corporate footprint

BUCHI is committed to achieving CO_2 neutrality in key processes in the foreseeable future and to continuously enhancing the climate compatibility of its products and operations.The CO_2 footprint was calculated according to international standards in order to identify effective measures. As a first step, the Flawil and BUCHI UK sites were included in the calculation of Scope 1–3 emissions. In 2025, other market organizations such as BUCHI Corp. (USA) and BUCHI Operations India (our production site in Surat, India) will be integrated into the assessment.

Development of tCO$_2$e Emissions:	2021	2022	2023	2024
Total tCO$_2$e emissions	17,995	19,549	13,866	13,028
Difference in %		+9%	-29%	-6%

Share of tCO$_2$e emissions per category (2024, BUCHI Flawil):

- Transportation: 49%
- Products & raw materials: 38%
- Business transactions: 4%
- Capital goods: 3%
- Shuttle service: 3%
- Energy: 1%
- Others: 2%

The term Scope 1 2 3 emissions originates from the Green-house Gas Protocol (GHG Protocol). Scope 1–3 refers to various greenhouse gas emissions in the carbon footprint that arise directly from the activities of companies and in the value chain:
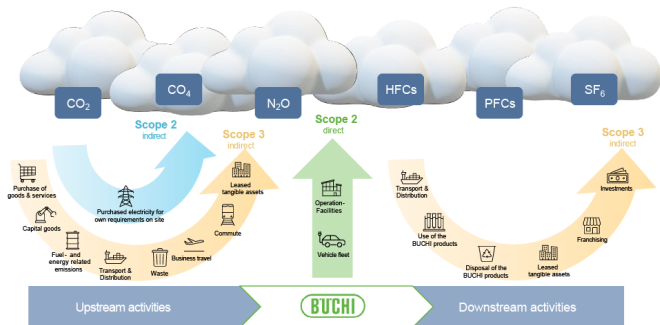
Our contribution to reducing emissions

99% of BUCHI's CO_2 emissions fall under Scope 3, which includes upstream and downstream activities. The primary contributors are transportation and material consumption, which accounting for 87% of total emissions.

When developing new products, a strong focus lies on environmentally friendly materials – provided that they are just as durable as conventional alternatives. Transportation offers particularly high potential for emissions reduction. BUCHI has already achieved a reduction of over 30% in this area and aims to further lower emissions by shifting even more transportation from air freight to more sustainable sea freight options.

Progress has also been made in the area of energy: Thanks to the switch to LED lighting and the commissioning of a photovoltaic system in 2024, BUCHI has already achieved energy savings of 13%.

In-house photovoltaic system

In 2024, BUCHI made a significant investment in sustainable energy by installing a photovoltaic system on the roof of its production facility in Flawil. The system consists of 1,432 solar panels with a peak output of 616 kW. Since its commissioning on May 16, 2024, the system has generated a total of 397,584 kWh of electricity in 2024, of which 226,359 kWh was used directly by BUCHI. The surplus energy was fed into the grid. This initiative resulted in electricity cost savings of CHF 112,700 in 2024 and underscores BUCHI's commitment to environmentally responsible and sustainable production practices.

Key indicators for monitoring results

In an effort to achieve a sustainable reduction in CO_2 emissions, BUCHI plans to join the Science Based Targets Initiative (SBTi) in 2025. SBTi is a world-leading initiative that helps companies drive climate action in the private sector by supporting companies in setting and disclosing emission reduction and net zero targets.

SOCIAL

Occupational health and safety
BUCHI is committed to providing a safe and secure working environment for all employees. A key objective is to maintain an annual Lost Time Injury Frequency Rate (LTIFR) below 8. LTIFR measures the number of work-related accidents resulting in lost time per one million working hours.

Internal initiatives, such as targeted communication campaigns, the implementation of a hazard matrix, and focused occupational safety training aligned with annual priorities, are showing positive results. These efforts have increased awareness among both managers and employees, empowering them to recognize workplace hazards and take greater personal responsibility for safety.

Sustainability certificates for BUCHI products
BUCHI aims to be recognized as a brand synonymous with outstanding product safety and quality. An central goal of the company is to make these attributes visible and measurable for customers and partners. In 2024, BUCHI applied for the ACT Environmental Impact Factor Label for two new product developments - the R-80 rotary evaporator and the L-250 spray dryer. This label was developed to provide scientists and procurement professionals with clear, third-party verified information on the environmental impact of laboratory products.

The label evaluates a wide range of criteria, including production processes, energy and water consumption, packaging, and end-of-life product treatment. ACT-labeled products are independently audited by the Sustainable Management and Strategy Collaborative (SMSC) and verified by My Green Lab. The criteria were developed with input from industry experts and external stakeholders to to ensure a comprehensive and credible.

The final certification results for the R-80 and L-250 are expected in the first half of 2025. This initiative highlights how BUCHI's product development contributes to safer, lower-emission laboratories for its customers and partners.

GOVERNANCE

Compliance
At BUCHI, everyday business conduct is deeply rooted in the company's core values. The Code of Conduct (CoC) serves as a global framework guiding the actions and decisions of all employees. It reflects BUCHI's commitment to ethical and responsible business practices, aligned with the company's guiding principle: The CoC sets high standards for performance and integrity and acts as a daily reference point for responsible behavior. Conflicts of interest and violations of laws or internal rules must be identified and addressed promptly and transparently. All transactions are recorded fully and truthfully. Reports of potential compliance breaches are investigated thoroughly, no matter if they have been reported internally or from an external source. Appropriate measures to rectify the situation are initiated and documented without whistleblowers having to fear negative consequences.

Beyond adherence to the Code of Conduct, there are other important compliance parameters. For example, the training status of employees with regard to the Code of Conduct, violations of the ISMS (Information Security Management System - ISO 27001 certification), occupational and non-occupational accidents and employee turnover at the head office are processed on a monthly basis and presented to the full Executive Board at the Executive Board meeting. To further strengthen transparency, BUCHI has expanded its whistleblowing process. Employees can now report concerns anonymously or by name via an external email address. These reports are forwarded to the Chairman of the Board of Directors, which acts as an external body for such complaints.

Sustainable procurement — Supply chain
BUCHI takes into account the environmental, social and economic impact of the goods and services it procures. The goal is to promote innovation, maximize value creation and support a sustainable supply chain. This is achieved through strict quality standards, compliance with legal regulations and adherence to BUCHI's internal safety, environmental and human rights guidelines.

In cases of non-compliance, BUCHI reserves the right to terminate contractual relationships. Procurement is managed as an integrated function, encompassing both strategic and operational activities, and is led by the Head of Procurement, who reports directly to the COO.

Management and due diligence processes

Before entering into contractual agreements, BUCHI evaluates potential suppliers using a standardized set of criteria to ensure alignment with its sustainability standards. These criteria cover economic, legal, environmental, and technical aspects. This risk-based assessment is a key element in supplier selection and is gaining importance in light of evolving geopolitical dynamics.

Audits are conducted both during the supplier pre-selection phase and at the time of contract finalization to assess performance and compliance. These audits include on-site discussions with employees and management. In 2024, BUCHI also introduced a supplier self-assessment focused on information and cyber security.

Measures implemented in 2024

In 2024, BUCHI conducted six audits with integrated sustainability components in collaboration with Quality Management. As part of supplier re-evaluations and assessments, ten on-site visits were carried out in India and China to strengthen oversight and engagement. To promote awareness of sustainable procurement, BUCHI introduced eLearning programs, i.e. the programs offered by EcoVadis, and facilitated on-the-job dialogues both internally and with suppliers. These efforts were supported by active participation from the Procurement team in headquarters, with more than eleven employees involved in awareness-raising activities.

BUCHI also reinforced its commitment to diversity through its collaboration with HPV Uzwil-Flawil, an organization that supports children and young people with educational challenges as well as adults with disabilities. HPV manufactures components and partial assemblies for BUCHI, and further opportunities for cooperation are being explored.

To enhance transparency and tracking, BUCHI implemented a new supplier management system within its ERP platform, Infor-LN. This system enables detailed monitoring of procurement activities and outcomes, supported by PowerBI reporting tools.

Outlook

Sustainability in procurement will remain a central focus for BUCHI in the years ahead. The company is committed to further strengthening its collaboration with suppliers to drive innovation, reduce environmental impact, and uphold social responsibility throughout the supply chain.

A key priority is the continuous reduction of the CO_2 footprint associated with purchased goods and services. BUCHI is working closely with its partners to develop and implement low-carbon initiatives, reinforcing its commitment to climate protection and responsible resource management.

To ensure long-term impact, BUCHI is embedding sustainability criteria (i.e. CO_2 emissions) into procurement decisions. Only suppliers who sign the BUCHI Code of Conduct for Business Partners will be eligible for long-term collaboration. This approach ensures that sustainability is not only a guiding principle but also a binding requirement in supplier relationships.

The company also aims to strengthen its network of sustainable suppliers and increase transparency across procurement activities. The newly implemented supplier management system in the ERP platform Infor-LN, combined with PowerBI reporting, will play a key role in tracking progress and ensuring accountability.

BUCHI has set clear goals to guide its efforts: by the end of 2025, 100% of key suppliers are expected to have signed the Code of Conduct. By 2030, the target is to cover 95% of the total purchasing volume with suppliers who have committed to BUCHI's sustainability standards.

These efforts are already showing results. In 2024, 68% of procurement volume in Switzerland was sourced locally, supporting regional economies and reducing transportation-related emissions. The BUCHI Code of Conduct for Business Partners was finalized and distributed to key suppliers, with 51.6% having signed and returned it by the end of the year.

Looking ahead, BUCHI will continue to refine its procurement strategy, expand training and awareness initiatives, and deepen engagement with suppliers to ensure that sustainability remains a shared responsibility and a driver of long-term value.

Metric	GRI #	Basis FY 2022	Status FY 2023	Achievement FY 2024	Direction	Target 2030	BUCHI Group	BUCHI Flawil
Dimension: Environmental								
1. Share of renewable electrical energy [%]	201-2 302-1	100%	100%	100%	→	100%		●
2. kg CO_2e per 1 CHF turnover (net sales)	305-1 305-2 305-3	0.114	0.076	0.086	↗	< 0.05		●
3. Water consumption per employee [m³]	303-5	11.4	9.7	9.4	↘	< 5		●
4. Waste to landfill [%]	306-5	37.8	28.6	32.9	↗	< 10		●
5. Share of products in EcoPortfolio [%]	302-5	0	0	0	→	5	●	
Dimension: Social								
6. Lost Time Incident Frequency Rate LTIFR	403-9	11.65	9.47	6.33	↘	< 8		●
7. Average hours of employee training [h]	404-1	n/a	9.61	10.4	↗	> 15	●	
8. Share of females in senior roles [%]	405-1	n/a	24	24	→	equal / above % of women in workforce	●	
Dimension: Governance								
9. Employees trained on business ethics (CoC) [%]	205-2	n/a	95	97.8	↗	> 95	●	
10. Share of suppliers who adhere to our BUCHI Code of Conduct for Business Partners [%]	414-1	0	0	51.6	↗	> 80	●	
11. Reported confirmed offences against Code of Conduct [#]	205-3 206-1 406-1	0	0	0	→	< 1	●	
12. Employees awareness trainings (initial and refresher) on security compliance ISMS [%]	404-1	13	65	75	↗	> 95	●	

Social & Governance Aspects	Units	2018	2019	2020	2021	2022	2023	2024	Change from previous year in %
Community & Social Aspects									
Employees									
Employees (EM)	People								
Full-time equivalents (FTE)	Quantity						833	820	-1.53%
Share of employees abroad	%						69	68	-1.45%
Share of MA in CH	%						31	32	3.23%
Share of women in workforce	%						24	25	2.5%
Share of women in management	%						24	24	0.00%
Staff turnover rate (BHQ)	%		13.6					8.31	
Training (BHQ)									
Number of training hours from Mobatime	Hours						557	664	19.36%
Average training hours per employee	Hours						1.93	2.30	19.57%
Apprentices	Quantity	17	19	20	22	19	23	23	0.00%
Continued employment after apprenticeship	Quantity	2	2	3	2	7	1	5	400.00%
Success rate	%	100	100	100	83	100	100	100	0.00%
Work and leisure safety (BHQ)									
Occupational accidents BU	Quantity	7	10	4	9	7	6	4	-33.33%
LTIFR (Lost Time Injury Frequency Rate)	Ratio	13.36	18.10	7.00	15.32	11.66	9.47	6.33	-33.22%
Non-occupational accidents NBU	Quantity	23	29	31	39	44	46	64	39.13%
Internal Audits									
Audited processes according to planning	Quantity	7	6	28	24	71	90	60	-33.33%
Transactions that are checked for sustainability	%	0	0	100	100	100	100	100	0.00%
Expenses for cultural and social projects (BUCHI Corporate Foundation)									
Expenses	Million CHF							0.033	
Number of projects supported	Quantity								
Governance aspects									
Ethics									
Employee training on ethical principles BUCHI Code of Conduct	%	0	0	0	0	0	95	97.8	2.95%
Confirmed cases of corruption (P&C)	Quantity	0	0	0	0	0	0	0	0.00%
Cases reported through internal or external whistleblower procedures (P&C)	Quantity	0	0	0	0	0	0	0	0.00%
Supply Chain									
Number of supplier audits	Quantity		11	1	1	2	8	6	-25.00%
Code of Conduct for business partners signed (Key Suppliers)	%	0	0	0	0	0	0	51.6	0.00%
Information Security									
Number of all recorded non-conformities in relation to ISMS	Quantity				2	5	8	10	25.00%
Number of confirmed breaches from the Security Operation Center (SOC)	Quantity				0	0	17	19	11.76%
Number of GDPR/DSG relevant incidents	Quantity				1	2	4	4	0.00%
Employee training on information security	%				0	13	65	75	15.38%

Environmental Monitoring

ENVIRONMENT Ecological aspects	Units	2018	2019	2020	2021	2022	2023	2024	Change from previous year in %
Energy									
Total energy consumption in absolute terms (from electricity, gas and heat)	GWh	2.265	2.294	2.254	2.123	2.096	1.824	1.485	-18.58%
Total energy consumption specific (from electricity and heat)	kWh per CHF 1,000 turnover (Gross Sales)	14.9	15.4	14.7	12.6	12.1	11.0	9.5	-13.14%
Specific energy consumption Operations – Energy efficiency (from energy (electricity & gas) for production without heat)	kWh pro 1,000 CHF COGS HK Operations	32.9	34.3	34.5	30.8	28.1	25.9	22.9	-11.73%
Specific energy consumption Operations (from electricity, gas and heat)	kWh per m^2 gross Floor area (12,312 m^2)	184.0	186.3	183.1	172.4	170.3	148.1	120.6	-18.58%
Climate impact / CO$_2$ emissions									
Absolute CO$_2$ emissions (from fossil energy consumption)	tCO$_2$e	144	149	142	129	158	120	93	-22.50%
Specific CO$_2$ emissions	kg CO$_2$e per 1,000 CHF turnover	0.9	1.0	0.9	0.8	0.9	0.7	0.6	-17.32%
Transport									
Freight volume ex Flawil: Air Freight	t	313.6	311.1	308.7	441.5	490.7	281.5	270.7	-3.83%
Freight volume ex Flawil: Truck	t	180.0	175.8	23.7	231.5	294.5	249.6	216.4	-13.29%
Freight volume ex Flawil: Sea Freight	t	29.7	37.2	34.2	24.7	13.9	20.1	31.6	57.02%
Water									
Water consumption	m^3	3,497	3,299	3,518	3,371	3,135	2,796	2,698	-3.51%
Water consumption per employee	m^3	14.6	13.1	13.5	12.6	11.4	9.7	9.4	-3.34%
Specific water consumption – Operations	m^3 per million CHF COGS HK Operations	0.25	0.23	0.24	0.21	0.19	0.16	0.17	1.23%
Waste disposal									
Total industrial waste	t	165.2	161.5	161.4	169.5	192.7	146.9	123.9	-15.66%
Specific Industrial Waste – Operations	t per million CHF COGS HK Operations	2.84	2.85	2.91	2.83	3.19	2.50	2.21	-11.68%
Recycling rate of operational waste	%	77	75	77	74	73	72	67	-6.94%
Paper consumption									
Canon print volume (weight)	t		6.71	5.18	5.23	4.98	4.10	3.39	-17.14%
Canon print volume (number of sheets)	Million sheets		1.34	1.04	1.05	0.99	0.82	0.68	-17.13%
Paper consumption per employee	Sheet / MA		5,317	3,989	3,918	3,616	2,835	2,353	-16.99%
Paper disposal	t			0.22	0.98	5.42	5.12	3.88	-24.22%
Gross Sales	CHF million	152.5	149.2	153.3	168.8	173	166.1	155.7	-6.26%
COGS	CHF million	58.1	56.6	55.4	59.8	60.3	58.7	56.1	-4.51%
Full-time equivalents (FTE) Flawil	Number	239	252	261	268	274	289	288	-0.17%

Quality in your hands