Annual Sustainability Report 2025

BUCHI Group





Thomas Braunschweiler, CEO of BÜCHI Labortechnik AG

Sustainability at BUCHI

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 focused, practical, and relevant to our business and community.

We recognize that long-term business success requires balancing environmental, social, and economic considerations. While prioritizing initiatives where we can make the greatest contribution, we continued to advance our sustainability efforts through focused, practical, and relevant actions.

During 2025, we further strengthened the integration of sustainability into our business. An important step was the completion of our double materiality assessment, which enabled us to identify and prioritize the sustainability topics that are most relevant to both our stakeholders and BUCHI. These insights provide a clear basis for further developing our sustainability strategy and setting priorities for future actions across the organization.

We also took important steps to better understand and manage our environmental impact. The update of our corporate carbon footprint assessment provided a clearer understanding of the sources of greenhouse gas emissions across our operations and value chain. In addition, we committed to the Science Based Targets initiative (SBTi), laying the groundwork for the development of future climate targets.

Beyond environmental topics, we continued to strengthen our efforts in occupational health and safety, responsible sourcing, product sustainability and business conduct. These efforts support our ambition to create long-term value while maintaining the high standards of quality and integrity that define BUCHI.

This report summarizes BUCHI's sustainability performance and progress in 2025. It is aligned with relevant 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 continuous process. We are proud of the progress we have made and remain committed to further improvement. Our aim is to create long-term value for our customers, employees and communities while living our credo, "Quality in your hands."



Thomas Braunschweiler
Chief Executive Officer



Sustainability as a Guiding Principle

BUCHI places great importance on 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 supported by the company's mission statement, management principles and day-to-day business processes. It is further reinforced by the Code of Conduct (CoC), which is binding for all employees.

Sustainability is an integral part of everyday business activities across the organization. Over the years, BUCHI has taken important steps to systematically integrate sustainability considerations into its corporate strategy and operational processes.

Code of Conduct

The BUCHI Code of Conduct serves as a global framework guiding the actions and decisions of all employees. It reflects our commitment to ethical and responsible business practices and provides clear guidance on integrity, compliance, human rights and responsible behavior.

Organizational Anchoring of Sustainability

Sustainability has a high priority at BUCHI, which is reflected in its organizational integration. Sustainability has a high priority at BUCHI, which is reflected in its organizational integration. Overall responsibility for sustainability lies with the CEO. Sustainability activities are strategically developed and coordinated in close collaboration with the Executive Board, while implementation is carried out by the respective specialist departments.

A dedicated Steering Committee oversees the implementation of sustainability projects and monitors progress against defined objectives. The BUCHI Corporate Foundation supports selected social and community initiatives.

Essential
substantial, simple, authentic

Dynamic
entrepreneurial, customer-oriented, innovative

Competent
reliable, experienced, trustworthy

Pragmatic
efficient, solution-driven, self-explanatory

Reporting

BUCHI has aligned the structure of this report with relevant elements of the Global Reporting Initiative (GRI) Standards.

Our initiative

Sustainability goes beyond just environmental aspects. The term includes environmental, social and economic 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.

To reflect this broad understanding of sustainability, the Sustainability@BUCHI initiative was launched in 2022. 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, Social, and Governance. Then, concrete projects were initiated in all areas.

As BUCHI's sustainability activities matured, the initiative provided an important foundation for the double materiality assessment conducted in 2025, helping to further prioritize sustainability topics and align them with the company's long-term strategy.

Double Materiality Assessment

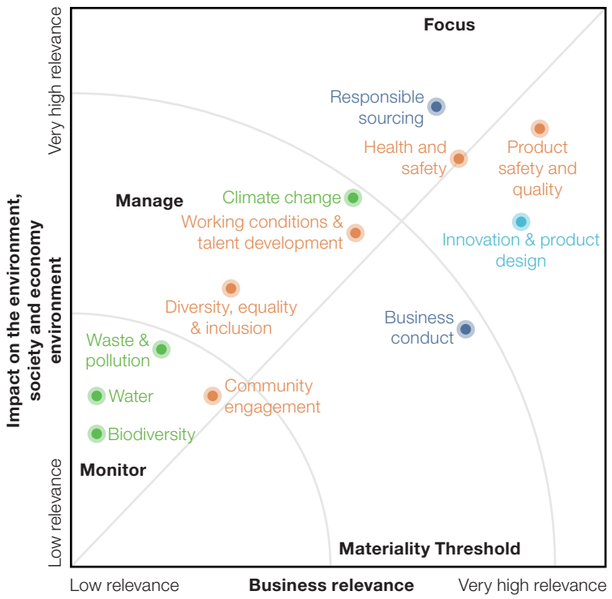
In autumn 2024, BUCHI launched a double materiality assessment in collaboration with an external partner. The assessment evaluates both the impact of BUCHI's business activities on people and the environment and the financial implications of sustainability-related topics for the company.

The double materiality assessment was completed in 2025 and provided a structured basis for identifying and prioritizing BUCHI's most relevant sustainability topics. The results were reviewed and validated by the Executive Board.

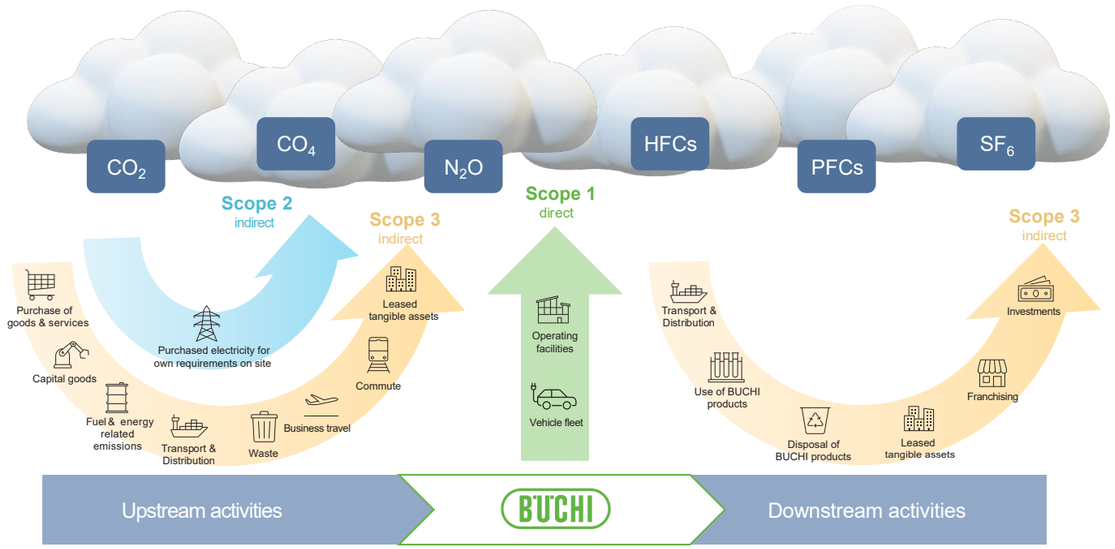
Focus
The assessment identified four focus topics that are highly relevant from both a stakeholder and business perspective: product safety and quality, innovation & product design, responsible sourcing, and health and safety. These topics represent BUCHI's highest sustainability priorities and provide guidance for the further development of the company's strategy and initiatives.

Manage
Climate change, working conditions and talent development, business conduct, and diversity, equality & inclusion were identified as topics requiring active management and continuous improvement.

Monitor
Additional topics, including waste and pollution, community engagement, water, and biodiversity, will continue to be monitored to ensure that emerging risks and opportunities are addressed appropriately.



Social topics
Environmental topics
Economical topics
Governance topics



ENVIRONMENT

Corporate Carbon Footprint
Climate change was identified as a key environmental topic requiring active management in BUCHI's double materiality assessment. To better understand and manage its greenhouse gas emissions, BUCHI calculates its corporate carbon footprint in collaboration with myclimate, a Swiss non-profit organization specializing in climate protection and carbon footprint assessments, and in accordance with internationally recognized standards.

The 2025 carbon footprint assessment included BUCHI Flawil, the company's headquarters and main production site, as well as BUCHI Operations India in Surat, the company's second major production site.

To further enhance transparency and establish a comprehensive view of emissions from manufacturing activities, future carbon footprint assessments will be expanded to include the production sites in Berlin and Heidelberg, Germany.

BUCHI's environmental activities are supported by an Environmental Management System certified according to ISO 14001. The system provides a structured framework for identifying, managing and continuously improving environmental performance across relevant business activities and supports compliance with applicable environmental requirements.

	2024	2025	
	BCH Flawil in t CO_2e	BCH Flawil in t CO_2e	BOI Surat in tCO_2e
Scope 1	112.81	157.83	3.61
Scope 2	0.45	0.33	484.17
Scope 3	-	13,159.45	556.63
Purchased Goods and Services	5,065.87	4,752.59	68.53
Capital Goods	508.49	1,417.00	66.03
Fuel- and Energy-Related Activities	154.85	168.02	201.22
Upstream Transportation and Distribution	5,814.32	5,551.06	165.85
Waste Generated in Operations	1.80	1.46	0.10
Business Travel	504.64	351.38	1.29
Employee Commuting	365.78	316.21	53.61
Downstream Transportation and Distribution	682.26	601.72	-

		2021	2022	2024	2025
Scope 1–3 total emissions tCO_2e	Flawil, CH	19,549	13,866	13,028	13,371
	Surat, IN	(Included in the CCFP assessment since 2025)			1'044

Emission Reduction Initiatives
The 2025 carbon footprint assessment showed that about 95% of BUCHI's greenhouse gas emissions are generated within Scope 3. The largest contributors are transportation activities and purchased materials, which together account for the majority of total emissions.

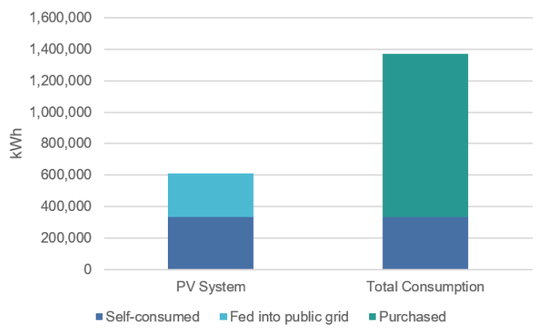
Consequently, BUCHI focuses its emission reduction efforts on those areas with the greatest potential impact. Transportation remains a key lever for reducing emissions. Measures implemented in previous years, including the use of sea freight for selected transport routes where feasible, have contributed to reducing transportation-related emissions. BUCHI continues to pursue further improvements through logistics optimization and transportation planning.

In product development, environmental considerations are increasingly integrated into material selection, provided that product quality, safety and durability are maintained. This includes the continuous evaluation of more sustainable materials to further reduce the environmental footprint of BUCHI products.

In-house Photovoltaic System
As part of its commitment to reducing operational emissions and increasing the use of renewable energy, BUCHI commissioned a photovoltaic system at its production site in Flawil in 2024. The installation comprises 1,432 solar panels with a peak capacity of 616 kWp.

In 2025, the system generated a total of 612,000 kWh of renewable electricity. Of this amount, 333,000 kWh were consumed directly on site, while 279,000 kWh were fed into the public grid. The total electricity consumption at the Flawil site amounted to 1,369,000 kWh in 2025. As a result, the photovoltaic system covered approximately 24% of the site's electricity demand through direct self-consumption.

The photovoltaic installation is an important component of BUCHI's efforts to reduce its environmental footprint, increase energy independence and expand the use of renewable energy.



SBTi
In 2025, BUCHI formally joined the Science Based Targets initiative (SBTi) by submitting a commitment to develop greenhouse gas reduction targets aligned with climate science. By joining SBTi, BUCHI commits to defining emissions reduction targets in line with the initiative's requirements and methodology. The company's carbon footprint assessment provides the emissions baseline required for the development of future targets.

SOCIAL

Occupational Health and Safety
BUCHI is committed to providing a safe working environment for all employees. A key objective is to achieve and maintain a Lost Time Injury Frequency Rate (LTIFR) below 8 by 2030. 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, continue to strengthen safety awareness across the organization. These efforts support both managers and employees in identifying workplace hazards and taking greater personal responsibility for safety.

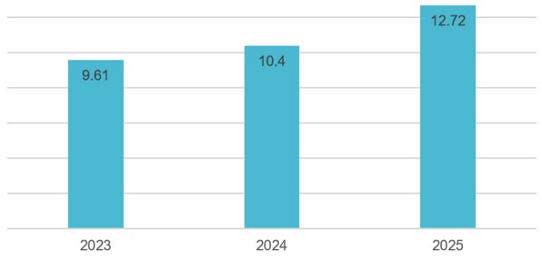
Additional measures implemented in 2025 included refresher training for workplace first aid responders and the establishment of a dedicated quiet room, providing employees with a space for short periods of recovery during the working day. These initiatives support both workplace safety and employee wellbeing.

After BUCHI achieved an LTIFR below 8 in 2024, the rate increased to 12.2 in 2025. BUCHI continues to focus on accident prevention and the development of a strong safety culture through training, communication and workplace safety initiatives in order to achieve its long-term safety objectives.

	2022	2023	2024	2025
LTIFR	13.33	9.47	6.33	12.19

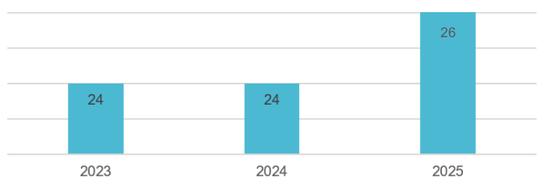
People Development and Inclusion
BUCHI recognizes that the skills, engagement and diversity of its employees are essential to the company's long-term success. To support the continuous development of these capabilities, the company promotes continuous learning, professional development and knowledge sharing across all functions and locations. Employee training and development programs support both individual growth and the ongoing development of competencies required to meet future business challenges. Progress in this area is monitored through indicators such as average employee training hours.

Average hours of employee training [h]



As a globally operating company, BUCHI values diversity and inclusion as key drivers of innovation and collaboration. The company is committed to providing equal opportunities and aims to attract, develop and retain talented employees from diverse backgrounds. At its headquarters in Flawil, equal pay practices have been externally reviewed and certified. Progress in this area is monitored through dedicated diversity and inclusion indicators, such as representation in leadership positions.

Share of women in senior roles



Respect for human rights, dignity and fairness forms the foundation of BUCHI's corporate culture. BUCHI maintains a zero-tolerance approach towards discrimination, harassment, exploitation and any other form of unfair treatment.

Sustainability Certificates for BUCHI Products
BUCHI is committed to combining product safety, quality and sustainability in its laboratory solutions. An important objective is to make these attributes visible and measurable for customers and partners through transparent and independently verified assessments.

In 2025, selected BUCHI products were successfully awarded the ACT Ecolabel. The certification confirms that the environmental performance of the products has been assessed against a comprehensive set of sustainability criteria and independently verified by a third party.

BUCHI intends to expand the number of ACT-certified products in its portfolio in the coming years. Participation in the ACT program supports the continuous improvement of product sustainability and provides customers with transparent environmental information to support more sustainable purchasing decisions.

ACT.
The Environmental Impact Factor Label

Community Engagement
The BUCHI Group and its Corporate Foundation support social causes through the independent BUCHI Foundation. It carefully selects non-profit organizations and initiatives working in humanitarian aid, human rights and sustainable development, with the goal of creating measurable and lasting impact. Since 2012, it has provided aid to people affected by crises, conflicts and natural disasters, and backed social and economic initiatives for disadvantaged communities.



© FAIRMED

GOVERNANCE

BUCHI maintains certified management systems to support its governance and sustainability objectives, including ISO 14001 for environmental management and ISO 27001 for information security. These systems help ensure a structured approach to risk management, compliance and continuous improvement.

Compliance
Business conduct was identified as a governance topic requiring active management and continuous improvement in BUCHI's double materiality assessment.

At BUCHI, everyday business conduct is guided by the company's core values and the Code of Conduct (CoC), which serves as the global framework for ethical and compliant behavior across the organization. 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, regardless of whether they originate from internal or external sources. Appropriate corrective measures are initiated and documented, without whistleblowers having to fear negative consequences.

Compliance performance is monitored through a range of indicators. For example, the training status of employees with regard to the Code of Conduct and violations of the ISMS (Information Security Management System – ISO 27001 certification) are reviewed on a monthly basis and reported to the Executive Board.

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 ensure high quality standards, reliable supply and a sustainable supply chain. This is achieved through strict quality standards, compliance with legal regulations and adherence to BUCHI's requirements related to safety, environmental protection and human rights.

Sustainability considerations are integrated into procurement decisions and supplier relationships. BUCHI works with its suppliers to ensure that products and services meet the company's expectations regarding quality, reliability and responsible business practices. Compliance with applicable laws, ethical business conduct, environmental responsibility and respect for human rights are considered important elements of supplier relationships and are reflected in supplier assessments and audit processes.

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.

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 as well as information security requirements. The assessment may also consider responsible sourcing requirements related to conflict minerals. This risk-based assessment is a key element in supplier selection.

Audits are conducted during supplier selection, at the time of contract finalization and as part of ongoing supplier evaluations to assess performance and compliance. These audits include on-site discussions with employees and management. In 2025, BUCHI conducted five supplier audits in India, Malaysia and China as part of its supplier evaluation and due diligence activities. In 2024, BUCHI also introduced a supplier self-assessment focused on information and cyber security.

Priorities for the Coming Years

Building on the results of the double materiality assessment, BUCHI will continue to integrate sustainability into its business strategy and day-to-day operations. The identified focus topics will remain key priorities in the years ahead.

Environment
BUCHI will continue to expand and refine its greenhouse gas emissions reporting. The inclusion of additional production sites will provide a more comprehensive foundation for understanding emission sources and identifying improvement opportunities across the organization. As the majority of BUCHI's greenhouse gas emissions originate from Scope 3 activities, future efforts will focus on optimizing transportation and better understanding value-chain-related emissions.

In parallel, BUCHI will continue to advance its environmental management system and support the continuous improvement of product sustainability. Product sustainability activities also include the monitoring of regulatory requirements and substance restrictions, including REACH, RoHS and emerging regulations such as PFAS restrictions. Particular attention will be given to energy efficiency and sustainable packaging.

Social
BUCHI will continue to focus on product safety and quality, innovation and sustainable product development, ensuring that customer expectations regarding performance, reliability and safety remain at the center of all product-related decisions.

The company remains committed to providing a safe, healthy and inclusive working environment. Continued investments in occupational health and safety, employee development and diversity & inclusion initiatives will support BUCHI's ambition to achieve its long-term safety objectives.

Continuous learning and professional development will remain important elements of BUCHI's strategy, supporting both individual growth and the competencies required for future business success.

Through the BUCHI Foundation, community partnerships and employee involvement, BUCHI will continue to contribute positively to society and create social value beyond its direct business activities.

Governance
Responsible sourcing, business conduct and compliance will remain key pillars of BUCHI's governance framework. Sustainability considerations will continue to be integrated into procurement processes, supplier evaluation and decision-making throughout the supply chain.

BUCHI will continue to strengthen transparency, information security and risk management through certified management systems, supplier due diligence, compliance activities and established whistleblowing processes.

SDG	Parameter	GRI #	Basis FY 2023	Status FY 2024	Target Achievement FY 2025	Trend	Target 2030	BUCHI Group	BUCHI Flawil
	Environmental								
3, 6, 7, 8, 9, 11, 12, 13	1. Share of renewable electrical energy [%]	201-2 302-1	100%	100%	100%	→	100%		●
	2. kg CO_2e per 1 CHF of turnover (net sales)	305-1 305-2 305-3	Not published	Not published	Not published		< 0.05	●	
	3. Water consumption per employee [m3]	303-5	9.7	9.4	9.2	↘	< 5		●
	4. Waste to landfill [%]	306-5	28.6	32.9	31.9	↘	< 10		●
	5. Share of products in EcoPortfolio [%]	302-5	0	0	2	↗	5	●	
	Social								
3, 5, 8, 12	6. Lost Time Injury Frequency Rate LTIFR	403-9	9.47	6.33	12.19	↗	< 8		●
	7. Average hours of employee training [h]	404-1	9.61	10.4	12.72	↗	> 15	●	
	8. Share of women in senior roles [%]	405-1	24	24	26	↗	Equal to or above the percentage of women in the workforce	●	
17									
	Governance								
4, 8, 16	9. Employees trained on business ethics (CoC) [%]	205-2	95	97.8	96	↗	> 95	●	
	10. Share of suppliers who adhere to our BUCHI Code of Conduct for Business Partners [%]	414-1	0	51.6	60	↗	> 80	●	
	11. Reported confirmed offenses against the Code of Conduct [#]	205-3 206-1 406-1	0	0	0	→	< 1	●	
	12. Employee awareness training (initial and refresher) on ISMS compliance [%]	404-1	65	75	85.8	↗	> 95	●	


Quality in your hands