



Sustainability Report 2024

RAHN
Your partner for excellence



Highlights 2024

- 01 Publication of our Supplier Code of Conduct
- 02 Launch of our first Supplier Risk Assessment
- 03 Further Product Carbon Footprint (PCF) collection now covers 70% of EnergyCuring's and over 43% of RAHN-Cosmetic Actives' sales volume (by weight)
- 04 Approval of our first Product Water Footprints for RAHN-Cosmetic Actives
- 05 Publication of the first Sustainability Report with reference to the Global Reporting Initiative (GRI) Standards
- 06 Definition of our Ambitions 2030 for both divisions, including sustainability
- 07 EcoVadis Gold medal obtained in 2025, building on the initiatives rolled out in 2024



Foreword from the Majority Shareholder



Ana Patricia Rahn Erden,
Vice Chair of the Board of Directors

As the majority shareholder and a member of the founding Rahn family, I remain deeply committed to our long-standing responsibility to create positive social, environmental, and economic impact.

When the RAHN-Group was founded in 1940 by my grandfather, Hans Rahn, he laid the foundations for a company guided by responsibility and a commitment to contributing meaningfully to society. My father, Hans, reinforced these values in the 1970s by introducing profit-sharing for all RAHN employees, establishing the Rahn Kulturfonds to promote the arts, and founding the Rahn Foundation to support vulnerable communities. This enduring commitment to sustainability has remained central to our values and is now fully embedded in how we think and operate.

As part of the third generation of family leadership and a mother of three, I see sustainability not only as a legacy to uphold but as a responsibility to advance – both within our company and as part of the global transition toward responsible and resilient business practices. The Board of Directors remains the ultimate body accountable for our sustainability strategy, and I continue to stay closely engaged to ensure we make progress and align our actions with long-term business success.

The purpose of this report is to present our sustainability-related activities in the form of facts and figures. These insights reflect our ongoing efforts to generate positive impact – not only economically and socially, but also environmentally.

As a globally active SME with Swiss roots, we are conscious of our limited sphere of influence. Nevertheless, we take our role in sustainable development seriously, across all levels of the company – including our 145 employees.

Reflecting on recent progress and looking ahead, I would like to highlight several milestones. We established a dedicated sustainability position and developed comprehensive strategies in both business divisions. In 2024, we built on these foundations by launching RAHN's first Supplier Code of Conduct and completing our first supplier risk assessment – key steps towards increased transparency and accountability across our value chain.

We continue to align our work with major international frameworks such as the United Nations Global Compact (UNGC), the Sustainable Development Goals (SDGs), and EcoVadis. For the first time, we are also reporting with reference to the Global Reporting Initiative (GRI), advancing our commitment to transparent and standardised sustainability communication.



Looking ahead, our attention is focused not only on celebrating past achievements, but on delivering against our future ambitions. Our goals are ambitious, but achievable. We aim to overhaul our sustainability practice by introducing measurable KPIs aligned with global standards. We are committed to fully implementing the Energy-Curing division's sustainability strategy and continuing to advance the Cosmetics division's efforts – including further developing a product portfolio with carbon and water footprint assessments and ensuring a secure, traceable supply chain.

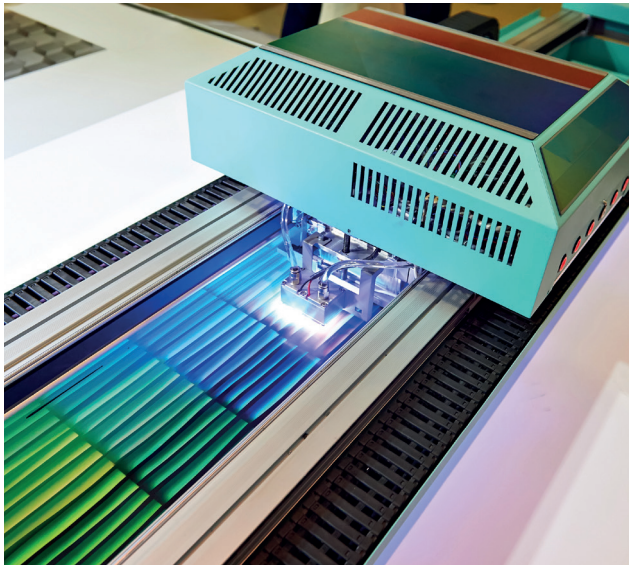
As majority shareholder, I remain personally committed to supporting these efforts and ensuring that the necessary resources and leadership focus are in place – always with the next generation in mind.

Thanks to the dedication of our employees, I am confident that together we will continue to make meaningful contributions, guided by our shared commitment to continuous improvement.

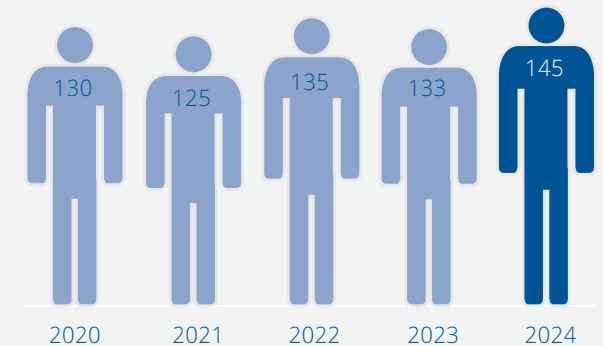
About RAHN

The RAHN-Group, founded in 1940 in Zurich, Switzerland, develops and distributes performance materials to highly specialised industries. Our two divisions EnergyCuring and Cosmetics serve the markets of surface technologies and personal care. As an innovative technology company, we combine high-quality products, in-depth expertise and comprehensive services to offer our customers tailor-made integrated solutions.

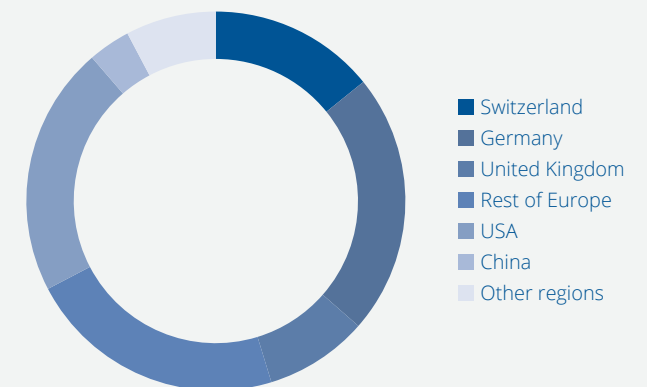
We pride ourselves on our long-standing tradition as a family-owned business, our responsible business ethics and a professional attitude to service. As a group of eight companies that spans three continents and boasts 145 employees, we are a global enterprise, yet small enough to still truly care for all our individual business partners.



NUMBER OF EMPLOYEES



TURNOVER IN 2024 [%]



Our business model

RAHN's business model is based on excellent market access and expert knowledge of application technologies in our industries. We operate R&D and application labs and employ a significant number of industry experts to support customers in all aspects. We do not own any manufacturing assets. We innovate and develop new products that are subsequently manufactured by various trusted industry partners around the world. For some parts of our product portfolio, we act as a local distribution partner of multinational specialty-chemicals and ingredients manufacturers.

Worldwide warehousing and delivery logistics are contracted out to specialists in those fields. Today, our business footprint therefore consists of four offices, five labs and sales representatives that serve their respective markets in EMEA, the Americas and Asia-Pacific.

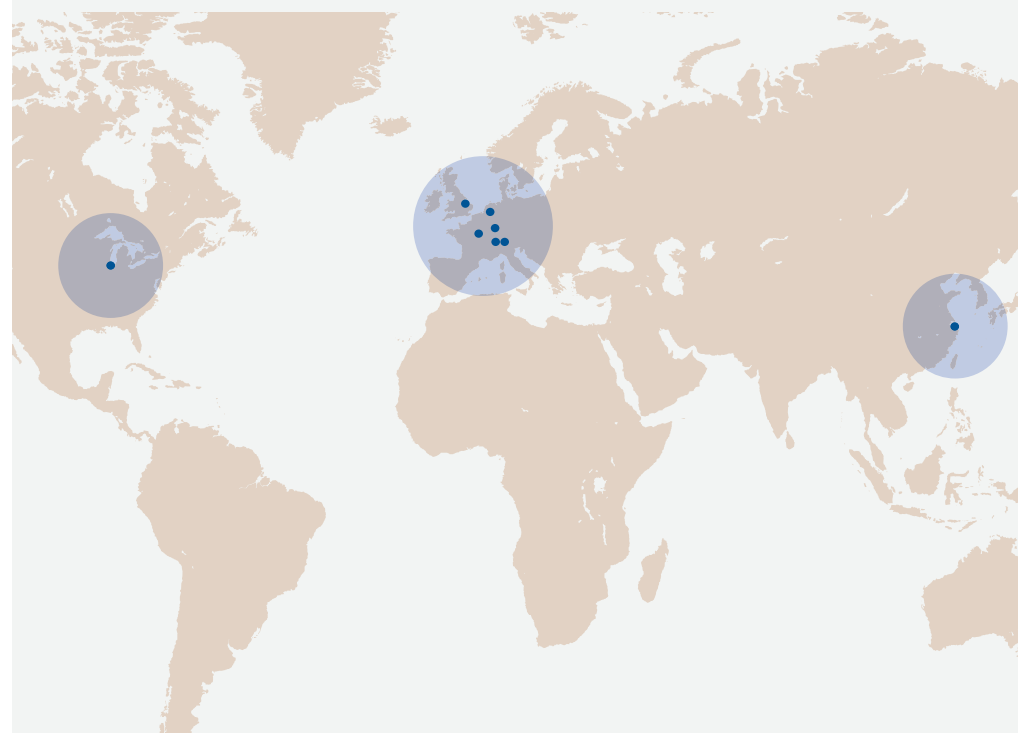
ADDED VALUES



Stakeholders

Customers	Suppliers	Ownership & authorities
Employees	Environment & society	Supply chain partners

SUBSIDIARIES WORLDWIDE



Global trends shaping our strategy

Five long-term forces are reshaping the specialty chemicals and cosmetics markets:

Low-carbon transition

Rising pressure to reduce greenhouse-gas emissions and energy use is driving demand for more efficient technologies.

RAHN supports this transition through UV/EB and next-generation LED curing systems that significantly reduce energy consumption – cutting CO₂ emissions in the curing stage by up to 80% without compromising performance. RAHN-Cosmetic Actives conducts product carbon footprints across the entire value chain to identify and mitigate environmental impacts.

Circularity & resource efficiency

Policymakers and industry standards increasingly favour materials that are safe, sustainable, and compatible with circular economies.

RAHN contributes by offering solvent-free resins, steadily increasing the bio-based content of its EnergyCuring products, and continuing to supply bio-based active ingredients and formulations for the cosmetics industry – an area where upcycled materials and the responsible use of biomass are core to our product-development process.

Clean & traceable beauty

Consumer demand for safe, transparent, and ethical ingredients is reshaping the personal care industry.

RAHN delivers high-quality cosmetic actives and excipients that are vegan, safe, and supported by transparent supply-chain data – enabling brands to meet clean beauty expectations.

Digitalisation & artificial intelligence

Advanced data analytics and predictive modelling are reshaping how specialty chemicals are developed and tailored to customer needs.

At RAHN, we aim to leverage digital tools to enhance formulation development and technical support, including the use of predictive performance models. These capabilities help accelerate innovation cycles and provide our partners with more efficient, data-driven insights.

Supply-chain resilience

Geopolitical instability and market volatility are prompting companies to diversify sourcing and build more robust supply chains.

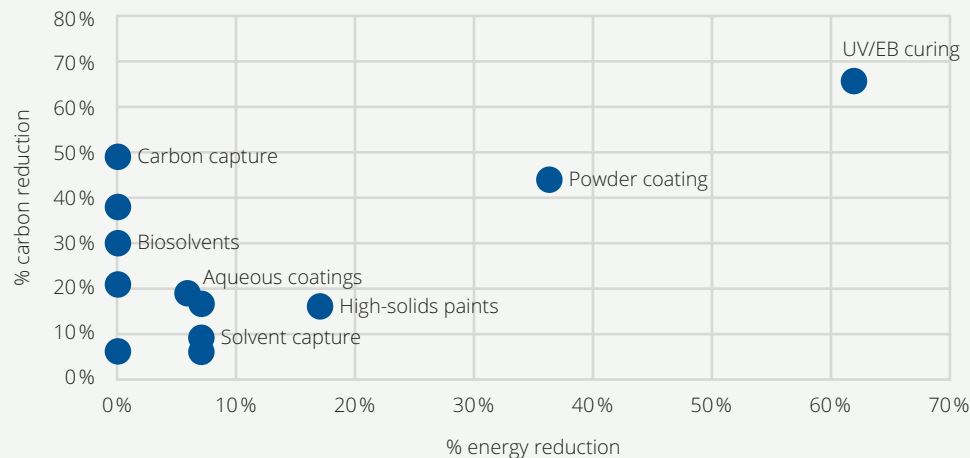
RAHN's asset-light model – supported by a broad supplier network and strategically located warehouses – enables reliable, agile delivery across EMEA, the Americas and Asia-Pacific.

Our Business Divisions

EnergyCuring

Our EnergyCuring division is a premier worldwide supplier of additives, oligomers, monomers, photoinitiators and other customised specialty chemicals. Our products are used in ultraviolet and electron-beam curing technologies and are essential components in high-performance inks, coatings, adhesives, medical devices, rapid prototyping and other applications.

UV/EB curing typically cuts curing-line energy demand by up to 80% and VOC (volatile organic compounds) emissions, helping customers progress toward net-zero targets. Working alongside partners in the graphic-arts and industrial-coatings sec-



Mapping of game-changer mitigations. UV/EB curing technology is considered to be one of the most significant game changers in terms of decarbonisation of the coil coating industry. Graph courtesy of the European Coil Coating Association (ECCA-webinar from 26 Jan 2023).

tors, we push these gains further – introducing LED curing to trim downstream power use and raising the bio-renewable-content (BRC) share of upstream raw materials. The current share of BRC in our EnergyCuring portfolio is published on the RAHN website.

Compared with thermal curing, UV/EB can deliver overall energy savings of up to 80% and, in coil-coating applications, CO₂-equivalent reductions of up to 60%. Because the process is essentially solvent-free, VOC and HAP (hazardous air pollutants) emissions are little or reduced to zero, supporting both air-quality goals and the EU Green Deal. Transitioning from conventional systems is not trivial, but with more than 30 years' experience we guide coil coaters and coating formulators through scale-up and full-production adoption.

To deepen the environmental benefits still further, we are incorporating renewable, plant- or biomass-derived oligomers and monomers into our portfolio. These bio-based building blocks lower life-cycle greenhouse-gas footprints, reduce reliance on finite resources and meet the growing market demand for eco-friendly products.

Cosmetics

With almost six decades of expertise, RAHN's Cosmetics division has built a reputation for forward-thinking partnerships and modern, high-performance specialties. Our unique blend of trusted supplier alliances and our own RAHN-Cosmetic Actives line enables customers to create distinctive, value-adding formulations that delight consumers worldwide.

In 2024 we sharpened this proposition. Product Carbon Footprint certification from ClimatePartner and a comprehensive Product Water Footprint audit by CarboTech now accompany every new RAHN-Cosmetic Active, reflecting our commitment to measurable progress across the value chain – from raw-material sourcing through delivery and end-of-life. These insights guide the expansion of efficient, low-impact solutions that anticipate forthcoming legislation and support responsible use of ingredients.

At the heart of RAHN's Cosmetics division, our Trading Goods department connect a global network of top-tier cosmetic-ingredient suppliers who share our passion for science-driven innovation. Through long-standing, constructive partnerships we secure a reliable flow of high-performance, trend-setting raw materials – giving formulators and brands rapid access to the latest actives, textures, and sensory enhancers. Beyond supply, we back every ingredient with technical support and formulation guidance.

The Board's approval of the COS-Beauty Rise Initiative positions the business unit for profitable, purpose-driven growth. A focused distribution strategy will amplify partner technologies, while elevating RAHN-Cosmetic Actives as a global benchmark for transparent, science-based innovation. By rigorously understanding where our products touch the planet, we help customers bring cleaner beauty to market – confidently, responsibly and at scale around the globe.

At in-cosmetics Global 2025 (Amsterdam) we revealed two South-American-inspired actives: YERBALUXE®-PEARL (skin) and YERBALUXE®-CROWN (hair).

The upcycled organic mate-fanning (*Ilex paraguariensis*) extract – with 13 times more polyphenols, 2 times more caffeine, and 8 times more rutin than regular mate tea – embodies the energy of mate that links past and future. According to the Legend of Yerba Mate and Guaraní, mate holds the energy of the moon and the power of the stars.

YERBALUXE®-PEARL biohacks skin vitality – boosting oxygenation and microcirculation for youthful radiance. YERBALUXE®-CROWN channels *Ilex paraguariensis* to deliver day-to-night care for every hair type in one application.



A message from our CEO



Xavier Marguerettaz, PhD
CEO, Vice President EnergyCuring

In a world increasingly shaped by urgent environmental and social challenges, RAHN is committed to being part of the solution. Our sustainability journey is rooted in the belief that business success and responsibility go hand in hand. As we face a global context marked by climate volatility, regulatory complexity, and social inequity, we recognise the importance of translating values into action.

The year 2024 brought a welcome return to relative normality after successive periods of extraordinary disruption, yet the market environment remained challenging and often unpredictable. Across the value chain, companies worked to safeguard their operations while keeping strategic options open, amid heightened geopolitical tensions, rising protectionism, and persistent volatility in interest and currency markets. These pressures are compounded by an increasingly complex regulatory landscape that affects both the RAHN-Group and our customers and suppliers. In this setting, resilience is no longer optional, and sustainability serves as one of the key guides for our long-term response.

Building on our engagement with the United Nations Global Compact, we have also launched a comprehensive supplier risk assessment. Working alongside key stake-

holders, we started mapping the life-cycle footprint of our portfolio – from raw-material extraction to end-of-life – so we can establish a clear baseline, and co-design lower-impact solutions. This shared, data-driven understanding will guide our next wave of targets, integrating risk oversight with the strategic pursuit of new market possibilities.

Our approach is pragmatic and impact driven. As a family-owned SME, we know our scale is limited – but we also know that credibility lies in what we do, not just what we say. That's why we have formalised sustainability policies across key areas – environmental, social, ethics, and procurement – and embedded them into daily business practices.

We act where we can make the biggest difference, and our progress is not anecdotal. Building on the initiatives rolled out in 2024, we have lifted our EcoVadis rating to Gold in 2025, underscoring the tangible progress we have achieved. Our governance model includes a cross-functional steering committee and regular engagement with customers and suppliers – ensuring our commitments are broadly owned and actively implemented.

Beyond regulatory compliance, we see sustainability as a catalyst for innovation and resilience. By transitioning to more sustainable solutions and enabling more efficient processes, we not only open up new markets but also support our customers on their own sustainability journeys. For instance, we supply low-energy-cure additives to the coil-coating industry, facilitate de-inking in packaging recycling, and – through our RAHN-Cosmetic Actives – provide high-performance cosmetic ingredients that let

beauty brands create effective formulas with a lighter footprint. For several of these cosmetic actives, we neutralise products' production emissions through verified carbon-offset projects.

Building on this conviction, we are investing in our future through strategic programmes such as the ENC 2030 Ambitions in EnergyCuring and the BeautyRise initiative in Cosmetics. These efforts embed sustainability in product and market development and demonstrate that today's responsible innovation fuels tomorrow's growth. While we may be a small player in a complex global landscape, meaningful change is built from thousands of responsible actions. Our size may limit our influence, but not our determination to contribute – to our industry, to our partners, and to a more sustainable future.

Our efforts are designed to generate shared value: by supporting employee growth, deepening customer trust, and helping partners across the supply chain advance their own sustainability goals.

As CEO of the RAHN-Group, I am personally committed to this journey. For RAHN, a third-generation family-owned business, sustainability is an integral part of our values and history. This commitment allows us to plan our actions and their impacts with a long-term perspective, benefiting the next generations. Together, we are building a company where innovation, integrity and sustainability go hand in hand – one that future generations will not only recognise, but respect.



Our long-term strategy

Vision

Rooted in tradition and sparked by creativity, we shine for the next generation.

Mission

We support our industry partners around the world by supplying innovative performance materials. We assist our customers in promoting advanced and sustainable formulations for the benefit of consumers. We aim to facilitate the efficient use of our high-performance products by combining them with technical expertise and operational excellence.



Sustainability as an integral part of our Group Strategy

Our strategy begins with customer and service orientation and a steadfast focus on product innovation, forming the basis for the long-term partnerships that define our business. By combining specialty with selected commodity products and pursuing targeted geographic expansion, we extend our reach while safeguarding sustainable business development.

Equally important, we foster an inspiring and entrepreneurial working environment that is dedicated to supporting the personal growth of employees. This culture is reinforced by our commitment to financial independence and powered by robust in-house IT and data management, ensuring we remain agile and resilient in rapidly evolving markets.

We aim to maximise our positive socio-economic contributions to all stakeholders while minimising negative effects. We steer initiatives with ownership, favouring a balanced, business-pragmatic approach that supports economic progress. To stay effective, we concentrate on the limited set of sustainability elements where RAHN can have the greatest impact and prefer open dialogue and collective action along the supply chain to punitive measures.

Each year we assess our socio-economic impacts, set goals, implement initiatives, and report results transparently, while selected independent third parties verify our progress.

2024 marks a decisive step beyond the impacts of our own operations. We strengthened division-level sustainability strategies – aligning them with the Group framework – and expanded ESG resources to match our growing commitment.

Looking ahead to 2025, we will continue aligning our non-financial reporting with international standards, enabling clearer tracking of progress, and progressing on key initiatives along the value chain.

Our priorities are clear; we focus on enabling our customers to bring more sustainable innovations to market – quickly, reliably and at scale. Decarbonisation and VOC reduction remain at the forefront: by promoting UV/EB curing we can cut curing-stage energy use and Scope 3 emissions while almost eliminating solvent emissions at customer sites. We extend bio-based innovation through a broader offering of bio-based and RSPO-certified cosmetic actives and by expanding our product documentation to include carbon and water footprints. Finally, we reinforce responsible sourcing by strengthening supplier evaluations, giving us a deeper understanding of our impacts across the supply chain.



Topic	Ambition
Product carbon footprint (PCF)	80% of RAHN's sales volumes derive from products with a verified PCF by 2030. Progress toward this target will be measured separately for each division.
Water stewardship	Provide customers with Product Water Footprints for 30% of RAHN-Cosmetic Actives products by 2030.
Diversity & inclusion	Keep the percentage of women in upper and middle management above 40% until 2030.
Responsible sourcing	Conduct a yearly risk assessment on environmental, ethics, and labour and human rights topics on 100% of A, 90% B, and 60% C suppliers – representing our core business suppliers including logistics, finance and IT – by 2028.
Palm-oil traceability	At least 95% of COS palm oil derivatives procured yearly are certified according to the RSPO standards (RSPO Supply Chain Certification Standard) by 2030.

Governance & stakeholder engagement



The Board of Directors and the Executive Management do not see sustainability as a one-off project, but as a continuous process. Our sustainability report forms an integral part of our reporting system. Further, we also want our efforts to be evaluated by trusted rating agencies – with the most established in our industry being EcoVadis, which we have chosen as a primary point of reference. To ensure this sustainability strategy is incorporated into everyday business activities and thus becomes part of our corporate DNA, the following governance principles have been defined:

- The Board of Directors and the Executive Management hold the ultimate accountability, review the sustainability strategy and its operational implementation on an annual basis
- The Head of Sustainability reports to the Executive Management, proposes the strategy, and is responsible for its implementation as well as external reporting at Group level
- Sustainability is firmly anchored in the overarching RAHN-Group strategy
- A steering committee with employees from various functions and hierarchical levels is formed to implement and maintain sustainability initiatives
- Sustainability KPIs are defined, as are related long-term targets and initiatives
- An annual report is published to provide transparent information on all relevant dimensions of sustainability

What we focus on

RAHN bases the evaluation and definition of its sustainability goals largely on the categories proposed by the 17 United Nations Sustainable Development Goals. In September 2015, the United Nations adopted 17 Sustainable Development Goals (SDGs) that address the world's most important economic, social and environmental challenges.

The SDGs are the result of years of multi-stakeholder engagement between governments, non-governmental organisations (NGOs) and businesses. The private sector plays an important role in achieving the SDGs and our work contributes to a number of these goals.

We have identified 13 goals that we can directly contribute towards. For seven of these goals, we have identified initiatives we want to implement in order to enhance our positive impact.

Reporting standards

This year's report is our first prepared with reference to the Global Reporting Initiative (GRI) Standards, underscoring our commitment to transparent reporting.

This report also includes our progress in relation to the UN Global Compact's Ten Principles, which we continuously support. We assess our sustainability performance via EcoVadis, for which we have received a new score, reflecting the progress made in 2024.

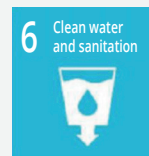


United Nations
Global Compact

Our activities and goals are structured as follows:

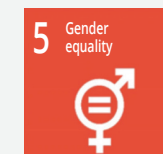
Environment

includes the following SDGs:



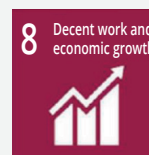
Social Responsibility

includes the following SDGs:



Responsible Business Conduct

includes the following SDGs:



Environment



Climate

RAHN-Group is committed to proactive climate action. Over the past five years, multiple measures were implemented such as fleet emissions cap and renewable energy procurement. Emissions data are tracked annually. We measure our carbon footprint according to the Greenhouse Gas Protocol Corporate Standard.

Scope 1 – Direct Emissions

Scope 1 covers direct GHG emissions from RAHN's operations, primarily our company vehicle fleet, fugitive emissions, and on-site fuel use.

RAHN does not own manufacturing plants and uses no stationary fuel combustion at its sites. We assess possible minor sources (e.g., fugitive emissions from IT equipment) and service HVAC systems regularly to report on fugitive emissions.

Our Scope 1 footprint is thus dominated by fuel emissions from the company car fleet. In 2021, we implemented a vehicle procurement rule capping new company cars at 150 g CO₂/km maximum emissions. To support electric vehicle (EV) adoption, four EV charging stations were installed at our Zürich headquarters, and additional stations are under construction.

As a result of these measures, the share of hybrid or fully electric cars in RAHN's fleet climbed from 7% in 2018 to 50% by 2024.

RAHN is committed to fleet decarbonisation. We will continue to right-size our vehicle fleet and replace end-of-life combustion models with electric or other lower-emission alternatives.

Scope 2 – Indirect Emissions

Scope 2 encompasses indirect emissions from purchased energy (electricity and heating) at all RAHN sites. We monitor energy usage and have implemented efficiency upgrades and green power sourcing to reduce our Scope 2 footprint.

We transition to renewable electricity wherever we can.

The electricity used at our Zurich headquarters has been predominantly from low-carbon sources (Swiss hydroelectric grid mix) since 2018, and in 2023 we switched entirely to a 100% renewable electricity mix for the facility. Major energy efficiency improvements were achieved early in our sustainability program: a renovation of the headquarters in 2018–2019 yielded a 60% reduction in building energy consumption.

Scope 1 & 2 (in kg CO₂e)

	2024
Buildings and processes	0
Refrigerants	0
Vehicles	48 642
Total scope 1	48 642
Purchased electricity	42'835
Electricity for electric vehicles	3
Total scope 2 market-based	42 838

Scope 3 – Indirect Value Chain Emissions

Scope 3 includes all other indirect emissions generated along our value chain, both upstream and downstream. Key Scope 3 categories include business travel, logistics, and products sourcing.



Purchased goods and services

A major development has been our work on Product Carbon Footprints (PCFs) for RAHN's products. As part of our climate strategy, carbon footprints are calculated and collected from our business partners for both our EnergyCuring and Cosmetics divisions.

In 2024, 38% of our EnergyCuring products have a PCF – representing 70% of the division's sales volumes (by weight) – whereas 52% of our RAHN-Cosmetic Actives – representing 43% of the division's sales volumes – have such an analysis.

The Cosmetics division initiated the neutralisation of some products' production emissions. For each product with a calculated footprint, RAHN invests in verified carbon offset projects to offset 100% of the CO₂ emissions associated with its production. Through our partnership with ClimatePartner, we support five different nature-based conservation projects (such as reforestation and peatland restoration) that collectively offset the product emissions. ClimatePartner certification provide our customers with transparently offset ingredients – each product's status can be verified via a ClimatePartner ID on their website.

We acknowledge that the emissions offset represent a small share of our scope 3 emissions.

Scope 3 (in kg CO₂e)

	2024
Fuel- and energy-related activities	26 608
Business Travel	686 957
Upstream & Downstream Logistics	2 656 814
Total scope 3	3 370 379

Upstream & Downstream Logistics

In 2023, RAHN undertook a thorough evaluation of its product distribution and third-party warehousing setup to identify emission reduction opportunities. The analysis led to the consolidation of the deliveries for the Cosmetics division from our main logistics hub. This optimisation allows for better truck load utilisation and shorter transport routes for international customers.

The division also outsourced product sample distribution to a specialized external partner. This change enables more consolidated and efficient shipping routes for samples – leveraging the partner's proximity to customers and logistics network.

In addition, RAHN engaged an external expert partner to conduct a comprehensive greenhouse gas analysis of our logistics operations for both the Cosmetics and EnergyCuring divisions. This study employed a well-to-wheel (WtW) approach to quantify CO₂e emissions per kilogram of product moved per kilometre, for each transport mode, as shown in the table above. This analysis serves as the basis of the calculation of our logistics emissions.

Business Travel

We pursue our efforts to manage business travel. This includes maximizing the use of virtual meetings and digital collaboration tools – a practice accelerated since 2019 as part of our digitalisation strategy – and scrutinising travel needs to avoid unnecessary trips. For essential travel, we will explore more carbon-efficient modes.



Other environmental matters

Products

RAHN's product stewardship emphasises sustainable innovation and regulatory compliance. In our EnergyCuring division, we have been introducing products with significant bio-based content derived from renewable raw materials. Several new energy-curable oligomers now contain over 50% bio-based carbon content, reflecting our commitment to a more sustainable chemistry. This progress has been gradual but steady, and we continue to invest in R&D to increase the bio-based content of our products wherever feasible. We publicly disclose this information in our Product Guide for EnergyCuring products.

We are also dedicated to ensuring that all products meet the highest safety and environmental standards. We are compliant with REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals regulation) in the EU, TSCA legislation (Toxic Substances Control Act) in the USA, IECSC chemical control law in China and any local chemical legislation in other countries where our products are placed on the market – such as the United Kingdom, Turkey, Canada, Korea or the Philippines. We proactively work with our suppliers to obtain detailed substance declarations for every new or reformulated product, ensuring compliance with legislations impacting our products at each stage of the supply chain. This diligent approach to chemical management allows us to identify any substances of concern early in the process. Hazardous substances are avoided and substituted with safer alternatives where feasible, thereby upholding product safety and protecting human health and the environment.

Biodiversity

Protecting biodiversity is a key consideration in our sourcing of natural ingredients. In line with this commitment, the RAHN-Cosmetic Actives division uses sustainably sourced palm oil derivatives in its products. In 2024, over 99% of the palm oil derivatives used in our RAHN-Cosmetic Actives and distributed products are certified under the RSPO standard – up from 86% in 2018.

Whenever a formulation requires a palm-derived component, we ensure it is sourced through the RSPO Mass Balance program, which supports deforestation-free and ethically produced palm oil.

We work closely with suppliers that hold their own RSPO certifications – Mass Balance or Segregated models – and share our commitment to the initiative's environmental and social safeguards. Their adherence ensures traceability throughout the supply chain.

Our product documentation – with technical datasheets – for our active ingredients explicitly state whether RSPO-certified palm oil, palm kernel oil, or related derivatives are in the product.

RAHN Cosmetics – driving sustainable development

The sourcing of raw materials, the use of water and land, deforestation, manufacturing, distribution and the end-use of cosmetic products may deplete natural resources or harm the environment.

The support RAHN has given to the Yayasan Rimba Raya Abadi Foundation in Borneo has grown over the last few years – with continued support to the reforestation project in West Kalimantan (Borneo). This project is planting endemic tree species to restore and protect habitats for many endangered species and improve biodiversity.

We are also involved in a small model farm, where we engage with farmers to promote agroforestry (“Let us make Borneo green again!”).

Whether trading goods or own-brand RAHN-Cosmetic Actives, the Cosmetics division pursues sustainable development for environmentally friendly cosmetics.



One of the sites in West Kalimantan where illipe and other native trees have been planted. At the moment, 61.3 ha have been protected, which will be sequestering about 212 metric tons of carbon per year.

Use of Resources and Waste Generation

Continuous efforts are underway to reduce resource consumption and waste across our operations.

Since 2019, we have implemented extensive digitalisation initiatives that dramatically cut down on paper usage for documentation and communications – including moving to electronic documentation, digital reports and cloud-based approvals. As a result, paper consumption has dropped by over 80% compared to 2018. In 2018, RAHN used over 4,000 kg of paper; in 2024 104 kg were used. The 2024 figure reflects a one-time dip due to ordering patterns; we expect consumption to go back to the range recorded in recent years.

In addition, all waste generated at our Swiss sites – home to over 65% of our workforce – is handled by waste-management partners or the competent municipal authorities, ensuring proper disposal.

In terms of material waste, we are addressing the use of plastics, especially in product sampling and packaging, which has increased in the past years to 688kg in 2024 as our customer base grows.

We test containers that use less plastic or incorporate recycled and recyclable material, such as plastic and aluminum. These measures aim to maintain our product quality and safety while minimising single-use plastic waste.

We have also implemented other day-to-day measures to cut waste: for example, installing water dispensers at offices – to discourage single-use plastic bottles – setting up recycling stations, and replacing polystyrene foam packaging with paper-based alternatives.

Water

Water stewardship has become an increasingly important part of our environmental strategy for the Cosmetics division.

In 2024, RAHN-Cosmetic Actives launched its first Product Water Footprint (PWF) initiative to assess and identify water hotspots for three of our active ingredients (MYRAMAZE®, MYRAMAZE®-ESSENCE and MYRAMAZE®-PURE). Each PWF measures the volume of hidden water used from the cultivation of raw materials through to the manufacturing of the finished product, as well as assessing overall local water risks such as water stress, depletion, seasonal variability or coastal eutrophication.

By quantifying these metrics, we can identify opportunities to improve water efficiency in product development and sourcing. The insights from these first three PWF assessments will guide our efforts to minimise water consumption and mitigate any water-related environmental risks associated with our ingredients.

Other Environmental KPIs

		2024	2023	2022
Paper (in kg)	RAHN-Group	104	420	420
Plastic used for sampling (in kg)	RAHN-Group	688	601	532
Number of products with >50% bio-based content	EnergyCuring ¹	8	7	6
Number of products with >1% bio-based content	EnergyCuring ¹	21		
Products covered by a PCF in relation to total number of products (in %)	EnergyCuring	38		
	Cosmetics	53		
Number of PWF	Cosmetics	3	0	0
Palm oil derivatives under RSPO scheme (in %)	Cosmetics	>99	100	99

¹Based on standard ASTM D6866 and EN 16785-1 analyses.

Supply Chain Management and Procurement

Awareness in our Supply Chain

Rising regulatory expectations make sustainability in the supply chain a business imperative. In response, RAHN-Group actively fosters awareness of environmental, social, and governance (ESG) topics throughout our supplier's network, and ensures suppliers share our commitment to responsible business practices.

Overall, RAHN's approach to sustainable supply chain management and procurement focuses on assessing risk, engaging suppliers through dialogue and training, enforcing policies, and monitoring performance. These measures aim to strengthen long-term resilience in our supply chain.

Comprehensive Risk Assessment

We take a proactive, risk-based approach to supplier management. The Supply Chain Management (SCM) team evaluates suppliers for ESG risks (e.g., labour practices, environmental impact, and business practices) early on, prioritising high-risk partners for deeper scrutiny.

We are strengthening our due diligence processes by adopting advanced risk mapping tools. This targeted risk assessment helps us focus our resources where it matters most, in line with emerging due diligence regulations.

In 2024, we revamped our Supplier Risk Assessment, adopting a country-based and industry-based risk approach. As a first step, a high-level risk assessment is conducted to identify potential adverse impacts. As a result, suppliers were categorised into risk levels, and those identified with higher overall risk levels underwent a manual risk assessment.

Awareness and Training Initiatives

We invest in building ESG awareness both within our procurement team and among our suppliers.

Internally, the SCM team receives training on sustainable procurement practices, so they can effectively communicate expectations to suppliers.

Externally, we engage suppliers through continuous dialogue and capacity-building – whenever a need is identified with the supplier and within the limits of our resources. Engagement can include a training on ESG practices or sustainability-related regulations, as well as LCA and PCF analysis.

Policy and Compliance Framework

Our Supplier Code of Conduct – introduced in 2023 – sets stringent standards on ethics, labour rights, environmental protection, and safety, aligning with the Responsible Care® principles and the UN Global Compact's ten principles. All suppliers are required to

adhere to this Code and applicable laws; and we expect them to cascade these high standards to their own supply chain.

As a chemical sector company, we place paramount importance on compliance for chemical legislation. We work hand-in-hand with our suppliers to ensure full adherence to the EU REACH regulation, coordinating the exchange of information needed for safe, uninterrupted supply of compliant materials.

Supplier Performance Monitoring and Continuous Improvement

We monitor and measure supplier sustainability performance to drive ongoing improvement. RAHN has integrated ESG criteria into its supplier evaluation process alongside traditional metrics like quality and delivery.

A supplier scorecard approach is being used to track performance, providing feedback to suppliers and our team on areas for improvement. We limit this approach to key partners.

Supply Chain KPI

	2024	2023	2022
Supplier certification audits performed ¹	11	11	9

¹ Audits are performed by RAHN or a third party

Trading goods

RAHN's Commitment to Sustainable Partnerships – Cosmetics

At RAHN, sustainability is a core value that drives our partnerships. We are proud to distribute products from a diverse group of suppliers who share our commitment to environmental stewardship and social responsibility.

Our cosmetics' suppliers, including Ajinomoto (JP), BDI-BioLife Science GmbH (AT), Elementis (UK), Evonik (DE), I.R.A. (IT), MOA Life Plus Co. Ltd. (KR), Sisterna (NL), SYTHEON part of Hallstar (FR/USA), Tate & Lyle (USA), and Terry Laboratories Inc. (USA), share our commitment, publishing regular ESG reports and maintaining EcoVadis ratings to ensure full transparency.

They equip formulators with trend-driven, high-performance ingredients combined with technical support.

Supplier engagement is a cornerstone of our innovation pipeline. As an example, this year we welcomed a key partner to our application laboratory for a joint workshop with our R&D and local commercial teams.



The day combined hands-on formulation trials with a deep dive into the supplier's sustainability product brochure, covering life-cycle data, responsible sourcing, and biodegradability profiles for their latest ingredient range.

The exchange equips both parties to develop lower-impact skin- and hair-care concepts – demonstrating how close collaboration can accelerate the shift to more sustainable product solutions.

RAHN remains committed to nurturing these long-standing relationships, ensuring that our sustainability goals align with those of our partners.

Social Responsibility



In 2024, RAHN-Group continues to uphold its strong tradition of social responsibility by focusing on people – our employees, partners, and communities.

Health and Safety

Protecting the health and safety of our employees – and by extension our customers – is a core commitment at RAHN.

We maintain a healthy working environment, both physically and mentally, by adhering to high occupational safety standards and proactive health measures. Our Zürich headquarters are designed with ergonomic considerations to minimise strain and injury.

Chemical handling procedures are in place for our laboratories, and we provide necessary personal protective equipment to all impacted employees, as per industry best practices. We also organise periodic safety drills and first-aid training to ensure readiness for emergencies. At Radlab AG, we complement these measures with regular laboratory inspections that review equipment layouts, ventilation, and chemical-storage practices, among other topics, so our workspace consistently meets the highest safety standards.

Mental health is given equal priority. We encourage open conversations about stress and workload and have implemented measures to alleviate work-related stress. These include offering flexible scheduling and ensuring employees take their vacation entitlements. Every year, each employee is asked to give feedback about their perspective on a variety of topics, including stress at work – which is addressed with the direct manager.



Our commitment to health and safety extends to our customers and end-users as well. RAHN invests significantly in the health, safety, and regulatory compliance of our products and processes. We strictly adhere to all relevant product safety regulations and conduct quality control to ensure that the materials we supply are safe when used as intended. We also provide our customers with detailed safety data sheets and handling guidelines.

Working conditions

RAHN is dedicated to offering fair and attractive working conditions that reflect market standards and labour rights, while creating an environment that nurtures both personal and professional growth.

Our internal culture encourages open dialogue – through regular employee information days to keep everyone informed and invite feedback on company developments. We also conduct annual employee engagement surveys to systematically gauge satisfaction and gather suggestions about work-life balance, personal development and any other topic employees wish to raise.

One indicator of our positive workplace culture is our high employee retention and tenure. In 2024, the average tenure at RAHN exceeds seven years, well above industry norms. This reflects the loyalty and commitment of our team, as well as the supportive environment we strive to cultivate. We credit this longevity to factors like meaningful, self-determined jobs and a collaborative atmosphere.

RAHN also recognises the importance of flexibility in today's work culture to foster equity. Our hybrid work policy allows eligible employees to work from home up to 40% of the time (e.g. two days per week) if their role permits. This flexibility helps employees better integrate their professional and personal responsibilities, leading to higher job satisfaction. We continue to support flexible arrangements, from part-time schedules to family leave, wherever feasible.

At RAHN we fully respect the freedom of association – employees are free to join any organisation or workers' association of their choice. Where applicable, we maintain constructive dialogue with employee representatives and actively foster a culture of openness. Through our open-door policy, we ensure that all employees feel heard and encouraged to share their concerns, ideas, or suggestions directly with management.

“At RAHN, we want people to feel they belong, can grow, and genuinely enjoy coming to work. Supportive conditions, open conversations, and meaningful opportunities to develop are not just ideals, they're part of how we work every day. Our people make us strong, and we're proud to create a place where they feel empowered, supported, and inspired to do their best.”

Nadja Hansen, HR Business Partner

Continuous professional development is a cornerstone of our working conditions. Each employee is encouraged to pursue training and skill enhancement. We allocate a yearly training budget per employee (around CHF 1'400 in 2024) to support courses, workshops, and educational resources. In addition, RAHN provides internal training sessions and mentoring.

Managers conduct performance and development reviews at least annually with their team members, aligning on goals, recognising achievements, and identifying opportunities for advancement. These reviews allow employees to actively shape their career path within the company and ensure that high performers are recognised and groomed for future roles.

We enforce a strict non-discrimination and anti-harassment policy to ensure a respectful, inclusive workplace. All forms of discrimination or harassment based on gender, age, ethnicity, religion, or any other status are zero-tolerance in our company culture. Our Code of Conduct explicitly outlines expected behavior and provides mechanisms for reporting any misconduct confidentially. Any reported incidents are promptly investigated and addressed.

Diversity, Equity, and Inclusion

Achieving equality at RAHN means more than bridging gender gaps – it encompasses fair and equitable treatment across all aspects of human diversity.

We are committed to equal pay for equal work as a fundamental principle. We assess salary structure yearly to monitor for any gender pay disparities, ensuring that women and men in comparable roles, with similar experience and education, receive equal compensation. These assessments in recent years have consistently shown a gender pay ratio of 100%. We will continue this annual review.

Beyond pay, we guarantee that all employees receive equal benefits and opportunities, regardless of employment type. The same company benefits and policies apply to part-time employees as to full-time colleagues. This ensures, for example, that a parent working part-time has access to the same health coverage, training programs, and bonus schemes as their full-time peers. By leveling the playing field in this way, we make RAHN an inclusive employer for those needing flexible schedules.

We are committed to equal opportunity in career advancement. As of 2024, women hold 42% of upper and middle management positions – an increase from 36% in 2018. To sustain and further strengthen this representation, we continue to invest in inclusive recruitment practices and targeted mentorship and coaching programs that support diverse talent at every stage of their development.

RAHN's management remains mindful that equality spans many dimensions – including age, nationality, and background – and we celebrate diversity in all forms when hiring and developing our talent.

We view diversity, equity, and inclusion as integral to our innovation and success. RAHN's global operations span three continents and employ people of many nationalities and backgrounds, enriching our company with a broad range of perspectives.

RAHN has formalised its commitment to fairness and inclusion through comprehensive company policies that explicitly prohibit discrimination and actively promote diversity across all aspects of the employee lifecycle, including recruitment, training, compensation, and career progression. These policies are designed to ensure that all individuals are treated with respect and evaluated based on their skills, qualifications, and contributions, fostering a workplace where everyone has the opportunity to thrive.

Moreover, our recruitment process encourages candidates from diverse backgrounds to apply, focusing on competencies and potential over strict criteria matching.

Human Rights

RAHN-Group is committed to upholding human rights in all aspects of our operations and value chain.

We condemn and prohibit any form of forced labour, child labour, human trafficking, or other human rights abuses.

Internally, our own business practices meet high ethical standards – we provide fair wages, reasonable working hours, and a safe environment for all employees.

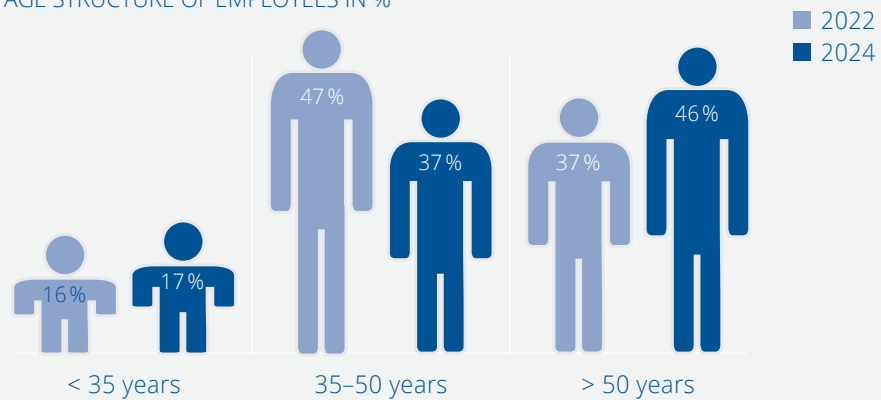
Externally, we expect the same commitment from our suppliers and business partners. We have published our Supplier Code of Conduct that requires all suppliers to comply with internationally recognised human rights, labour laws, and ethical norms.

Human rights are included in our yearly Supplier Risk Assessment, which we conducted for the first time in 2024.

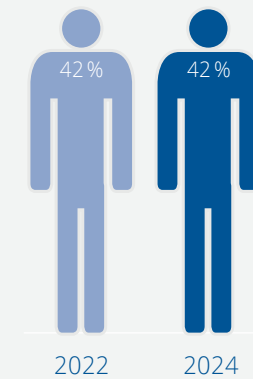
Social KPIs

		2024	2023	2022
Women's salary compared to that of men with comparable position, education and experience	%	100	100	100
Age structure (<35/35–50/>50 years old) in % of all employees	%	17/37/46	18/41/41	16/47/37
Women in upper & middle management	%	42	40	42
Part-time employment vs. total headcount	%	25	24	26
Total education and training budget per employee on average	CHF	1400.–	1600.–	1600.–
Contribution to the Rahn Foundation; annual sum of the last 5 years on a rolling basis	CHF	1 820 000.–	1 740 000.–	1 930 000.–

AGE STRUCTURE OF EMPLOYEES IN %



WOMEN IN A LEADERSHIP ROLE IN %



Creating value in communities

Being a responsible corporate citizen means actively engaging with our communities and contributing to societal well-being. RAHN has a long history of supporting philanthropic and community projects. Our flagship platforms for community engagement are the Rahn Foundation and the Rahn Kulturfonds, both funded by the company.

Rahn Foundation

The Rahn Foundation was established in 2003 and continues the mission of the Rahn relief fund, which for decades supported social projects in the Zurich region and also made donations to help disaster victims in Switzerland and beyond. The Foundation is primarily funded by RAHN AG.

Over the past 28 years, the Rahn Foundation has awarded support funds totalling CHF 6,500,000.

- [Stiftung Kinderhospiz Schweiz, Zürich](#)
Co-financing of the Flamingo Children's Hospice
- [Vivazzo Stiftung, Rüti](#)
Contribution to the Renovation of the Kastanienbaum Residential Home
- [Verein Seilpark \(Stiftung SalZH\), Winterthur](#)
Support the new rope park for children and adults!
- [Kafi Klick, Zürich](#)
Financial support for the internet café and meeting place for those affected by poverty.
- [TIXI, Zürich](#)
Co-financing of transport services for people with limited mobility
- [Stiftung Stellennetz, Zürich](#)
Contribution to a work integration project
- [Verein Schanz & Ganz Clown-Theater, Winterthur](#)
Donation for performances in retirement homes
- [Marie Meierhofer Institut für das Kind, Zürich](#)
Support for the project "iKIDIM: Intervention – Children and Digital Media"

Rahn Kulturfonds

Since 1976 Rahn Kulturfonds has been awarding the Rahn Musikpreis to promote students of all nationalities at Swiss music academies. The competition is held every two years, alternating between piano and string instruments. Furthermore, the association awards annual scholarships and lends instruments to outstanding music students. In the spirit of sustainable promotion, various concert series are organised and funded for award winners as well as scholarship holders. RAHN AG makes the work of Rahn Kulturfonds possible.



▲ RAHN MUSIKPREIS 2024

The piano competition was held at the ZKO-Haus in Zurich from 22-24 January 2024. Out of 27 candidates, four received an award. Pictured above: Francesco Granata, 2nd price, and Laura Mota Pello, 1st price.



▲ RAHN CONCERT PIÙ 2024

The annual family concert took place on 3rd November 2024 in the sold-out ZKO-Haus in Zurich. Eight scholarship holders and prize winners performed a variation of Ottfried Preussler's "Die kleine Hexe" (The Little Witch) and played pieces by Vivaldi, Mozart, Rossini, Dvorak, Saint-Saëns, Korngold, Ligeti and others.

Responsible Business Conduct



What matters most

RAHN emphasises solid, balanced growth as a foundation for its sustainable development efforts. As a modern and innovative technology company, RAHN contributes to economic progress in its fields of activity by developing and distributing high-performance materials and services that ultimately lead to better and safer consumer products.

Every year, the company invests significantly in the safety, quality and regulatory compliance of its products and processes. RAHN also plays an active role in industry associations and global sustainability initiatives (e.g., the Responsible Care® program). These efforts not only drive innovation but also ensure RAHN's solutions meet evolving health, safety and environmental standards in its industries. In addition, as an employer RAHN provides attractive jobs – including global roles – with a healthy, ergonomic working environment, and actively fosters employee development. In its global sourcing activities, the company strives for transparent, long-term partnerships and backs this up with supplier assessments to guard against child labour, corruption, and environmental harm in the supply chain.

RAHN's approach to sustainability is pragmatic and focused on areas where it can have the most significant impact. We see three main dimensions to our contribution to economic sustainability:

- Innovating for sustainable solutions: continuous innovation in products and applications to improve resource efficiency and customer outcomes.
- Providing quality employment opportunities: creating rewarding jobs and career paths for ambitious individuals and investing in our people.
- Practising responsible sourcing: upholding ethical and environmental standards in procurement.

“At RAHN, we understand that true sustainability is achieved through collaboration and shared responsibility. As CFO, I am committed to ensuring that our financial strategies empower us to invest in sustainable solutions, strengthen partnerships, and reduce our environmental footprint. Together, we are building a foundation for sustainable growth and shared success.”

Hanspeter Stricker, CFO, Executive Vice President

Innovation KPIs

		2024
Gross profit spent on R&D and application labs around the world	%	11
Innovation awards received and academic collaborations completed in the last 5 years	Number	6
Compound Annual Growth Rate of FTE at RAHN in the last 5 years	%	3
Staff with a PhD or Master's degree	%	36

Ethics and integrity

RAHN recognises that strong business ethics and integrity are cornerstones of long-term economic sustainability. The RAHN Code of Conduct sets forth clear principles and expected behaviours for all employees, management and directors. Every employee is required to comply with the Code and to help prevent, detect, and address any violations, and RAHN expects the same high ethical standards from its business partners.

In line with these principles, the company strictly prohibits any form of corruption, bribery or improper inducements. Internal policies also set narrow limits on the giving or receiving of gifts and hospitality to ensure appropriateness and prevent conflicts of interest.

Employees are encouraged to raise any ethical concerns or report suspected misconduct through established channels without fear of reprisal. A whistleblowing mechanism that ensures the confidentiality of the whistleblower's identity is in place: reports can be made to line managers, HR, executives, or anonymously. All allegations are reviewed and addressed.

RAHN also extends its commitment to ethics across its value chain. A dedicated Supplier Code of Conduct establishes the minimum standards of conduct expected from all suppliers and their sub-suppliers across topics including human rights, labour practices, environmental protection, and anti-corruption practices.

Risk Management

The Group maintains a risk management system that annually reviews both internal and external risks to the business. These regular reviews assess risks in terms of their probability and potential impact, and define mitigation action plans along with accountable owners for implementation.

By systematically identifying risks – from market and financial risks to regulatory, operational, and sustainability-related risks – RAHN can make informed decisions that protect the company's long-term viability. RAHN's management approach is to balance opportunities and risks pragmatically, aligning with its positive view of innovation and progress.

Information Security and Data Privacy

In an increasingly digital and data-driven business environment, RAHN is acutely aware of the importance of safeguarding information. The company treats business secrets, proprietary knowledge, and other sensitive information with the utmost confidentiality. Any confidential data received from customers or partners is protected; disclosure to third parties is strictly prohibited unless duly authorised.

Equally, RAHN attaches great importance to protecting personal data related to employees, customers, and business partners. We collect and process personal data only for legitimate, stated purposes and retain it only as long as necessary for those purposes or as required by law. All employees are obliged to comply with applicable data protection laws and internal policies when handling personal information. This includes adherence to the EU General Data Protection Regulation (GDPR) and relevant national regulations in the markets where we operate.

The company continuously updates its data protection and IT security measures to counter evolving cyber threats and to prevent unauthorised access to systems. Technical safeguards (such as firewalls, encryption, and secure backups) and organisational measures (such as user access controls, regular security audits and annual recovery test) are in place to maintain the integrity, availability, and confidentiality of RAHN's information assets.

In 2024, we conducted a cybersecurity assessment based on ISO 27001 standards to assess the resilience of our systems and maturity of our processes, controls and measures.

Furthermore, a binding IT policy applies to all employees. They receive training, guidance on information security protocols, and dedicated specialists oversee compliance.

About this report

Aligning with the Group financial reporting, the consolidation scope for sustainability reporting mirrors the Group's financial consolidation. All data cover the period 1 January – 31 December 2024, except for U.S. electricity consumption (included in our Scope 1 calculations), which is reported for October 2023 – September 2024.

We report with reference to the GRI Standards; the content index is provided below.

The Sustainability Report 2024 is published on September 8th, 2025.

Strengthening data quality remains a priority. Greenhouse gas emissions were quantified with both in-house tools and ClimatePartner's calculator. No restatements were made in this report.

The report is reviewed and approved by the Executive Management.



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RAHN AG

Dörflistrasse 120
CH-8050 Zurich
Tel. +41 44 315 42 00

RAHN GmbH

Herriotstrasse 1
DE-60528 Frankfurt am Main
Tel. 0800 1 816 015

RAHN (UK) Ltd.

Burnham Yard
London End
Beaconsfield
HP9 2JH
United Kingdom
Tel. 0800 0 323 743

RAHN France Sarl

91 rue de Faubourg Saint-Honoré
FR-75008 Paris
Tel. 0800 913 023

RAHN NL B.V.

Westplein 11
NL-3016 BM Rotterdam
Tel. 0800 0 225 031

RAHN USA Corp.

1005 North Commons Drive
Aurora, Illinois 60504, USA
Tel. +1 630 851 4220

RAHN Trading (Shanghai) Co. LTD

2350 Duzhuang Road
Shanghai 201108, P.R. China
Tel. +86 21 5442 8871

RadLab AG

Industriestrasse 1
CH-8956 Killwangen
Tel. +41 56 417 86 12

rahn@rahn-group.com
www.rahn-group.com