



Sustainability Report 2025



Highlights 2025

- 01 Celebration of RAHN's 85th Anniversary
- 02 Publication of our Sustainability Policy
- 03 Further development of our Whistleblowing case handling process
- 04 Product Carbon Footprint (PCF) collection covers around 70 % of EnergyCuring's and over 44 % of RAHN-Cosmetic Actives' sales volume (by weight)
- 05 Our supplier risk assessment now covers almost all our suppliers in our divisions, including logistics, finance, IT, US, and China
- 06 Release of 2 additional Product Water Footprints for RAHN-Cosmetic Actives
- 07 EcoVadis Gold medal obtained in 2025, building on the initiatives rolled out in 2024. Click [here](#) to access the recognition page.



Foreword from the Majority Shareholder



Ana Patricia Rahn,
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.

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 150 employees in the EnergyCuring and Cosmetics divisions.

This year held a special significance for me as RAHN AG celebrated its 85th anniversary, a landmark made possible by the dedication and integrity of generations of employees. 2025 has once again demonstrated the remarkable resilience of the company. Despite new and ongoing challenges, we have successfully navigated complexity while maintaining stability in day-to-day operations. This resilience is due above all to the exceptional dedication of our people at every level.

We chose not to let operational difficulties drive us away from consistently advancing our strategic projects – of which sustainability is a part. As these projects drive the future growth of our organisation, we are aware that cultural shifts will naturally follow. It is therefore essential that we handle these developments with care to preserve our family-like culture.

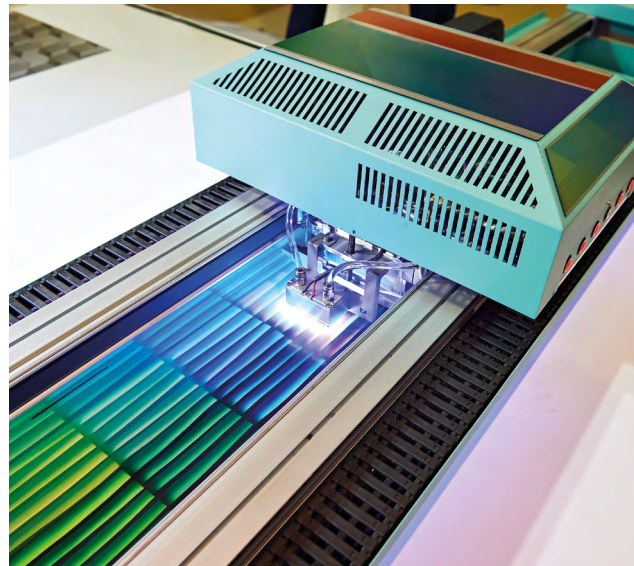
Reflecting on recent progress and looking ahead, I would like to highlight the following milestones. In 2025, we moved forward by developing our Sustainability Policy and our whistleblowing practice – formalizing our commitments to action across the value chain. We are now laying the groundwork for the next steps to further enhance how we manage our impacts.

Even in challenging times, we continue to follow our course, adjusting where needed while holding on to what guides us and to our responsibility toward future generations. With the dedication of our employees, I am confident that we will keep improving, step by step and, in doing so, further strengthen our resilience as a business.

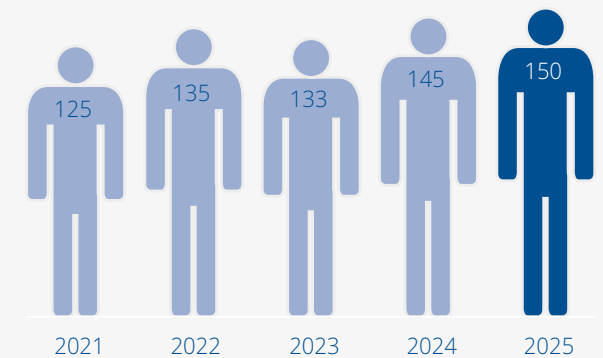
About RAHN

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.

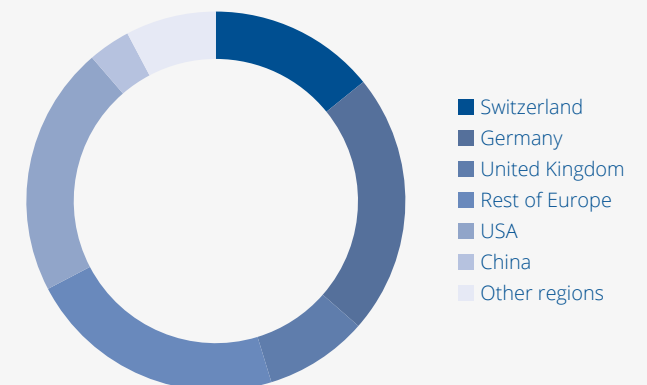
We pride ourselves on our long-standing tradition as a family-owned business, our responsible business ethics and a professional attitude to service. As a group of eight companies that spans three continents and boasts 150 employees, we are a global enterprise, yet small enough to still truly care for all our individual business partners.



NUMBER OF EMPLOYEES



TURNOVER IN 2025 [%]



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, with a strong focus on building long-term partnerships with both customers and suppliers. We do not own any manufacturing assets; instead, we innovate and develop new products that are subsequently manufactured by trusted industry partners around the world. In addition, for selected parts of our portfolio, we act as a local distribution partner for multinational specialty-chemicals and ingredients manufacturers, complementing our own developments and positioning RAHN as a go-to partner for formulation support.

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

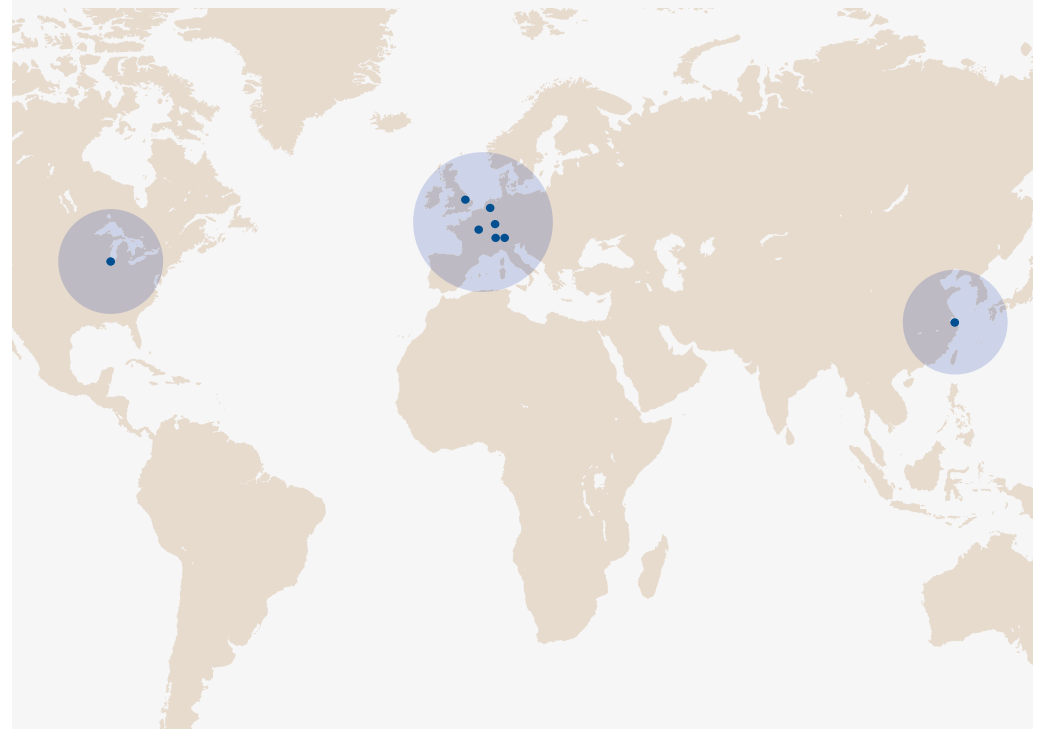
ADDED VALUES



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 calculates 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, where upcycled materials and the responsible use of biomass are core to product development processes.

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.

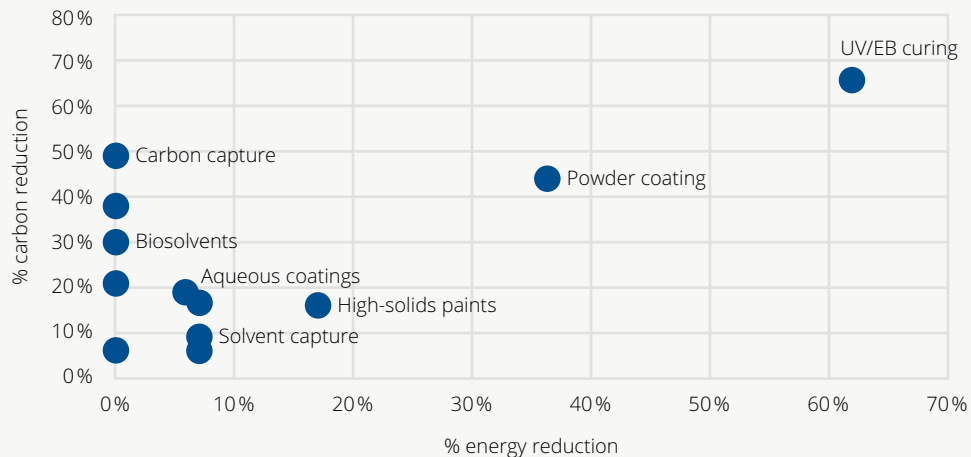
RAHN's asset-light model – supported by a broad supplier network and strategically located warehouses – enables reliable, agile delivery across EMEA, the Americas and Asia-Pacific.

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 and VOC (volatile organic compounds) emissions, helping customers progress toward net-zero targets. Working alongside partners in the graphic-arts and industrial-coatings sectors, we push



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).

these gains further – introducing LED curing to trim downstream power use. In addition, we are incorporating renewable, plant- or biomass-derived oligomers and monomers into our portfolio. These bio-based building blocks reduce reliance on finite resources and meet the growing market demand for eco-friendly products. 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 support all parties from lab scale to full production roll out.

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 product line enable customers to create distinctive, value-adding formulations that delight consumers worldwide.

Through the Cosmetics Sustainability Committee, we align business operations with ESG objectives and coordinate cross-functional initiatives that enhance transparency and prepare our portfolio for evolving regulatory, innovation, and market expectations. We actively monitor emerging frameworks to strengthen supply chain resilience and raw material strategies. As a result, we joined TRASCE in 2025, an industry initiative focused on supply chain transparency and traceability, reinforcing our ability to work with harmonised data and shared standards across the value chain.

At the heart of RAHN's Cosmetics division, our Trading Goods experts connect a global network of top-tier cosmetic-ingredient suppliers who share our passion for science-driven innovation. Through these 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. The division works closely with its partners to strengthen transparency and sustainability performance

across the value chain, including the development and disclosure of product carbon footprint data and life cycle assessments.

Within RAHN-Cosmetic Actives, sustainability is fully embedded in our development pipelines. Every new active is evaluated for regulatory compliance, supply chain transparency, raw material origin and overall impact.

In 2025/2026, RAHN-Cosmetic Actives expanded its portfolio with two new developments:

- CALNEURIN®-SENSE – a neurocosmetic active designed for skin-soothing benefits, based on upcycled natural materials.
- GENIUMCAPI®-KRT – a natural solution supporting keratin structure.

In addition, we strengthened HAIRVIVINE®-PRO with a rinse-off clinical study, which confirmed its performance in supporting hair growth, based on an upcycled pumpkin-derived ingredient.

Our products reflect our commitment to delivering innovative, scientifically advanced RAHN-Cosmetic Actives that balance performance with responsibility. Our objective is clear: empower customers to bring effective, future-ready, and environmentally conscious beauty innovations to market – with confidence and at scale.



A message from our CEO



Xavier Marguerettaz, PhD
CEO, Vice President EnergyCuring

In a world increasingly shaped by rapidly evolving environments, and a global context marked by uncertainty and regulatory complexity, 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.

2025 was a year of contrasts for the RAHN-Group. After the strong rebound in 2024, we entered the year with optimism, but the global economic and geopolitical environment quickly became more challenging. Trade tensions, tariff disputes with the USA and regional conflicts created uncertainty, impacting demand and slowing down the second half of the year. Despite these headwinds and a global context where sustainability received less focus, our commitment did not waver. The RAHN-Group demonstrated resilience, and we moved forward with key strategic initiatives.

Sustainability continued to be a strategic priority for our divisions. EnergyCuring advanced its roadmap by initiating partnerships to develop sustainability-driven markets – such as coil coating. Transitioning to energy curing technologies in coil coating has the potential to significantly reduce energy use and, as a result, the carbon footprint of the construction and related industries.

2025 marked a pivotal year for Cosmetics with the successful launch of the COS BeautyRise initiative, strengthening organisational agility, market penetration and customer value creation. Products remain the cornerstone of our progress. Around 70 new ingredients and product developments from our principals were integrated into our systems. Product innovation continued with YERBALUXE®-CROWN and YERBALUXE®-PEARL achieving rapid traction, while additional promising developments such as CALNEURIN®-SENSE and GENIUMCAPI®-KRT will be launched in 2026.

Our Human Resources team continued its evolution into a strategic partner, building a People & Culture organisation that anticipates business needs. The journey continues in 2026 with the introduction of a framework which will support the development of both the employees and the company. Our Information Technology team made significant progress in advancing the digitalisation roadmap, working on product life-cycle and information, automation, an AI adoption across the company, while the finance team supported the business in navigating international trade shifts. Their efforts are essential to compete in a dynamic global environment.

As we celebrated RAHN AG's 85th anniversary, 2025 was a year that tested our resilience and adaptability. Despite shifting market dynamics, we navigated the environment with determination and focus – adjusting but not changing our course. Sustainability remained a core focus. We published a new Sustainability Report that reinforces our commitment to transparency, and we achieved a major milestone: the EcoVadis Gold rating – placing RAHN among the top 5 % of companies in our industry. This achievement reflects substantial improvements since 2024 and underscores our ambition to lead by example in responsible business practices.

As CEO, I am personally committed to this journey. Our approach remains pragmatic and impact driven – putting the customer at the centre, staying true to our humanist values, and taking decisions with a long-term perspective.

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.

After strengthening division-level sustainability strategies in 2024, we continued our journey in 2025 by translating directions into daily operations and aligning our non-financial reporting with international standards.

Looking ahead to 2026, we will keep improving our reporting practice by streamlining reporting processes 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 (Roundtable on Sustainable Palm Oil)-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 Executive Management regard sustainability as an ongoing process rather than a one-time initiative. Our sustainability report forms an integral part of our reporting system. Further, our efforts are evaluated by a trusted rating agency – 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 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, long-term targets and initiatives are defined
- 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 adopted in 2015.

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 to which we can directly contribute within the scope of our operations and value chain.

Reporting standards

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

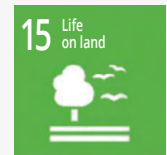
This report also includes our progress in relation to the UN Global Compact's Ten Principles, which we continuously support. We assess our sustainability performance via EcoVadis, for which we have received a new score, reflecting the progress made in 2024. Click [here](#) to access the recognition page.



Our activities and goals are structured as follows:

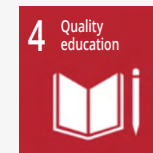
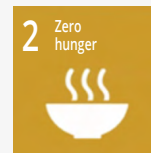
Environment

includes the following SDGs:



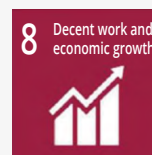
Social Responsibility

includes the following SDGs:



Responsible Business Conduct

includes the following SDGs:



Environment

Climate

RAHN-Group is committed to proactive climate action. Over the 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, we expanded EV charging stations at our Zürich headquarters from 4 to 7 in 2025.

As a result of these measures, the share of hybrid or fully electric cars in RAHN's fleet in Switzerland climbed from 7% in 2018 to 50% by 2024 and to 75% in 2025. RAHN is committed to fleet decarbonisation. We will continue to right-size our vehicle fleet and strive to 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)

	2025	2024	2023
Buildings and processes	0	0	0
Refrigerants	0	0	0
Vehicles	61 155	48 642	80 519
Total scope 1	61 155	48 642	80 519
Purchased electricity	44 551	42 835	36 000
Electricity for electric vehicles	47	3	<1
Total scope 2 market-based	44 598	42 838	36 000

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

We continue our work on Product Carbon Footprints (PCFs) for RAHN's products. They are calculated and collected from our business partners for both our Energy-Curing and Cosmetics divisions.

In 2025, over 50% of our EnergyCuring products have a PCF – representing around 70% of the division's sales volumes (by weight) – whereas 55% of our RAHN-Cosmetic Actives – representing 44% of the division's sales volumes – have such an analysis.

Every new RAHN-Cosmetic Actives ingredient has a PCF to ensure maximum transparency. The Cosmetics division initiated the neutralization 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 our [website](#).

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

Scope 3 (in kg CO₂e)

	2025	2024	2023
Fuel- and energy-related activities	30 401	26 608	57 169
Business Travel	512 920	686 957	629 621
Upstream & Downstream Logistics	2 040 005	2 656 814	3 168 228
Total scope 3	2 583 326	3 370 379	3 855 018

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. This analysis serves as the basis for the calculation of our logistics emissions.

In 2025, logistics-related emissions decreased, reflecting both transport mode optimization efforts led by the Supply Chain department and a reduction in overall business volumes. We will continue our efforts, keeping in mind that business constraints can lead to increased logistics emissions in the future.

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 energy-curable oligomers now contain over 50 % bio-based carbon content (see Other Environmental KPIs table below), 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.

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). In 2025, we expanded this initiative to include two additional products, YERBALUXE®-CROWN and YERBALUXE®-PEARL. 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.

We plan to expand the PWF initiative continuously, adding at least one additional active ingredient each year. This long-term approach strengthens transparency in our portfolio and can support the development of water efficient sourcing and manufacturing strategies.

The insights from the PWF assessments will guide our efforts to minimise water consumption and mitigate any water-related environmental risks associated with our ingredients.

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 2025, 100 % of the palm oil derivatives used in our RAHN-Cosmetic Actives are certified under the RSPO standard.

Even though we have no direct influence on the composition of distributed products in the Cosmetics division, 97 % of the palm oil derivatives they contain are already RSPO certified. We actively encourage our suppliers to align with our sustainability expectations, as we aim to extend responsible sourcing standards across our entire value chain.

Our product documentation – including technical datasheets for our active ingredients – explicitly states whether RSPO-certified palm oil, palm kernel oil, or related derivatives are present in the formulation. Whenever a product 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 – using either Mass Balance or Segregated models – and share our commitment to the initiative’s environmental and social safeguards.

Our partners are continuing to advance the sustainability of their feedstocks and to innovate in chemistries based on naturally derived materials. For example, Sytheon, part of Hallstar, has obtained RSPO Supply Chain Certification Mass Balance and Elementis has launched NATURALUXE™, a new film-former technology. According to the supplier, this biodegradable, non-persistent ingredient is designed to enable high-performance sun care formulations while addressing growing expectations around efficacy, skin comfort, and sustainability.

This commitment ensures our customers can rely on the traceability and responsible sourcing practices applied to the materials used.



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 2025 consumption went back to the range recorded in recent years to 350 kg, up from 104 kg in 2024. In addition, all waste generated at our Swiss sites – home to the majority 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 stabilized in 2025 at 667kg (688kg in 2024). We test containers that use less plastic or incorporate recycled and recyclable material, such as plastic and aluminium. 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.

Other Environmental KPIs

		2025	2024	2023
Paper (in kg)	RAHN-Group	350	104	420
Plastic used for sampling (in kg)	RAHN-Group	667	688	601
Number of products with >50% bio-based content	EnergyCuring ¹	8	8	7
Number of products with > 1% bio-based content	EnergyCuring ¹	21	21	
Products covered by a PCF in relation to total number of products (in%)	EnergyCuring	> 50	38	
	RAHN-Cosmetic Actives	55	53	
Number of PWF	Cosmetics	5	3	0
Palm oil derivatives under RSPO scheme (in%)	Cosmetics	> 97	> 99	100

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

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 plants 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 local farmers to promote agroforestry under the initiative “Let us make Borneo green again!”. The planting cycles follow a three year rhythm, as endemic tree species require extended nursery periods to develop resilient seedlings. Our involvement helps bridge this preparation phase and ensures continuity of the reforestation activities.

In 2025, the Yayasan Rimba Raya Foundation trained 286 farmers through nine two-day training sessions. Of the participants, 172 were women and 114 were men. Our contribution supported key program costs, including farmer transportation to the training center, meals and refreshments, as well as operational and salary expenses required to run the program effectively.

For 2026, the foundation plans to expand the training program to reach at least 300 additional farmers. Between training cycles, visits to the farmers who completed the 2025 sessions are also intended to assess their progress and understand which practices have already been implemented on their land. These follow-up visits help identify successful interventions and ensure that the knowledge shared during training translates into tangible improvements on the ground.

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.

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).

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

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 received 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 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

	2025	2024	2023
Supplier audits performed by RAHN or a third party	11	11	11

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), SYTH-EON 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 organised several webinars together with our suppliers, strengthening collaboration through the exchange of insights on raw materials. The sessions focused on current consumer trends, including mild and natural cleansing concepts based on amino acid-based surfactants. In addition, the webinars highlighted ingredient solutions that support sustainability claims, featuring materials made from renewable sources and, where possible, certified RSPO Mass Balance – such as amino surfactants and sucrose esters.



Moreover, the interest shown by customers – from both technical and commercial standpoints – shows that they are actively considering and incorporating such options in their formulations, reflecting both evolving consumer expectations and regulatory requirements. Such collaborations accelerate the transition towards more sustainable product solutions.

RAHN remains committed to nurturing these long-standing relationships and to ensuring that our sustainability ambitions are closely aligned with those of our partners.

Social Responsibility



In 2025, RAHN-Group continues to uphold its tradition of social responsibility by focusing on people – our employees, partners, and communities.

Health and Safety

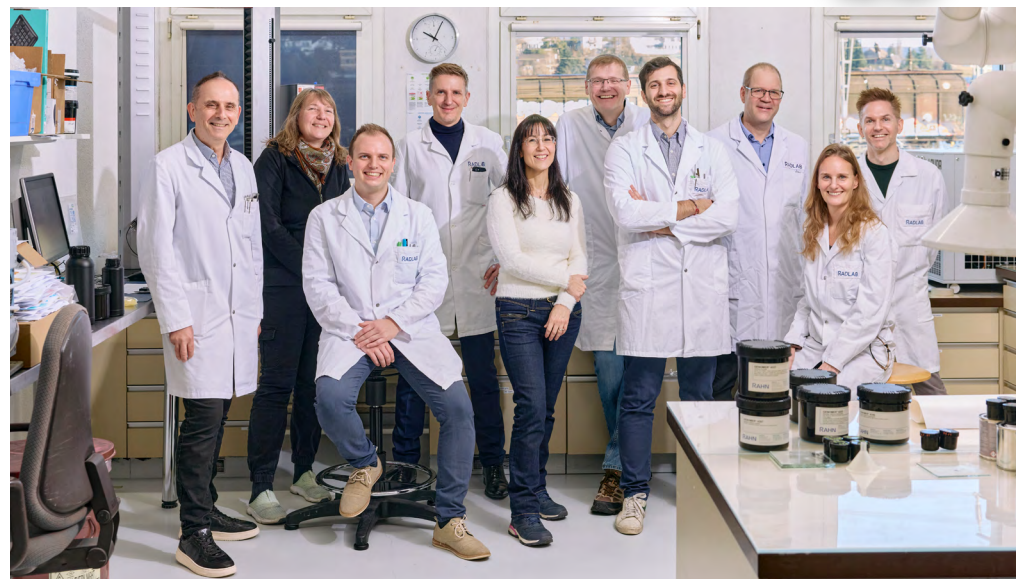
Protecting the health and safety of our employees – and by extension our customers – is a core commitment at RAHN.

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.

Safety is a critical topic in the chemical industry. Our cosmetics distribution partners consistently work towards safety performance levels below industry average incident rates. In parallel maintaining and strengthening the dialogue with local producers to meet human rights due diligence requirements is an essential step towards building ethical, safe, and sustainable partnerships.

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 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 2025, 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.

In principle, we do not differentiate between full-time and part-time employees in terms of overall benefits and working conditions.

Compensation-related elements such as salary, variable pay components such as profit sharing, and holiday entitlement are applied on a pro-rata basis, reflecting the individual's employment percentage.

“ At RAHN-Group, we create clarity around expectations, contribution, and growth so people know how they add value and how they can develop. When standards are transparent and development is intentional, our people feel empowered to do their best work.”

Nadja Hansen, HR Business Partner

Beyond this proportional adjustment, all other benefits and conditions are granted equally. This includes access to educational support, development opportunities, and company-sponsored initiatives or gifts.

Our approach is to ensure fairness and consistency, while aligning contractual elements with the agreed workload percentage.

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.



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 (over CHF 1600.- in 2025) 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. In 2025, 90% of RAHN employees received such a review. Full coverage was not achieved due to justified absences, including maternity leave or probation periods.

At RAHN-Group, we redesigned our performance management approach by introducing a company-wide competency framework that defines clear expectations

across all levels and functions, with roll-out planned for 2026. The framework translates our strategy into observable skills and behaviours, from agility and accountability to strategic thinking and emotional intelligence and creates transparency around scope, complexity, autonomy, and impact.

This structure forms the backbone of our new performance and development process. It links goal setting, feedback, talent mapping, and succession planning into one coherent system, making growth paths visible, evaluations fairer, and development conversations more forward-looking.

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 behaviour and provides mechanisms for reporting any misconduct confidentially. Any reported incidents are promptly investigated and addressed. In 2025, no incidents were reported.

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. In 2025, the assessment showed no gender pay gap, as in 2024. We continue to monitor our salary structure annually to ensure fairness and transparency.

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 levelling 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 2025, women hold 48% of upper and middle management positions – an increase from 42% in 2024. We remain committed to fostering equal opportunity and continue to invest in inclusive recruitment, development, and succession planning to strengthen diverse representation at management level.

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.

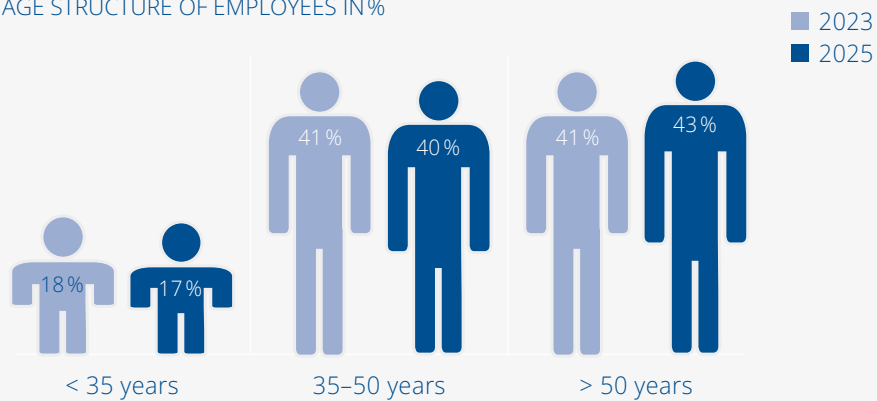
Internally, our own business practices meet high ethical standards – we provide fair wages, reasonable working hours, and a safe environment for all employees.

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.

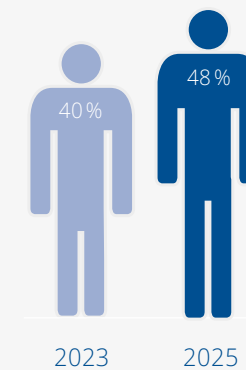
Social KPIs

		2025	2024	2023
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	%	17/40/43	17/37/46	18/41/41
Women in upper & middle management	%	48	42	40
Part-time employment vs. total headcount	%	24	25	24
Total education and training budget per employee on average	CHF	> 1600.-	1400.-	1600.-
Contribution to the Rahn Foundation; annual sum of the last 5 years on a rolling basis	CHF	1 810 000.-	1 820 000.-	1 740 000.-

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 29 years, the Rahn Foundation has awarded support funds totalling CHF 6,850,000.

- [Verein Kinderthur, Winterthur](#)
Contribution to the Integration of Families
- [Stiftung MyHandicap / EnableMe](#)
Financial support to promote greater inclusion in the workplace
- [Patientenstelle Zürich](#)
Contribution to the enhancement of the digital 48-hour form for patients
- [Büro-Spitex Stiftung, Adliswil](#)
Financial support for administrative coaching in favor of people living in precarious circumstances
- [Stiftung visoparents, Dübendorf](#)
Contribution to early intervention programs for children with autism
- [Verein HOP! Züri, Zürich](#)
Financial support for the work integration program
- [Verein Kunstfabrik, Wetzikon](#)
Financial support for the education of people with disabilities
- [Acker Schweiz, Zürich](#)
Contribution to projects that raise children's awareness of healthy nutrition

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.



▲ SCHOLARSHIPS AND INSTRUMENTS 2025

A total of eleven scholarships amounting to 45,000 Swiss francs were awarded to young and promising musicians at the scholarship audition in March. Among the recipients were not only string players and pianists, but also several wind players, a percussionist, and a singer. During the audition, a violin, owned by Rahn Kulturfonds, was also loaned to a young scholarship holder.

▲ RAHN CONCERT PIÙ 2024

In September, the annual family concert took place at the ZKO-Haus in Zurich, where seven prize winners and scholarship holders performed Alice in Wonderland, giving them another opportunity to perform on stage.

RAHN AG makes the work of Rahn Kulturfonds possible.

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.

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. In 2025, the whistleblowing mechanism that ensures the confidentiality of the whistleblower's identity was updated: reports can be made to the Compliance Officer, line managers, HR, or executives, with the possibility to report concerns 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

“We take cyber risk very seriously. For this reason, we provide regular training to our employees and verify their vigilance through monthly tests. As a result, we have significantly strengthened our resilience.”

Markus Meyer, COO, Vice President

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 2025, after migrating to a new version of our ERP system, we commissioned an external IT security audit focused on the configuration of the updated version. The overall outcome was positive. Nevertheless, we were able to implement several recommendations to further enhance our information security.

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

Innovation KPIs

		2025
Gross profit spent on R&D and application labs around the world	%	12
Innovation awards received and academic collaborations completed in the last 5 years	Number	36
Compound Annual Growth Rate of FTE at RAHN in the last 5 years	%	3
Staff with a PhD or Master's degree	%	38

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 2025.

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

The Sustainability Report 2025 is published on April 9, 2026.

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

The report is reviewed and approved by the Executive Committee.



GRI Content Index

Category	Disclosure	Reference
GRI 2: General Disclosures 2021	2-1 Organizational details	p. 4-5
	2-2 Entities included in the organization's sustainability reporting	p. 5, 31
	2-3 Reporting period, frequency and contact point	p. 31
	2-4 Restatements of information	p. 31
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	2-9 Governance structure and composition	p. 12
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	2-14 Role of the highest governance body in sustainability reporting	p. 12
	2-16 Communication of critical concerns	p. 29
	2-22 Statement on sustainable development strategy	p. 9-11
	2-23 Policy commitments	p. 21, 24-26, 29 https://www.rahn-group.com/en/sustainability/
	2-24 Embedding policy commitments	p. 14-30
GRI 301: Materials 2016	301-1 Materials used by weight or volume	p. 19
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 15
	305-2 Energy indirect (Scope 2) GHG emissions	p. 15
	305-3 Other indirect (Scope 3) GHG emissions	p. 16
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 24-26
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 23
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	403-5 Worker training on occupational health and safety	p. 23
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 18, 23
GRI 404: Training and Education	404-3 Percentage of employees receiving regular performance and career development reviews	p. 25
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p. 26-27
	405-2 Ratio of basic salary and remuneration of women to men	p. 26-27
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p. 25
GRI 417: Marketing and Labelling 2016	417-3 Incidents of non-compliance concerning marketing communications	There were no such incidents during the reporting period.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no such complaints during the reporting period.

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