



PLUMETTAZ GROUP

SUSTAINABILITY REPORT 2024

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1.CEO LETTER



Dear Readers,

In this complex, conflict-ridden world, which seems to be the perfect illustration of the Chaos theory, it may seem paradoxical that I should choose to highlight the butterfly to bring a little levity to this second sustainability report. This is justified, however, as we can only rejoice at the remarkable progress made in advancing the measures taken and the results achieved within the framework of our ESG policy.

I could also have chosen the theory of paradoxes to describe how complex it is for a group like Plumettaz to find the right levers that will have a real impact on sustainability: How can we take into account, for example, that the bulk of Plumettaz's emissions come from the use of our equipment, when its adoption to install fibre optic cables (FTTH) largely contributes to the deployment of a technology that is far less energy-intensive than alternative solutions for high-speed data transmission (Copper, Satellite...)?

We observe with amazement the rapid evolution of the climate and its consequences. Just a butterfly's flight away from Plumettaz SA in Switzerland, rapidly melting glaciers led to the sudden burial of a mountain village. The butterfly effect is often quoted to describe how small variations in a complex system on the other side of the planet can have such far-reaching consequences.

At Plumettaz, we want to believe that our small actions, as insignificant as they may appear on the scale of the economies we serve, our “little flaps of the wings” can and must have an impact on a global scale.

All the more so as our equipment used to install digital or energy infrastructures has a long lifespan, because it is designed and produced with sustainability in mind. Our comparison with butterflies ends there, as their lives are often described as ephemeral. So that future generations can continue to observe the transformation of butterflies season after season, the Plumettaz Group is working with all its employees to implement a responsible and actionable ESG policy.

We want to keep flying with our own wings for a long time to come... while watching the butterflies fly.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Philippe Prat'.

Philippe Prat
CEO, Plumettaz



2. THE GROUP AT GLANCE

Plumettaz Group Overview

Founded in 1923, Plumettaz S.A. has a rich history of pioneering advancements in cable installation technology. The company specializes in manufacturing high-performance equipment for blowing cables into ducts, cable pushers, pulling winches, and related accessories. Plumettaz's products are integral to the deployment of fibre optic networks, power distribution systems, and other infrastructure projects worldwide.

In recent years, Plumettaz has enhanced its global presence through strategic acquisitions, integrating companies that complement its product offerings and expand its market reach.

Global Subsidiaries

US Plumettaz America Corp.

Located in Soddy Daisy, Tennessee, Plumettaz America serves as the North American arm of the group. The subsidiary provides sales, service and support for Plumettaz products across the United States, facilitating the adoption of advanced cable installation solutions in the region.

SG Plumettaz Singapore Pte. Ltd.

Situated in Singapore, this subsidiary caters to the growing demand for cable installation technology in the Asia-Pacific region. Plumettaz Singapore offers localized support and solutions, addressing the unique requirements of telecom and energy infrastructure projects in the area.

NL HMS Machines B.V. & Infrarent B.V.

Acquired by Plumettaz in February 2020, HMS Machines B.V. is a well-established distributor of Plumettaz products in the Netherlands. Complementing its operations, Infrarent B.V. specializes in the rental of cable-laying equipment. Together, these entities enhance Plumettaz's market presence and customer engagement in the Dutch market.

DE Jakob Thaler GmbH

In November 2022, Plumettaz expanded its portfolio by acquiring Jakob Thaler GmbH, a German manufacturer known for its winches and drum trailers. This acquisition strengthens Plumettaz's position as a comprehensive solution provider in the telecom and energy sectors, integrating complementary products into its offerings.

Product Portfolio

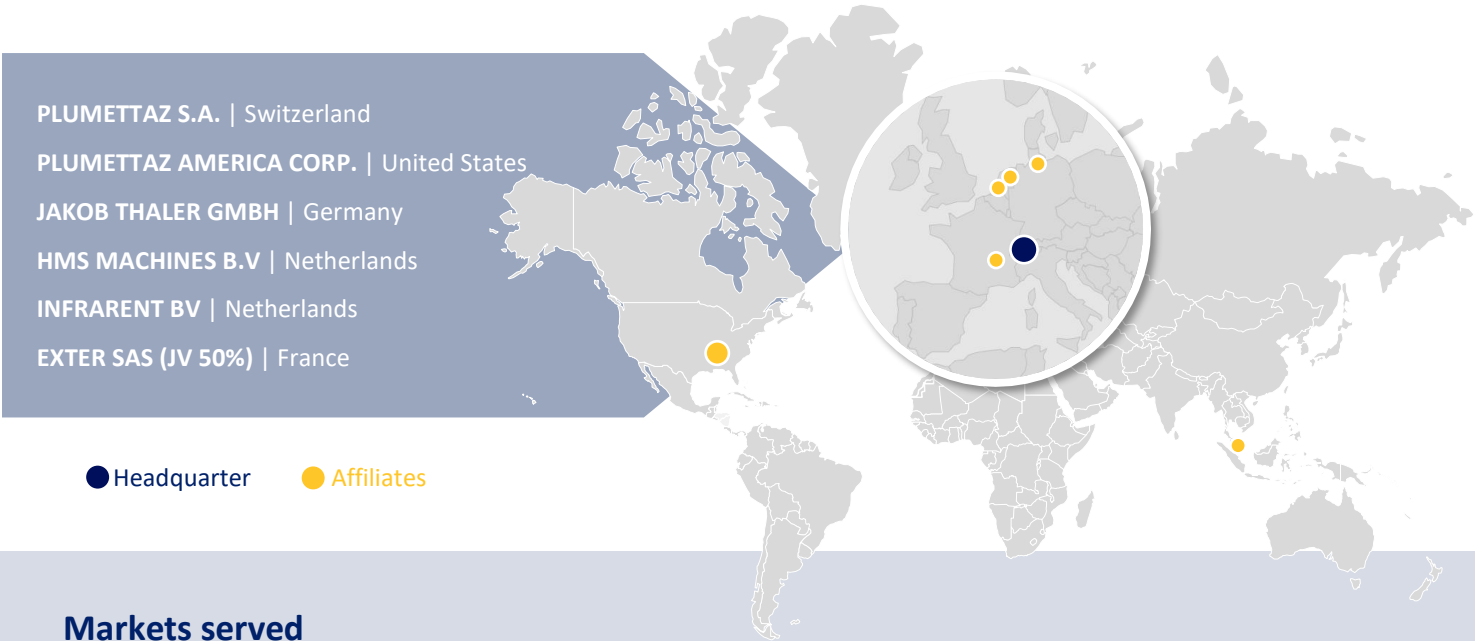
Plumettaz's product range includes:

- **Jetting Systems:** Equipment for blowing cables and optical fibres into ducts, facilitating efficient and rapid installations.
- **Cable Pushers:** Machines designed to push cables through conduits, ensuring smooth and damage-free installations.
- **Cable Pulling Winches:** Devices for pulling cables over long distances, essential for large-scale infrastructure projects.
- **Cable Trailers:** Vehicle designed for loading, transporting and unreeling of cables and ducts.
- **Accessories:** A variety of tools and components that support cable installation processes.

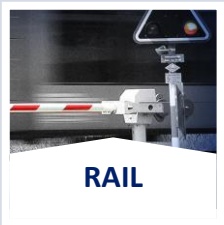
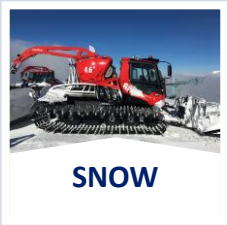
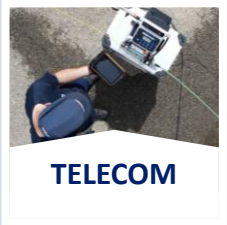
These products are integral to the deployment of optical fibre networks, power distribution systems, and other infrastructure projects worldwide.



The Plumettaz Group at Glance



Markets served



In numbers

+180
Employees

+11,000
Blowing machines

+100
Countries

+50
Distributors

+100
Years of experience

+80
Publications

+50
Patents

Sustainability commitment and progress

ACHIEVE NET ZERO BY 2050

Carbon neutrality

Zero emission on-site Scope 1 & 2 by 2040

Mobility

Reduction of GHG of 5% per year

Supply chain and eco-design

Reduction of GHG of 5% per year

Waste

Promote reduction of paper/materials use

3.ESG & PLUMETTAZ – UPDATE

Plumettaz Group: Driving Sustainability through Strategic ESG Development

At Plumettaz Group, sustainability is not just an obligation — it's a core principle that guides our operations, innovations, and growth. Our journey toward Environmental, Social, and Governance (ESG) excellence began in 2017 with a formal commitment to reduce our energy consumption. This early initiative marked the foundation of a long-term vision to embed responsible practices across all areas of our business.

In 2023, we took a significant step forward by completing our first carbon assessment, with a focused evaluation of emissions and energy use at our headquarters in Bex, Switzerland. This milestone enabled us to better understand our environmental footprint and culminated in the publication of our inaugural sustainability report. The report not only highlighted our achievements but also set clear goals for the future, reinforcing transparency and accountability.

Building on this momentum, 2024 represents a pivotal year for the Plumettaz Group. We expanded our carbon assessment to encompass all entities within the Group — including Plumettaz America, Plumettaz Singapore, Jakob Thaler, HMS Machines, and Infrarent BV. This thorough and inclusive evaluation provides us with a global understanding of our impact and identifies synergies across regions to implement more effective sustainability measures.

To support this transformation, we have developed an extended ESG strategy at the Group level. This comprehensive approach ensures that environmental performance, social responsibility, and strong governance practices are integrated into our decision-making processes. From resource efficiency and emissions reduction to workforce well-being and ethical operations, we are committed to fostering a sustainable future across our entire value chain.

Our ESG journey is ongoing, and we remain dedicated to continual improvement through collaboration, innovation, and leadership. As we look ahead, Plumettaz Group will continue to align its practices with global sustainability standards and stakeholder expectations, driving long-term value for the planet, our people, and our partners.



A Process-Driven, Integrated Approach to ESG at Plumettaz Group

At the Plumettaz Group, sustainability is not treated as an isolated initiative—it is embedded within the very structure of how we operate. Our Environmental, Social, and Governance (ESG) strategy is fully integrated into our **process-driven management system**, reflecting the same rigorous, systemized approach that underpins our commitment to quality, innovation, and operational excellence.

ESG Aligned with Our Integrated Management System

Plumettaz Group's integrated management system (IMS) — with a certified quality management (ISO 9001), environmental responsibility (ISO 14001), and a branch solution covering health & safety measures — serves as the backbone of our ESG implementation. Rather than building parallel or siloed programs, we have structured our ESG approach to **interact seamlessly** with these existing frameworks, ensuring consistency, accountability, and long-term effectiveness.

This integration enables us to manage ESG topics with the same discipline and traceability as any other critical business process. Each pillar of ESG is linked to clearly defined procedures, performance indicators, and continuous improvement mechanisms within our IMS. This ensures that sustainability goals are measurable, audited, and refined in real-time across all entities of the Group.

Environmental: Measured, Managed, Minimized

Environmental stewardship is driven by lifecycle thinking, waste and energy tracking, and emission-reduction targets—all tied into our established process controls. From material selection and production efficiency to packaging and logistics, environmental criteria are embedded at each stage of our product development and operational workflows.

Social Responsibility: Embedded in Culture and Practice

Our people are central to our success. Social impact—ranging from employee safety and well-being to diversity, training, and community engagement—is governed by policies and processes that are regularly reviewed and improved. Social metrics and employee feedback loops are managed within the same system that handles quality and operational KPIs, ensuring alignment and visibility across departments and geographies.

Governance: Structured for Transparency and Accountability

Good governance is more than compliance—it is how we make decisions, assess risks, and uphold integrity throughout the organization. Our governance structure is supported by risk management procedures, internal audits, whistleblower protocols, and data protection standards—all documented and maintained within our IMS. ESG considerations are built into decision-making at every level, from strategic planning to supplier evaluations.

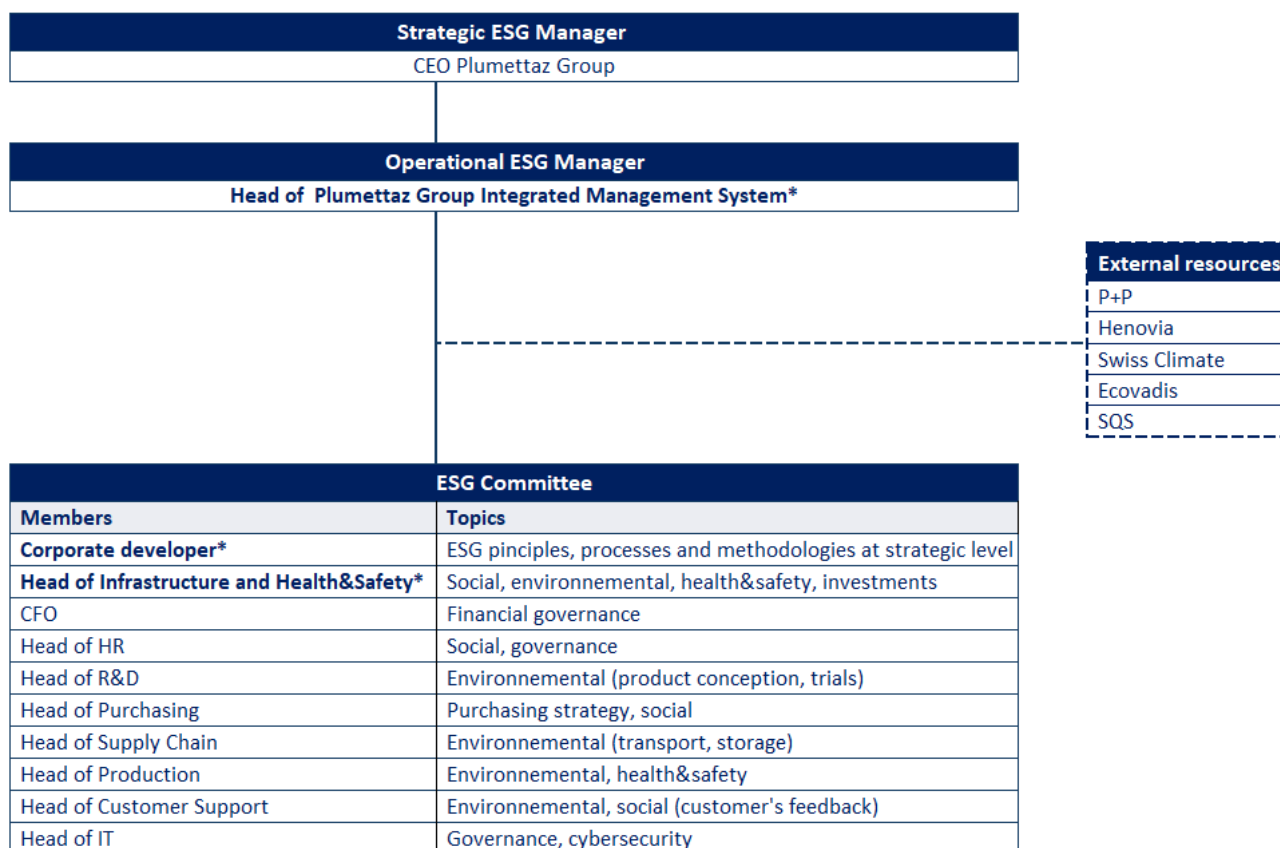
A Unified Strategy for a Sustainable Future

By basing our ESG strategy on our Integrated Management System, we ensure that sustainability is not an external add-on—it is a **core business function**. This alignment not only strengthens accountability and traceability but also enables us to scale up our ESG practices across our global operations in a coherent, harmonized manner.

As we continue to grow and adapt, this process-driven and integrated approach gives the Plumettaz Group a robust platform for innovation, resilience, and responsible growth—meeting stakeholder expectations while making a tangible, lasting impact on the world around us.

The ESG Team

A specific organization has been put in place to ensure systemic implementation of ESG principles and practices in our business operations. Relevant activities are organized and carried out under the supervision of the Operational ESG Manager, with the help of the ESG Committee and the involvement of a dedicated ESG Committee. Processes and procedures supporting these activities are embedded in the Plumettaz Group's integrated management system (IMS).



* ESG Steering Committee

EcoVadis Silver Medal: A Milestone in Our Sustainability Journey

In 2025, Plumettaz Group proudly achieved the **Silver Medal** from **EcoVadis**, a globally recognized **sustainability rating platform**. This medal, after last year's bronze, shows the efforts and progress made during 2024. This significant recognition places us among the **top 15% of all companies assessed worldwide**, affirming our ongoing commitment to ethical, environmental, and socially responsible business practices.

Why EcoVadis Matters

EcoVadis evaluates over 130,000 companies across more than 180 countries and 220 industries, using a comprehensive methodology that measures performance across four key pillars:

- **Environment**
- **Labor & Human Rights**
- **Ethics**
- **Sustainable Procurement**

Our Silver rating reflects our strengths in integrating sustainability into our core operations, as well as our transparency in ESG (Environmental, Social, and Governance) practices. This result is a testament to the dedication of every team member who contributes to building a more sustainable future.

Looking Ahead

While the Silver Medal marks an important achievement, it also inspires us to aim higher. In the coming year, Plumettaz Group will pursue further progress, including:

- Advancing our climate action roadmap to reach carbon neutrality targets.
- Expanding sustainability training for employees and partners.
- Strengthening circular economy principles in product design and packaging.

This recognition from EcoVadis reinforces our belief that sustainability is not only a responsibility—but also a driver of innovation and long-term value.



4. ENVIRONMENT

Introduction

At Plumettaz Group, we believe that **environmental responsibility** is not only a moral obligation but a strategic priority that strengthens our long-term performance and resilience. As a global leader in the development of advanced solutions for the telecom, energy, and utility sectors, we are committed to minimizing our environmental impact across all areas of operation.

Our approach to environmental sustainability is guided by a clear and evolving framework based on the **ISO 14001 Environmental Management System**, which helps us align our business practices with global environmental standards. This structured approach ensures continuous improvement and accountability across our sites, including our facilities in Switzerland, Germany, the United States, Singapore, and the Netherlands.

Energy Efficiency and Renewable Transition

In 2024, we continued to advance our energy efficiency goals by integrating low-consumption technologies and optimizing our production processes. We also made strategic investments in renewable energy—most notably through the installation of a **photovoltaic solar system** at our headquarters in Bex and at HMS Machines in Gouda. These efforts reduce our external energy needs and support the broader transition toward clean energy within our industry.

Tackling Climate Change

Plumettaz Group recognizes the urgent need to address climate change. We are committed to reducing our greenhouse gas emissions in line with the objectives of the **Paris Agreement**. Our first Group-wide carbon assessment, completed in 2024, provides a robust foundation for setting science-based emissions reduction targets. This milestone reinforces our resolve to act decisively against climate change and supports our vision of a low-carbon future.

Waste and Resource Management

We are continually working to reduce waste generation and improve recycling across our operations. Our focus is on minimizing production waste through process innovation and ensuring all waste is managed in compliance with environmental standards. In parallel, we are optimizing our use of critical natural resources—such as water, energy, and raw materials—by improving resource efficiency and promoting sustainable sourcing practices.

Innovating for Our Customers and the Planet

Beyond our internal operations, we are also committed to helping our customers reduce their environmental footprint. Our products are designed with durability, energy efficiency, and lifecycle sustainability in mind, helping infrastructure providers around the world meet their own environmental goals.

Through innovation, responsibility, and continuous improvement, Plumettaz Group is laying the groundwork for a more sustainable future—within our organization, for our customers, and for the communities we serve.

Responsible Supply Chain and R&D Management

At Plumettaz Group, sustainability guides every aspect of our operations. Our **Supplier and Distributor Code of Conduct** and **Sustainable Product Development and Use Policy** together ensure that we build a responsible, transparent, and environmentally conscious business—from sourcing materials to delivering innovative, eco-friendly products.

Responsible Supply Chain: Ethical, Social & Environmental Standards

We require all suppliers and distributors to uphold the highest standards in:

- **Legal and Ethical Compliance:** Strict adherence to all relevant laws, anti-corruption practices, and transparent operations.
- **Human Rights and Labor Practices:** Zero tolerance for child or forced labour, commitment to fair treatment, non-discrimination, and respect for freedom of association.
- **Health, Safety & Well-being:** Safe workplaces with proper training, protective measures, and access to health services.
- **Environmental Responsibility:** Compliance with environmental laws, waste reduction, energy efficiency, and adoption of sustainable practices across the supply chain.

Continuous Improvement & Transparency: Ongoing ESG performance enhancements, truthful reporting, and cooperation with audits to ensure compliance.

This policy fosters long-term partnerships rooted in trust, shared values, and a commitment to sustainability.

Sustainable Product Development: Designing for Impact and Longevity

Our approach to product innovation emphasizes:

- **Eco-Design:** Lifecycle thinking that prioritizes renewable, recyclable, and low-impact materials, and avoids hazardous substances.
- **Resource Efficiency & Modular Design:** Minimizing resource use through smart design, durability, repairability, and upgradeability to extend product lifespan.
- **Energy Efficiency:** Developing products that meet or exceed global energy standards with power-saving features, supported by customer guidance for sustainable use.
- **Sustainable Packaging & Circularity:** Using minimal, recyclable packaging, designing for easy disassembly and recycling, and promoting circular economy initiatives such as refurbishment and material reuse.
- **Continuous Policy Review:** Annual updates ensure alignment with evolving regulations and best practices.

Together, these policies reflect Plumettaz Group's dedication to fostering a sustainable value chain, reducing environmental impacts, and delivering products designed with responsibility at their core.

A Transition Year in Our Sustainability Journey: Paving the Way for 2025 Milestones

2024 marks an important **transition phase** in the Plumettaz Group's sustainability journey. As we deepen our environmental and social responsibility, we are laying the foundation for a more structured and data-driven approach to ESG performance. This year has been dedicated to building the analytical and strategic groundwork that will support significant advancements in 2025.

We are proud to announce that three **major sustainability milestones** are underway, with full outcomes and supporting KPIs to be presented in our next sustainability report:

1. Roadmap to Net Zero: Decarbonation Strategy Under Review

We have initiated a comprehensive review of our **Roadmap to Net Zero**, guided by a broader and deepened **carbon assessment**. Conducted in partnership with **Henovia**, this process is enabling us to refine our understanding of Scope 1, 2, and 3 emissions and to enhance the precision of our reduction targets. This reassessment ensures that our strategy reflects current operations, industry benchmarks, and international climate goals.

2. Double Materiality Analysis: Aligning with CSRD Standards

In line with the **Corporate Sustainability Reporting Directive (CSRD)**, we are conducting a full **double materiality assessment**, integrating both financial and impact perspectives. This analysis involves close consultation with relevant stakeholders—including employees, customers, suppliers, and local communities—to identify the ESG issues that matter most. The outcome will shape our strategic priorities and disclosure practices for years to come.

3. Energy Audit: Foundation for Future Efficiency Projects

We are also undertaking a detailed **energy audit** across our operations, in collaboration with **P+P Project**. This initiative not only responds to local regulatory requirements on energy consumption but also serves as the technical baseline for future energy efficiency and decarbonation initiatives. The insights gathered will guide infrastructure upgrades, behavioural changes, and investment decisions in the coming years.

These three pillars—**carbon footprint comprehension, stakeholder alignment, and energy efficiency**—form the backbone of the next phase of Plumettaz Group's sustainability strategy. They represent a proactive shift toward accountability, transparency, and impact. We look forward to sharing detailed results, metrics, and action plans in our **2025 Sustainability Report**.

Double Materiality Assessment (inside-out)

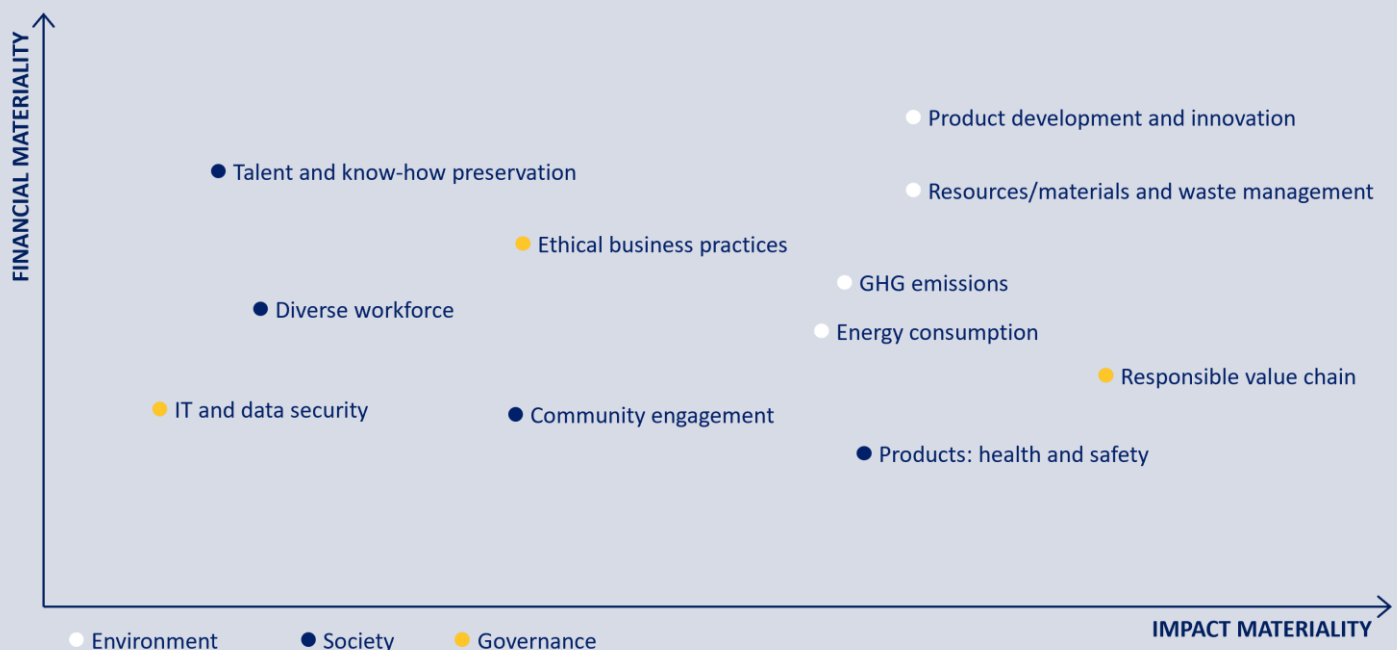
Plumettaz is constantly in search for the best tools to understand its environment and therefore conducted a double materiality analysis. In a first version of the exercise, the focus has been directed towards an inside-out view, which will be completed in due course by an overall picture from all stakeholders' standpoints. The results from the analysis have enabled us to position ourselves better in relation to our impact on society and the environment but also in the opposite direction in relation to the impact ESG and sustainability will have on Plumettaz.

Financial materiality

Is described as the financial impact or overall implications for the business, including risks and opportunities. For Plumettaz as an industrial company, anything related to manufacturing, equipment and materials required will likely have a significant impact on the group's future business. The way Supply Chain is organized must be considered in the light of sustainability issues. On the other hand, the market demand for Plumettaz products should be supported by the need to develop alternative energies and smart networks as presented in the last section.

Impact materiality

Is described as how the company's activities impact the overall environment, including people. This translates for Plumettaz into various aspects. Health and safety of end-users of machines is crucial. Hence, design and quality are key in the process (electrification will be a key enabler of impact reduction). Moreover, the waste as well as energy consumption management are two other fundamental factors. In details below, the different dimensions are highlighted in the Double Materiality Matrix.



2024 Carbon Assessment Summary – Plumettaz Group

In 2024, the Plumettaz Group undertook a comprehensive carbon footprint assessment in partnership with **Invision AG** and supported by **Swiss Climate**. This assessment, conducted in line with the **norm ISO 14064-1** and the **Greenhouse Gas Protocol Corporate Standard**, provides a detailed overview of our greenhouse gas (GHG) emissions across **Scopes 1, 2, and 3**, measured in **CO₂-equivalents (CO₂e)**. The analysis covered all group entities and locations: Switzerland, the United States, the Netherlands, Germany, and Singapore.

Key Findings: Total Emissions

- **Total 2024 CO₂e emissions (Scope 1, 2, and 3): 388,306 t CO₂e**
- **2023 baseline emissions: 504 t CO₂e** (Scopes 1 and 2 only)
- This dramatic increase reflects a **broader and deeper Scope 3 accounting** in 2024, now including emissions from product use, external transport, and supply chain, offering a more accurate view of our total carbon impact.

Scope 1 – Direct Emissions (305 t CO₂e, ↓1%)

Scope 1 includes direct emissions from fuel use, heating, company vehicles, and refrigerant leaks:

- **Refrigerant leaks** decreased significantly (**-95%**), thanks to improved maintenance and phase-out of high-GWP gases.
- **Business travel and transport** emissions from company-owned vehicles slightly decreased (**-10% and -7%**, respectively), indicating early progress in fleet efficiency.

Scope 2 – Indirect Energy Emissions (131 t CO₂e, ↓33%)

Scope 2 covers emissions from purchased electricity:

- Overall electricity use decreased by **11%**, with a **14% reduction** in conventional electricity consumption. To illustrate, 13% of Swiss site consumption was covered by its own electricity production.
- Increased procurement of **100% renewable electricity** (+25,846 kWh) in 2024 helped to reduce emissions.
- Country-specific changes in **electricity emission factors** (notably Germany and the U.S.) also contributed to the decrease.

Scope 3 – Other Indirect Emissions (387,870 t CO₂e)

This category now represents >99% of Plumettaz Group's total carbon footprint, reflecting a more complete picture of upstream and downstream impacts:

Major Emission Categories:

- **Use of sold products: ~380,560 t CO₂e (98% of scope 3 emissions)**
 - Emissions from the operational lifetime of pumps, jetting systems, winches, and barriers.
 - Assumptions include conservative annual operating hours and lifetimes, with diesel, gasoline, and electricity consumption modelled for top-selling equipment.
- **Upstream transportation and distribution: ~3,591 t CO₂e**
 - Emissions from third-party logistics by road, sea, and air—primarily from diesel freight trucks and maritime transport.
- **Purchased goods and services: ~2,690 t CO₂e**
 - Based on spend-related emissions from machinery and components acquired.
- **Waste and water: ~380 t CO₂e**
 - Includes hazardous waste (e.g., batteries), non-recyclables, and water usage, mainly in Germany and Switzerland.
- **Employee commuting: ~282 t CO₂e**
 - Calculated using distance and mode of travel (car, public transport, cycling, etc.) based on employee survey data.
- **Business travel (external): ~195 t CO₂e**
 - Mostly driven by air travel (short-, medium-, and long-haul), with business-class flights accounting for a substantial portion.
- **IT equipment and capital goods: ~33 t CO₂e**
 - Emissions from procurement of computers, servers, and office electronics.

Next Steps

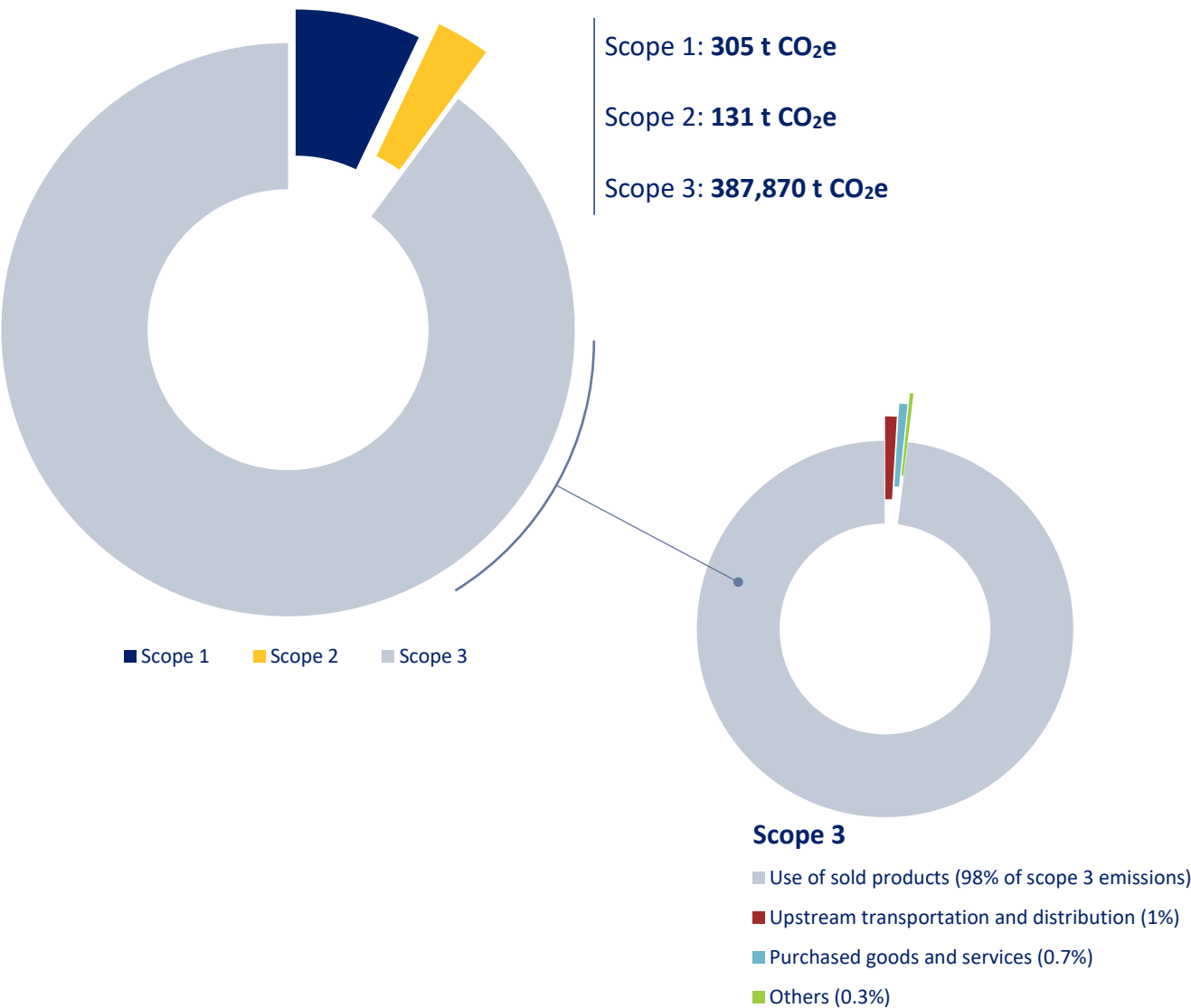
The 2024 carbon footprint reveals that **product usage and external logistics** are the most significant contributors to our emissions. While Scopes 1 and 2 remain relatively low and stable, Scope 3 dominates the total footprint, underlining the **importance of lifecycle thinking in product design and distribution**.

In response, Plumettaz Group is:

- Reviewing its **Net Zero Roadmap**, with support from Henovia, using this more complete emissions baseline.
- Embedding **carbon intensity metrics** into product development and supply chain decisions.
- Preparing **targeted decarbonization actions** for product use, logistics, and sourcing to be unveiled in the 2025 report.

This transparent assessment sets the stage for ambitious but achievable climate action across the value chain.

Plumettaz Group 2024 CO2 emissions (T CO₂E)



2023

Scope 1: **307 t CO₂e**

Scope 2: **197 t CO₂e**

2024

Scope 1: **305 t CO₂e**

Scope 2: **131 t CO₂e**

↓ 1%

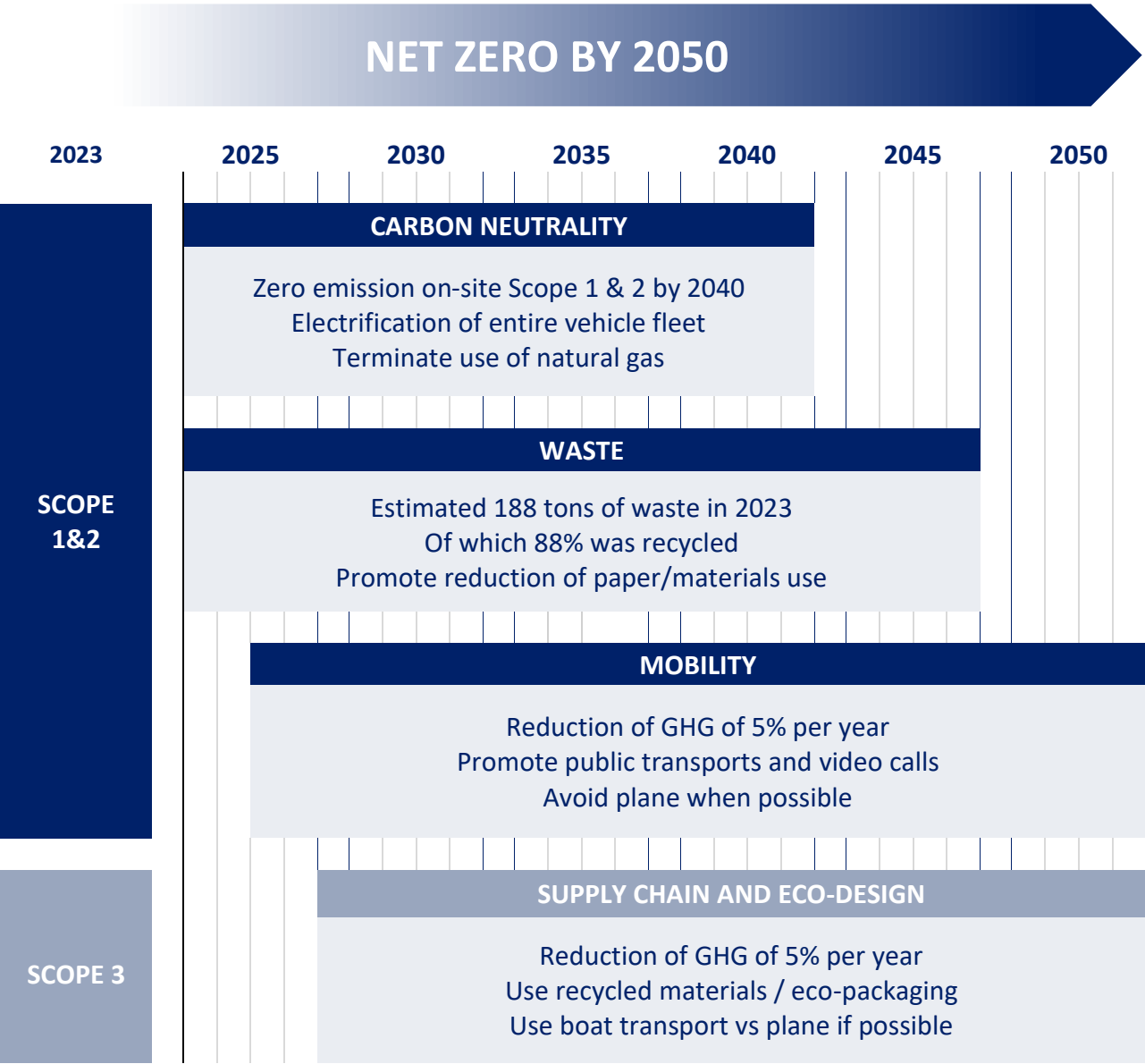
↓ 33%

Plumettaz Group objectives – GHG Scope 1-3

Scope 1: covers the Green House Gas (GHG) emissions that a company makes directly — for example while running its machines and conducting its day-to-day operations.

Scope 2: are the emissions the Group makes indirectly – when the electricity or energy bought for heating, cooling buildings or running machines is produced.

Scope 3: are all indirect emissions of the value chain; downwards at the customer level (e.g. use of products) and upwards by buying products from the suppliers and the related production generated.



FTTH Eco Platform

Plumettaz Group's Commitment to ESG Best Practices and Sustainable Innovation

The Plumettaz Group is proud to demonstrate its strong commitment to Environmental, Social, and Governance (ESG) best practices by joining the FTTH Council Europe's FTTH (Fibre to the Home) Eco Platform. This strategic move underscores the Group's dedication to advancing sustainable innovation in the broadband infrastructure sector, reinforcing its role as a responsible industry leader.

As a pioneer in smart installation systems for telecom and energy networks, Plumettaz has long recognized that true progress must be sustainable. By joining the FTTH Eco Platform, Plumettaz aligns itself with a network of stakeholders who are actively working to reduce the environmental impact of fibre rollouts across Europe. The Eco Platform serves as a critical hub for promoting transparency, collaboration, and accountability among companies engaged in fibre network deployment.

This initiative is closely tied to the broader objectives laid out in the **FTTH Council Europe's white paper: "FTTH Council Carbon Footprint Project: A Reporting Model for the Entire Sector."** The white paper introduces a standardised methodology for assessing and reporting the carbon footprint of fibre network components and deployment activities. It calls for industry-wide adoption of consistent metrics, enabling stakeholders to make informed, responsible choices that contribute to carbon neutrality goals.

By endorsing and integrating the principles of this white paper, Plumettaz is not only committing to reducing its own environmental footprint but also supporting the industry's transition towards more sustainable infrastructure solutions. The Group actively develops technologies that minimize energy use and material waste, helping operators reduce CO₂ emissions throughout the lifecycle of their fibre networks.

Plumettaz's participation in the FTTH Eco Platform reflects a broader corporate ethos: sustainability and innovation must go hand in hand. Through this collaboration and its adherence to ESG best practices, the Plumettaz Group is helping to shape a greener, more resilient digital future for all.





Solar panels projects

As part of its ongoing commitment to environmental responsibility and climate action, the Plumettaz Group launched a landmark sustainability initiative in 2023: the installation of a photovoltaic (PV) solar energy system at its headquarters in Bex, Switzerland. This project represents a critical step in the Group's broader ESG strategy, specifically supporting the "Environmental" pillar through concrete, measurable action.

Project Overview

The installation includes 113 high-efficiency solar panels covering 221 square meters of flat rooftop surface. The system boasts a total peak capacity of 47.46 kWh, designed to produce an estimated 50,403 kWh of clean electricity annually. Over its 25-year operational lifespan, the system is projected to generate more than 1.26 GWh of renewable energy, significantly reducing dependency on external, non-renewable power sources.

In terms of environmental impact, this project is expected to **prevent the release of 148 tonnes of CO₂ emissions over the whole period**, based on calculations using the Swiss energy mix (128 g CO₂/kWh). These savings contribute directly to national and international carbon reduction targets and reinforce the Group's alignment with the Swiss Confederation's Energy Strategy 2050.

Strategic and Environmental Impact

This initiative goes far beyond energy production. It reflects Plumettaz Group's strategic goal of embedding sustainability into core business operations and infrastructure. The system not only lowers energy costs and enhances operational resilience but also signals a bold commitment to environmental leadership and innovation within the industrial sector.

By choosing to **invest in on-site renewable energy**, the Group is improving its carbon footprint while positioning itself for future developments in energy-sharing and community self-consumption models. This proactive step also supports the company's long-term ambition of contributing to a more decentralized and sustainable energy ecosystem.

Engaging Employees and Stakeholders

The solar panel installation serves as a visible, tangible example of Plumettaz Group's ESG efforts, helping engage employees, customers, and partners in the sustainability journey. It fosters internal awareness around climate action, reinforces the Group's values, and demonstrates what is possible when environmental goals are supported by innovation and investment.

Another similar project has been conducted at HMS Machines in the Netherlands.

“

50,403 kWh

of clean electricity annually

Plumettaz Group ESG Strategy – Our Social Responsibility Principles

At Plumettaz Group, the “S” in ESG—**Social responsibility**—is rooted in our core values of **integrity, fairness, and sustainability**. These principles are embedded in our daily operations and shape how we engage with employees, communities, and business partners around the world. Guided by our Code of Conduct, we strive to create a safe, inclusive, and ethical environment across all our sites in Switzerland, Germany, the United States, the Netherlands, and Singapore.

1. Respect for Human Rights and Fair Labor Practices

We are deeply committed to upholding human rights and labor standards in every aspect of our business. We strictly prohibit all forms of **child labor, forced labor, and human trafficking**, and we expect the same from our suppliers and partners. We also ensure **fair remuneration, reasonable working hours**, and full compliance with labor laws in each region where we operate. Equal pay and gender equality are non-negotiable principles that support our commitment to social equity.

2. Diversity, Inclusion, and Non-Discrimination

Diversity drives innovation and success. We foster a workplace where every employee—regardless of gender, race, religion, disability, or background—is treated with **dignity and respect**. We promote **equal opportunity** in recruitment, advancement, and development, and we actively work to build a culture where inclusion and belonging are valued. **Harassment, bullying, or discrimination of any kind is not tolerated**, and clear reporting mechanisms are in place to protect and support those affected.

3. Health, Safety, and Well-being

Employee well-being is our top priority. We maintain strict **health and safety protocols** across all manufacturing and operational sites, ensuring

compliance with national regulations and industry best practices. From accident prevention to mental health support, we are committed to protecting our teams and responding to adversity with compassion and responsibility. The Group's **Health and Safety Policy** provides the framework for our commitment in this area.

4. Ethical Conduct and Social Integrity

Ethical behavior is expected at every level of the Plumettaz Group. We promote a culture of **compliance, transparency, and accountability** in which every employee is empowered to report misconduct without fear of retaliation. Anti-corruption, anti-bribery, and fair business practices are central to how we engage with customers, partners, and stakeholders. This ethical foundation supports our reputation as a trustworthy and socially responsible company.

5. Employee Engagement and Open Communication

Our corporate culture encourages **open dialogue and continuous feedback**. Employees are invited to share concerns and suggestions through anonymous channels or designated contacts within HR. We view transparent communication as essential to maintaining trust and promoting collaborative problem-solving. This principle extends across all subsidiaries, where we maintain close-knit, inclusive environments with accessible leadership.

Through these principles, Plumettaz Group ensures that **social responsibility is not just a policy but a practice**—one that reflects our respect for people, our dedication to ethical conduct, and our vision for long-term sustainability and shared prosperity.

Supporting Our People: Tangible Benefits for Wellbeing and Sustainability

At Plumettaz Group, we believe that the foundation of sustainability starts with our people. Our commitment to employee wellbeing goes beyond the workplace, aiming to support healthier lifestyles, environmental responsibility, and an overall improved quality of life. In 2024, we continued to expand a range of tangible benefits designed to care for our teams and align with our sustainability values.

Daily Fresh Food

We are proud to offer all employees access to healthy, balanced meals directly at work through our partnership with an external party. The solution chosen is a smart fridge, with self-service food that is stocked daily with fresh, high-quality meals prepared by local chefs. It offers a diverse menu of nutritious options — salads, warm dishes, snacks, and vegetarian meals — made with seasonal ingredients. This not only promotes healthy eating habits but also supports local food producers and reduces food waste through smart inventory tracking.

Electric Vehicle Charging

In line with our sustainability goals, we have installed electric vehicle (EV) charging stations at our facilities, enabling employees to charge their vehicles during working hours at preferential rates. This initiative encourages the adoption of cleaner transport methods and supports employees in their transition to more sustainable commuting.

Preferential Gym Memberships

We recognize the importance of physical and mental health. To promote an active lifestyle, all employees have access to gym memberships at preferential rates through the network of our fitness partner. Whether it's for strength training, cardio workouts, or wellness classes, this benefit makes it easier for staff to prioritize their health.

Fleet Discounts and Mobility Benefits

Plumettaz also provides employees with access to discounted vehicle leasing through our corporate fleet agreements. These discounts include eco-friendly vehicle options, reinforcing our encouragement of sustainable mobility. Additional mobility perks such as public transport subsidies are regularly reviewed and adapted to meet evolving needs.

Other Employee-Focused Initiatives

We continue to explore and implement new benefits that enhance work-life balance and wellbeing. These include flexible work arrangements, mental health support programs, ergonomic workstations and regular internal events.

Through these actions, Plumettaz reaffirms its commitment to building a workplace culture that is healthy, inclusive, and aligned with our broader sustainability ambitions.



6. GOVERNANCE

Plumettaz Group ESG Strategy – Principles Guiding Governance

At Plumettaz Group, effective governance is the foundation of our ability to create sustainable value, ensure operational excellence, and earn the lasting trust of stakeholders. The “G” in ESG—**Governance**—represents our commitment to ethical leadership, transparent decision-making, risk management, and accountability across all levels of our organization. It is through this robust governance framework that we align our actions with our values, ensure regulatory compliance, and foster long-term resilience.

1. Ethical Leadership and Integrity

We conduct all business with **integrity, fairness, and transparency**, reinforcing a culture where ethical behavior is the norm, not the exception. Every employee, officer, and director is expected to uphold the highest ethical standards and comply with all applicable laws and anti-corruption regulations. We have a **zero-tolerance policy for bribery, fraud, and other unethical conduct**, and actively encourage whistleblowing to ensure swift and confidential resolution of issues. Our governance structure promotes **accountability at every level**, ensuring decisions are made in the best interests of the company and its stakeholders.

2. Board Governance and Oversight

The **Board of Directors** plays a central role in guiding Plumettaz Group’s strategy, overseeing risk management, and holding executive management to account. We prioritize **diversity in board composition**, valuing a range of perspectives and experiences, and ensure that a **majority of board members are independent** to safeguard objectivity and oversight. Board members are expected to act in alignment with our values, avoid conflicts of interest, and ensure all governance decisions are consistent with our ESG commitments.

3. Stakeholder Engagement and Long-Term Thinking

Governance at Plumettaz Group extends beyond compliance—it includes **engaging meaningfully with stakeholders** such as employees, customers, shareholders, suppliers, and communities. We integrate ESG factors into strategic decisions, with a clear focus on **long-term value creation** rather than short-term gains. Our governance practices are designed to balance business objectives with our social and environmental responsibilities, supporting **community development, responsible sourcing, and inclusive growth**.

4. Risk Management and Internal Controls

A strong governance system requires proactive management of risk. We maintain a comprehensive **risk management framework** that identifies, assesses, and mitigates operational, reputational, and strategic risks. This includes strict **internal controls, cybersecurity measures**, and business continuity planning to protect our people, assets, and data. Our policies are regularly reviewed and updated in line with best practices to ensure agility in a fast-changing world.

5. Compliance, Ethics, and Anti-Corruption

We maintain a **comprehensive code of ethics**, providing training and guidance to empower employees to navigate complex ethical situations. Our **anti-corruption policies** include rigorous due diligence for third parties and clear procedures on gift-giving, conflicts of interest, and regulatory compliance. We monitor legal developments closely and adapt our compliance programs accordingly to remain ahead of evolving regulatory landscapes.

6. Transparency and Reporting

Plumettaz Group is committed to **transparent governance reporting**. We publish regular updates on our ESG performance, governance practices, and risk management activities. We also uphold **shareholder rights**, ensuring they have a voice in critical corporate decisions. Through **clear, consistent communication**, we build confidence and trust with our stakeholders and promote accountability across the Group.

Through this governance strategy, Plumettaz Group upholds the principles of ethical leadership, rigorous oversight, and responsible business conduct—ensuring that our actions today contribute to a resilient, inclusive, and sustainable future.



7. CLOSING WORDS

As we reflect on the progress made throughout 2024, one word sits firmly at the center of our sustainability journey: **Impact**. At Plumettaz Group, we recognize that every action, product, and service carries weight—on the environment, on our people, on our clients, and on society at large. That understanding is not just a guiding principle—it is the very foundation of our ESG strategy.

In today's complex and interdependent world, passive commitment is no longer sufficient. True leadership in sustainability demands active stewardship. That is why Plumettaz embraces a model of **Impact Stewardship**—a proactive, measured, and responsive approach to ESG management that aligns with our long-standing values of responsibility, innovation, and continuous improvement.

Track. Measure. Implement. These are the cornerstones of our approach. First, we **track** the data that matters—greenhouse gas emissions, energy use, waste generation, employee well-being, safety metrics, and more. We **measure** performance with rigor, relying on clear KPIs and science-based benchmarks to evaluate where we stand and where we must go. Then, and most importantly, we **implement**—using the insights we've gained to take meaningful, data-driven action. Whether it's optimizing manufacturing processes, redesigning packaging, enhancing worker safety programs, or developing more energy-efficient technologies, we are committed to translating information into impact.

In 2024, this strategy enabled us to take meaningful strides toward our sustainability goals. We enhanced energy efficiency across critical production lines, notably reducing Scope 2 emissions through increased use of renewable electricity and self-production. Our efforts to improve logistics efficiency and better manage company-owned transport contributed to a reduction in direct emissions. At the same time, we deepened employee engagement through targeted health and safety programs.

But the work does not end here. If this report tells one story, it is that sustainable transformation requires both humility and ambition. We must remain transparent about our challenges and deliberate in our actions. We must embrace innovation not only in our products but also in our systems and mindsets. Most importantly, we must continue to collaborate—across teams, supply chains, industries, and borders—because the impact we strive for cannot be achieved in isolation.

As we look ahead to 2025 and beyond, Plumettaz Group remains resolute in its commitment to impact-led growth. We will continue to refine how we track, measure, and implement across all areas of our business. And we will continue to lead with purpose—creating value not only for our stakeholders, but for future generations.

Together, through conscious effort and unwavering dedication, we can—and will—shape a more sustainable world.

The Plumettaz Group

2024 Sustainability Report, June 2025



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