Corporate Sustainability

Report 2025

Metrohm

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This report covers the 2025 reporting period. The scope includes the main production site, selected subsidiaries, and the company's global operations. It is prepared with reference to the GRI Standards. This is Metrohm's first sustainability report and provides information on its ESG approach, management systems, material topics, and performance.

1 Letter from the CEO

Metrohm has a fundamental commitment to product longevity, responsible innovation, and sustainable operations. We design and produce products which can not only be made responsibly but demonstrate outstanding robustness and an unprecedented long lifetime. The cornerstones are unscrutinized in quality by design combined with exceptional serviceability and long-lasting spare part availability. Over the past years, we have expanded our programs, further improved repairability across several product lines, enhanced energy efficiency at production sites, and heavily integrated renewable energy into our infrastructure. Securing responsible supply chains, reducing the environmental footprint of materials, and adapting to rapidly evolving regulatory landscapes requires continuous attention and improvement as well as long-term dedication.

Our approach to sustainability is embedded in Metrohm's long-term strategy. We see a future where high-performance measurement technology not only serves progress but does so in harmony with the planet's limits. By focusing on durability, maintainability, and responsible operations, we do not only decrease our own footprint but help our customers achieve their own sustainability goals while shaping a more circular and resource-efficient industry.

This report reflects our commitment to act transparently, responsibly, and with long-term purpose. We invite you to explore our progress, our priorities, and the values that continue to guide Metrohm as we look to the future.

CEO Metrohm Group

2 Introduction

2.1 Company Profile

Metrohm is a global manufacturer of precision analytical instruments for chemical analysis. Its products include ion chromatography, titration systems, electrochemistry, spectroscopy, automation solutions, and software. We also provide services such as installation, calibration, preventive maintenance, repairs, and long-term support. Instruments are designed for longevity, reliability, and repairability, contributing to sustainability by extending product lifecycles and reducing resource consumption.

Metrohm's headquarters and core production facilities are located in Switzerland. Additional production and development sites operate in the Netherlands, Spain, Slovakia, India, China, and the United States. We are supported by a global network of subsidiaries and distribution partners, serving customers in over 80 countries. All sites follow centralized standards for quality, environmental protection, and safety.

2.1.1 Mission, Vision and Values

Metrohm's mission is to advance chemical analysis through reliable, high-performance instruments. Its vision emphasizes innovation, durability, and responsibility, integrating sustainability directly into product development and operational practices. Core values include integrity, quality, and long-term thinking. We aim to provide analytical solutions that support scientific progress while minimizing environmental impacts across the entire value chain. Metrohm's strategy builds on its engineering heritage and the long-term perspective enabled by its organizational form of foundation ownership.

2.1.2 Market Position

Metrohm supplies analytical instruments and services to customers across multiple sectors, including pharmaceuticals, chemicals, energy, food, and environmental analysis. Operations combine centralized development and production with regional subsidiaries and distribution partners to provide local support while maintaining consistent standards. Our service network and product design support extended instrument lifecycles, contributing to resource efficiency and durability.

Metrohm 2025 in numbers	
Turnover (group)	606 million CHF
Growth	constant
Main production sites	1
Additional Development and production sites	9
Subsidiaries	54
Employees (group)	Approx. 3,400
Women in executive management	27%
Scope 1	534 tons CO2eq
Recycled waste	64.6%
Self-consumed solar electricity	1,410 MWh
Types of apprenticeships	10
Apprentices	60
ISO certification	9001:2015
EcoVadis	Bronze Medal, score 64/100

2.2 Sustainability Management

Metrohm is committed to operating responsibly, transparently, and sustainably and recognize our impact on people, society, and the environment, and aim to integrate sustainability into our business strategy.

2.2.1 Sustainability Strategy

Sustainability is a guiding principle within Metrohm's strategy. We focus on developing instruments with high longevity, repairability, and offer repair services and maintenance contracts. We offer a warranty period of up to ten years, which is longer than average. Operational practices emphasize energy efficiency, responsible use of resources, and ethical business conduct.

Metrohm's sustainability goals are developed with a long-term perspective and reflect our commitments to customers, employees, and society.

The objectives include ensuring sustainable products throughout their lifecycle by extending product lifetime, increasing the use of recyclable materials, and reducing the environmental footprint per instrument. Production processes are optimized to improve energy and water efficiency, maximize recycling rates, and maintain standards for air emissions and water treatment.

Metrohm aims to foster a safe, healthy, and inclusive workplace, strengthen training and leadership development, and support mental well-being and work-life balance. Continuous investment in research and development is directed toward robust, future-proof analytical solutions, digitalization, and technologies that enable customers to operate more sustainably. Governance goals include expanding ESG reporting, ensuring compliance with international standards, strengthening supply chain management, and fully integrating sustainability into strategic decision-making.

2.2.2 Sustainability Governance

Metrohm maintains a structured governance framework with a Sustainability Committee to ensure systematic progress on sustainability topics.

The Sustainability Committee brings together experts from development, production, compliance, human resources, supply chain, and service. The committee defines sustainability priorities and KPIs, integrates ESG considerations into operational and strategic decisions, monitors environmental performance and resource efficiency, evaluates risks and opportunities, and reports progress to the Group Executive Board and the Board of Directors.

The Sustainability Committee acts on behalf of Metrohm's sustainability agenda. It includes top management and representatives of key strategic functions:

- Defines sustainability priorities and KPIs
- Integrates ESG considerations into operational and strategic decisions
- Monitors environmental performance and resource efficiency
- Evaluates regulatory and stakeholder-related risks and opportunities
- Reports on progress to the Group Executive Board and Board of Directors

The Sustainability Committee approves ESG roadmaps and targets, ensures compliance with environmental, social, and ethical standards, and supports cultural initiatives promoting integrity, safety, and well-being. Together, these bodies embed sustainability deeply into Metrohm's strategy, operations, and culture.

The board oversees ESG activities and ensures alignment with corporate strategy. The Environmental Officer monitors legal and regulatory requirements, plans implementation of the environmental policy, checks effectiveness, and reports to management at least annually. Divisional and departmental managers are responsible for implementing sustainability measures in accordance with these instructions.

Metrohm's environmental impacts are classified as direct, arising from production activities at the Herisau site, and indirect, occurring through the lifecycle of its products at the customer's site or during end-of-life treatment. Both types of impact are managed separately to ensure proper monitoring and mitigation.

2.2.3 Material Topics

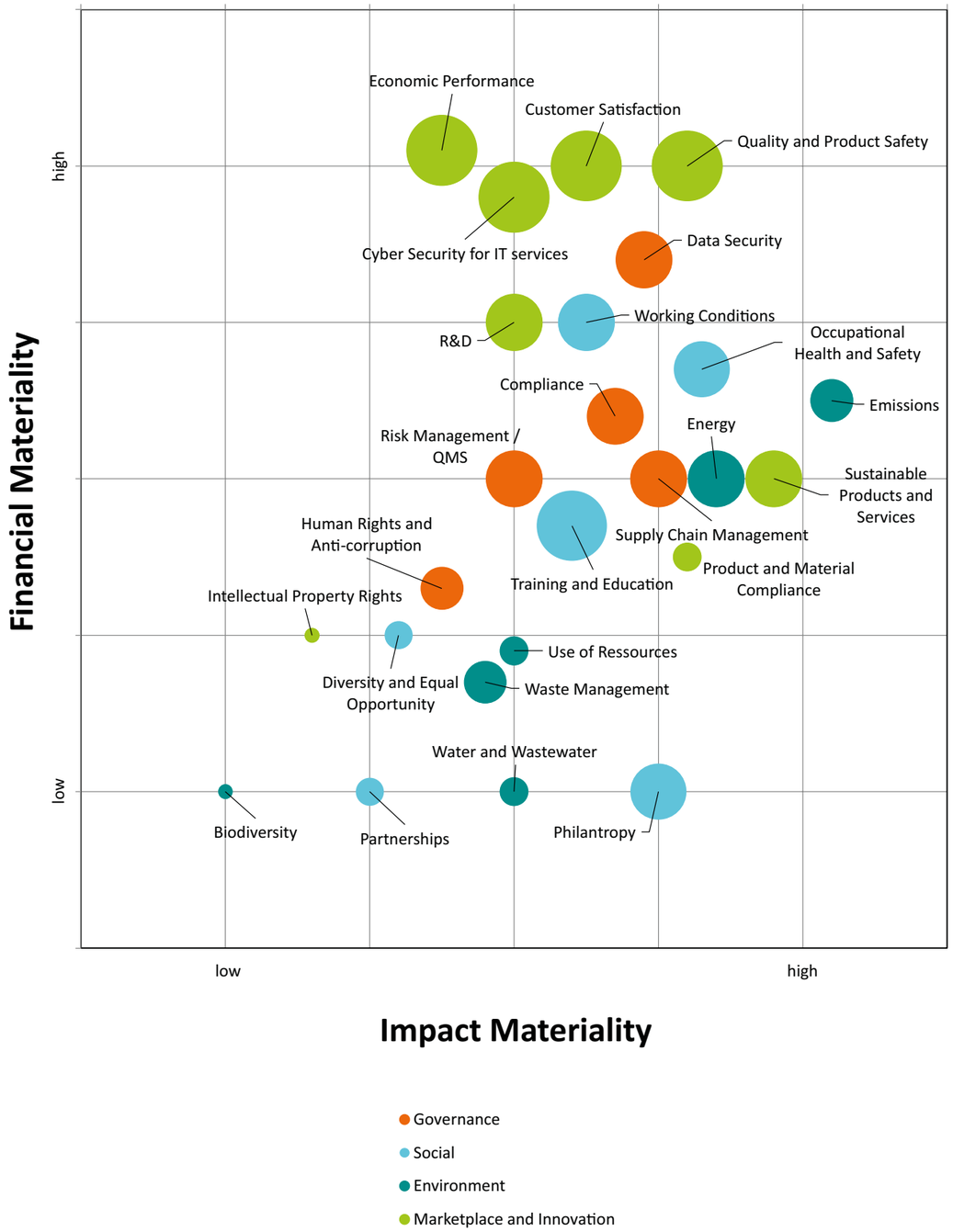
This report outlines Metrohm's material environmental, social, and governance (ESG) topics, as identified through a double materiality assessment with reference to the Global Reporting Initiative (GRI). Elements of the European Sustainability Reporting Standards (ESRS) were used as inspiration in the materiality assessment, without constituting a formal ESRS-based reporting.

The double materiality assessment was conducted on a global scale, using representative data from the main production site in Herisau, Switzerland, and from Metrohm Germany (Filderstadt), the largest distribution subsidiary in Europe. Metrohm's internal strategic analysis, and benchmarking, provided the basis for evaluation of a preliminary longlist of topics, drawn from GRI and ESRS sustainability standards as well as from industry standards. A cross-functional team, representing internal departments and stakeholder interests, collaboratively discussed and scored topics based on their potential impact on society and the environment, as well as their influence on Metrohm's financial performance and strategic priorities. Relevant data for the 2025 reporting year was collected and processed by the executive board and members of the sustainability work group. The results guided the selection of material topics, informing disclosure, targets, and progress in this report.

The table below presents the material ESG topics identified through the double materiality assessment:

Pillars	Chapters	Material Topics
Environment	Climate Change	Emissions
		Energy
	Circular Economy	Use of Resources
Marketplace and Innovation	Customers	Customer Satisfaction
		Quality and Product Safety
		Cyber Security for IT services
		Economic Performance
	Innovation	Sustainable Products and Services
		Research and Development
		Product and Material Compliance
Social	Employees and Workplace	Training and Education
		Employee Conditions
		Occupational Health and Safety
	The Metrohm Foundation	Philanthropy and Social responsibility
Governance	Governance and Compliance	Risk Management/QMS
		Supply Chain Management
		Compliance
	Business Ethics	Data and Cyber Security

The double materiality matrix illustrates how each topic affects society and the environment (impact materiality) and Metrohm's financial performance (financial materiality). The bubble size reflects stakeholder relevance. Topics in the top right quadrant are considered the highest priority for Metrohm's sustainability strategy and reporting.



3 Environment

Metrohm AG is committed to reducing the environmental impact of its operations and improving resource efficiency across production, buildings, and infrastructure. Environmental stewardship focuses on reduction of energy usage and emissions, efficient water management, responsible waste handling and advancement of circular economy. The founder of Metrohm, Dr. Bertold Suhner, has already decisively influenced the company with regard to ecological considerations. Metrohm's sustainability guidelines are based on the requirements of ISO 14001. The efforts of the Metrohm group are summarized in its environmental policy and evaluated yearly in the EcoVadis rating. In 2025, Metrohm scored Bronze in this rating. Environmental impacts are measured where feasible and meaningful to enable continuous improvement.

3.1 Climate Change

Climate change-related topics are annually evaluated to ensure Metrohm remains responsive to environmental developments. In this process, the interests, opportunities, and risks of both the company and its stakeholders are identified and incorporated into the company's strategy and management. Metrohm is committed to maintaining the availability of its products and services in the face of challenges related to climate change. For this purpose, appropriate measures described in this chapter are implemented into daily operations, supply chains, and processes.

3.1.1 Energy

Energy consumption is a key lever for reducing environmental impacts and operating costs. Metrohm therefore continuously invests in renewable energy generation, energy-efficient building technologies, and the sustainable development of its infrastructure. Our goal is to align business growth with responsible use of energy and natural resources.

The completion of the new building at the Herisau Headquarters in summer 2024 marked an important milestone in the sustainable development of the site. The facility combines modern office and production spaces with a forward-looking energy concept – a vast bidirectional geothermal system in combination with solar energy. This system enables energy-efficient and resource-conserving climate control and makes a significant contribution to reducing energy consumption and associated emissions.

Metrohm AGs photovoltaic capacity is the largest in the state, operating 3,795 solar panels with a performance of 1,282 kWp. The system generates approximately 1,410 MWh of renewable electricity annually, strengthening the site's self-sufficiency with sustainably produced energy. Another major focus was the modernization of the compressed air system. The previous installation of six compressors was replaced by three new energy-efficient units. In addition to improving the efficiency of compressed air generation, the new system enables heat recovery from the compressors. The recovered waste heat is used for domestic hot water production and to support the building's heating system, further improving the site's overall energy efficiency.

The new building was also accompanied by the modernization and expansion of Metrohm's production equipment. While this development increases the demand for energy and compressed air, it simultaneously enables more efficient and advanced manufacturing processes. These investments ensure that Metrohm's growth is supported by a modern and sustainable infrastructure.

To further improve energy efficiency, 569 fluorescent lamps were replaced by 254 energy-efficient LED fixtures in 2025. As a result, daily electricity consumption for lighting was reduced from 954 kWh to 117 kWh. Based on 220 operating days per year, this corresponds to annual energy savings of 184 MWh and a reduction of 92 t CO_2eq emissions. This measure represents a significant contribution toward achieving Metrohm's energy efficiency targets.

Energy consumption and related CO_2 emissions are continuously monitored through a target agreement with the Energy Agency of the Swiss Private Sector (EnAW).

3.1.2 Emissions

In addition to its energy targets, Metrohm actively works to reduce greenhouse gas emissions associated with its operations, focusing on the reduction of Scope 1 and Scope 2 emissions.

Increasing energy efficiency reduces Scope 1 and Scope 2 emissions at the same time. Changes in the heating systems described above for instance, lead to an estimated 50 t of CO_2 savings per year.

Across all implemented measures, Metrohm achieved a total annual CO_2 reduction of approximately 554 t per year. The site thus remained on or below the planned emissions reduction pathway in 2025 as it did in 2024, demonstrating the effectiveness of implemented measures.

Metrohm will continue to increase the share of clean in house energy and reducing reliance on fossil fuels strengthens energy independence while promoting efficiency, sustainability, and responsible business practices.

Target KPI	Target for 2025	Achieved in 2025
Increase in energy efficiency	101% (+ 1 %)	105% (+4 %)

Next to the efforts to reduce Scope 1 emissions, Metrohm also actively works on reducing the impacts of employee commuting. Employees commute daily by car, public transport, bike and on foot to and from their workplaces and thus cause CO_2 emissions. To minimize these impacts, Metrohm aims to keep commuting distances short by recruiting many employees locally. We actively support the use of public transport by offering half-fare travel cards to their employees and promoting electromobility.

3.2 Circular Economy

Metrohm seeks to reduce material consumption and waste while extending the useful life of products and resources. Circular economy principles are applied through waste prevention, long product life, recycling, and efficient use of materials in production.

3.2.1 Use of Resources

Minimal waste arises mainly from production activities and includes packaging materials, metals, electronic components, and limited amounts of hazardous substances. The waste volumes of non-production sites are minimal if not neglectable. Compared to the previous year, total waste volumes decreased, and hazardous waste was reduced. Recycling rates remained stable. A slight increase in non-assignable waste was observed and is being assessed to improve waste separation and reporting accuracy.

Waste disposal and recycling are carried out in cooperation with certified partners and in compliance with legal and internal requirements.

Metrohm's high level of in-house manufacturing enables close control over material flows and resource efficiency. Resource use is optimized through lean production processes, careful procurement, and investments in modern, efficient equipment.

We continue reviewing production processes to reduce material losses, improve yield, and increase efficiency. Next to a long product life, these measures contribute to lower environmental impact per unit produced and strengthening operational robustness.

Resources	Unit	2024	2025
Water use (total)	m3	10,265	7,392
Greywater use	m3	1,260	1,537
Grid-consumption energy use	MWh	3,841	4,884
Self-generated energy	MWh	1,277	1,410
Self-generated energy use	MWh	384	1,410
Recycled waste	Tons	148	146
Non-recyclable waste	Tons	106	14
Electronic waste (recycled)	Tons	5.2	8
Non-assignable waste	Tons	38	45
Non-hazardous waste (total)	Tons	216	212
Hazardous waste	Tons	38	20
Waste (total)	Tons	254	226

3.3 Water and Wastewater

3.3.1 Water Use

Minimal water is required for production processes, laboratory operations, technical building systems, and employee facilities. Metrohm aims to use water efficiently and to limit impacts on local water resources.

In 2025, water consumption was particularly influenced by the commissioning of the new building and the expansion of infrastructural systems, including outdoor areas and garden landscaping. The new building structure and extended areas of use led to changes in water consumption across different applications.

The new ventilation system is used for controlling humidification of indoor air, both for occupational health and safety reasons, and to improve the indoor climate for employees. At the same time, it supports the maintenance of defined environmental conditions related to ESD protection.

For this purpose, potable water is treated and used as demineralized water in the ventilation system. As a result, potable water consumption has increased overall.

The share of greywater has also changed and is primarily used for sanitary installations as well as for irrigation of outdoor areas.

Despite these adjustments, the water distribution reflects the new and expanded building structure and supports a functional and demand-oriented approach to water use at the Herisau site.

3.4 Biodiversity

Metrohm recognizes the importance of biodiversity protection, even though its core activities are industrial and technology-focused. Where feasible, biodiversity-friendly measures are integrated into site management. Green spaces, landscaped areas, and nature-oriented site elements are maintained at several locations on the Metrohm headquarter premises to support local flora and fauna. In addition, biodiversity-related projects are supported through the Metrohm Foundation, complementing the operational environmental efforts.

4 Marketplace and Innovation

Sustainable market success is built on quality, reliability, and continuous innovation rather than price competition. Metrohm focuses on high product standards, strong customer relationships, and long-term value creation. By combining close-to-customer solutions with ongoing investment in research and development, we ensure competitiveness while supporting responsible and sustainable business practices.

4.1 Customers

4.1.1 Customer Satisfaction

In December 2025, Metrohm customers worldwide were asked to rate their satisfaction with our OMNIS product family on the international web platform «Select Science.» The feedback resulted in an overall rating of 4.5 out of 5. In addition, the OMNIS product family received the Golden Seal of Quality for consistently positive reviews.

In 2025, two successful and satisfying customer audits were conducted at MIHQ without critical observations. In addition, 24 paper audits were successfully completed without any issues.

4.1.2 Quality and Product Safety

Long-term customer relations are of strategic importance for Metrohm. With our quality policy, we strive to understand and satisfy the quality standards and needs of our customers. That is why we model each of our business processes according to our comprehensive understanding of quality, which encompasses employees, subsidiaries, sales companies, suppliers and service providers, the foundation, the state and authorities as well as the environment.

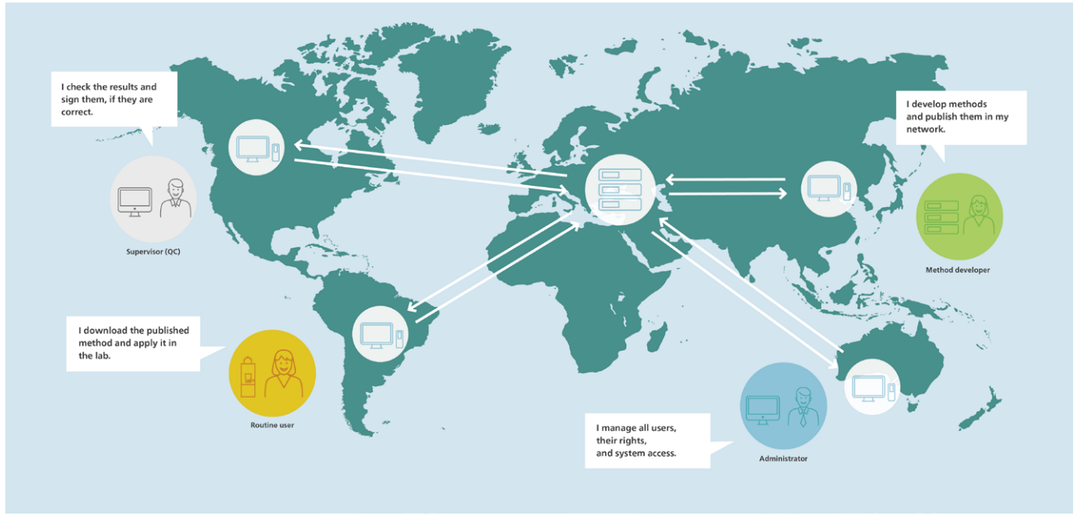
Metrohm maintains a quality management system covering product development, production, service, and supplier management to ensure that products and services meet customer and regulatory requirements. Among other certifications and depending on the site, we hold certificates of ISO9001, ISO/IEC 27001, ISO45001 and ISO/IEC 17025. The performance and reliability of analytical instruments are important for every customer application. Metrohm's instruments are used in laboratories and industrial environments where accurate measurements are required, for example in chemical analysis, pharmaceutical industry, and applications for many different other branches.

Quality requirements are applied throughout the product lifecycle. Instruments are tested during development and production, and calibration, validation, and certification services are available to customers when required.

4.1.3 Cyber Security for Metrohm's IT Services

As part of its IT project services, Metrohm supports customers in the implementation, operation, and support of client–server infrastructures for the software OMNIS. These services cover the entire lifecycle of the systems, from planning and system setup to operational support and incident management. Technical support is provided through a global network of IT specialists.

A central element of the cyber security approach is continuous security and patch management. Security developments are monitored on an ongoing basis, potential impacts on systems are assessed, and relevant software updates are implemented. This approach aims to protect systems against cyber threats and ensure compliance with regulatory requirements, particularly in regulated industries where data integrity and validated IT systems are essential. These include industry frameworks such as Good Practice (GxP).



4.2 Innovation

Metrohm's products are made by chemists for chemists. Research and development are therefore crucial for our vision, and decisions are made according to Metrohm's values. Research and development focus on improving analytical performance, digital integration, and the environmental footprint of products across their entire life cycle. Innovation priorities are defined centrally and implemented across global development and production sites, ensuring consistency, efficiency, and quality.

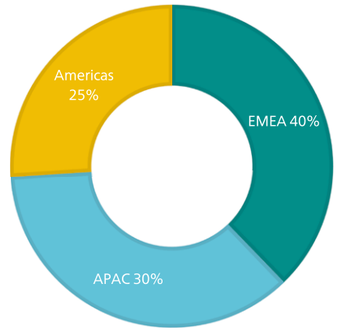
Close collaboration between R&D, production, and application specialists ensures that innovation efforts are market-driven and respond to customer needs in regulated, research, and industrial environments.
Sustainable Products and Services

Sustainability considerations are systematically integrated into product development. Metrohm's innovations aim to increase energy efficiency and reduce material consumption during manufacturing and use, extend product lifetime through robust design, modularity and serviceability, and enable precise and reliable measures that support customers in quality assurance, safety, and compliance.

By continuously improving instruments, software, and accessories, Metrohm supports customers in optimizing their processes, reducing waste, and meeting growing regulatory and sustainability requirements. Several customers use Metrohm's product for environmental studies or to develop new ways of recycling.

The environmental footprint of Metrohm's products also depends on raw materials and semi finished products sourced from suppliers. Wherever possible and economically justifiable, Metrohm prioritizes local suppliers. Preference is given to suppliers that apply environmentally and socially responsible production practices or can demonstrate equivalent measures. Suppliers are surveyed annually and evaluated by the Metrohm headquarters according to the Dun & Bradstreet score. Metrohm also conducts supplier audits. To reduce emissions related to product support, Metrohm relies on a global network of well trained local subsidiaries, supported by spare parts availability and the use of remote services whenever appropriate.

Metrohm's main product groups by sales and regions:



4.2.1 Research and Development

Research and development are central drivers of Metrohm's long-term success and sustainability. Continuous innovation enables us to develop high precision analytical instruments that meet the highest standards of accuracy, reliability, and efficiency for chemical laboratories worldwide.

Metrohm's R&D activities are aligned with the corporate strategy and focus on the ongoing advancement of measurement technologies capable of detecting even extremely low substance concentrations, down to the ppt range. These capabilities support customers across a wide range of industries, including pharmaceuticals, food and beverage, and other sectors requiring reliable laboratory analysis, contributing to product quality, safety, and regulatory compliance.

Product development at Metrohm is characterized by a strong interdisciplinary approach with clearly defined Development Goals and ten group wide Development Principles. These principles provide a common foundation for decision making, prioritization, risk management, and long term planning, and support reliable roadmaps and predictable outcomes in a complex technological environment. Expertise in mechanical engineering, electrical engineering, systems engineering, software development, project management, and technical documentation is combined with excellence in chemistry. This integrated development model fosters robust, future oriented solutions and supports continuous improvement across products, methods, and internal processes.

Metrohm develops and manufactures its instruments in accordance with recognized quality and engineering standards, including Good Engineering Practice (GEP). Metrohm operates in a modern, digitalized R&D environment and continuously optimizes its development processes through structured methodologies. These approaches enhance efficiency, reduce development cycles, and support sustainable innovation while maintaining the high quality expected by a global customer base.

Metrohm leverages its R&D expertise to deliver durable, high performance instruments and to strengthen its position as a global market leader. Through continuous innovation and process optimization, research and development at Metrohm contribute directly to long term value creation and sustainable business performance. Metrohm applies an incremental and iterative development approach with early clarification of project objectives and key requirements. Development teams actively manage trade offs between time, functionality, and complexity, defining early what must be best in class and where existing solutions can be leveraged. A strong emphasis is placed on technical excellence and simple, robust design to maintain Metrohm's leadership across its core technology fields, including titration, ion chromatography, spectroscopy, electrochemistry, process analytics, sensors, and automation.

4.2.2 Intellectual Property Rights

Intellectual property plays a supporting role within Metrohm's research and development activities. Our primary focus is on technological innovation, product quality, and system performance rather than on building patent portfolios. Intellectual property considerations are integrated pragmatically into research and development to support sustainable innovation.

Metrohm's focus is on the freedom to operate, ensuring that new and improved products can be developed and commercialized without violating third party intellectual property rights. Patents and other

IP instruments are used selectively where they support strategic objectives or competitive positioning, while innovation is driven mainly by engineering excellence, application expertise, and system integration.

4.2.3 Product and Material Compliance

Metrohm places high importance on ensuring that its products are compliant with applicable legal, regulatory, and ESG-related requirements. Product and material compliance are considered a fundamental prerequisite for market access, customer trust, and responsible business conduct.

Metrohm products are developed and manufactured in compliance with applicable material and product compliance regulations, specifically REACH, RoHS and regulations concerning minerals and metals from conflict-affected and high-risk areas. Health and safety requirements, as well as product information and regulatory compliance obligations, are considered throughout product development and lifecycle management. Compliance throughout the supply chain is regularly confirmed and a prerequisite for Metrohm's suppliers. Supplier declarations and confirmations are used to regularly verify adherence to relevant material compliance obligations. Metrohm provides customers with accurate and transparent information on product specifications, regulatory compliance, safety-related aspects, and the intended use of its products in accordance with applicable legal requirements. Relevant information is consolidated through internal compliance statements, due diligence processes, and an internal legislation list, which is used to track applicable regulatory requirements.

In addition to physical product compliance, Metrohm addresses compliance requirements related to digital products and services. Metrohm Enterprise Services meet high standards of information security. This has been confirmed by the certification of the Information Security Management System (ISMS) to ISO/IEC 27001. The certification provides assurance that the confidentiality, integrity, and availability of data are protected when customers use Metrohm IT and software related services, including support for OMNIS Client/Server environments.

The Metrohm headquarters have reviewed their due diligence obligations with the support of legal expertise. The assessment follows the documentation and reporting requirements of the Swiss Code of Obligations, in particular transparency on nonfinancial matters (Art. 694a–964c), and due diligence and transparency regarding minerals and metals from conflict areas and child labor (Art. 964j–964l). We review those obligations annually to uphold responsible business conduct. During the reporting period, no significant incidents of non-compliance related to product safety, product and service information, labeling, or marketing communications were identified.

5 Social

Sustainability at Metrohm also means caring for all employees. Metrohm's responsibility to support the health, safety, and well-being of employees is taken seriously. A stable, respectful, and inclusive workplace aims to reduce the risks associated with stress, instability, or unhealthy working conditions. Metrohm aims at strengthening the culture, resilience, and ability to innovate responsibly, while fostering purpose, belonging, and professional development across all career stages.

5.1 Employees and Workplace

Employees play a key role in Metrohm's long-term development. We focus on providing stable working conditions, opportunities for professional development, and a safe working environment. Metrohm also seeks to offer employment conditions that support employees throughout different stages of their careers.

Metrohm's Code of Conduct applies to all employees and defines the values, principles, and practices governing business activities. It sets standards for ethical behavior, legal compliance, and responsible business practices, covering areas such as environmental protection, fair labor, data protection, and anti-corruption. Employees receive training on the Code of Conduct and are expected to apply these principles in their daily work. Internal controls, monitoring mechanisms, and confidential reporting channels support compliance, transparency, and accountability across the organization. These measures ensure that Metrohm operates with integrity and in accordance with applicable laws and regulations, reflecting our long-term commitment to responsible business conduct.

5.1.1 Workforce and Working Conditions

Metrohm employs approximately 3400 people across multiple locations and operates in over 80 countries. Through our subsidiaries and partners, we ensure local presence while maintaining consistent standards for a safe and sustainable workplace.

Metrohm provides working conditions that support employees' work balance as well as future development and growth. There are working models ranging from 20% to 100% employment, and 75% of employees work at 100%. This flexibility reflects Metrohm's approach to balancing workload and accommodating different life stages or career needs.

Employees benefit from practical workplace support such as free on-site parking, half-fare travel cards and access to a staff restaurant, and from well-being initiatives, including gym area, yoga sessions, and other activities. Social and sport events are available across sites. In addition, Metrohm ensures full salary continuation during statutory maternity and paternity leave. All Metrohm employees are expected to follow the Metrohm Code of Conduct, which sets out ethical standards, professional behavior, and compliance requirements.

5.1.2 Training and Education

Employee development is a crucial element for maintaining technical expertise and supporting long-term business performance. Training and education opportunities are offered across all career stages, from apprentices and early-career professionals to experienced specialists and managers.
Professional development includes internal training courses, external seminars, leadership development programs, and support for part-time degree studies. Employees can participate in targeted programs to strengthen both technical and interpersonal competencies relevant to their roles.
Metrohm aims to train skilled professionals in-house and retain them in the region. Young professionals learn from experienced specialists who pass on their knowledge with passion. Developing Metrohm's own talent is essential because qualified professionals are hard to find.

Metrohm also offers specialized training programs for certain functions. Service engineers, for example, complete technical certification programs and regular recertification to ensure consistent service quality. For international sales staff, training programs are delivered through the Metrohm Academy, combining technical product knowledge with application training and project-based learning.

Vocational training in the form of apprenticeships is a central component of Metrohm's talent development. In the reporting year, about 60 apprentices were trained across nine professions, including electronics, polymechanics and information technology. Apprentices are integrated into operational teams and work on practical projects to gain hands-on experience while developing professional and social skills. Metrohm maintains a steady intake of apprentices, reflecting our commitment to local talent development and long-term workforce planning.

List of apprenticeship professions offered at Metrohm
Apparatus Glassblower (Federal VET Diploma – EFZ)
Chemical Laboratory Technician (Federal VET Diploma – EFZ)
Chemical Production Assistant (Federal VET Certificate – EBA)
Electronics Technician (Federal VET Diploma – EFZ)
IT Specialist (Federal VET Diploma – EFZ)
Commercial Clerk (Federal VET Diploma – EFZ)
Design Engineer (Federal VET Diploma – EFZ)
Logistician (Federal VET Diploma – EFZ and EBA)
Mechanical Assistant (Federal VET Certificate – EBA)
Polymechanic (Federal VET Diploma – EFZ)

Year	2019	2020	2021	2022	2023	2024	2025
Number of apprentices (FTEs)	42.0	48.0	49.0	44.0	49.0	58.0	60.5

5.1.3 Occupational Health and Safety

Ensuring a safe and healthy workplace is a priority at Metrohm. A healthy workplace is ensured by well-being initiatives such as offered yoga classes, a fitness room, relaxation spaces, and a staff restaurant. The ergonomics of workplaces and workstations, particularly in production areas, are regularly assessed and adjusted to reduce physical strain.

Structured processes are in place to prevent accidents, manage risks, and respond correctly when incidents occur. Employees receive regular training on workplace safety, equipment handling, and emergency procedures, and evacuation drills are conducted periodically.

Metrohm maintains an internal emergency organization with trained first-aid personnel, defibrillators, and defined crisis management procedures. A care group provides support in the event of serious incidents. Occupational accidents and safety events are recorded and reviewed to guide improvements. An accident is recorded when it results in three or more days of absence, and a safety event is logged whenever the internal emergency task force is activated.

Employee absences are monitored in hours to detect trends and inform preventive measures. Total compensated lost days per full-time employee and cases per 1,000 employees both fall within the middle of the industry benchmark, showing that Metrohm's safety performance is stable and in line with peers.

Reason of absences	Percentage of total absences
Vacation	64%
Sick Leave	21%
Business Travel	5%
Occupational / Non-Occ. Accident (BU/NBU)	3%
Training / Further Education	2%
Maternity / Paternity Leave	2%
Military Service	1%
Unpaid Leave	1%
Miscellaneous *	1%

* (Death, jury duty, relocation, wedding, caregiving, public office)

5.1.4 Diversity and Equal Opportunity

Metrohm is committed to providing a work environment where all employees have equal opportunities and are treated with respect. Metrohm values diversity in backgrounds, experiences, and perspectives, which helps drive collaboration and innovation.

In the reporting year, the workforce consisted of 69% men and 31% women, with 27% of management positions held by women. Employees span a broad range of ages, with 17% under 29 years old, 53% between 30 and 50, and 30% aged 50–70, reflecting a mix of early-career professionals, experienced specialists, and senior staff. Monitoring these demographic indicators allows us to support balanced development and career progression across all employee groups.

In 2021, an independent external audit of pay equity was conducted. The result of the equal pay analysis has shown that, when considering the entire workforce (excluding upper management/executive management), we are within the tolerance threshold. Specifically, this means that – taking into account individual and job-related characteristics – there is no gender effect, and therefore no pay-related disadvantage for our female employees.

5.2 The Metrohm Foundation

The Metrohm Foundation was established by Bertold Suhner, the founder of Metrohm, with his business partners Lorenz Kuhn and Hans Winzeler. The Metrohm Foundation is the owner of the Metrohm Group and is a non-profit organization in Eastern Switzerland . It plays a central role in shaping the long-term direction and societal responsibility of Metrohm. Its mission is to support science, education, culture, and social initiatives, thereby creating positive and lasting impact far beyond Metrohm's core business. Through its funding activities, the Foundation strengthens scientific excellence, fosters equal opportunities, and promotes social cohesion.

5.2.1 Philanthropy

The Foundation pursues the purpose of supporting science, education, and social initiatives that contribute to stable economic and social structures. In line with the intentions of its founder Bertold Suhner, the Foundation's work is primarily focused on Eastern Switzerland, reflecting a strong regional commitment to its place of origin.

A central area of activity is education, particularly in the fields of science and technology. One long term project is the introduction of IT education at the high school in Trogen, Appenzell Ausserrhoden, which has been supported over several years with funding for infrastructure, staff training, and project management. In addition, the Foundation promotes scientifically interested and gifted students through a long standing program implemented in cooperation with universities and educational institutions.

Alongside scientific and educational initiatives, the Metrohm Foundation supports selected community projects, including retirement homes, facilities for people with disabilities, and youth organizations. These engagements are guided by a focus on social participation and local infrastructure rather than cultural sponsorship. Overall, the Foundation allocates its resources to a broad portfolio of carefully selected projects, with an emphasis on long term effectiveness and sustainable societal contribution.

The Foundation actively contributes to society through supporting projects like:

- Swiss Youth in Science (Schweizer Jugend forscht), including multiple annual awards
- Science Olympiad programs
- Berzelius Project and MobiLLab in collaboration with PHSG
- Endowed professorship at ZHAW (focus on chemistry and biotechnology)
- Electrochemical Material Research Activities in collaboration with Empa Thun

Through these targeted initiatives, the Metrohm Foundation continues to create sustainable value for society while reinforcing its commitment to innovation, education, and regional development

5.3 Partnerships

Since 2014, the Metrohm Foundation has been funding a chair for «New Materials» at Zurich University for Applied Sciences. Their research group focuses on research that is relevant for Metrohm, in specific stationary phases for chromatography and functionalization and surfaces. The results that are published benefit both Metrohm and the research community using Metrohm's products.

The Metrohm Group collaborates with several organizations. Each year, Metrohm participates in the EcoVadis rating to determine their efforts for ESG-topics. Metrohm is also a member of IG exact. Metrohm collaborates with four specialized institutions that primarily employ people with disabilities, thereby supporting social inclusion and meaningful economic participation.

6 Governance

Metrohm Group has established governance processes to manage IT, cybersecurity, and data protection. These include an Information and Cyber Security Policy, an Information Security Management System (ISMS) aligned with ISO/IEC 27001, and regular internal audits. All producing subsidiaries are certified according to ISO 9001. Best practice is shared by leadership workshops. Audits are conducted to monitor compliance and process effectiveness.

6.1 Governance and Compliance

The Metrohm Group is owned by the Metrohm Foundation. This structure supports the long-term independence and stability of the company and provides a governance framework focused on sustainable development and long-term value creation.

A clear separation exists between the Board of Trustees of the Metrohm Foundation and the Board of Directors of Metrohm AG. The Foundation Board acts as shareholder and safeguards the purpose of the foundation, while the operational management of Metrohm is independent from the foundation.

Metrohm is overseen by a Board of Directors, which is responsible for long-term strategy, corporate governance, financial oversight, risk management, and sustainability priorities. The Board also supports leadership development and succession planning. The Group Executive Board manages day-to-day operations and reports to the Board of Directors on strategic, financial, and ESG-related matters.

Additional information about Metrohm AG and the Metrohm Foundation can be found in the commercial register of the Canton of Appenzell Ausserrhoden: registration entry of Metrohm AG and registration entry of Metrohm Foundation.

The Board's compensation policy is designed to ensure independence, integrity, and alignment with Metrohm's long-term values and the non-profit purpose of the Metrohm Foundation. Compensation is transparent and avoids short-term incentives that could create conflicts of interest. Remuneration of operational management is performance-based and oriented toward long-term company success.

Metrohm is committed to conducting its business in compliance with all applicable laws, regulations, and internal policies across the jurisdictions in which it operates. Compliance is supported through established management systems, governance structures, training programs, internal controls, and audits. During the reporting period, Metrohm identified no significant cases of non-compliance with laws and regulations, and no material fines, sanctions, or legal actions were imposed against the company. Continuous monitoring and improvement processes help ensure adherence to legal and regulatory requirements throughout the organization.

6.1.1 Management Systems (QMS / ISMS) / Risk Management)

Metrohm has structured processes for managing risk and quality across its operations. Risks are identified and assessed at the process, operational, and supplier levels, including business continuity planning and internal audits.

Quality management follows ISO 9001 standards, Information security Management follows ISO 27001 standards, Environmental Management is managed on the basis of ISO 14001 standards, and occupational health and safety is managed on the basis of ISO 45001 standards. Procedures, audits, and management reviews ensure compliance, operational reliability, and continuous improvement in Metrohm's laboratory and process analytics systems.

Several projects for continuous improvement processes were implemented successfully in 2025. These include topics around compliance and health and safety.

6.1.2 Supply Chain Management

Sustainability considerations are an integral part of Metrohm's supply chain management approach. Metrohm seeks to promote responsible business practices throughout its value chain by incorporating environmental, ethical, and social requirements into supplier relationships. As part of its commitment to social inclusion, Metrohm collaborates with four institutions that primarily employ people with disabilities, thereby supporting inclusive employment opportunities within its supply network.

Metrohm's supplier contracts include provisions relating to environmental protection, ethical business conduct, and compliance with the Metrohm Code of Conduct. In 2025, Metrohm also introduced the use of the Dun & Bradstreet platform to support the assessment of suppliers' sustainability performance and efforts. This enhances our ability to identify sustainability-related risks and opportunities within its supply chain and to further integrate sustainability considerations into supplier management processes. In 2025, ten suppliers for strategic and critical material groups were audited. Various quality improvement measures were implemented in collaboration with suppliers. All audited suppliers are in line with the requirement profile of Metrohm AG and are thus continuously approved.

6.2 Business Ethics

6.2.1 Human Rights and Anti-Corruption

Metrohm protects and promotes human rights across its operations and supply chain. Within its workforce, this includes safeguarding against discrimination, harassment, forced labor, and child labor. Training and awareness programs help employees understand their rights and responsibilities, supporting a respectful and equitable workplace.

Human rights considerations extend beyond Metrohm's direct operations into its supply chain. Metrohm assesses potential risks in the sourcing of materials, including metals and minerals, and engages only with suppliers who meet Metrohm's ethical and social standards. In line with Swiss regulations on conflict minerals and child labor (VSoTr 221.433), Metrohm actively monitors supplier compliance, trace material origins, and assess risks using recognized tools such as the UNICEF Children's Rights in the Workplace Index. For the reporting year, no incidents of child labor or conflict-mineral violations were identified. For details on supplier engagement, audits, and responsible sourcing processes (see section 5.1.2 Supply Chain Management).

Metrohm maintains a strict zero-tolerance approach to corruption and bribery. The foundation-owned structure reinforces long-term independence and ethical governance, ensuring that business decisions are made with integrity and accountability.

Policies are in place to guide employee conduct globally, covering anti-corruption, gifts and hospitality, conflicts of interest, and interactions with third parties. All employees complete targeted compliance training and are encouraged to report concerns openly or anonymously through confidential channels. Reported cases are investigated promptly, and in recent reporting periods, no confirmed incidents of corruption were identified. Metrohm's Code of Conduct explicitly prohibits any actions that could compromise fair and objective business decision-making, reinforcing a culture of integrity, transparency, and accountability across all operations.

6.3 Data and Cyber Security

Metrohm Group is committed to safeguarding its information, technology, and operational assets across all global activities in development, production, service, and support. Information and Cyber Security are fundamental to maintaining customer trust, business continuity and compliance with legal and regulatory obligations. We operate an Information Security Management System (ISMS) based on ISO/IEC 27001 and are integrated into our management system. The ISMS supports governance, risk assessment, implementation of controls, and ongoing monitoring.

The Information and Cyber Security Policy set out responsibilities, objectives, and principles for keeping information confidential, accurate, and available. It applies to all employees, contractors, subsidiaries, and third-party partners. The Executive Board is responsible for ensuring that the ISMS is properly resourced and managed. The policy is reviewed at least once a year and aligned with Metrohm's Quality Policy, Data Protection Policy, and Risk Management Framework.

Security measures are risk-based and include organizational rules, technical controls, and monitoring. Security is considered in projects, and procedures exist for incident handling, crisis management, and disaster recovery. Incidents are managed according to the internal Information Security Incident Response Procedure and the Emergency Change Model. All employes complete mandatory IT security and data protection training, covering topics such as phishing, secure handling of devices and data, and reporting data breaches. These measures support compliance with ISO/IEC 27001 and data protection laws, including GDPR and the Swiss Data Protection Act.

7 Annex

7.1 GRI Index

GRI CONTENT INDEX	
Statement of use	Metrohm AG has reported the information cited in this GRI content index for the period 01.01.2025 – 31.12.2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	Disclosure	Location and Comments
General disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	2.1 Company Profile (S. 6) 7.2 Imprint (S. 27)
	2-2 Entities included in the organization's sustainability reporting	*The 2025 sustainability report focuses primarily on Metrohm AG (Headquarters) (S. 4)*
	2-3 Reporting period, frequency and contact point	Table of contents 7.1 GRI Content Index (S. 23 – 26) 7.2 Imprint (S. 27)
	2-4 Restatements of information	Table of contents First publication of the report (S. 27)
	2-5 External assurance	*No external assurance. This report is approved by Metrohm's Board of Directors and Management.*
	2-6 Activities, value chain and other business relationships	2.1 Company Profile (S. 6)
	2-7 Employees	5.1.1 Workforce and Working Conditions (S. 17) 5.1.4 Diversity and Equal Opportunity (S. 18 – 19)
	2-9 Governance structure and composition	6.1 Governance and Compliance (S. 20 – 21)
	2-12 Role of the highest governance body in overseeing the management of impacts	2.2.2 Sustainability Governance (S. 7) 6.1 Governance and Compliance (S. 20 – 21)
	2-13 Delegation of responsibility for managing impacts	2.2.2 Sustainability Governance (S. 7) 6.1 Governance and Compliance (S. 20 – 21)
	2-14 Role of the highest governance body in sustainability reporting	2.2.2 Sustainability Governance (S. 7) 2.2.3 Material Topics (S. 8 – 9) 6.1 Governance and Compliance (S. 20 – 21)
	2-22 Statement on sustainable development strategy	1 Letter from the CEO (S. 5)
	2-25 Processes to remediate negative impacts	6.2.1 Human Rights and Anti-Corruption (S. 21)

GRI STANDARD	Disclosure	Location and Comments
	2-27 Compliance with laws and regulations	6.1 Governance and Compliance (S. 20 – 21) 6.2.1 Human Rights and Anti-Corruption (S. 21)
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2.2.3 Material Topics (S. 8 – 9)
	3-2 List of material topics	2.2.3 Material Topics (S. 8 – 9)
	3-3 Management of material topics	Described under each material topic chapter.
ENVIRONMENT		
Climate Change		
Emissions		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2.1.2 Market Position (S. 6) 3.1.2 Emission (S. 11)
	305-2 Energy indirect (Scope 2) GHG emissions	*KPIs are in development*
	305-5 Reduction of GHG emissions	*KPIs are in development*
Energy		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	3.1.1 Energy (S. 10 – 11)
	302-4 Reduction of energy consumption	3.1.1 Energy (S. 10 – 11)
Circular Economy		
Use of Resources		
GRI 306: Waste 2020	306-3 Waste generated	3.2.1 Use of Resources (S. 11 – 12)
	306-4 Waste diverted from disposal	3.2.1 Use of Resources (S. 11 – 12)
GRI 303: Water and Effluents 2018	303-5 Water consumption	3.2.1 Use of Resources (S. 11 – 12) 3.3.1 Water Use (S. 12)
MARKET PLACE AND INNOVATION		
Customers		
Customer Satisfaction		
Own KPI	Customer satisfaction rating	4.1.1 Customer Satisfaction (S. 13)
Quality and Product Safety		
Own KPI	ISO certifications	4.1.2 Quality and Product Safety (S. 13)
Cyber Security for IT services		
Own KPI	Description of measures	4.1.3 Cyber Security for Metrohm's IT Services (S. 14) *KPIs are in development*
Economic Performance		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2.1.2 Market Position (S. 6)

GRI STANDARD	Disclosure	Location and Comments
Innovation		
Research and Development		
Own KPI	Description of Sustainable Products and Services	4.2.1 Research and Development (S. 15) 4.2.2 Intellectual Property Rights (S. 15 – 16) KPIs are in development
Product and Material Compliance		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	4.2.3 Product and Material Compliance (S. 16)
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	4.2.3 Product and Material Compliance (S. 16)
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	4.2.3 Product and Material Compliance (S. 16)
	417-2 Incidents of non-compliance concerning product and service information and labeling	4.2.3 Product and Material Compliance (S. 16)
Own KPI	ISMS Certification	4.2.3 Product and Material Compliance (S. 16)
SOCIAL		
Employees and Workplace		
Employment Conditions		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5.1.4 Diversity and Equal Opportunity (S. 18 – 19) *KPIs are in development*
Training and Education		
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	5.1.2 Training and Education (S. 17 – 18)
Own KPI	Number of apprenticeships	5.1.2 Training and Education (S. 17 – 18)
Own KPI	Apprenticeship professions options	5.1.2 Training and Education (S. 17 – 18)
Occupational Health and Safety		
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.1.3 Occupational Health and Safety (S. 18)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	5.1.3 Occupational Health and Safety (S. 18)
	403-3 Occupational health services	5.1.3 Occupational Health and Safety (S. 18)
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.1.3 Occupational Health and Safety (S. 18)

GRI STANDARD	Disclosure	Location and Comments
	403-9 Work-related injuries	5.1.3 Occupational Health and Safety (S. 18)
	403-10 Work-related ill health	5.1.3 Occupational Health and Safety (S. 18)
The Metrohm Foundation		
Philanthropy and Social Responsibility		
Own KPI	Funding initiatives	5.2 The Metrohm Foundation (S. 19)
GOVERNANCE		
Governance and Compliance		
QMS Quality Management System / ISMS Information Security Mgmt System		
Own KPI	ISO certifications	4.1.2 Quality and Product Safety (S. 13)
Supply Chain Management		
Own KPI	Dun & Bradstreet ESG supplier assessment	6.1.2 Supply Chain Management (S. 21)
Compliance		
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	4.2.3 Product and Material Compliance (S. 16) 6.1 Governance and Compliance (S. 20 – 21) 6.2.1 Human Rights and Anti-Corruption (S. 21)
Business Ethics		
Business Ethics		
GRI 2: General Disclosures 2021		
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	6.2.1 Human Rights and Anti-Corruption (S. 21) *KPIs are in development*
Own KPI	Code of Conduct	
Data and Cyber Security		
Data Security		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	6.3 Data and Cyber Security (S. 22)
Own KPI	ISMS Certification	4.2.3 Product and Material Compliance (S. 16)

7.2 Imprint

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