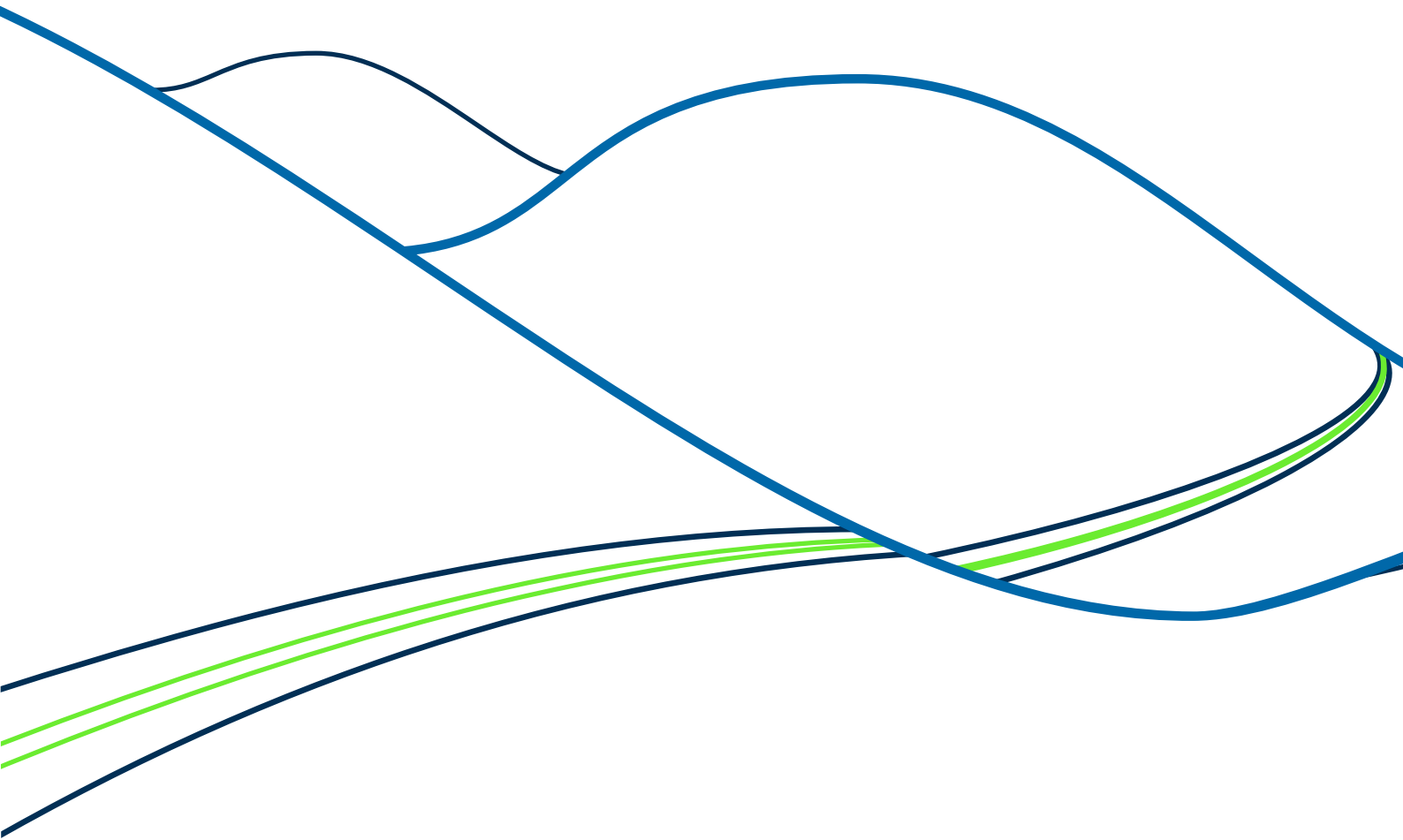

SUSTAINABILITY REPORT 2023/24



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“Our driver for creating a more sustainable future.”



Oliver Brauner
CEO RONAL GROUP

In a global world that never stands still, RONAL GROUP was once again confronted with challenging geopolitical events in the 2023/24 financial year. With our PLANBLUE program, our company has built firm foundations for our commitment to sustainability. The clear goals set out in the fields of action “Our People”, “Our Business” and “Our World” point us in the directions we continued to pursue in the past financial year.

Reorganizing our sustainability department at group level was an important step. It allows RONAL GROUP to align its activities more closely with sustainability and thereby meet our stakeholders’ comprehensive sustainability requirements. RONAL GROUP is also taking a further step toward embedding sustainability more deeply in the company by creating a new role that acts as a link between our customers and our sustainability activities. This new linking function will enable us to be even more systematic when addressing and fulfilling our customers’ requirements in terms of material usage, CO₂e reduction, or transparency, for example.

We are particularly proud of the fact that we were selected as one of 45 innovative and sustainable companies to be part of the UN’s “Vision 2045” campaign in the past financial year. As part of this vision, we were able to showcase our efforts toward a more sustainable world with a presentation at the UN Climate Change Conference (UNFCCC COP 28) in December 2023.

However, looking ahead is much more important for sustainability than looking back. This sustainability report may seem like a retrospective view in the form of facts and figures. For us, however, it is not simply an inventory of our sustainable orientation, but rather our driver for constantly developing and shaping a more sustainable future – for and together with our approximately 7 000 employees, our customers, our business partners and the world.

A handwritten signature in black ink, appearing to be the name Oliver Brauner, written in a cursive style.

Oliver Brauner
CEO RONAL GROUP

ABOUT US

RONAL GROUP, headquartered in Härkingen, Switzerland, employs around 7 000 people worldwide in two different business divisions – RONAL Wheels and RONAL Bathrooms. The company was founded in Germany in 1969. The production facilities for both divisions are located in eleven countries worldwide.

The RONAL Wheels division is one of the leading manufacturers of light alloy wheels for passenger cars and commercial vehicles. Its wheels combine the highest levels of design and technology – along with a great deal of passion.

RONAL Bathrooms (previously SanSwiss) manufactures high-quality products for the bathroom and wellness sectors. The four brands – RONAL, KUDOS, KAROL and GLASS 1989 – come together under the umbrella of RONAL Bathrooms to share the same passion for technology, innovation and design, and a commitment to the highest quality.

SUSTAINABILITY ORGANIZATION






RONAL GROUP's executive bodies bear ultimate responsibility for sustainability. Progress and achievement of targets are regularly monitored and adjusted.

Sustainability is an integral part of our corporate strategy.

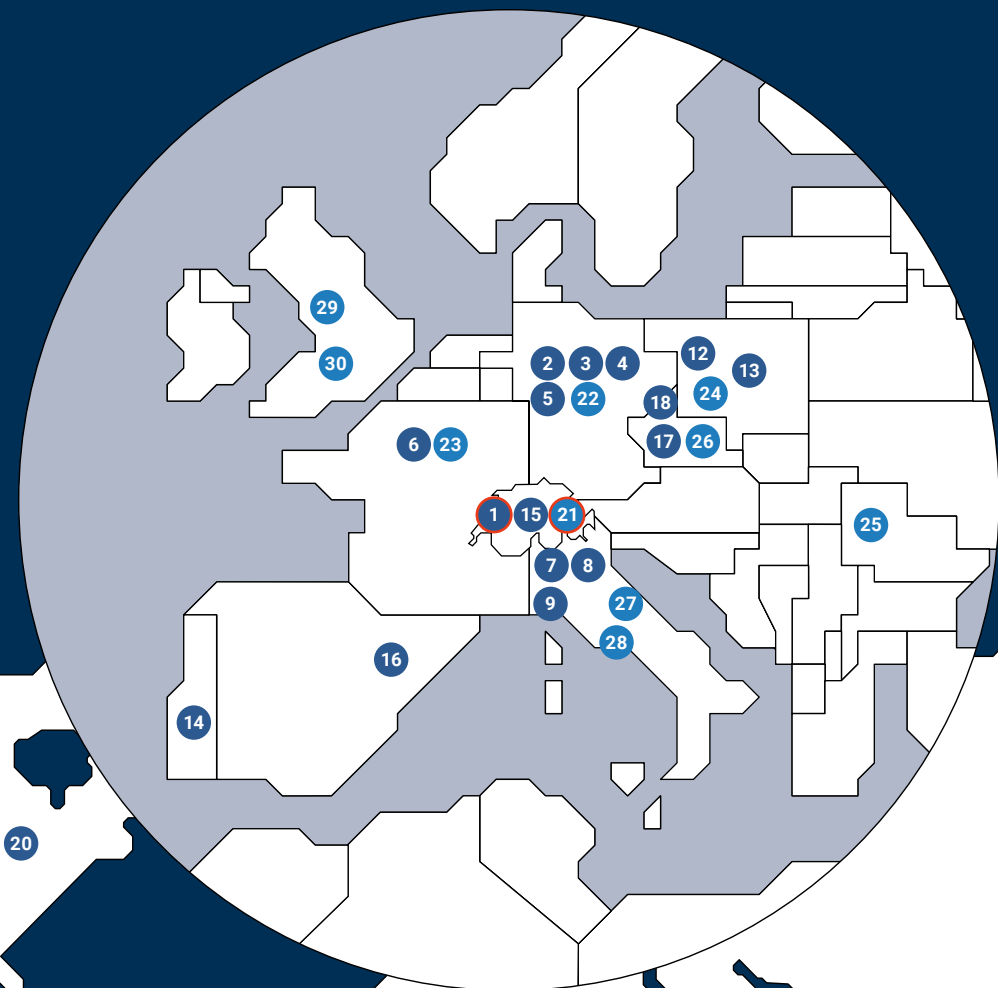
RONAL GROUP's Sustainability Committee, which is interdisciplinary and heterogeneous, meets regularly under the leadership of Group Sustainability and has a technical, coordinating and advisory role. Group Sustainability reports directly to the CEO, who is also a member of the Sustainability Committee. Operational implementation of sustainability issues is the responsibility of the individual legal entities and specialist departments.

From the 2024/25 financial year onwards, the Board of Directors will also deliberate sustainability issues. This means that, in future, the Board of Directors will bear ultimate responsibility for sustainability issues.

CORPORATE VALUES

Passion		<ul style="list-style-type: none"> • We show emotions, enthusiasm and create value for our customers. • We are proud of our mission, our product and our company. • We show personal commitment and achieve concrete results. • We actively think and support each other.
Trust		<ul style="list-style-type: none"> • We maintain an honest, direct approach to each other and consider constructive feedback as an opportunity for improvement. • We rely on our experience, our knowledge and our abilities and are constantly developing. • We see errors as an opportunity for optimization and communicate openly about it. • We trust and support each other.
Respect		<ul style="list-style-type: none"> • We are open to other cultures and different ways of thinking and we respect them. • We want to exchange experience and knowledge in order to learn and benefit together. • We behave respectfully, act responsibly and take responsibility for our actions. • We support informal contacts and promote mutual communication.
Appreciation		<ul style="list-style-type: none"> • We acknowledge and congratulate you on your achievements. • We let each other talk and respect what has been said. • We take the opposite seriously and show an appreciative attitude. • We express our appreciation by treating everyone equally.
Entrepreneurship		<p>ASPECTS OF THE VALUE "ENTREPRENEURSHIP"</p> <p>Ownership</p> <ul style="list-style-type: none"> • We demonstrate ownership and personal responsibility by making clear decisions. • We commit ourselves to achieving positive results by reaching our targets. • We show a positive can-do attitude and get things done. <p>Agility</p> <ul style="list-style-type: none"> • We demonstrate flexibility by adapting to a modern work environment and market requirements. • We are convinced of our ability to navigate change. • We accept and manage uncertainty in our field of business. <p>Innovation</p> <ul style="list-style-type: none"> • We are open for new ideas, challenge and implement them if they fit. • We manage risks and explore new ideas accordingly. • We share and implement the knowledge we have gained.

GLOBAL PRESENCE: LOCATIONS



- RONAL Wheels
- RONAL Bathrooms
- Head office

RONAL Wheels

1	●	Ronal AG	Härkingen, Switzerland
2	●	Ronal GmbH	Landau, Germany
3	●	RONAL GmbH	Forst, Germany
4	●	Ronal Technologie GmbH	Forst, Germany
5	●	RONLOG GmbH	Forst, Germany
6	●	Ronal France S. A. S.	Metz, France
7	●	Ronal Italia Services S. r. l.	Tabina di S. Maria di Sala, Italy
8	●	Speedline Truck S. r. l.	Presezzo, Italy
9	●	APP-Tech S. r. l.	Mestrino, Italy
10	●	Ronal Querétaro S. A. de C. V.	Querétaro, Mexico
11	●	Ronal San Luis S. A. de C. V.	San Luis Potosí, Mexico
12	●	Ronal Polska Sp. z o.o.	Wałbrzych, Poland
13	●	Ronal Polska Sp. z o.o.	Jelcz-Laskowice, Poland
14	●	Alron Lda.	Cantanhede, Portugal
15	●	Ron AG	Härkingen, Switzerland
16	●	Ronal Ibérica S.A.U.	Teruel, Spain
17	●	Ronal CR s.r.o.	Jičín, Czechia
18	●	Ronal CR s.r.o.	Pardubice, Czechia
19	●	Fullchamp Technologies Co. Ltd.	Nantou, Taiwan
20	●	Ronal USA Inc.	Livonia, MI, USA

RONAL Bathrooms

21	●	RONAL Bathrooms AG	Gunzgen, Switzerland
22	●	RONAL Bathrooms GmbH	Forst, Germany
23	●	RONAL Bathrooms SAS	Bitche, France
24	●	RONAL Bathrooms Sp. z o.o.	Wałbrzych, Poland
25	●	RONAL Bathrooms SRL	Ghiroda I jud.Timiș, Romania
26	●	RONAL Bathrooms s.r.o.	Jičín, Czechia
27	●	Glass 1989 S.r.l.	Oderzo, Italy
28	●	Karol Italia S.r.l.	Colle di Val d'Elsa, Italy
29	●	RONAL Bathrooms UK Ltd.	Cumbria, United Kingdom
30	●	RONAL Bathrooms UK Ltd.	Sandbach, United Kingdom
31	●	RONAL Bathrooms SA (PTY) Ltd.	Cape Town, South Africa

RONAL WHEELS IN FIGURES 2023/24



6 252

FTE as at March 31, 2024

1969

Year founded



17.5

Capacity in million wheels



1.2

Revenue in EUR billions



~67%*

Equity ratio



14

Production sites on
three continents

*This data relates to the entire RONAL GROUP

RONAL BATHROOMS IN FIGURES 2023/24



482

FTE as at March 31, 2024

1981

Year founded



80.7

Revenue in EUR millions



265

Capacity in thousands



6

Production sites

SUSTAINABILITY IN FIGURES

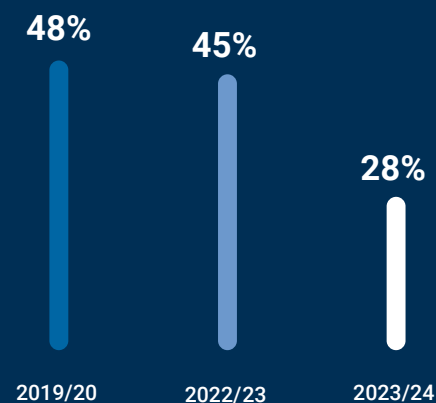


44 600

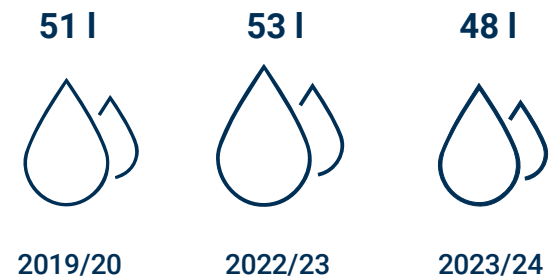
MWh of electricity generated thanks to four photovoltaic systems and a combined heat and power plant. This equates to the average annual consumption of around 9 000 households in Switzerland.*

* Energie Schweiz; Swiss Federal Office of Energy (SFOE)

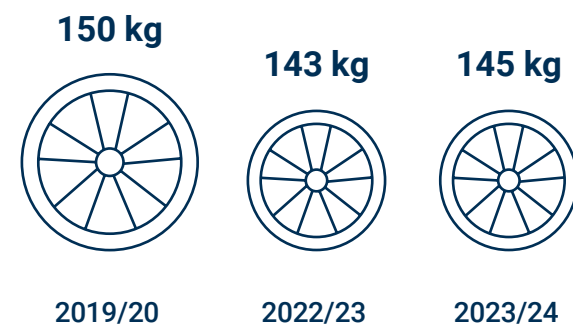
SHARE OF GREEN ELECTRICITY



LESS WATER CONSUMPTION PER WHEEL



CARBON FOOTPRINT OF OUR WHEELS



ALUMINUM PRODUCTION

58% of our primary aluminum is produced using renewable energy.

10

ASI certification: All of our cast wheel plants are certified according to Performance Standard V2 (Material Stewardship).

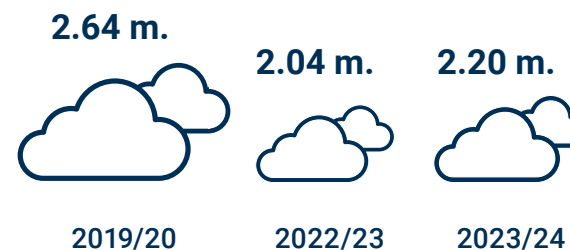
ALUMINUM CERTIFICATION

97%

of our aluminum suppliers are certified to ASI Performance Standards.

CO₂e EMISSIONS

RONAL GROUP's CO₂e emissions including the upstream supply chain (Scope 1, 2 and 3) in tons:



MATERIALITY MATRIX AND STAKEHOLDER ENGAGEMENT

In 2016, we carried out our first materiality analysis with the involvement of our key stakeholder groups and defined three strategic fields of action: “Our Business”, “Our World” and “Our People”.

We surveyed our most important stakeholders again in 2022 and grouped 39 topics into nine categories. Priorities were set based on interviews with customers and suppliers. Employees in the facilities and specialist departments were also surveyed. The interviews and questionnaires were then evaluated. The result is a materiality analysis that identifies the 13 most material topics for RONAL GROUP and its stakeholders. We assigned the material topics to our three fields of action. In the RONAL GROUP Sustainability Committee, we work together on the measures to achieve our goals.

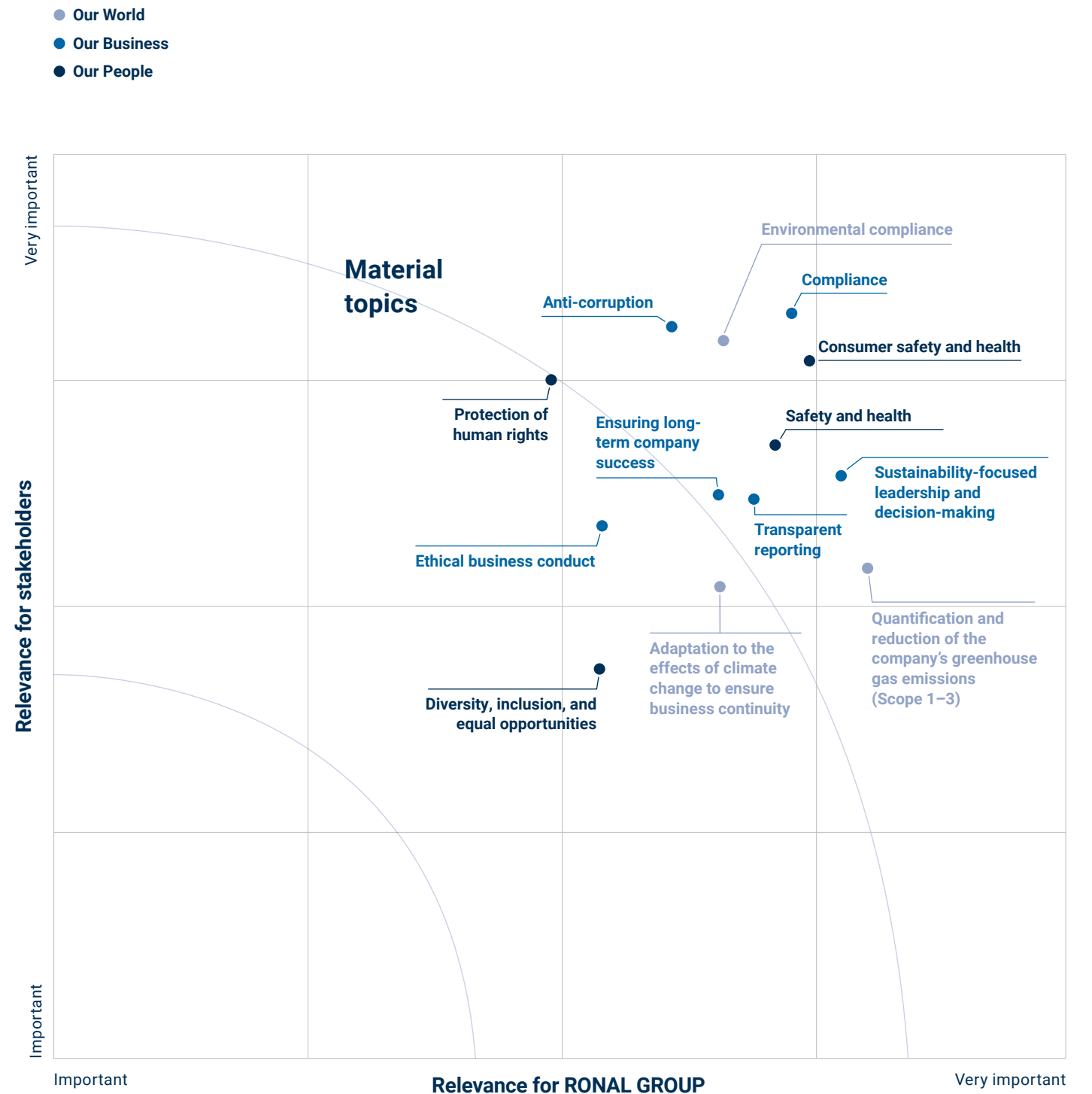
We are planning to revise the materiality analysis in accordance with the European Sustainability Reporting Standards (ESRS) for the 2024/25 financial year. Double materiality is used to determine the relevant topics.

In the future, topics will be examined from the perspective of both financial materiality and their impact on the environment and society.

STAKEHOLDER ENGAGEMENT

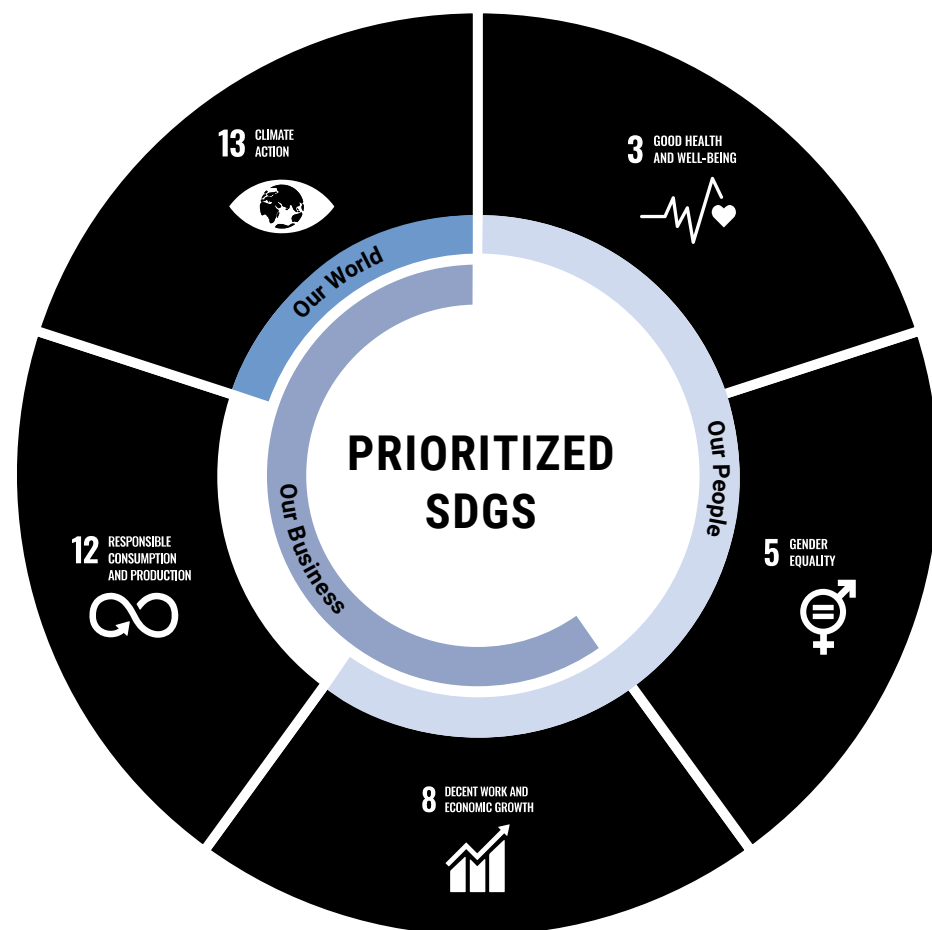
In addition to the stakeholder engagement carried out as part of the 2022 materiality analysis, RONAL GROUP also has regular and active interactions with its most important stakeholder groups in all areas of sustainability. This dialogue plays a key role in identifying and understanding expectations and needs, and in working together to develop solutions for ecological, social and economic challenges.

Our main stakeholders include customers, employees and those who represent their interests, suppliers, authorities, banks and insurance companies, associations, the media, the immediate neighborhood and non-governmental organizations, as well as the owners, the Board of Directors and the management of RONAL GROUP.



SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (SDGs) form the global frame of reference for promoting sustainable peace and prosperity and protecting our planet. RONAL GROUP is committed to the SDGs. Its business activities and efforts contribute to SDG 3 (Good Health and Well-Being), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 12 (Responsible Consumption and Production) and SDG 13 (Climate Action).



	SDG	Material topics
Our World		<ul style="list-style-type: none"> • Environmental compliance • Adaptation to the effects of climate change to ensure business continuity • Quantification and reduction of the company's greenhouse gas emissions (Scope 1–3)
		<ul style="list-style-type: none"> • Ethical business conduct • Compliance • Transparent reporting • Anti-corruption
Our Business		<ul style="list-style-type: none"> • Ensuring long-term company success
		<ul style="list-style-type: none"> • Sustainability-focused leadership and decision-making
Our People		<ul style="list-style-type: none"> • Safety and health • Consumer safety and health
		<ul style="list-style-type: none"> • Diversity, inclusion, and equal opportunities
		<ul style="list-style-type: none"> • Protection of human rights

OUR GOALS

2025

The carbon footprint of all RONAL GROUP wheels is clearly defined and traceable.

2050

RONAL GROUP is CO₂e neutral.

2030

CO₂e emissions (Scope 1 and 2) have reduced by 50% compared to 2019/20.

OUR FIELDS OF ACTION

OUR PEOPLE

By 2025, our aim is for occupational accidents and related absences to be 40% lower compared to the baseline year of 2016/17.

In the 2023/24 financial year, the number of occupational accidents fell by 65% compared to the baseline year. We therefore achieved the goal of reducing occupational accidents.

Target achievements by the end of 2023/24:

100%

OUR BUSINESS

By 2025, our aim is for the carbon footprint of our wheels to have reduced by 25% compared to the baseline year of 2019/20.

In the 2023/24 financial year, the carbon footprint of our wheel fell by 3% compared to the baseline year.

13%

OUR WORLD

By 2030, our aim is for CO₂e emissions to have halved compared to the baseline year of 2019/20.

In the 2023/24 financial year, the Scope 1 and Scope 2 emissions fell by 13% compared to the baseline year.

We reduced the Scope 3 emissions by 17% compared to the baseline year.

25%

OUR PEOPLE

RONAL GROUP employs around 7 000 people, all of whom are crucial to our success. We are committed to supporting the development of our staff and ensuring safety and health in the workplace. The protection and safety of our customers is also of the utmost importance.

DEVELOPMENT OPPORTUNITIES

RONAL GROUP considers its employees to be the most important bearers of knowledge. They are given responsibility, for which they must be equipped with the necessary skills. RONAL GROUP's learning platform, Employee Development Center (EDC), has been introduced at all locations and is available online. It offers employees a wide range of training and development options in the form of courses and digital learning units. The training includes the teaching of soft skills, for example. Shift supervisors and line managers are given further training in the areas of communication, teamwork, problem and conflict management, and taking responsibility. Another focus is on promoting young talent. Pupils and students at technical colleges and universities gain valuable experience and insights into a production company through internships or collaboration on research projects and dissertations.

In the financial year 2023/24, the focus was on a comprehensive soft skills campaign. The soft skills training courses teach employees key social skills such as conflict management, intercultural awareness and successful communication through videos and information sheets. From the 2024/25 reporting year, performance dialogues between employees and their superiors will be conducted using the SuccessFactors platform.

In the past financial year, employees completed a total of around 116 000 learning units. More than 6 000 different training programs are available. These include training in the area of compliance, for example, or in the areas of safety, plant operation, and safety instructions for processes.

MICROTRAINING COURSE IN CZECHIA

At our Czech facilities, we are dedicated to providing additional training for our managers, experts and specialists. To this end, we partnered with an external supplier to develop a specialized program known as the Employee Development Center. This initiative is centered around concise microlearning video modules that target our core competencies and content. The microtraining sessions cover a wide range of topics, including productivity, work-life balance and marketing. These resources are accessible 24/7, ensuring total learning flexibility for our employees. The program is divided into three levels: mandatory training closely linked to our competencies, recommended training that expands on the content of the competencies, and a wide range of other courses on a variety of topics.

LEADERSHIP-TRAINING

The SLII® training (Situational Leadership II®) which had been completed by managers worldwide by the end of 2022 was continued in the 2023/24 reporting year as SLII® One Year Later. Managers receive a two-stage on-site training course based on the situational management program SLII®. In the first stage, they acquire knowledge in areas such as how to conduct conversations with employees and how to promote a positive feedback culture.

In the second stage, the learning content is deepened and refreshed one year later with SLII® One Year Later and the practical experience which has been gained in the interim. New managers are continuously enrolled in the SLII® training program at all RONAL Wheels locations.

SAFETY AND HEALTH

Protecting our employees and keeping them safe is of utmost importance to us. We are committed to guaranteeing safety and health at work. To this end, we are continuously improving our management system for safety and health and the associated measures. The behavior of all employees contributes to maintaining and promoting safety and health in the workplace. New employees at RONAL Wheels receive specific safety training at their respective locations. This is supplemented by instructions which are specific to the workplace. Knowledge is regularly refreshed. All of the RONAL Wheels facilities – with the exception of those in Taiwan – are certified to ISO 45001. The obligation to comply with these principles is set out in the RONAL GROUP Code of Conduct and the company's internal ["Occupational Health and Safety" policy](#). The obligations contained therein apply to all employees and companies within RONAL GROUP.

REDUCTION OF OCCUPATIONAL ACCIDENTS

In the area of safety and health, our goal by 2025 was to reduce the number of occupational accidents and the associated absences by 40% compared to the baseline year of 2016/17. In the reporting year, we were able to reduce the number of occupational accidents by 65%, thus achieving the target. The number of hours lost remained almost unchanged compared to the baseline year. Across all our facilities, we are steadfast in our pursuit of a zero-accident strategy, which we aim to realize through targeted preventive measures such as training, professional development, and hands-on training for our employees.

DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES

Equal opportunities and equal treatment of everyone, regardless of their gender, ethnic origin, skin color, disability, ideology, religion, nationality, sexual orientation, social background or political views – as long as these are based on tolerance and respect for those who think differently – are enshrined in our code of conduct.

RONAL GROUP employs people from over 60 different nations and recruits and promotes each person solely on the basis of their qualifications, skills and experience. We value respectful and appreciative relationships and endeavor to create a work environment free of any form of harassment, bullying and violence.

OCCUPATIONAL ACCIDENTS

	2016/17*	2022/23	2023/24
Fatal accidents	0	0	0
Very serious occupational accidents	2	3	8
Serious occupational accident (241 to 720 hours lost)	29	31	41
Moderately serious occupational accidents (121 to 240 hours lost)	46	85	45
Minor occupational accidents (1 to 120 hours lost)	398	39	66
Total	475	158	160

THE SAFETY OF OUR WHEELS

RONAL GROUP's commitment to "consumer safety and health" is reflected in particular in our requirements for the highest quality products. At RONAL GROUP, consistent quality planning and validation – from the design idea to the finished wheel – is a matter of course. We benefit from our many years of experience in developing wheels for all major automobile manufacturers. With the help of modern simulation techniques, we identify potential for improvement at an early stage.

To ensure compliance with functional and operational readiness requirements, we validate design and product quality throughout the entire development process based on defined criteria. We have our own laboratories with state-of-the-art testing equipment for quality control.

Key quality characteristics are checked on each individual wheel using modern testing equipment, in some cases fully automatically during the manufacturing process (e.g. X-ray, balance testing, leak testing). In our own modern testing laboratories, the quality characteristics of the wheels are additionally monitored by our specialists. A group-wide quality management system certified in accordance with IATF16949 has been introduced at all locations and is monitored annually.

PROTECTION OF HUMAN RIGHTS

Protecting human and labor rights is of fundamental importance to RONAL GROUP. In addition to complying with the International Bill of Human Rights, RONAL GROUP is committed to the core labor standards of the International Labour Organization (ILO) and the UN Guiding Principles on Business and Human Rights within its sphere of influence. We are strictly opposed to child labor. All our employees must have reached the minimum age prescribed by national law. We reject any form of forced labor; all employees must be hired of their own free will.

We respect our employees' right to freedom of association. Regardless of this, we always allow our employees to voice their concerns directly. In this sense, we are committed to preventing potential human rights violations within our sphere of influence and to minimizing or ending any existing negative impacts on human rights.

In order to ensure that human rights are also respected along the supply chain, aluminum suppliers that are certified according to the Performance Standard of the Aluminium Stewardship Initiative (ASI) will be prioritized for our wheel production. The ASI Performance Standard ensures that human rights and labor rights are respected and that safety and health are protected. In the 2023/24 financial year, 97% of our aluminum suppliers were certified according to the ASI Performance Standard.

* The baseline year for safety and health is 2016/17

OUR BUSINESS

We act responsibly and comply with ethical principles and legal requirements. From product development, material sourcing and production to recycling, we want to reduce the CO₂e footprint of our wheels.

TRANSPARENT SUPPLY CHAINS

For RONAL GROUP, a resilient and transparent supply chain as well as good and open cooperation with our suppliers is crucial and essential for our competitiveness and customer satisfaction.

RONAL GROUP's supplier relationships are characterized by close cooperation and long-term partnerships. The Sustainability Guidelines for Business Partners and the Supplier Manual are central components of our collaboration. These are binding for those suppliers whose elements are used in the production of our end products.

For the 2023/2024 financial year, there is no obligation to report in accordance with the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (VSoTr). The relevant metals and minerals are not used during the wheel manufacturing process.

According to the internal assessments carried out, RONAL GROUP does not use any conflict minerals in the production of its wheels.

We follow the UNICEF "Children's Rights in the Workplace" framework of June 2023 when checking our supply chains for possible child labor.

Suppliers based in countries with an increased risk according to UNICEF were subject to additional internal checks. Our general risk assessment of our main suppliers did not reveal any evidence of child labor.

SUSTAINABILITY AND INNOVATION IN OUR PRODUCTS

The question of CO₂e-reduced components is becoming more and more important in the automotive industry. With the increase in electric vehicles, the CO₂e impact of a car – depending on the engine – is no longer confined to its useful life but also applies to its production. Aluminum is responsible for more than 30% of CO₂e emissions in vehicle manufacturing. As a supplier of aluminum wheels, we can therefore make a significant contribution to our customers' CO₂e reduction efforts.

Aluminum is the most important raw material for RONAL GROUP's wheels and causes more than two-thirds of CO₂e emissions. That is why we are committed to reducing the CO₂e emissions of the aluminum we purchase – and thus also the footprint of our wheels.

LOW-CARBON PRIMARY ALUMINUM

RONAL GROUP wheels are made of primary aluminum, which generated an average of 7.87 kg CO₂e per kilogram of material in the 2023/24 financial year. The aim is to significantly reduce this by 2030. We can only achieve this goal by working with suppliers who develop their products in a forward-looking and innovative manner. Hydro, one of our suppliers, already provides material with a footprint of less than 4 kg CO₂e per kg aluminum. The footprint includes the upstream process steps and the production steps for the aluminum. The low environmental footprint is achieved by using renewable energy sources such as hydropower and highly efficient electrolysis technology in the Norwegian aluminum plants. 50% of the aluminum purchased had a CO₂e footprint of less than 6.5 kg per kg of aluminum in 2023/24, according to the manufacturer.

ASI-CERTIFIED SUPPLIERS

Producing primary aluminum is an energy-intensive process, which is why the procurement of primary aluminum represents the main source of RONAL GROUP's indirect CO₂e emissions. To reduce emissions, 58% of the primary aluminum for wheels is already produced using renewable energies. In the 2023/24 financial year, 97% of our aluminum was sourced from suppliers certified by the Aluminium Stewardship Initiative (ASI) according to its Performance Standard. 65% of the primary material came from suppliers that are also certified by the ASI Chain of Custody Standard. Since September 2022, RONAL GROUP's cast wheel plants have been certified according to the ASI Performance Standard with a focus on material responsibility.

USE OF SECONDARY AND POST-CONSUMER ALUMINUM

In addition to using primary materials with reduced CO₂e, RONAL GROUP has been working for years to expand the use of sustainable materials and to increase the proportion of recycled materials in its manufacturing processes in order to further reduce its footprint. As part of project RONAL-Re (RONAL Aluminum Wheel Recycling), we are looking at the possibilities for sourcing and processing recycled aluminum. To do this, we also need to know the impact on our production and the quality of our products, as well as the positive effect on our CO₂e balance.

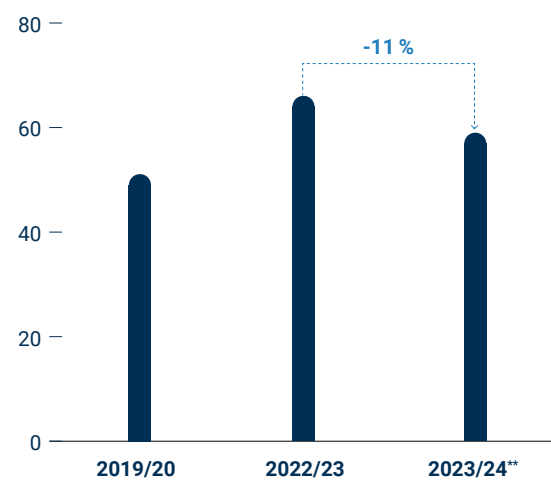
We reuse the aluminum scrap from our own production in the manufacturing process as far as technically possible. Even at the end of their service life, aluminum wheels are potentially fully recyclable – whether as a new wheel or in some other form.

The circular economy plays an important role in our collaboration with our customers and with automobile manufacturers, as well as in the development of our own products for the aftermarket. RONAL launched the first CO₂e-neutral wheel with recycled aluminum, the RONAL R70-blue, at the end of 2020. It was re-certified by TÜV in the 2023/24 financial year. The unavoidable portion of the CO₂e emissions created by the R70-blue wheel is offset by a Gold Standard-certified project.

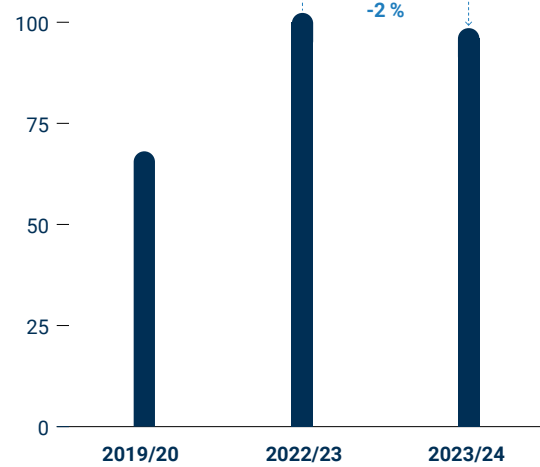
REDUCING THE CO₂e FOOTPRINT OF OUR WHEELS

One wheel sold by RONAL GROUP had an average CO₂e footprint of 145 kg CO₂e in the 2023/24 financial year. Compared to the previous year, the footprint of the wheels has increased slightly by 2 kg CO₂e. These calculations are based on the life cycle analysis (LCA). We use life cycle assessments to calculate the footprint for customer projects, both for new and on-going wheel projects. This enables us to show our customers how and where CO₂e emissions can be reduced.

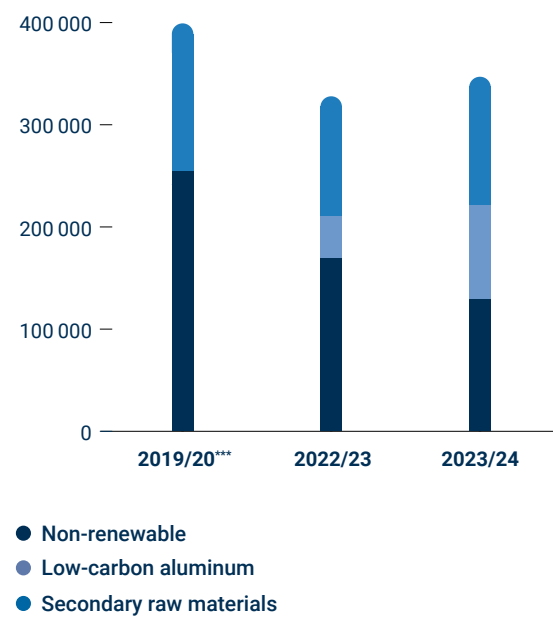
SHARE OF PURCHASED ALUMINUM PRODUCED USING RENEWABLE ENERGY (IN %)*



SHARE OF PURCHASED ALUMINUM FROM ASI-CERTIFIED SUPPLIERS (IN %)*



MATERIAL CONSUMPTION (IN t)*



* For absolute values, see the chapter "Key Data on Sustainability", p. 34-37
 ** Externally audited and recognized verification
 *** Low-carbon aluminum: N/A

COMPLIANCE

Responsible, ethical and lawful conduct is a prerequisite for our business success and our credibility. We are committed to applying and complying with relevant laws, rules and standards, as well as RONAL GROUP's values. We also endeavor to ensure that our business partners and suppliers comply with international and national laws and standards.

RONAL GROUP's code of conduct is a key component of compliance. It defines the framework for our actions and our collaborations and lays down the company's ethical rules and standards in addition to the legal requirements. The code applies to all employees and third parties acting on behalf of RONAL GROUP. Among other things, the code includes provisions on human rights and labor rights, the environment, fair business relationships, the handling of data and information, and the handling and use of RONAL GROUP's property.

The automotive industry has a high level of standardization in terms of technical specifications. These industry-specific requirements are supplemented by individual customer requirements. For this reason, product compliance is of central importance to RONAL GROUP as an automotive supplier.

TRAINING COURSES AND COMPLIANCE HOTLINE

We regularly provide our employees with compliance training that is both role- and task-specific. In doing so, we place particular emphasis on our code of conduct and on training measures for topics such as anti-corruption or competition law. Furthermore, employees are made aware of critical issues through target group-specific awareness campaigns.

In addition to internal reporting channels, RONAL GROUP also has an external, publicly accessible compliance hotline. This offers all employees, business partners and third parties the opportunity to report suspected violations, either anonymously or identifiably, in any of RONAL GROUP's national languages or in English. Further details can be found in RONAL GROUP's [Whistleblowing Policy](#), which is available on the company website.

OUR WORLD

RONAL GROUP is committed to protecting the environment and the climate. We are committed to using natural resources carefully and efficiently, and to avoiding and reducing negative environmental impacts. We are committed to continuously improving our production processes. By 2030, we aim to reduce our Scope 1 and Scope 2 greenhouse gas emissions by 50% compared to the 2019/20 financial year.

ENVIRONMENTAL AND ENERGY MANAGEMENT

RONAL GROUP has maintained an environmental management system for many years. All RONAL Wheels production and logistics locations are certified according to ISO 14001. The environmental management system helps RONAL GROUP to monitor, evaluate and continuously improve its environmental performance. It serves as a framework for identifying, monitoring and reducing the environmental impact of our own business activities. The RONAL Wheels sites in Switzerland and Germany, with the exception of the logistics site in Forst, also have a certified energy management system in accordance with ISO 50001.

CARBON FOOTPRINT

RONAL Wheels has been calculating its carbon footprint for several years. It currently encompasses all the wheel factories, the logistics center, tool manufacturing in Switzerland and in Portugal, the RONAL TECHNOLOGIE innovation center, and the administrative offices in Germany and Switzerland.

Aluminum procurement is the main source of indirect greenhouse gas emissions (Scope 3), accounting for 72% of total emissions. The second largest contributor to the CO₂e footprint of RONAL Wheels is electricity at 13%. The consumption of natural gas accounts for around 10% of total emissions. The remaining 5% are attributable to other Scope 3 categories. Overall, CO₂e emissions increased by 8% compared to the previous year. In comparison to the 2019/20 baseline year, the CO₂e emissions have been reduced by 17%. This represents a reduction of approximately 440 000 tons of CO₂e.

Emissions from aluminum procurement fell by 19% compared to the baseline year (approx. 380 000 t CO₂e). Emissions from electrical energy have decreased by 12% compared to the baseline year (approx. 30 000 t CO₂e).

Emissions from the consumption of electrical energy increased by 15% compared to the previous year, which is largely due to higher consumption. Emissions from the consumption of natural gas fell by 15% compared to the baseline year (approx. 30 000 t CO₂e), and by 2% compared to the previous year. Other emissions remained constant compared to the baseline year.

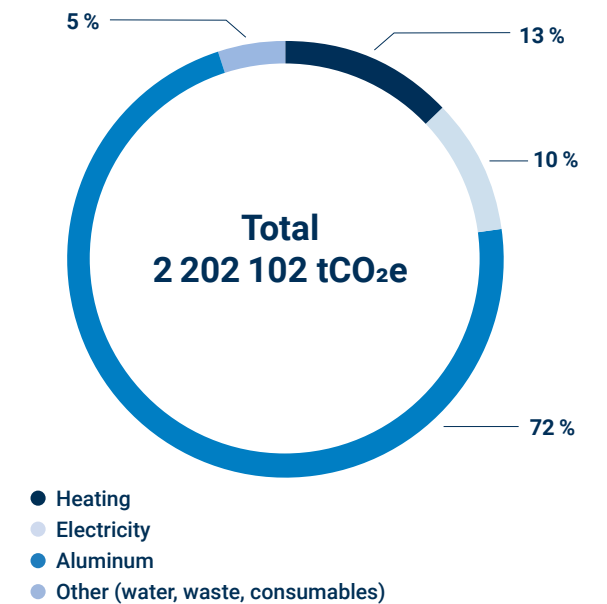
REDUCTION TARGET SCOPE 1 AND SCOPE 2 EMISSIONS

The Scope 1 and Scope 2 emissions for RONAL Wheels totaled approximately 400 000 tons of CO₂e. This represents an increase of around 6% over the previous year and is mainly due to a 7% increase in production in the reporting period. We were able to reduce Scope 1 emissions, which are primarily emitted by the use of natural gas, by 3% compared to the previous year, despite higher production figures. The share of renewable energy in the overall electricity mix fell in the past financial year, which led to an increase in our Scope 2 emissions. Compared to the baseline year of 2019/20, we have reduced the Scope 1 and Scope 2 emissions in the current reporting year by 13% overall. This represents a reduction of approximately 60 000 tons of CO₂e.

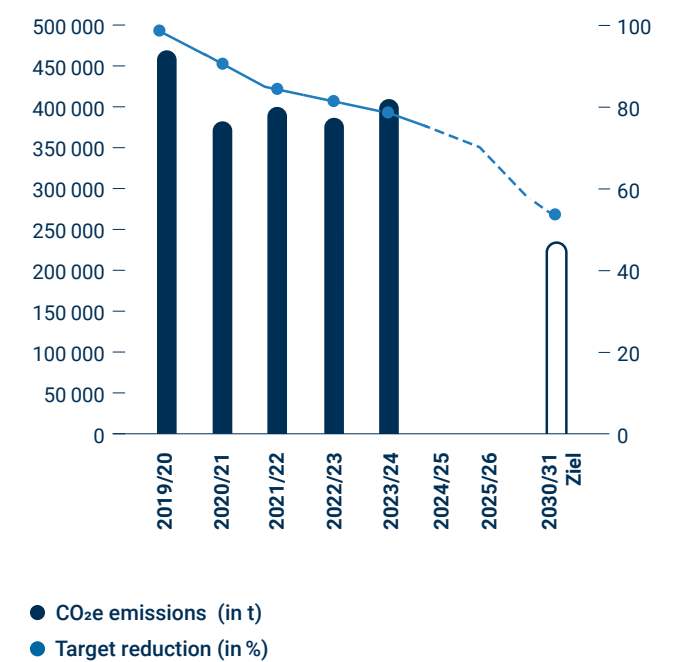
ENERGY CONSUMPTION

The total energy consumption for RONAL Wheels in the 2023/24 reporting year was around 1 245 000 Mwh and fell by 1% compared to the preceding year. The main energy sources are natural gas and electricity.

CO₂e EMISSIONS (IN t)*



CO₂e EMISSIONS (IN t) AND CO₂e REDUCTION TARGET (IN %) FOR SCOPE 1 AND 2*



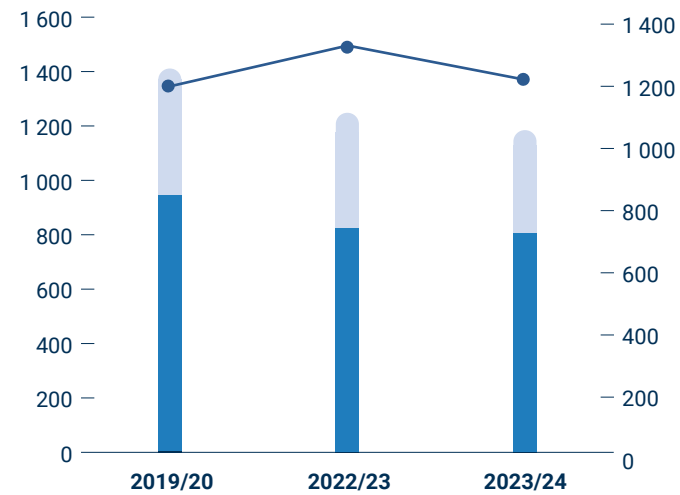
* For absolute values, see the chapter "Key Data on Sustainability", p. 34-37

In the reporting year, RONAL Wheels purchased around 130 000 MWh of electricity from renewable sources. Of this, 84 985 MWh of electricity at the sites in Germany, Spain and Switzerland had a certificate of origin. This corresponds to a share of around 30% of total electricity consumption. We generated a total of 44 636 MWh of electricity through our combined heat and power plant and our photovoltaic systems. In wheel production, energy and aluminum are the main sources of CO_{2e} emissions. Over 80% of the gas quantities we utilize are dedicated to melting aluminum ingots, heat treating raw cast wheels, and curing (baking) paint. As for electricity, this is primarily used to generate compressed air and power machinery.

RENEWABLE SOURCES OF ENERGY

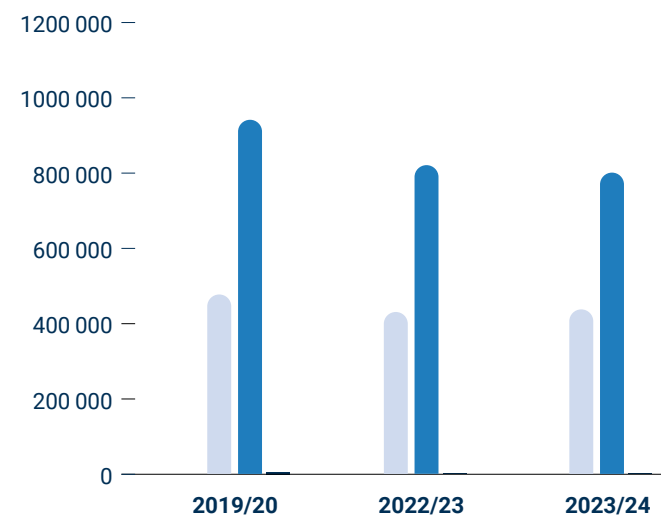
Our goal is to source or generate electricity entirely from renewable sources by 2030, complete with the corresponding certificates. The planned photovoltaic system at our production site in Spain went into operation in the 2023/24 financial year. The plant in Spain has a capacity of 5.5 MW. We continue to work on enhancing operational planning and process management to save energy through optimized utilization. Also in Spain, the new heat treatment facility with reduced energy (60% per item) and water consumption and automated measurement of air emissions went into operation in 2024. The system achieved its goal and contributed significantly to the reduction of energy and water consumption at the site.

ENERGY CONSUMPTION (IN GWh)*



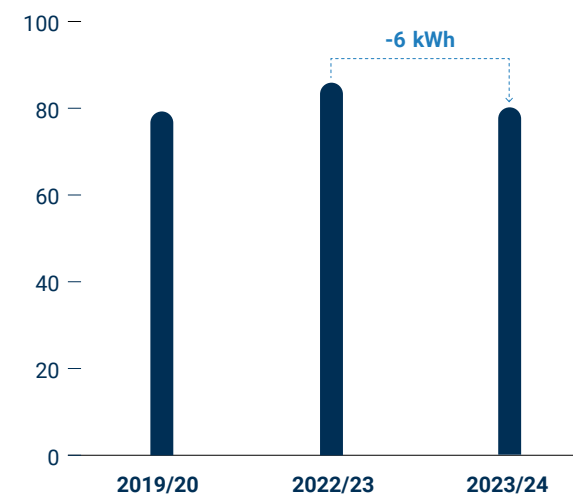
- Electricity (GWh) Scope 2
- Natural gas (GWh) Scope 1
- Diesel (GWh) Scope 1
- Revenue (million EUR) – secondary axis, right-hand side

ENERGY CONSUMPTION OF ELECTRICITY, GAS AND DIESEL (IN MWh)*

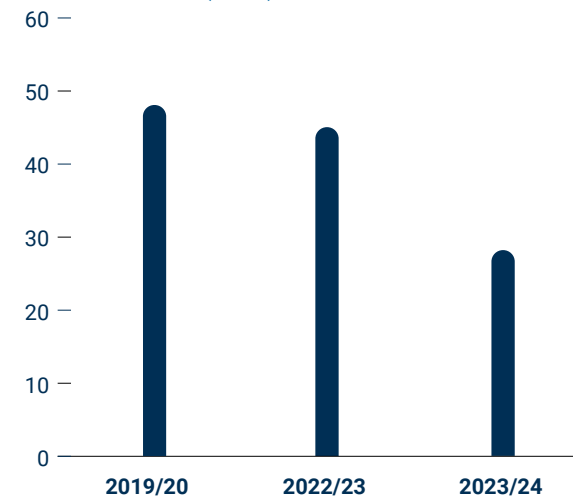


- Electricity
- Gas
- Diesel

ENERGY CONSUMPTION (IN kWh/WHEEL)*



PROPORTION OF RENEWABLE ELECTRICITY (IN %)*



We source green electricity from hydro, solar and wind energy.

NEW MELTING FURNACES

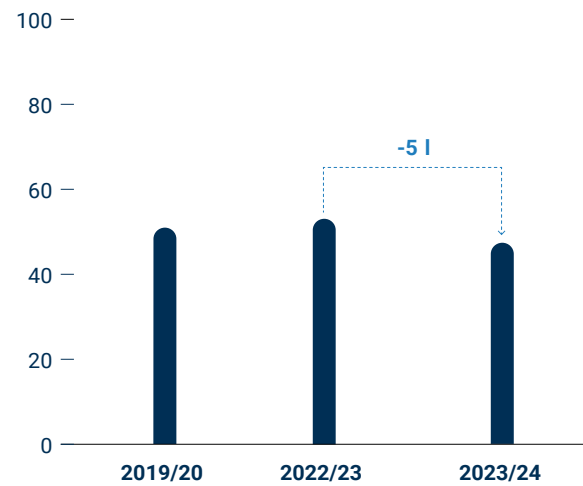
Our Spanish facility is now home to a new, energy-efficient melting furnace. The new melting furnace has made it possible to achieve the target of consuming no more than 600 kWh of gas per ton of aluminum. It has the capacity to melt not only primary materials, but also our alu chips and post-consumer materials such as shredded or painted wheels. This plays a pivotal role in advancing our recycling initiative, RONAL-Re. We plan to further enhance the recuperation systems in the melting furnace area. Newly acquired furnaces are already equipped with these systems from the outset, and we are also exploring the possibility of retrofitting older furnaces on a case-by-case basis. Depending on production levels and capacity, this retrofitting can result in a reduction of around 10 to 15% in natural gas consumption per ton of melt.

NATURAL GAS WITH COMPENSATION

The conversion to renewable energy sources in existing gas-fired plants such as our melting and curing furnaces or heat treatment is currently proving to be not only technically difficult but also inefficient from a cost perspective. Biogas is not yet available in sufficient quantities and would be many times more expensive than using natural gas. However, our German location sources natural gas that has its carbon emissions offset by the supplier, which is also confirmed by TÜV Süd. The CO_{2e} emissions from extraction, transportation and combustion are offset by investments in certified climate projects. This offset the emissions from 69 800 MWh of gas in the 2023/24 financial year.

* For absolute values, see the chapter "Key Data on Sustainability", p. 34–37

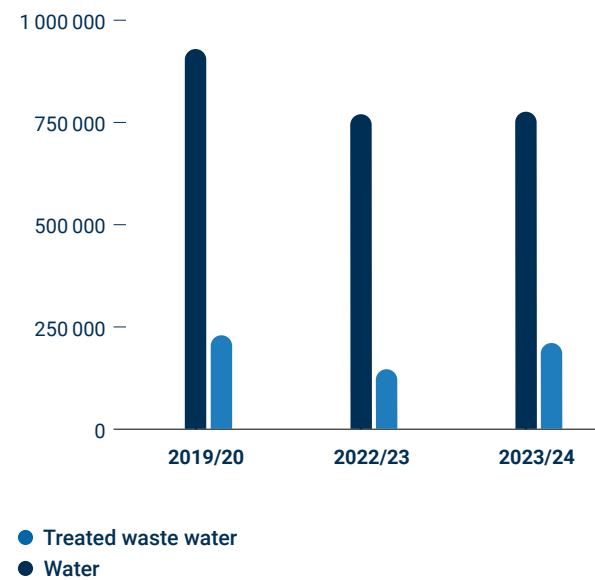
WATER CONSUMPTION (IN l/WHEEL)*



WATER CONSUMPTION

Compared to the baseline year of 2019/20, we were able to reduce water consumption by 17% in the reporting year. Water is consumed in wheel manufacturing, primarily in the process steps of heat treatment, pretreatment in the paint facility, and in the cooling towers for heat reduction. A large proportion of the water used evaporates in the quenching tanks used for heat treatment and in the cooling towers. By contrast, the waste water from pretreatment is fully directed to the waste water treatment facility and treated and purified in accordance with legal regulations before being discharged into the sewer system.

QUANTITY OF WATER (m³) AND QUANTITY OF TREATED WASTE WATER (m³)*



WASTE MANAGEMENT

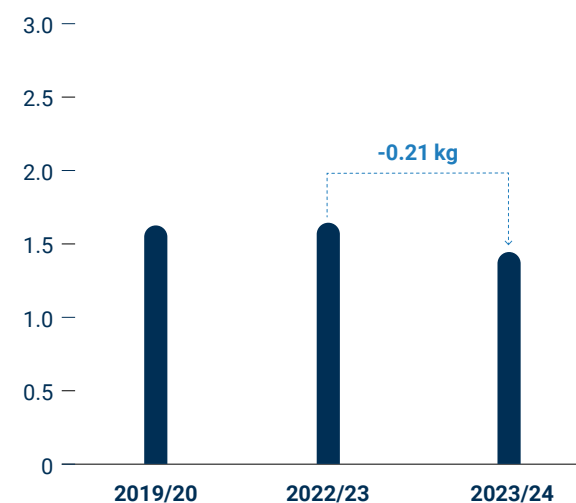
The guiding principles for RONAL GROUP are centered on avoidance, reduction and reuse within the process or through external recycling. Only thereafter is disposal at a landfill site or by incineration considered. We also distinguish between hazardous and non-hazardous waste. With regard to non-hazardous waste, we aim to reuse this within the process whenever customer requirements and quality standards allow. 100% of our aluminum chips that are free from paint adhesions are already being reused within our processes. Aluminum runners and scrap are prepared in-house or sent externally for processing. This material is returned to us after processing and reused in the production process. Similarly, aluminum chips from the gloss spin rotation process are processed externally, and are then available once again as material.

In the 2023/24 financial year, the amount of non-hazardous waste was 21 830 tons. Hazardous waste generated during wheel production includes paints and paint sludge, as well as solvents used to clean the painting facility. Hazardous waste also includes cooling lubricants from mechanical processing, as well as chemicals and sludge from pretreatment and wastewater treatment. The amount of hazardous waste in the past financial year amounted to around 5 000 tons. The total amount of waste fell by 5% compared to the previous year. The amount of hazardous waste remained constant in the last financial year.

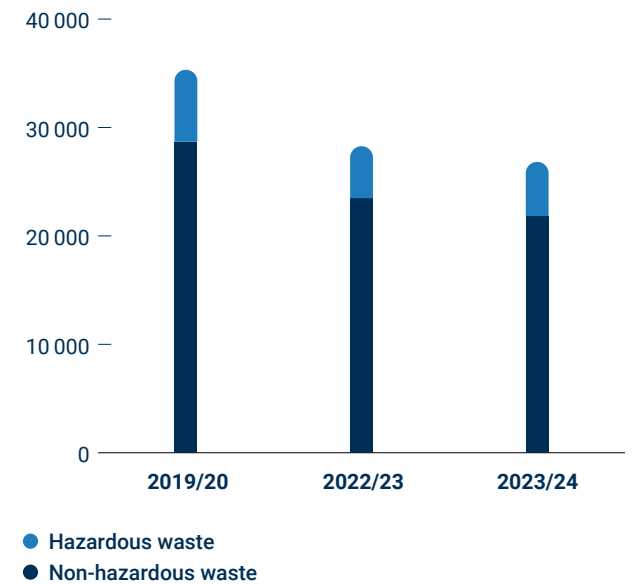
CARBON DISCLOSURE PROJECT

In the reporting year, RONAL Wheels again completed the CDP (formerly Carbon Disclosure Project) questionnaire on climate change and water stewardship. We achieved a rating of "B" for the sixth time in the area of climate change. In the area of water stewardship, we were graded a "B" for the fourth time.

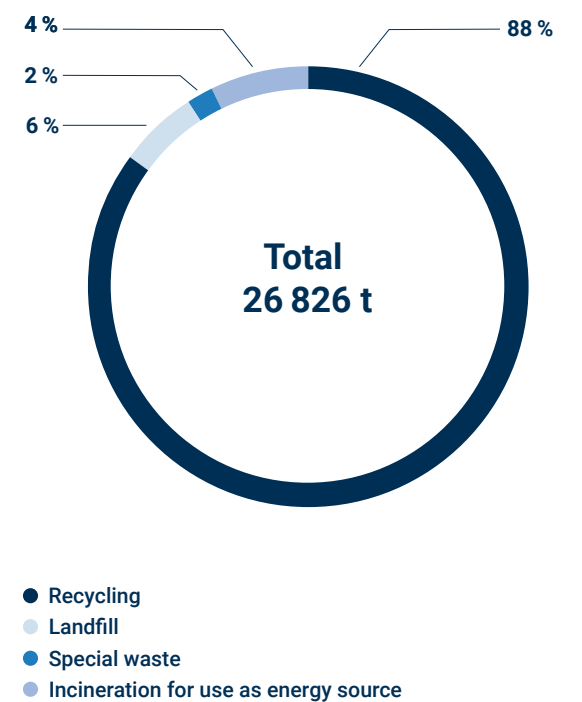
WASTE (IN kg/ FINISHED WHEEL)*



WASTE (t)*



WASTE ROUTES - AVERAGE FOR 2023/24 FINANCIAL YEAR*



* For absolute values, see the chapter "Key Data on Sustainability", p. 34-37

KEY DATA 2023/24

RONAL Wheels		2019/20	2022/23	2023/24
Net sales	Million EUR	1 200	1 331	1 222
Production quantity	Million wheels	17.5	14.3	15.4

Sustainable and innovative products¹

Proportion of aluminum purchased from ASI members	%	92	100	97
Proportion of purchased aluminum produced with renewable energy	%	50	65	58 ²
Proportion of aluminum purchased from ASI-certified suppliers	%	68	99	97
Recyclability of the wheels	%	100	100	100
Material consumption, total	t	388 946	317 652	338 019
Material consumption, non-renewable	t	254 120	169 058	128 852
Material consumption, secondary raw materials	t	134 826	107 066	116 646
Proportion of secondary raw materials in total material input	%	35	34	34.5
Proportion of recycled aluminum chips	%	99.3	100	100
Proportion of post-consumer material	%	0	1.1	0.1
Aluminum, total	t	233 510	191 956	202 819
Aluminum, made with renewable energy	t	k. A. ³	118 690	117 523
CO ₂ e emissions from aluminum production, non-renewable	t CO ₂ e	k. A. ³	753 763	1 021 637
CO ₂ e emissions from aluminum production, renewable	t CO ₂ e	k. A. ³	604 480	573 964
CO ₂ e savings from aluminum purchases, renewable	t CO ₂ e	k. A. ³	349 048	951 960
CO ₂ e savings from post-consumer material	t CO ₂ e	0	11 400	1 752
CO ₂ e footprint per wheel	kg CO ₂ e	150	143	145

Energy and climate¹

		2019/20	2022/23	2023/24
Energy consumption, total	MWh	1 421 991	1 252 196	1 244 794
Energy consumption, non-renewable	MWh	1 239 609	1 086 158	1 115 173
Fuel (diesel)	MWh	5 398	2 546	2 505
Natural gas	MWh	940 921	819 692	804 620
Electricity	MWh	293 290	263 920	308 048
Electricity consumption, renewable	MWh	182 382	166 038	129 621
Renewable electricity in Germany	MWh	43 859	36 606	36 898
Renewable electricity in Spain	MWh	55 481	46 023	47 039
Renewable electricity in Switzerland	MWh	1 453	1 086	1 048
Renewable electricity with proof of origin	MWh	141 795	118 719	84 985
Proportion of renewable electricity	%	48	45	28
Energy efficiency, total	MWh/million EUR	1 185	941	1 019
CO ₂ e emissions, total	t CO ₂ e	2 636 000	2 042 959	2 202 102
Scope 1	t CO ₂ e	222 749	199 192	194 020
Scope 2	t CO ₂ e	246 082	187 386	216 005
Scope 3	t CO ₂ e	2 167 169	1 656 381	1 792 077
Self-generated electricity (photovoltaics and combined heat and power plant)	MWh	40 587	47 319	44 636
Photovoltaic systems	MWh	41	1 095	1 423
Combined heat and power plant Mexico	MWh	40 546	46 224	43 213
Energy consumption – gas and electricity (production sites)	MWh	1 394 352	1 219 835	1 212 759
Energy consumption per finished wheel	kWh/wheel	79	86	80

Employees		2019/20	2022/23	2023/24
Employees	Headcount	7 435	6 394	6 290
Employees	FTE	7 393	6 340	6 252
Women	%	9	9	8.7
Southern Europe	FTE	55	49	48
Central Europe	FTE	328	283	298
North and Central America	FTE	233	190	171
Asia	FTE	27	30	27
Men	%	91	91	91.3
Southern Europe	FTE	603	484	489
Central Europe	FTE	4 437	3 694	3 664
North and Central America	FTE	1 524	1 429	1 409
Asia	FTE	186	181	146
Fluctuation	%	20.7	19.0	24.3
< 30 years	%	9.5	5.9	6.8
30 and 50 years	%	9.2	10.0	11.3
> 50 years	%	2.1	3.1	6.2
Women	%	1.7	2.0	1.9
Men	%	19.1	17.0	22.4
% of all employees who received a regular assessment of their performance and professional development	%	k. A. ³	65	65.5

Safety and health		2016/17 ⁴	2022/23	2023/24
Occupational accidents	Number	475	158	160
Accident frequency rate	1 000 person rate	7	2.1	2.2
Absence rate	%	0	0.25	0.30
Lost hours	h	32 330	26 696	32 347
Lost days	d	4 041	3 337	4 043

Environmental figures¹

Water consumption (all plants)	m ³	930 208	769 805	776 214
Water consumption (production sites)	m ³	891 385	753 426	730 368
Treated waste water (production sites)	m ³	297 821	190 878	274 077
Waste	t	35 326	28 248	26 823
Hazardous waste	t	6 649	4 772	4 993
Non-hazardous waste	t	28 677	23 477	21 830

The key figures do not include any information on RONAL Bathrooms

¹ Excludes sales locations in the USA and France

² 53% with proof of origin and 5% without a certificate

³ No details given

⁴ The baseline year for safety and health is 2016/17

GRI INDEX

Statement of use: RONAL GROUP has reported the information cited in this GRI content index for the period from April 1, 2023 to March 31, 2024 with reference to the GRI Standards.

(GRI 1 used: GRI 1: Foundations 2021).

GRI-Indicators	Details	Reference
GRI 2: General Disclosures (2021)		
GRI 2-1	Organizational details	Pages 6–9, 40–41 and 42
GRI 2-2	Entities included in the organization's sustainability reporting	Pages 6–9, 34–37, 40–41, and 42
GRI 2-3	Reporting period, frequency and contact point	Pages 40–41 and 42
GRI 2-7	Employees	Pages 20–23 and 34–37
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Pages 6–9
GRI 2-13	Delegation of responsibility for managing impacts	Pages 6–9
GRI 2-29	Approach to stakeholder engagement	Pages 14–15
GRI 3: Material Topics (2021)		
GRI 3-1	Process to determine material topics	Pages 14–15
GRI 3-2	List of material topics	Pages 14–15
GRI 3-3	Management of material topics: Environmental compliance	Pages 28–33
GRI 3-3	Management of material topics: Adaptation to the effects of climate change to ensure business continuity	Pages 28–33
GRI 3-3	Management of material topics: Quantification and reduction of the company's greenhouse gas emissions (Scope 1–3)	Pages 28–33 and 34–37
GRI 3-3	Management of material topics: Diversity, inclusion and equal opportunities	Pages 20–23
GRI 3-3	Management of material topics: Protection of human rights	Pages 20–23
GRI 3-3	Management of material topics: Ensuring long-term company success	Pages 6–9 and 24–27
GRI 3-3	Management of material topics: Safety and health	Pages 20–23 and 34–37
GRI 3-3	Management of material topics: Consumer safety and health	Pages 20–23
GRI 3-3	Management of material topics: Transparent reporting	Pages 24–27 and 40–41
GRI 3-3	Management of material topics: Compliance	Pages 24–27
GRI 3-3	Management of material topics: Sustainability-focused leadership and decision-making	Pages 6–9
GRI 3-3	Management of material topics: Anti-corruption	Pages 24–27
GRI 3-3	Management of material topics: Ethical business conduct	Pages 24–27

GRI-Indicators	Details	Reference
GRI 302: Energy (2016)		
302-1	Energy consumption within the organization	Pages 28–33 and 34–37
302-3	Energy intensity	Pages 28–33 and 34–37
302-4	Reduction of energy consumption	Pages 28–33 and 34–37
GRI 303: Water and Effluents (2018)		
303-3	Water withdrawal	Pages 28–33 and 34–37
303-4	Water discharge	Pages 28–33 and 34–37
303-5	Water consumption	Pages 28–33 and 34–37
GRI 305: Emissions (2016)		
305-1	Direct (Scope 1) GHG emissions	Pages 28–33 and 34–37
305-2	Energy indirect (Scope 2) GHG emissions	Pages 28–33 and 34–37
305-3	Other indirect (Scope 3) GHG emissions	Pages 28–33 and 34–37
305-4	GHG emissions intensity	Pages 28–33 and 34–37
305-5	Reduction of GHG emissions	Pages 28–33 and 34–37
GRI 306: Waste (2020)		
306-3	Waste generated	Pages 28–33 and 34–37
GRI 401: Employment (2016)		
401-1	Employee turnover	Pages 34–37
GRI 403: Occupational Health and Safety (2018)		
403-5	Worker training on occupational health and safety	Pages 20–23
403-8	Workers covered by an occupational health and safety management system	Pages 20–23
403-9	Work-related injuries	Pages 20–23 and 34–37
GRI 404: Training and Education (2016)		
404-2	Programs for upgrading employee skills and transition assistance programs	Pages 20–23
404-3	Percentage of employees receiving regular performance and career development reviews	Pages 20–23 and 34–37

ABOUT THIS REPORT

The RONAL GROUP Sustainability Report aims to keep stakeholders up to date on key issues, objectives and the achievement of its targets.

REPORT STRUCTURE

This report was prepared with reference to the standards of the Global Reporting Initiative (GRI). The report is based on the GRI reporting principles. The GRI content index provides an overview of the information reported in accordance with the GRI guidelines and indicates where this information can be found. The basis of the sustainability report is the materiality analysis.

REPORTING PERIOD AND CYCLE

The report covers the 2023/24 financial year (April 1, 2023 to March 31, 2024), with all key data correct as of Sunday, March 31, 2024. Information from previous years has been included where it is deemed necessary to provide readers with a complete picture of the RONAL GROUP approach to sustainability and its performance. Any information that does not originate from the financial years mentioned is clearly indicated as such.

This is the fourth sustainability report published by RONAL GROUP. The report is available on an annual basis in both German and English on the RONAL GROUP website.

SURVEY METHODS

The focus of this report is on RONAL GROUP's RONAL Wheels division and includes the headquarters in Härkingen, the wheel production plants, the tool manufacturing sites in Switzerland and Portugal, and the sales locations (with the exception of the USA and France). Due to organizational changes, the data for RONAL Bathrooms is not currently being considered. When data points affect the entire group or individual locations, this is indicated.

Due to the improved data basis, the baseline year for targets and key figures was changed to 2019/20 this year. The only exception is the area of safety and health, for which the baseline year 2016/17 will remain in place for the time being. The international ISO 14064-1 (2018-12) standard serves as the foundation for capturing, calculating and reporting the carbon footprint: "Greenhouse gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals."

The data given in the previous reports may differ due to late submissions, the provision of subsequent, more precise, estimates, and possible changes to calculation factors.

OWNERSHIP AND LEGAL FORM

RONAL GROUP is largely held by the Ronal Foundation, based in Härkingen, Switzerland. One of the primary objectives of the Ronal Foundation is to safeguard and promote RONAL GROUP as an independent manufacturing company. Some parts are owned privately. RONAL GROUP's headquarters are in Härkingen, Switzerland. The company operates in the following countries: Germany, Czechia, France, Italy, Mexico, Poland, Portugal, Romania, South Africa, Spain, Switzerland, Taiwan, United States of America, United Kingdom.

EXTERNAL VERIFICATION

No external verification was sought for this report.

IMPRESSUM

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IMAGES

RONAL GROUP

March 2025

RONALGROUP