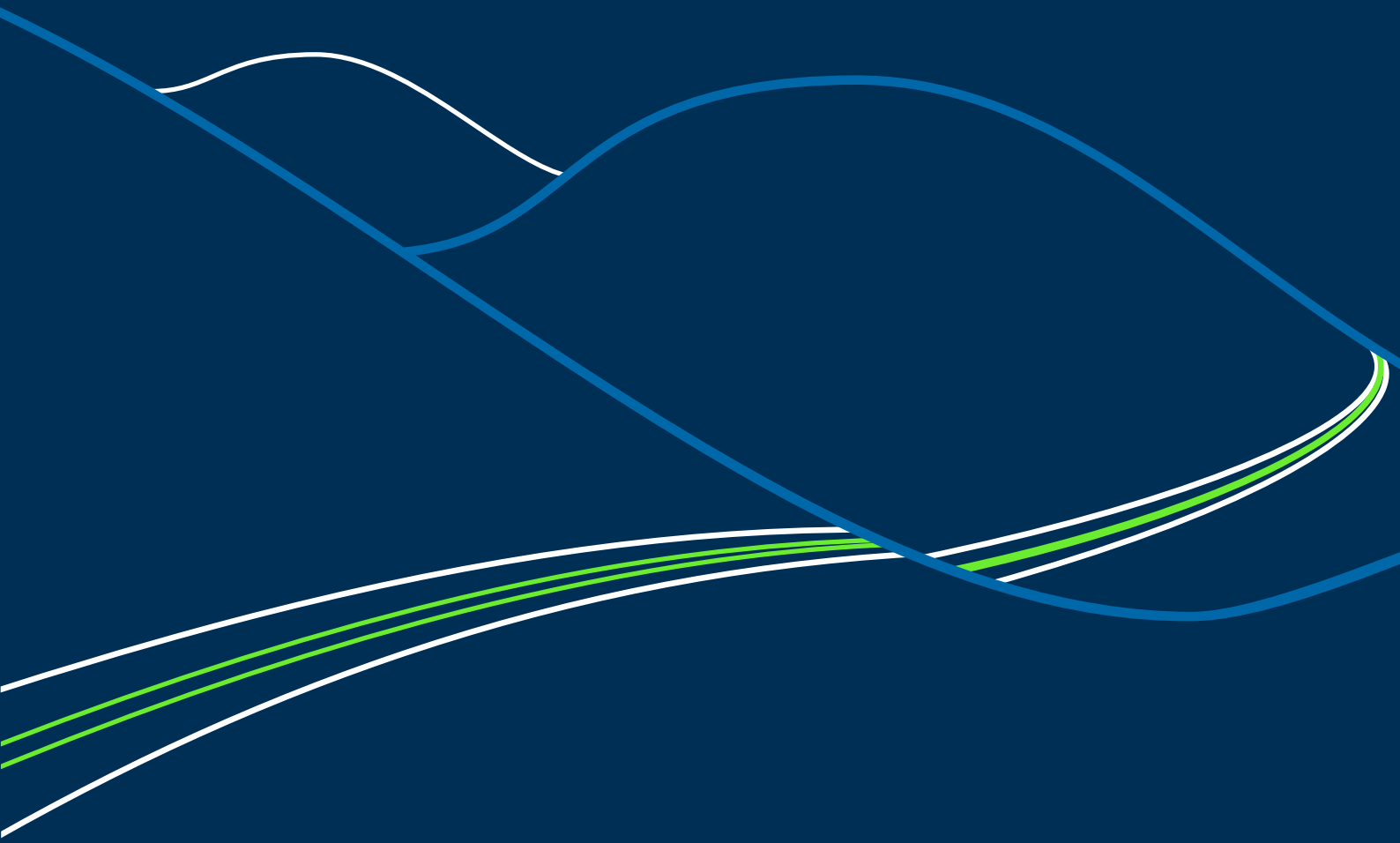


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# SUSTAINABILITY REPORT 2024/25



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“Sustainability is an integral part of our corporate strategy.”



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**Dr. Alexandra Bendler**  
CEO RONAL GROUP

RONAL GROUP's 2024/25 reporting year was marked by ongoing global uncertainties and far-reaching changes within the automotive industry. Far from being an afterthought, sustainability remains an integral part of our corporate responsibility and our long-term success.

With its PLANBLUE, RONAL GROUP is demonstrating a clear framework for sustainable action. We are pursuing specific goals, measuring progress transparently and developing targeted measures throughout our three fields of action "Our People", "Our Business" and "Our World". This Sustainability Report documents this development in a fact-based and comprehensible manner. Our focus on sustainability was further strengthened throughout the entire company during this reporting year. The materiality analysis was also further developed in accordance with the European Sustainability Reporting Standards to create the basis for future regulatory-compliant reporting.

Important progress was also made in operations. The number of occupational accidents decreased significantly once again, Scope 1 and Scope 2 emissions also fell compared to the baseline year, investments were made in renewable energy, and our aluminum suppliers achieved full ASI certification. All of this emphasizes our commitment to safe workplaces, responsible supply chains, and an awareness of the need to conserve resources. Our EcoVadis and CDP ratings confirm that we are on the right track.

I took on the role of CEO of RONAL GROUP at the start of 2026. This Sustainability Report relates to the 2024/2025 financial year and provides insight into the achievements, measures, and progress that was made under the stewardship of my predecessor. This work forms an important basis for our future direction.

ESG is firmly anchored as one of the central pillars of our Strategy 2030. This makes sustainability an integral part of our activities and aims to strengthen resilience, reduce risks and further strengthen trust amongst employees, customers and partners.

This report is both a review and a commitment. It shows the position we are in while making clear that sustainable progress can only be achieved if we drive it forward together, with persistence and discipline.

A handwritten signature in black ink, appearing to read 'A Bendler', written in a cursive style.

Dr. Alexandra Bendler  
CEO RONAL GROUP

# ABOUT US

**Headquartered in Härkingen, Switzerland, RONAL GROUP employs around 6 400 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 a leading manufacturer 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, while RONAL Bathrooms (previously SanSwiss) manufactures high-quality products for the bathroom and wellness sectors. The four brands of 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

Sustainability is an integral part of our corporate strategy. The Board of Directors bears ultimate responsibility for RONAL GROUP's economic, ecological and social impact. It oversees implementation of the corporate strategy and ensures that it focuses on sustainable development. It also reviews and approves the Sustainability Report.

The Board of Directors is kept informed of progress concerning the achievement of sustainability goals. By being involved in regular discussions on sustainability issues, the Board of Directors is also kept informed of current challenges, opportunities, risks, and regulatory requirements.

The entire Board of Directors, including the Chair, is independent and is not involved in the operation of the company. The Board of Directors for the reporting year comprised: Alexander Wirth, Achim Rägler, Martin Hirzel, Dr. Klaus Weiss and Gerhard Bosch.

The Board of Directors has established two committees to carry out its duties efficiently: the Audit & Risk Committee and the Nomination & Compensation Committee. The remit of the Audit & Risk Committee includes sustainability issues and it supports the Board of Directors in this area.

The Board of Directors has delegated overall responsibility for managing economic, ecological, and social impacts to the Executive Board. Group Sustainability coordinates sustainability issues at group level, in close consultation with the members of the Executive Board, the departments and facilities.

Smaller, cross-functional working groups assume a technical, coordinating, and advisory role for specific topics. This allows the relevant tasks to be carried out more efficiently. Operational implementation of sustainability issues is the responsibility of the individual legal entities and specialist departments.

## CORPORATE VALUES\*



Passion



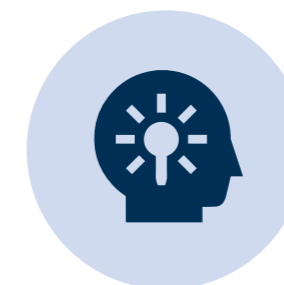
Trust



Respect



Appreciation



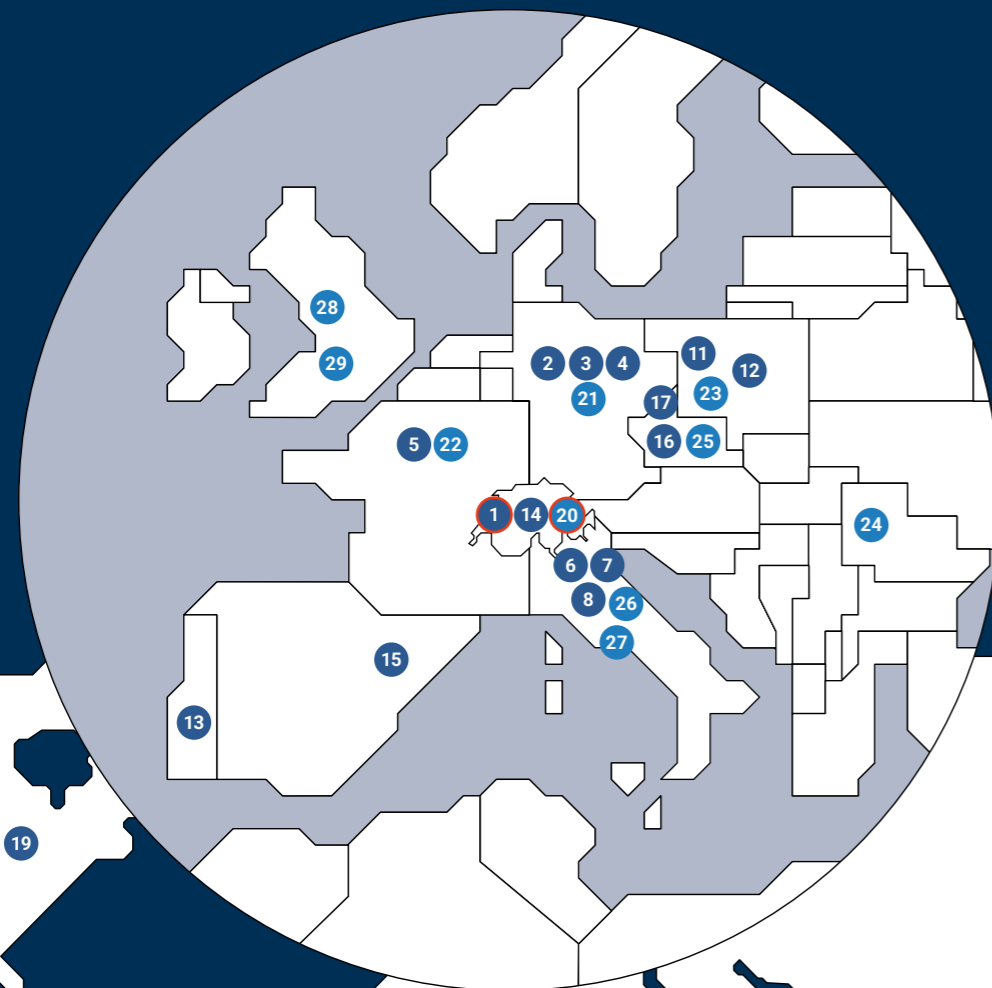
Entrepreneurship



Discipline

\* The corporate value of Discipline was defined during the reporting year and introduced throughout the Group during the 2025/26 financial year.

# GLOBAL PRESENCE: LOCATIONS



- RONAL Wheels
- RONAL Bathrooms
- Head office

## RONAL Wheels

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

## RONAL Bathrooms

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

# RONAL WHEELS IN FIGURES 2024/25



6 013

FTE as at March 31, 2025

1969

Year founded



18.6

Capacity in million wheels



1.3

Revenue in billion EUR



~59%\*

Equity ratio



14

Production sites on  
three continents

\* This data relates to the entire RONAL GROUP.

# RONAL BATHROOMS IN FIGURES 2024/25



429

FTE as at March 31, 2025

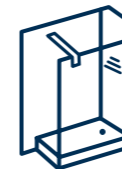
1981

Year founded



82.6

Revenue in million EUR



320

Capacity in thousands



6

Production sites

# SUSTAINABILITY IN FIGURES

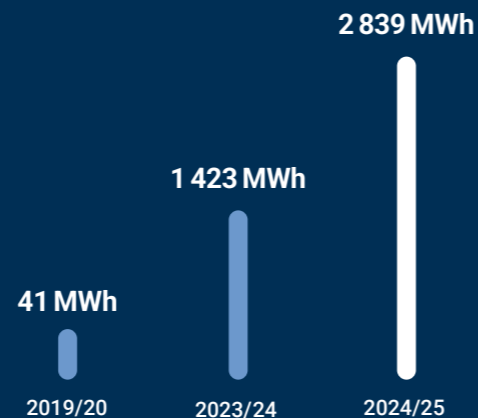


  
**48 650**

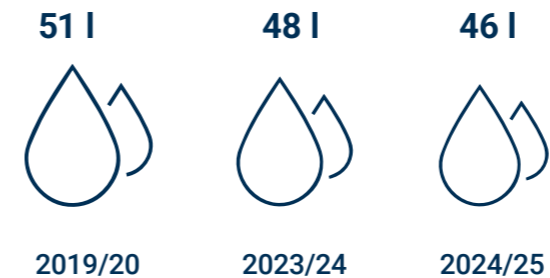
MWh of electricity generated thanks to four photovoltaic systems and a combined heat and power plant. This is as much as 9 700 households in Switzerland consume on average every year.\*

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

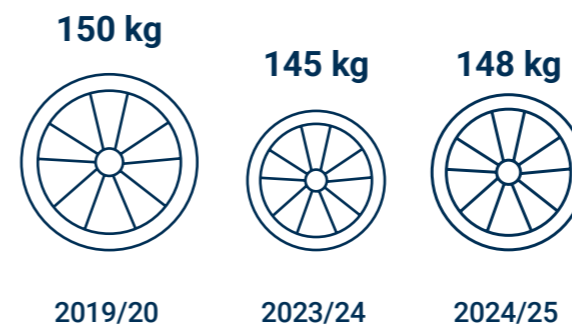
## POWER GENERATED BY OWN PHOTOVOLTAIC SYSTEMS



## LESS WATER CONSUMPTION PER WHEEL



## CARBON FOOTPRINT OF OUR WHEELS



## ALUMINUM PRODUCTION

55% of our primary aluminum is produced using renewable energy sources.



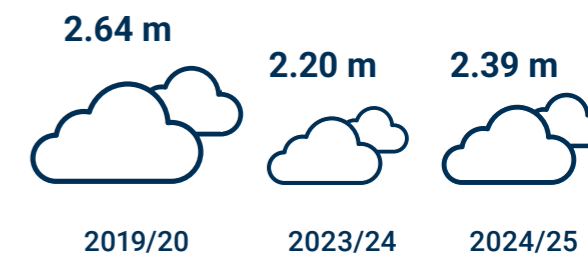
## ALUMINUM CERTIFICATION



of our aluminum suppliers are certified to ASI Performance Standards.

## CO<sub>2</sub>e EMISSIONS

RONAL GROUP's CO<sub>2</sub>e 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”.

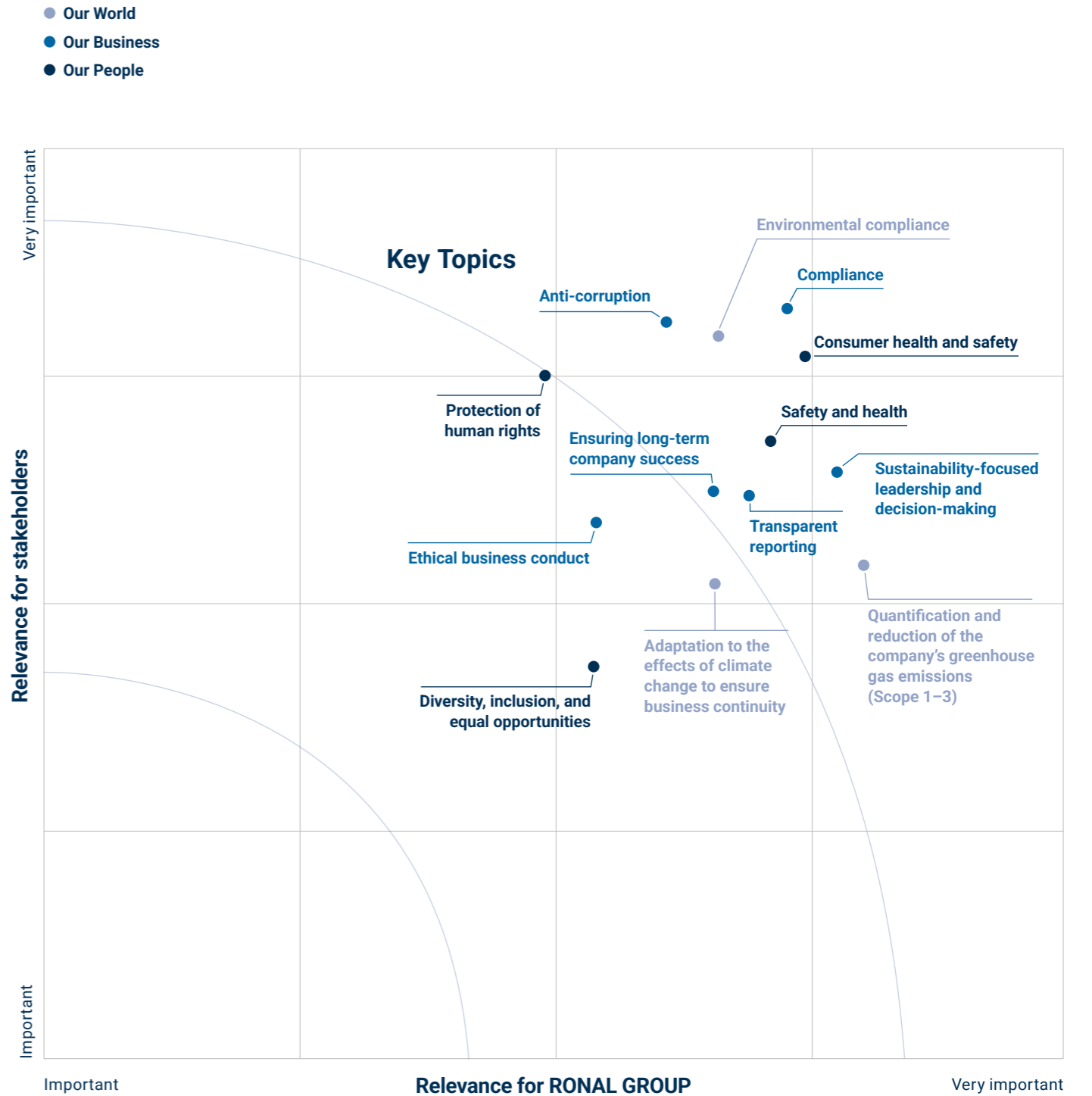
We surveyed our most important stakeholders again in 2022. We grouped a list of 39 topics into nine categories. Priorities were set based on interviews with customers and suppliers. Employees in the facilities and specialist departments were also surveyed. The interviews and questionnaires were then evaluated. The project resulted in a materiality analysis that identifies the 13 most significant topics that are important to RONAL GROUP and its stakeholders. We assigned the key topics to our three fields of action. RONAL GROUP’s divisions, departments and its local facilities are responsible for implementing the respective key topics.

In the 2024/25 financial year, we produced the RONAL GROUP materiality analysis in accordance with the European Sustainability Reporting Standards (ESRS). 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. Due to the delay in the Corporate Sustainability Reporting Directive (CSRD) coming into force and the revision of the ESRS, which is currently being carried out by

the European Financial Reporting Advisory Group (EFRAG), the revised matrix is expected to be published in the 2025/26 Sustainability Report.

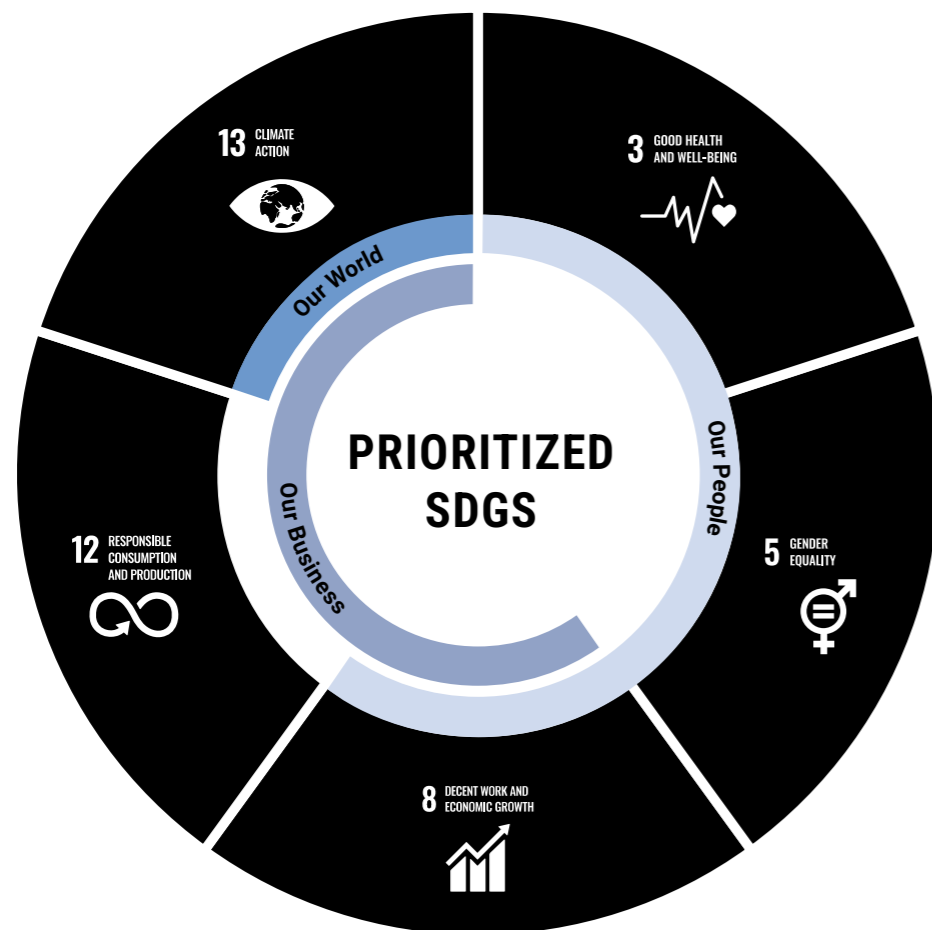
## STAKEHOLDER ENGAGEMENT

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 on all areas of sustainability. This dialog plays a key role in identifying and understanding expectations and needs, and in working together to develop solutions for ecological, social and economic challenges. Key Account Managers at RONAL GROUP, for example, are in constant contact with their customers. Relationships with suppliers are characterized above all by their consistency over many years. The most important stakeholders include our customers, employees and those who represent their interests, suppliers, public 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	Key Topics
Our World	13 CLIMATE ACTION	<ul style="list-style-type: none"> <li>• Environmental compliance</li> <li>• Adaptation to the effects of climate change to ensure business continuity</li> <li>• Quantification and reduction of the company's greenhouse gas emissions (Scope 1-3)</li> </ul>
	8 DECENT WORK AND ECONOMIC GROWTH	<ul style="list-style-type: none"> <li>• Ethical business conduct</li> <li>• Compliance</li> <li>• Transparent reporting</li> <li>• Anti-corruption</li> </ul>
Our Business	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	<ul style="list-style-type: none"> <li>• Ensuring long-term company success</li> </ul>
	13 CLIMATE ACTION	<ul style="list-style-type: none"> <li>• Sustainability-focused leadership and decision-making</li> </ul>
Our People	3 GOOD HEALTH AND WELL-BEING	<ul style="list-style-type: none"> <li>• Safety and health</li> <li>• Consumer health and safety</li> </ul>
	5 GENDER EQUALITY	<ul style="list-style-type: none"> <li>• Diversity, inclusion, and equal opportunities</li> </ul>
	8 DECENT WORK AND ECONOMIC GROWTH	<ul style="list-style-type: none"> <li>• Protection of human rights</li> </ul>

# OUR GOALS

## 2025

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

## 2050

RONAL GROUP is CO<sub>2</sub>e-neutral.

## 2030

CO<sub>2</sub>e emissions (Scope 1 and 2) have reduced by 50 % compared to 2019/20).

# OUR FIELDS OF ACTION

## OUR PEOPLE

By 2025, occupational accidents and related absences are to be reduced by 40 % compared to 2019/20 (baseline year).

In the 2024/25 financial year, the number of occupational accidents fell by 57 % compared to the baseline year. We therefore achieved the goal of reducing occupational accidents.

Target achievements by the end of 2024/25:

100 %

## OUR BUSINESS

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

In the 2024/25 financial year, the carbon footprint of our wheels fell by 1 % compared to the baseline year.

5.3 %

## OUR WORLD

By 2030, our aim is for the CO<sub>2</sub>e emissions (Scope 1 and 2) to have halved compared to the 2019/20 baseline year.

In the 2024/25 financial year, the Scope 1 and Scope 2 emissions fell by 13 % compared to the baseline year.

We reduced Scope 3 emissions by 8 % compared to the baseline year.

27 %

# OUR PEOPLE

**RONAL GROUP employs around 6 400 people who are crucial to our success. We are committed to supporting the development of our employees and ensuring health and safety 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 determines the core training courses for its employees on topics such as the code of conduct, anti-trust law, sustainability or fraud. The sites are responsible for implementing these training courses and they add on further country-specific topics, such as tougher whistleblowing initiatives. Responsibility for training courses on people skills and leadership is also held at group level, with local measures complementing the global offering and vice versa.

RONAL GROUP's dedicated learning platform, known as the Employee Development Center (EDC), has been rolled out to all RONAL sites over recent years and is used extensively. It offers employees a wide range of further education and training opportunities in the form of training courses and digital learning units. The training includes, among other things, the teaching of soft skills, with shift leaders and line managers receiving training on communication, teamwork, problem management, conflict resolution, and taking responsibility.

In the 2024/25 financial year, RONAL GROUP also carried out a comprehensive campaign to focus on promoting soft skills. The soft skills training initiative uses videos and information leaflets to ensure employees understand key social skills, such as conflict management, intercultural awareness and successful communication. The soft skills campaign will also be expanded to include RONAL Bathrooms in the following financial year 2025/26.

In the past financial year, employees completed around 43 000 learning units. There are over 960 different training initiatives available. This includes training on compliance, policies, safety and health protection, the environment, business ethics, plant operation, and process-specific safety protocols, along with the soft skills training.

Since the 2024/25 reporting year, we have been using the "SuccessFactors" platform to introduce training on performance dialogs between employees\* and their line managers. These dialogs include employees working with their supervisors to agree on individual development goals.

The aim is to promote personal and professional development in a targeted manner and to create a basis for effective talent development. During the reporting year, 900 participants defined a number of development goals as part of their performance dialogs.

RONAL GROUP has a strong focus on fostering young talent. During the reporting year, RONAL GROUP also offered school pupils and students at technical colleges and universities the opportunity to gain profound insight and hands-on experience within a production setting, either through internships or collaboration on research papers and theses.

RONAL Germany's participation in various education fairs is another example of our level of commitment, as is our close cooperation with educational institutions in the region. The aim is to inspire young talent to apply for a dual program, which combines work and study, or a traineeship at RONAL GROUP.

## LEADERSHIP TRAINING AND EVALUATION

The SLII® training (Situational Leadership II®), which had been completed by managers worldwide by the end of 2022, has continued as SLII® One Year Later from the 2023/24 financial year onwards. This means that managers receive a two-stage in-person 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, after a 12-month break, the learning content is deepened and refreshed with SLII® One Year Later along with the practical experience that has been gained in the interim. New managers at all RONAL Wheels sites are continuously being admitted to the SLII® training program.

In the reporting year, leadership evaluation of managers was carried out for the first time as part of the performance dialogs. All participating employees had the opportunity to rate their management, based on our five previous values: passion, trust, respect, appreciation and entrepreneurship, based on the SLII® model (scale 1–5). The results were positive overall. Global development initiatives are planned to bring about further improvements. In the 2025/26 evaluation cycle, we are integrating a sixth, recently introduced value into the leadership evaluation: discipline. We introduced this value around the world during the reporting year, and communicated this through posters at our sites, and through an intranet campaign.

## SAFETY AND HEALTH

Protection and safety of our employees is of the 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 protection and the associated measures.

With the exception of our site in Taiwan, our occupation safety and health management is certified to ISO 45001 and covers both mental and physical health aspects. Our approach is based on fundamental principles such as prevention over response, employee participation and accountability, transparency and monitoring. Our occupational safety strategy incorporates setting goals, assessing risk, providing protective measures and training.

In the future, RONAL Bathrooms is to be integrated into the existing management system for safety and health protection, which will enable the reporting of consolidated figures and the inclusion of RONAL Bathrooms employees in the protection and prevention structures.

\* Administrative employees (excluding production employees)

The behavior of all employees contributes to maintaining and promoting safety and health in the workplace. The obligation to comply with these principles is set out in the RONAL GROUP [Code of Conduct](#) and the company's internal [Occupational Safety and Health Policy](#). The obligations contained therein apply to all employees and companies within RONAL GROUP. New RONAL Wheels employees at all sites receive specific safety training, along with any instructions which are specific to the workplace. The content is regularly refreshed. In European countries with the corresponding national legal regulations, employees are entitled to free medical examinations.

Targeted measures were taken at various locations during the reporting year to further improve ergonomics and exposure to heat and noise in the workplace. Reducing heat exposure remains a challenge, in particular in the foundries. This is partially due to rising outside temperatures.

**REDUCTION OF OCCUPATIONAL ACCIDENTS**

In the domain of safety and health protection, and in line with our strategic objectives, we undertook to reduce the number of occupational accidents and their associated absences by 40 % (compared to the baseline year of 2016/17) by 2024/25. We achieved this goal in the 2023/24 financial year when we reduced occupational accidents by 65 %. To standardize the collection and reporting of key figures, the baseline year has been changed from 2016/17 to 2019/20 in the reporting year. When compared to the updated baseline year of 2019/20, the number of occupational accidents in the reporting year fell by 57 % from 280 to 120, thereby also achieving the goal.

**OCCUPATIONAL ACCIDENTS**

	2019/20*	2023/24	2024/25
Fatal accidents	N/A.**	0	0
Very serious occupational accidents	N/A.**	8	9
Serious occupational accidents (241 to 720 hours lost)	N/A.**	41	20
Moderate occupational accidents (121 to 240 hours lost)	N/A.**	45	24
Minor occupational accidents (1 to 120 hours lost)	N/A.**	66	67
<b>Total</b>	<b>280</b>	<b>160</b>	<b>120</b>

\* The baseline year for safety and health protection was changed in the reporting year from 2016/17 to 2019/20 in order to standardize the collection and reporting of key figures.

\*\* No information available. No detailed data is currently available for the year 2019/20.

The number of hours lost fell by 24 % compared to the baseline year of 2019/20, and by 28 % compared to the previous year. The accident frequency rate stood at 1.57 in the reporting year, which corresponds to a reduction of 37 % compared to the baseline year and 30 % compared to the previous 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. Since 2024/25, we have also been publishing monthly safety and health campaigns on the intranet.

**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 countries 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, discrimination or violence.

**THE SAFETY OF OUR WHEELS**

RONAL GROUP demonstrates its particular commitment to consumer health and safety by ensuring that our products have the highest quality. RONAL GROUP's standard is defined in its consistent quality planning and validation, from the design idea to the finished wheel. We can draw on 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 regularly monitored by our specialists, and comprehensive functional and stress tests are performed to ensure compliance with the specified requirements. In order to be able to carry out this testing internally, we have invested over EUR 7 million to modernize and expand our testing laboratories at three sites.

A group-wide, IATF16949-certified quality management system has been introduced in a uniform manner at all sites, and is monitored annually.

**PROTECTION OF HUMAN RIGHTS**

Commitment to 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 Labor 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 occupational health and safety is protected. In the 2024/25 financial year, 100 % of our aluminum suppliers were certified according to the ASI Performance Standard.

# OUR BUSINESS

**We act responsibly and comply with ethical principles and legal requirements. From product development to material procurement and from production to recycling, we want to reduce the CO<sub>2</sub>e footprint of our wheels.**

## TRANSPARENT SUPPLY CHAINS

For RONAL GROUP, good and open cooperation with our suppliers along with a resilient and transparent supply chain is crucial and essential for our competitiveness and customer satisfaction. The group's supplier relationships are characterized by close communication and long-standing partnerships. The [Guideline for sustainability](#) for business partners and the [Supplier Manual](#) are central pillars to our collaboration. These are binding for those suppliers who contribute to manufacturing our end products. 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 Labor (VSoTr) for the 2024/25 financial year. The metals and minerals needed for their production are not processed during the wheel manufacturing process. According to internal tests, RONAL GROUP does not source any conflict minerals for the manufacture of its wheels.

When checking our supply chains for possible child labor, we follow the UNICEF "Children's Rights in the Workplace" of June 2023. Suppliers based in countries with increased risk according to UNICEF were also 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 low-CO<sub>2</sub>e components in the automotive industry remained in focus during the 2024/25 financial year. With electromobility growing, the use phase of the car is no longer the sole focus of its CO<sub>2</sub>e impact: attention has already turned to its production. Aluminum is responsible for over 30 % of CO<sub>2</sub>e emissions in vehicle manufacturing. As a supplier of aluminum wheels, we can therefore make a significant contribution to reducing our customers' CO<sub>2</sub>e emissions.

Aluminum is the most important raw material for RONAL GROUP wheels, and is responsible for more than two-thirds of the carbon emissions. For this reason, RONAL GROUP is keen to reduce the CO<sub>2</sub>e emissions of purchased aluminum – thereby also reducing the carbon footprint of our wheels.

## LOW-CO<sub>2</sub>e PRIMARY ALUMINUM

RONAL GROUP wheels are made of primary aluminum, which generated an average of 8.28 kg of CO<sub>2</sub>e per kilogram of material in the 2024/25 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. One major aluminum supplier is already providing material with a footprint of less than 4 kg CO<sub>2</sub>e per kg aluminum. The footprint includes the upstream process steps and the production steps for the aluminum. The low footprint is achieved by using renewable energy sources such as hydropower and highly efficient electrolysis technology at the Norwegian aluminum factories. 35 % of the aluminum purchased in 2024/25 had a CO<sub>2</sub>e footprint of less than 4 kg per kg of aluminum, 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 CO<sub>2</sub>e. To reduce emissions, 55 % of the primary aluminum for wheels is already produced using renewable energies.

In the 2024/25 financial year, 100 % of our aluminum was sourced from suppliers certified by the Aluminium Stewardship Initiative (ASI) Performance Standard. 80 % of the primary material came from suppliers that are also certified by the ASI Chain of Custody Standard. Since September 2022, the RONAL GROUP's cast wheel plants have been certified according to the ASI Performance Standard with a focus on material responsibility.

Insisting on ASI Performance Standards certification by our suppliers serves as an important due diligence mechanism, as it verifies compliance with sustainability and human rights standards throughout the entire value chain through independent audits. By purchasing aluminum exclusively from ASI-certified suppliers, we ensure that our suppliers implement responsible practices in dealing with resources, working conditions, and communities. By doing so, we minimize the ecological and social risks in our supply chain while strengthening transparency.

## USE OF SECONDARY AND POST-CONSUMER ALUMINUM

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 in the process of obtaining our customers' permission to source, use and process 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 CO<sub>2</sub>e 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.

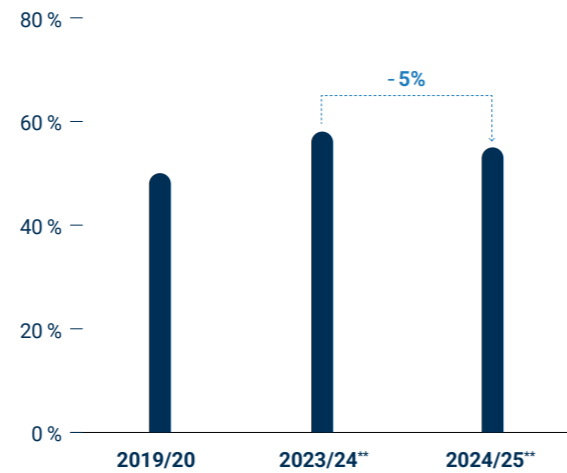
**THE CO<sub>2</sub>e FOOTPRINT OF OUR WHEELS**

In the 2024/25 financial year, an average RONAL GROUP wheel had an average CO<sub>2</sub>e footprint of 148 kg CO<sub>2</sub>e. Compared to the previous year, the footprint of the wheels has increased slightly, by 3 kg CO<sub>2</sub>e. This increase is partly due to the larger CO<sub>2</sub>e footprint of the aluminum purchased in the reporting year. 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 ongoing wheel projects. This enables us to show our customers how and where CO<sub>2</sub>e emissions can be saved.

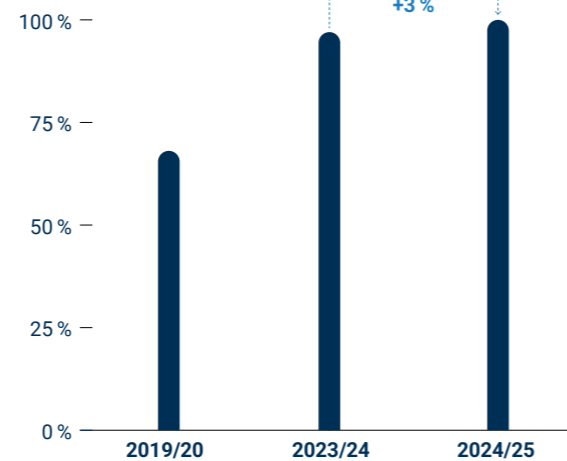
**COMPLIANCE**

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.

**PROPORTION OF ALUMINUM PURCHASED WITH ENERGY FROM RENEWABLE SOURCES\***

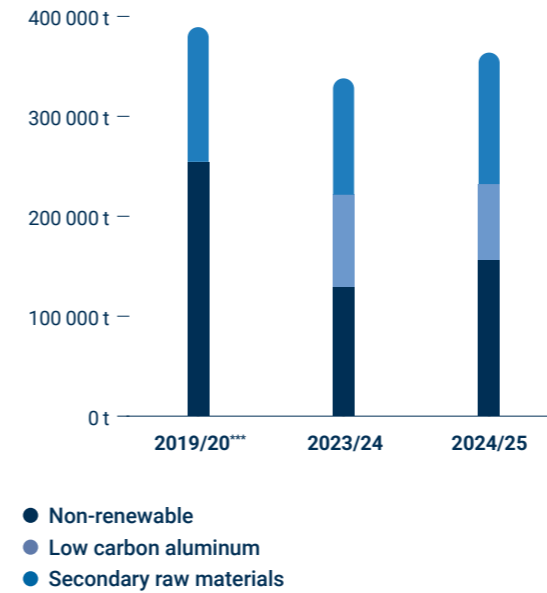


**PROPORTION OF ALUMINUM PURCHASED FROM ASI-CERTIFIED SUPPLIERS\***



\* For absolute values, see the section "Key Data 2024/25", p. 34-37  
 \*\* Externally verified and recognized proof.  
 \*\*\* Low Carbon Aluminum: No information available.

**MATERIAL CONSUMPTION\***



RONAL GROUP's [Code of Conduct](#) is a key component of compliance and was updated in the reporting year. It defines the framework for our actions and our cooperation 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 programs covering topics such as anti-corruption or competition law. In addition, 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 by name, 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.

## 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 75 % of total emissions.

The second largest contributor to the RONAL Wheels' carbon footprint is electricity at 8 %. Around 7 % of total emissions are caused by the consumption of natural gas. The remaining emissions are attributable to other Scope 3 categories. Overall, CO<sub>2</sub>e emissions increased by 9 % compared to the previous year. The reason for this is the increased production volume in the 2024/25 reporting year.

In comparison to the 2019/20 baseline year, the CO<sub>2</sub>e emissions have been reduced by 9 %. This represents a reduction of approximately 246 638 t CO<sub>2</sub>e. Emissions from aluminum procurement fell by 9 % (approx. 175 896 t CO<sub>2</sub>e) compared to the baseline year and emissions from electrical energy also recorded a reduction compared to the baseline year of 19 % (around 45 787 t CO<sub>2</sub>e). Likewise, we were able to reduce the emissions from the consumption of natural gas by 9 % (around 18 201 t CO<sub>2</sub>e) compared to the baseline year. The other emissions remained constant compared to the baseline year.

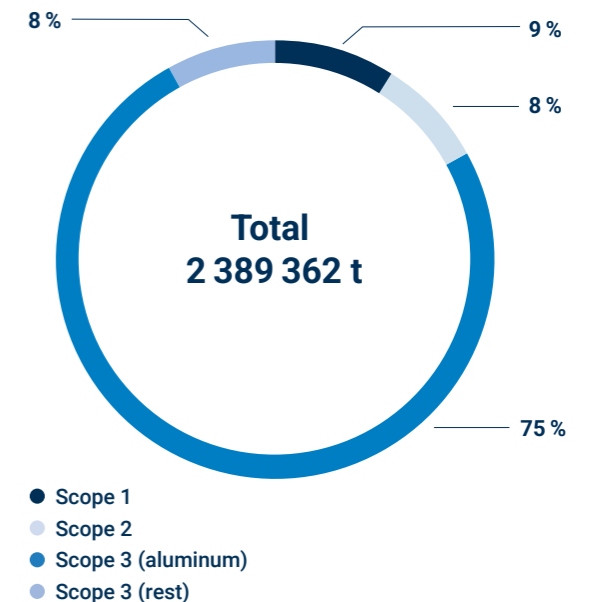
## REDUCTION TARGET SCOPE 1 AND SCOPE 2 EMISSIONS

The Scope 1 and Scope 2 emissions for RONAL Wheels totaled 406 266 t CO<sub>2</sub>e in the reporting year. This represents a reduction of around 1 % over the previous year and is attributable to the reduction in Scope 2 emissions during the reporting period. The share of renewable energy in the overall electricity mix rose by 8 % in the past financial year, which led to a decrease in our Scope 2 emissions of 7 %. Scope 1 emissions, which are primarily emitted by the use of natural gas, rose by 6 % over the previous year, because of increased production. 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 t of CO<sub>2</sub>e.

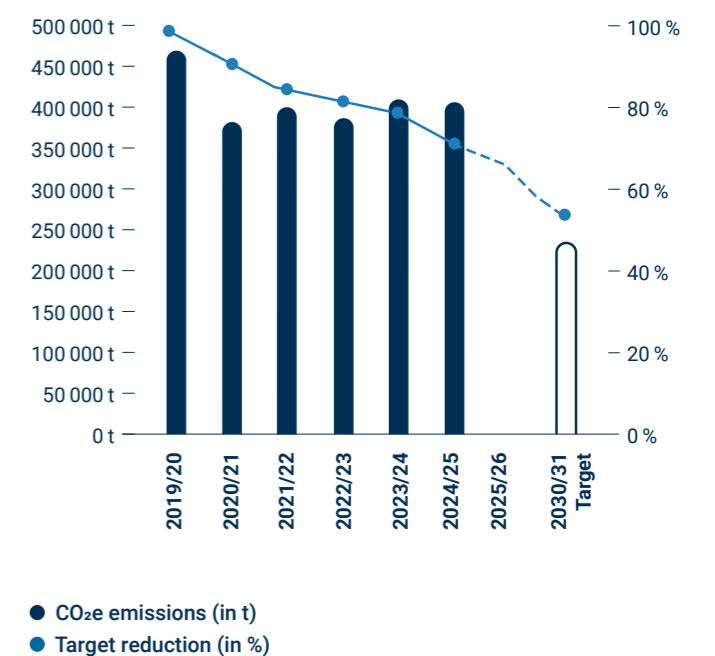
## ENERGY CONSUMPTION

The total energy consumption for RONAL Wheels in the 2024/25 reporting year was 1 310 343 MWh – an increase over the preceding year of 5 %, caused by the increased production. Energy consumption fell by 8 % compared to the baseline year. The main energy sources are natural gas and electricity. In the reporting year, RONAL Wheels purchased 139 866 MWh of electricity from renewable sources. This corresponds to a share of around 45 % of total electricity consumption. Of this, 91 213 MWh of electricity at the sites in Germany, Spain and Switzerland had a certificate of origin. The combined heat and power plant and the photovoltaic systems generate a total of 48 653 MWh electricity for internal consumption.

## CO<sub>2</sub>e EMISSIONS\*



## CO<sub>2</sub>e EMISSIONS AND CO<sub>2</sub>e REDUCTION TARGET FOR SCOPE 1 AND 2\*



\* For absolute values, see the chapter "Key Data 2024/25", p. 34–37

In wheel production, energy and aluminum are the main sources of CO<sub>2</sub>e 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**

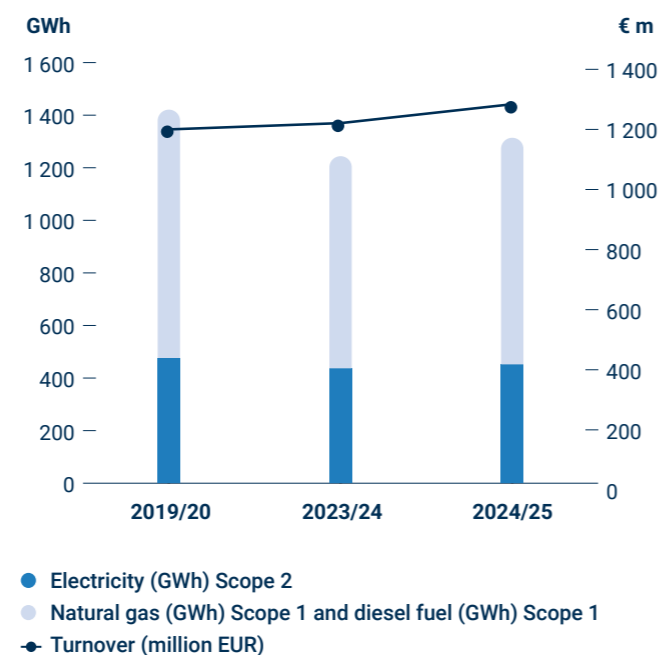
Our goal is to source or generate electricity entirely from renewable sources by 2030, complete with the corresponding certificates. RONAL Wheels operates photovoltaic systems in Switzerland, Italy, Spain, Portugal, Czechia and Germany. A new photovoltaic system came into operation at the end of 2024 in Teruel in Spain. The installation of a 5 MW photovoltaic system is currently being considered in Poland.

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 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.

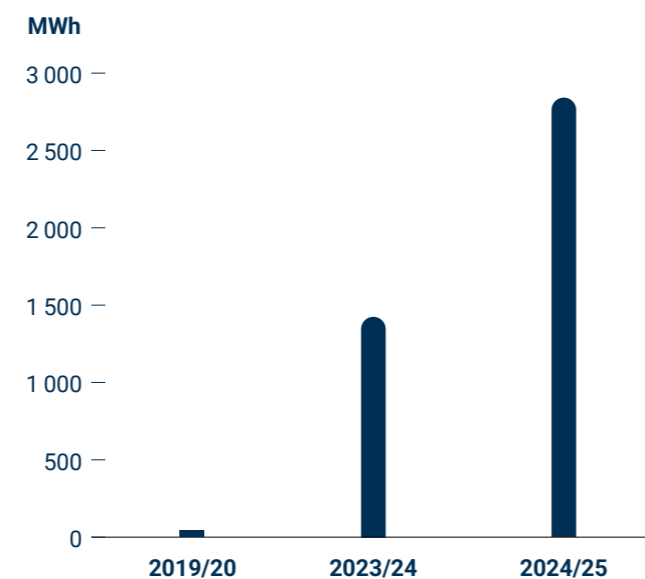
**ENERGY-EFFICIENT SMELTING PROCESSES**

We are working consistently on keeping energy consumption down in our aluminum smelting processes and continuing to increase the use of recycled materials.

**ENERGY CONSUMPTION TOTAL\***



**POWER GENERATED BY OWN PHOTOVOLTAIC SYSTEMS\***



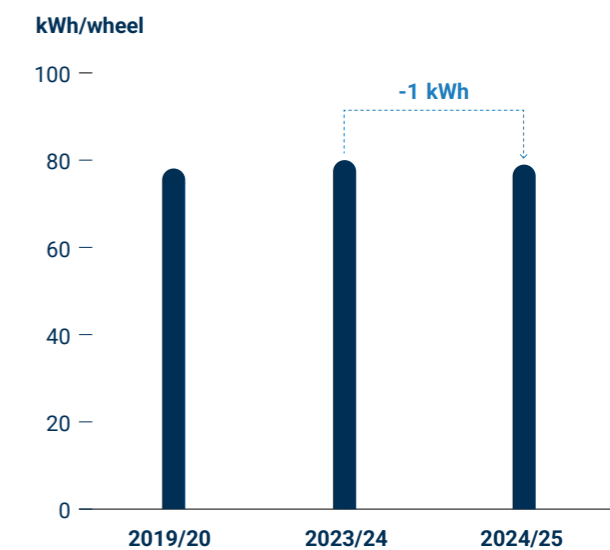
Our melting furnace, for example, is characterized by a particularly efficient process. It has the capacity to melt not only primary materials, but also alu chips and post-consumer materials such as shredded or painted wheels. This plays a pivotal role in advancing our recycling initiative, RONAL-Re. We plan to further enhance the recuperation systems in the melting furnace area. Where possible, new melting furnaces will be equipped with these systems from the outset. 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.

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 technically difficult.

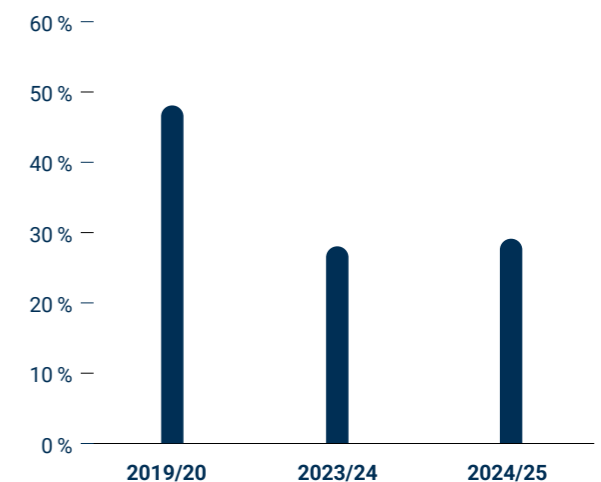
**WATER CONSUMPTION**

Compared to the baseline year of 2019/20, we were able to reduce water consumption by 19% in the reporting year, and by 3% compared to the previous 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 facilities, and treated and purified in accordance with legal regulations before being discharged into the sewer system.

**ENERGY CONSUMPTION PER WHEEL\***



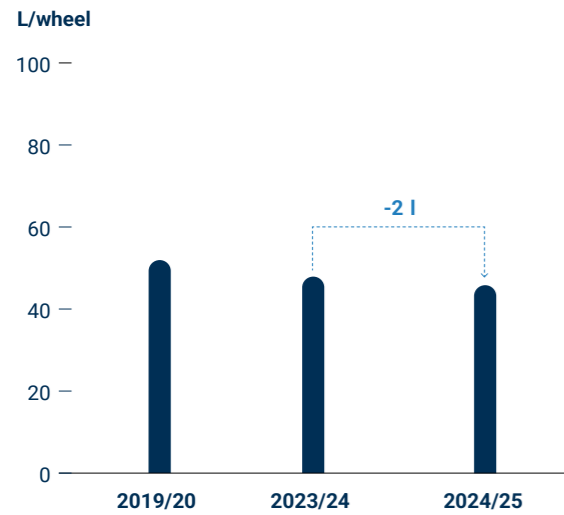
**PROPORTION OF RENEWABLE ELECTRICITY FROM THE GRID\***



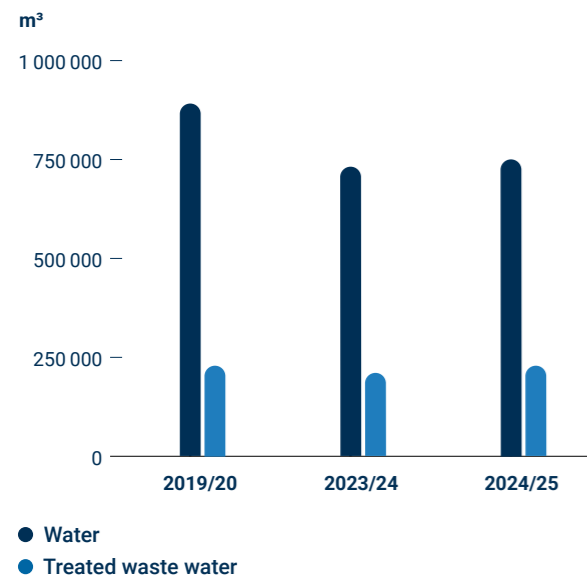
We source green electricity from hydro, solar and wind energy.

\* For absolute values, see the chapter "Key Data 2024/25", p. 34-37

**LESS WATER CONSUMPTION PER WHEEL\***



**QUANTITY OF WATER AND QUANTITY OF TREATED WASTE WATER\***



**WASTE MANAGEMENT**

The guiding principle for RONAL GROUP is all about avoiding, reducing, and reusing within your own processes 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, alu chips from the gloss spin rotation process are processed externally, and are then available once again as material.

In the 2024/25 financial year, the amount of non-hazardous waste was 24 329 tons. The amount of hazardous waste in the past financial year amounted to 4 535 tons, a reduction of 9 % over the previous year. Hazardous waste generated during wheel production includes paints and paint sludge, as well as solvents used to clean the painting facility. These are handled and disposed of responsibly, strictly observing their hazardous nature and the local legal requirements.

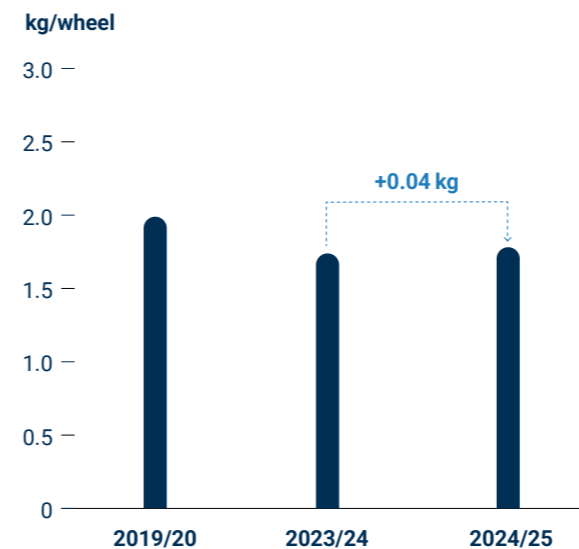
Hazardous waste also includes cooling lubricants from mechanical processing, as well as chemicals and sludge from pretreatment and wastewater treatment.

The total amount of waste increased by 8 % compared to the previous year, which is partly attributable to the higher volume of non-hazardous waste resulting from increased production volumes. Compared to the baseline year, the total amount of waste fell by 18 %.

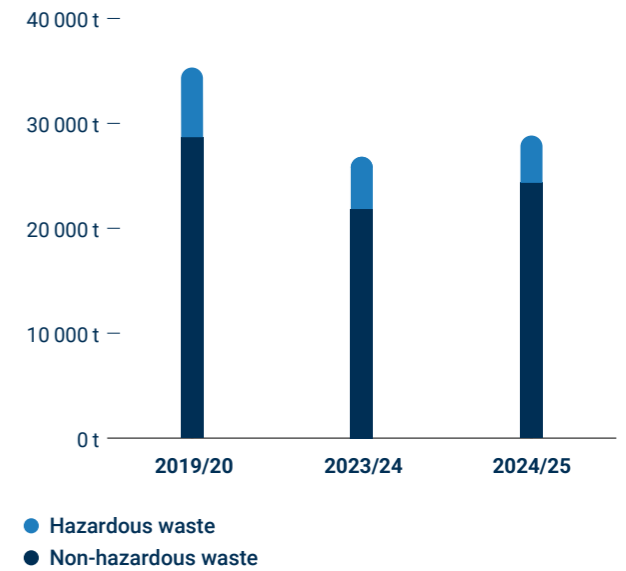
**CDP RATING**

In the 2024/25 financial year, RONAL Wheels once again took part in the questionnaire from CDP (formerly Carbon Disclosure Project) on climate change and water stewardship. Once again, we achieved a rating of “B” in the area of climate change. CDP awarded a rating of “B” once again in the area of water stewardship. In 2025, for the first time, a rating was given for “Supplier Engagement Assessment”, in which RONAL Wheels was awarded an “A”.

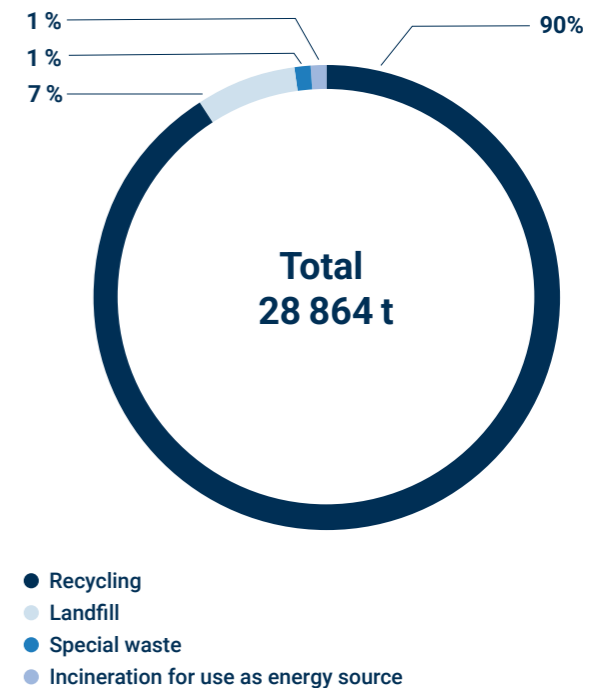
**WASTE PER WHEEL\***



**TOTAL WASTE\***



**WASTE ROUTES\***



\* For absolute values, see the chapter “Key Data 2024/25”, p. 34–37

# KEY DATA 2024/25

RONAL Wheels		2019/20	2023/24	2024/25
Net sales	EUR million	1 200	1 222	1 284
Production quantity	wheels million	17.8	15.4	16.2

## Sustainable and innovative products<sup>1</sup>

Proportion of aluminum purchased from ASI members	%	92	97	100
Proportion of purchased aluminum produced with renewable energy	%	50	58	55
Proportion of aluminum purchased from ASI-certified suppliers	%	68	97	100
Recyclability of the wheels	%	100	100	100
Material consumption, total	t	388 945	338 019	363 592
– Material consumption, non-renewable	t	254 120	128 852	155 504
– Material consumption, secondary raw materials	t	134 825	116 646	131 683
– Material consumption, low-carbon aluminum (<4kg CO <sub>2</sub> /kg)	t	N/A <sup>2</sup>	92 520	76 405
– Proportion of non-renewable in total material input	%	65	38.1	42.8
– Proportion of secondary raw materials in total material input	%	34.7	34.5	36.2
– Proportion of low-carbon aluminum in total material input	%	N/A <sup>2</sup>	27.4	21
Proportion of reused aluminum chips	%	99.3	100	100
Aluminum, total	t	233 510	202 819	215 351
– Aluminum, made with renewable energy	t	N/A <sup>2</sup>	117 523	118 388
CO <sub>2</sub> e emissions from aluminum production, non-renewable	t CO <sub>2</sub> e	N/A <sup>2</sup>	1 021 637	1 212 227
CO <sub>2</sub> e emissions from aluminum production, renewable	t CO <sub>2</sub> e	N/A <sup>2</sup>	573 964	587 479
CO <sub>2</sub> e footprint per finished wheel <sup>5</sup>	kg CO <sub>2</sub> e	150	145	148

Energy <sup>1</sup>		2019/20	2023/24	2024/25
Energy consumption, total	MWh	1 421 991	1 244 794	1 310 343
Energy consumption, non-renewable	MWh	1 239 609	1 115 173	1 170 477
– Fuel (diesel)	MWh	5 398	2 505	2 429
– Natural gas	MWh	940 921	804 620	859 204
– Electricity (non-renewable)	MWh	293 290	308 048	312 339

Energy <sup>1</sup>		2019/20	2023/24	2024/25
Power consumption, renewable	MWh	182 382	129 621	139 866
Renewable power with proof of origin	MWh	141 795	84 985	91 213
– Renewable power in Germany	MWh	43 859	36 898	28 911
– Renewable power in Spain	MWh	55 481	47 039	61 233
– Renewable power in Switzerland	MWh	1 453	1 048	1 069
Self-generated electricity (photovoltaic systems and combined heat and power plant)	MWh	40 587	44 636	48 653
– Photovoltaic systems	MWh	41	1 423	2 839
– Combined heat and power plant Mexico	MWh	40 546	43 213	45 814
Renewable power with proof of origin	%	48	28	29
Proportion of renewable electricity (self-generated incl. PV and combined heat and power plant)	%	62	42	45
Energy efficiency, total	MWh/million EUR	1 185	1 019	959
Energy consumption – gas and electricity (production sites)	MWh	1 394 352	1 212 759	1 279 632
Energy consumption per finished wheel	kWh/wheel	79	80	79

Climate <sup>1</sup>		2019/20	2023/24	2024/25
CO <sub>2</sub> e emissions, total	t CO <sub>2</sub> e	2 636 000	2 202 102	2 389 362
– Scope 1	t CO <sub>2</sub> e	222 749	194 020	205 971
– Scope 2	t CO <sub>2</sub> e	246 082	216 005	200 295
– Scope 3	t CO <sub>2</sub> e	2 167 169	1 792 077	1 983 096

Waste and recycling <sup>1</sup>		2019/20	2023/24	2024/25
Waste	t	35 326	26 823	28 864
– Hazardous waste	t	6 649	4 993	4 535
– Non-hazardous waste	t	28 677	21 830	24 329
Waste per finished wheel	kg	1.99	1.74	1.78
Waste routes	t	35 327	26 823	28 864
– Recycling	t	29 477	23 538	26 072
– Landfill	t	4 789	1 726	2 040
– Special waste	t	383	1 077	363
– Incineration for use as energy source	t	678	482	388
Proportion of waste routes	%	100	100	100
– Recycling	%	83	88	90
– Landfill	%	14	6	7
– Special waste	%	1	4	1
– Incineration for use as energy source	%	2	2	1

<b>Water<sup>1</sup></b>		2019/20	2023/24	2024/25
Water consumption (all plants)	m <sup>3</sup>	930 208	776 214	751 403
Water consumption (production sites)	m <sup>3</sup>	891 385	730 368	750 818
Treated waste water (production sites)	m <sup>3</sup>	297 821	274 077	295 939
Water consumption per finished wheel <sup>5</sup>	l	51	48	46
<b>Employees<sup>3</sup></b>				
Employees headcount	Headcount	7 357	6 036	6 046
Employees FTE	FTE	7 317.7	6 011.9	6 013.2
Full-time employees (= 100 %)	FTE	7 265	5 983	5 983
Part-time employees (< 100 %)	FTE	52.7	28.9	30.2
<b>Women</b>	% Headcount	9	9.5	9.3
– Women headcount	Headcount	659	574	561
– Women FTE	FTE	641.6	567.8	554
– Full-time employees (= 100 %)	FTE	608	553	539
– Part-time employees (< 100 %)	FTE	33.6	14.8	15
– Rest of Europe	FTE	87.6	62.2	88,5
– Central Europe	FTE	292.5	308.1	275
– America	FTE	235.5	170.5	159.5
– Asia	FTE	26	27	31
<b>Men</b>	%	91	90.5	90.7
– Men headcount	Headcount	6 698	5 462	5 485
– Men FTE	FTE	6 676.1	5 444.1	5 459.2
– Full-time employees (= 100 %)	FTE	6 657	5 430	5 444
– Part-time employees (< 100 %)	FTE	19.1	14.1	15.2
– Rest of Europe	FTE	1 150.3	565.4	651.7
– Central Europe	FTE	3 838.8	3 325.9	3 217.7
– America	FTE	1 523	1 407.8	1 417.8
– Asia	FTE	164	145	172
<b>Total number of staff turnover</b>	Headcount	1 564	1 470	1 402
– < 30 years	Headcount	715	411	371
– 30 to 50 years	Headcount	692	684	785
– > 50 years	Headcount	157	375	246
– Women	Headcount	125	114	113
– Men	Headcount	1 439	1 356	1 289
– Rest of Europe	Headcount	117	53	64
– Central Europe	Headcount	655	900	927
– America	Headcount	792	470	376
– Asia	Headcount	0	47	35

<b>Employees<sup>3</sup></b>		2019/20	2023/24	2024/25
<b>Fluctuation<sup>4</sup></b>	%	21.3	24.4	23.2
– < 30 years	%	47.1	27.1	36.1
– 30 to 50 years	%	16	15.8	21.3
– > 50 years	%	10.4	24.9	18.5
– Women	%	19	17.3	20.1
– Men	%	21.5	20.2	23.5
– Rest of Europe	%	9.3	4.2	8.4
– Central Europe	%	15.8	21.7	26.5
– America	%	45	26.7	23,8
– Asia	%	0	24.7	17.2
<b>New employees (Headcount)</b>	Headcount	1 207	1 362	1 205
– < 30 years	Headcount	609	577	542
– 30 to 50 years	Headcount	541	689	574
– > 50 years	Headcount	57	96	89
– Women	Headcount	133	111	110
– Men	Headcount	1 074	1 251	1 095
– Rest of Europe	Headcount	150	68	186
– Central Europe	Headcount	402	840	579
– America	Headcount	652	435	381
– Asia	Headcount	3	19	59
<b>External employees (Headcount)</b>	Headcount	360	300	215
<b>External employees (FTE)</b>	FTE	287.8	300	215
<b>Total workforce (internal + external employees) (Headcount)</b>	Headcount	7 717	6 336	6 261
<b>Total workforce (internal + external employees) (FTE)</b>	FTE	7 605.6	6 311.9	6 228.2
<b>Percentage of all administrative employees (excluding production employees) who receive regular assessment of their performance and professional development</b>	%	N/A <sup>2</sup>	65.5	77.4
– Women	%	N/A <sup>2</sup>	61	78.8
– Men	%	N/A <sup>2</sup>	59	76.9

<b>Safety and health<sup>3</sup></b>		2019/20	2023/24	2024/25
<b>Occupational accidents</b>	Number	280	160	120
<b>Accident frequency rate</b>	per 1 000 employees	2.5	2.2	1.57
<b>Absence rate</b>	%	N/A <sup>2</sup>	3	3.2
<b>Lost hours</b>	h	30 615	32 467	23 265
<b>Lost days</b>	d	3 826	4 058	2 908

The figures do not include data on RONAL Bathrooms.

<sup>1</sup> Excludes sales locations in the USA and France

<sup>2</sup> No information available

<sup>3</sup> Includes internal employees (without external employees)

<sup>4</sup> Staff turnover rate within the respective group (e.g., within the group "< 30 years")

# GRI CONTENT INDEX

**Statement of use: RONAL GROUP has reported the information cited in this GRI content index for the period from April 1, 2024, to March 31, 2025, with reference to the GRI Standards.**

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

GRI Indicators	Disclosure	Reference and Information
<b>GRI 2: General Disclosures (2021)</b>		
GRI 2-1	Organizational details	About Us, About this Report, Legal Notice
GRI 2-2	Entities included in the organization's sustainability reporting	About Us, Key Data 2024/25, About this Report, Legal Notice
GRI 2-3	Reporting period, frequency and contact point	About this Report, Legal Notice
GRI 2-4	Restatements of information	About this Report, Our People
GRI 2-5	External assurance	About this Report
GRI 2-6	Activities, value chain and other business relationships	About Us, Materiality Matrix and Stakeholder Engagement, Our Business
GRI 2-7	Employees	Our People, Key Data 2024/25
GRI 2-9	Governance structure and composition	About Us
GRI 2-11	Chair of the highest governance body	About Us
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	About Us
GRI 2-13	Delegation of responsibility for managing impacts	About Us
GRI 2-14	Role of the highest governance body in sustainability reporting	About Us
GRI 2-15	Conflicts of interest	<a href="#">Code of Conduct</a>
GRI 2-17	Collective knowledge of the highest governance body	About Us
GRI 2-22	Statement on sustainable development strategy	Foreword by CEO Dr. Alexandra Bendler
GRI 2-23	Policy commitments	Our Business, <a href="#">Code of Conduct</a> , <a href="#">Guideline for sustainability</a>
GRI 2-24	Embedding policy commitments	Our Business, <a href="#">Code of Conduct</a>
GRI 2-25	Processes to remediate negative impacts	Our Business, <a href="#">RONAL Compliance Hotline (Whistleblowing)</a> , <a href="#">Code of Conduct</a>
GRI 2-26	Mechanisms for seeking advice and raising concerns	Our Business, <a href="#">RONAL Compliance Hotline (Whistleblowing)</a> , <a href="#">Code of Conduct</a>
GRI 2-27	Compliance with laws and regulations	Our Business
GRI 2-28	Membership associations	RONAL GROUP is a member of numerous national, international, and industry-specific trade associations and interest groups.
GRI 2-29	Approach to stakeholder engagement	Materiality Matrix and Stakeholder Engagement

GRI Indicators	Disclosure	Reference and Information
<b>GRI 3: Material Topics (2021)</b>		
GRI 3-1	Process to determine material topics	Materiality Matrix and Stakeholder Engagement
GRI 3-2	List of material topics	Materiality Matrix and Stakeholder Engagement
GRI 3-3	Management of material topics: Environmental compliance	Our World
GRI 3-3	Management of material topics: Adaptation to the effects of climate change to ensure business continuity	Our World
GRI 3-3	Management of material topics: Quantification and reduction of the company's greenhouse gas emissions (Scope 1–3)	Our World, Key Data 2024/25
GRI 3-3	Management of material topics: Diversity, inclusion and equal opportunities	Our People, Key Data 2024/25
GRI 3-3	Management of material topics: Protection of human rights	Our People
GRI 3-3	Management of material topics: Ensuring long-term company success	About Us, Our Business
GRI 3-3	Management of material topics: Safety and health	Our People, Key Data 2024/25
GRI 3-3	Management of material topics: Consumer safety and health	Our People
GRI 3-3	Management of material topics: Transparent reporting	Our Business, About this Report
GRI 3-3	Management of material topics: Compliance	Our Business
GRI 3-3	Management of material topics: Sustainability-focused leadership and decision-making	About Us
GRI 3-3	Management of material topics: Anti-corruption	Our Business, Our People
GRI 3-3	Management of material topics: Ethical business conduct	Our Business
<b>GRI 205: Anti-corruption (2016)</b>		
205-2	Communication and training about anti-corruption policies and procedures	Our Business, Our People
<b>GRI 301: Materials (2016)</b>		
301-2	Recycled input materials used	Our Business, Key Data 2024/25
<b>GRI 302: Energy (2016)</b>		
302-1	Energy consumption within the organization	Our World, Key Data 2024/25
302-3	Energy intensity	Our World, Key Data 2024/25
302-4	Reduction of energy consumption	Our World, Key Data 2024/25

GRI Indicators Disclosure

Reference and Information

**GRI 303: Water and Effluents (2018)**

303-3	Water withdrawal	Our World, Key Data 2024/25
303-4	Water discharge	Our World, Key Data 2024/25
303-5	Water consumption	Our World, Key Data 2024/25

**GRI 305: Emissions (2016)**

305-1	Direct (Scope 1) GHG emissions	Our World, Key Data 2024/25, About this Report
305-2	Energy indirect (Scope 2) GHG emissions	Our World, Key Data 2024/25, About this Report
305-3	Other indirect (Scope 3) GHG emissions	Our World, Key Data 2024/25, About this Report
305-4	GHG emissions intensity	Our World, Key Data 2024/25, About this Report
305-5	Reduction of GHG emissions	Our World, Key Data 2024/25, About this Report

**GRI 306: Waste (2020)**

306-3	Waste generated	Our World, Key Data 2024/25
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**GRI 401: Employment (2016)**

401-1	New employee hires and employee turnover	Key Data 2024/25
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GRI Indicators Disclosure

Reference and Information

**GRI 403: Occupational Health and Safety (2018)**

403-1	Occupational health and safety management system	Our People
403-5	Worker training on occupational health and safety	Our People
403-8	Workers covered by an occupational health and safety management system	Our People
403-9	Work-related injuries	Our People, Key Data 2024/25

**GRI 404: Training and Education (2016)**

404-2	Programs for upgrading employee skills and transition assistance programs	Our People, Our Business
404-3	Percentage of employees receiving regular performance and career development reviews <sup>1</sup>	Our People, Key Data 2024/25

**GRI 408: Child Labor (2016)**

408-1	Operations and suppliers at significant risk for incidents of child labor	Our Business
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<sup>1</sup> Administrative employees (excluding production employees)

# ABOUT THIS REPORT

The RONAL GROUP Sustainability Report aims to keep stakeholders up to date on key issues, objectives, and achievement of those 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 in the report. The materiality analysis forms the basis of the Sustainability Report.

## REPORTING PERIOD AND CYCLE

The report covers the 2024/25 financial year (April 1, 2024 to March 31, 2025), with all key data reported as of March 31, 2025. Information from previous years has been included in those places where it was considered necessary to provide readers with a complete picture of RONAL GROUP's sustainability approach and performance. Any information that does not originate from the financial years mentioned is clearly indicated as such.

This is the fifth 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

This report focuses on the 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 an improved data set, the baseline year for targets and key figures for occupational safety and health protection has also been changed to 2019/20 for the 2024/25 financial year.

The following international standard serves as the foundation for capturing, calculating, and reporting the carbon footprint report: ISO 14064-1 (2018-12) "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, more precise estimates subsequently provided and possible changes to calculation factors.

The term "employees" used in the report refers to internal employees who are employed directly by the company. These differ from external employees who do not have a direct employment contract with RONAL GROUP, such as agency or temporary workers. The total workforce of RONAL GROUP encompasses both internal and external employees.

## OWNERSHIP AND LEGAL FORM

The Ronal Foundation, headquartered in Härkingen, Switzerland, has a majority-holding in RONAL GROUP. One of the primary objectives of the Ronal Foundation is to safeguard and promote RONAL GROUP as an independent manufacturing company. Other holdings are in private ownership. RONAL GROUP's headquarters are in Härkingen, Switzerland.

The company operates in the following countries: Czechia, France, Germany, Italy, Mexico, Poland, Portugal, Romania, South Africa, Spain, Switzerland, Taiwan, United Kingdom, USA.

## EXTERNAL ASSESSMENT

CO<sub>2</sub> emissions (Scope 1, Scope 2, Scope 3) were externally assessed. The Sustainability Report as a whole has not been audited externally.

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# LEGAL NOTICE

## CONTACT

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## IMAGES

RONAL GROUP  
EcoVadis

March 2026

RONALGROUP