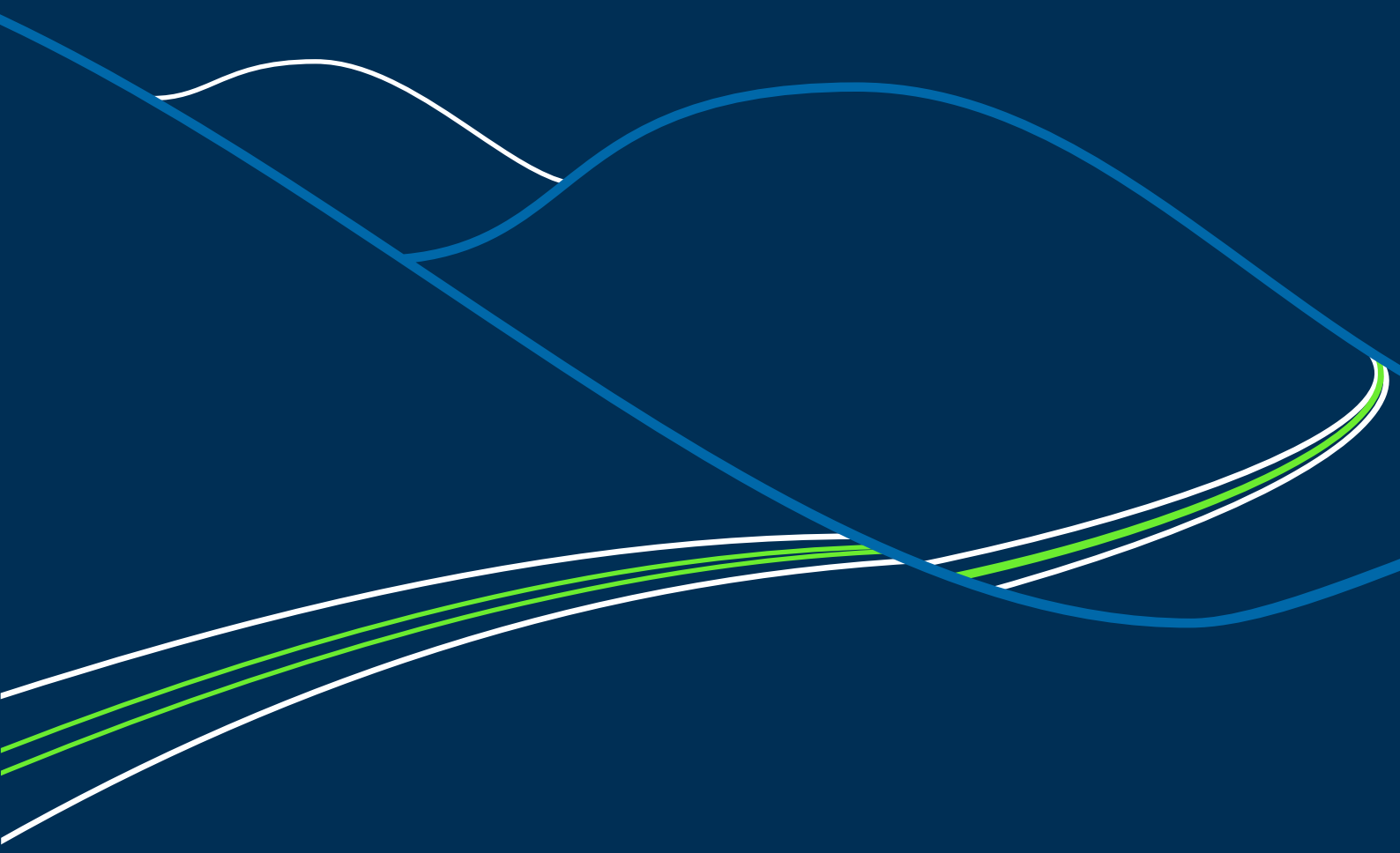
RONALGROUP

SUSTAINABILITY REPORT 2025/26



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“Sustainability is an integral part of how we create long-term value.”

Dr. Alexandra Bendler
CEO RONAL GROUP

As a global supplier to the automotive industry, we continue to operate in an environment shaped by economic uncertainty, changing customer expectations, and the accelerating transition toward more sustainable mobility. We are convinced that responsible business practices, operational excellence and long-term competitiveness go hand in hand.

Guided by our three strategic sustainability pillars, Our People, Our Business and Our World, we continue to strengthen our sustainability performance across the organization. This report highlights the progress we have made while reinforcing the transparency and governance of our sustainability approach.

Our People are our first priority and the continued focus on providing a safe work environment is reflected in the reduction in the number of accidents in the reporting period. At the same time, we increased the range of training and development opportunities for our workforce and initiated numerous engagement activities with local communities across our different sites.

Within Our Business, we further strengthened compliance processes and continued to improve the sustainability performance of our supply chain. Our aluminum sourcing strategy reduced the carbon intensity of purchased aluminum from 8.3 to 7.6 kg CO_2 per kilogram of aluminum compared with the previous business year.

In our third pillar, Our World, we also achieved meaningful improvements. The share of renewable energy consumption increased, supported in part by our investments in our own photovoltaic systems. At the same time, water consumption per wheel improved and the proportion of recycled content per wheel grew – supporting the protection of our environment and resources.

While we are encouraged by the progress achieved during the reporting period, we know there is still much work ahead. Sustainability is not a destination but an ongoing commitment that requires innovation, accountability and close collaboration across our entire value chain.

As I reflect on the year behind us, I am particularly proud of the dedication and commitment shown by our employees around the worlsd. The progress outlined in this report is the result of their efforts and the trust of our customers, suppliers and business partners. I would like to sincerely thank them for their contribution and continued support. Together, we will continue to build a stronger, more sustainable future for our company and the communities we serve.

Dr. Alexandra Bendler
CEO RONAL GROUP

ABOUT US

Headquartered in Härkingen, Switzerland, RONAL GROUP is a globally operating company with approximately 6 400 total workforce across two business divisions: RONAL Wheels and RONAL Bathrooms. Founded in Germany in 1969, the Group today operates production facilities in 14 countries, serving customers around the world.

RONAL Wheels is one of the world's leading manufacturers of light alloy wheels for passenger cars and commercial vehicles. Combining innovative engineering, advanced manufacturing technologies and distinctive design, the division develops products that meet the highest standards of quality, safety and performance.

RONAL Bathrooms complements the Group's portfolio with premium solutions for the bathroom and wellness sector. Under the brands RONAL, KUDOS, KAROL and GLASS 1989, the division offers a broad range of products that combine technical expertise, innovative design and exceptional craftsmanship to create high-quality bathroom environments.

Across both business divisions, RONAL GROUP is united by a shared commitment to innovation, quality and long-term sustainable value creation.

SUSTAINABILITY ORGANIZATION

Sustainability is firmly embedded in RONAL GROUP's corporate strategy and governance framework. Responsibility for overseeing the Group's economic, environmental and social performance rests with the Board of Directors, which ensures that sustainability considerations are integrated into strategic decision-making and long-term business development. The Board also reviews and approves the annual Sustainability Report.

The Board of Directors receives regular updates on the implementation of sustainability initiatives, progress towards strategic objectives and emerging sustainability-related developments. Ongoing discussions enable the Board to monitor key opportunities, risks, stakeholder expectations and evolving regulatory requirements.

The members of the Board of Directors, including the Chair, are independent and are not involved in the day-to-day management of the Group. During the reporting year, the Board consisted of Achim Rägle (Chairman), Alexander Wirth, Sandro Müller, Martin Hirzel, Dr. Klaus Weiss and Gerhard Bosch.

To support its responsibilities, the Board has established two permanent committees: the Audit & Risk Committee and the Nomination & Compensation Committee. Sustainability-related matters fall within the remit of the Audit & Risk Committee, which assists the Board in monitoring sustainability performance, governance and risk management.

The Board of Directors has delegated responsibility for the operational management of sustainability to the Executive Board. At Group level, sustainability activities are coordinated by the Group Sustainability function in close cooperation with the Executive Board, corporate functions and production sites.

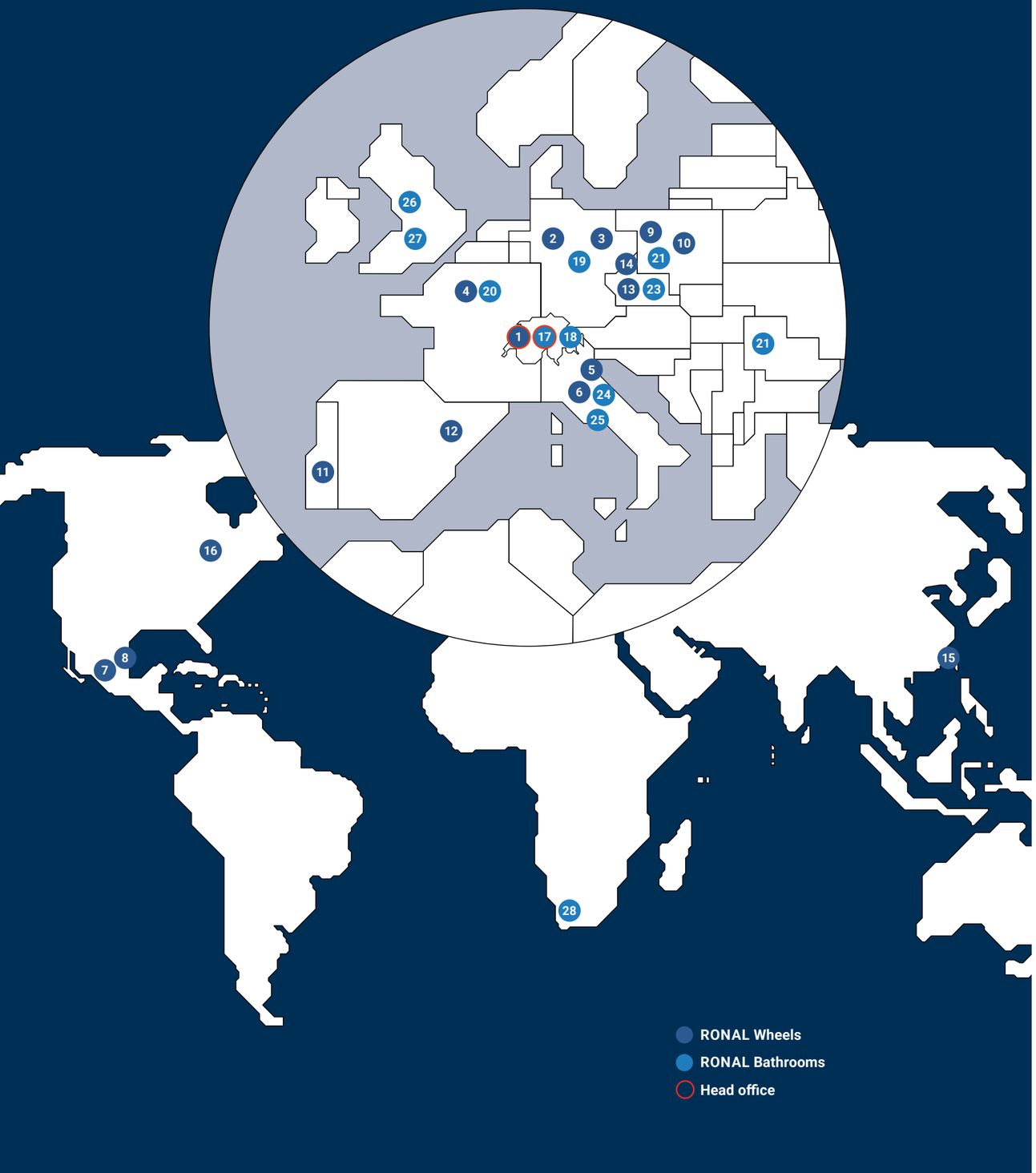
Cross-functional working groups provide technical expertise and coordinate specific sustainability topics across the organization.

This collaborative structure enables efficient implementation of initiatives while ensuring that operational responsibility remains with the respective business units, legal entities and specialist departments.

Through this governance framework, RONAL GROUP ensures that sustainability is integrated into business processes, supports strategic decision-making and is intended to support the Group.

CORPORATE VALUES

GLOBAL PRESENCE: LOCATIONS



RONAL Wheels

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

RONAL Bathrooms

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

As of July 2026

RONAL WHEELS IN FIGURES 2025/26

5 604

FTE as at March 31, 2026
Excluding temporary and external employees

1969

Year founded

15.8

Production in million wheels

1 227 000

Revenue in thousand EUR

~63 %*

Equity ratio

12

Production sites on three continents

* This data relates to the entire RONAL GROUP.

RONAL BATHROOMS IN FIGURES 2025/26

414

FTE as at March 31, 2026
Excluding temporary and external employees

1981

Year founded

157

Production in thousands

78 100

Revenue in thousand EUR

6

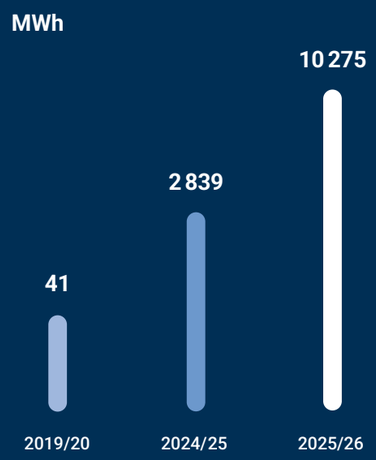
Production sites

SUSTAINABILITY IN FIGURES

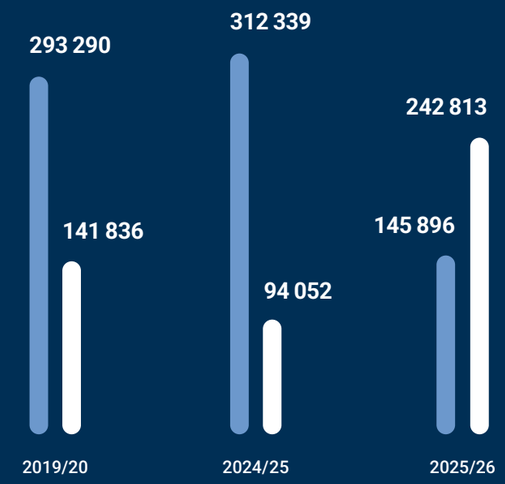
242 813

MWh of renewable electricity used in 2025/26.

POWER GENERATED BY OWN PHOTOVOLTAIC SYSTEMS



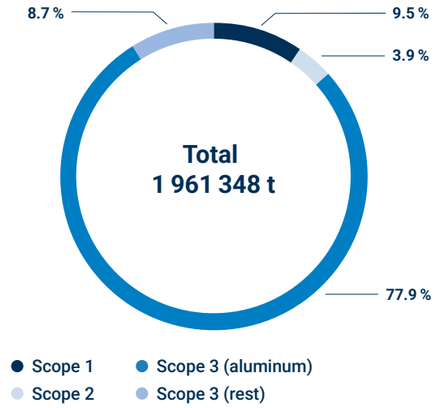
RENEWABLE SHARE OF ELECTRICITY CONSUMPTION



10 275

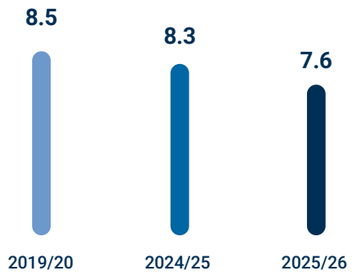
MWh of electricity generated thanks to four photovoltaic systems. It represents 2.3 % of all electricity consumed at RONAL Wheels.

CO_2e EMISSIONS

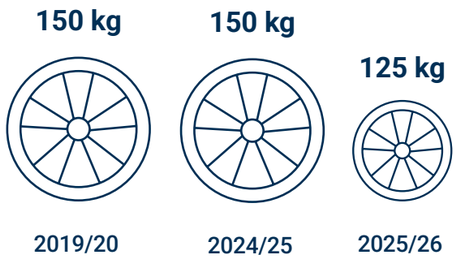


ALUMINUM FOOTPRINT

kg CO_2/kg aluminum



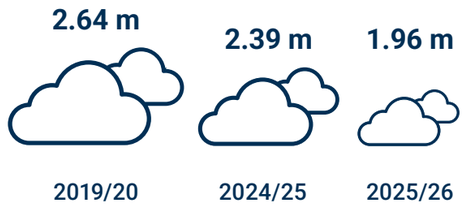
CARBON FOOTPRINT OF OUR WHEELS*



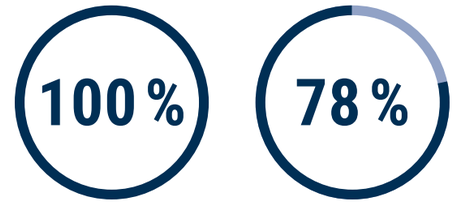
* Data was reevaluated from past reports

CO_2e EMISSIONS

RONAL GROUP's CO_2e emissions including the upstream supply chain (Scope 1, 2 and 3) in tons:



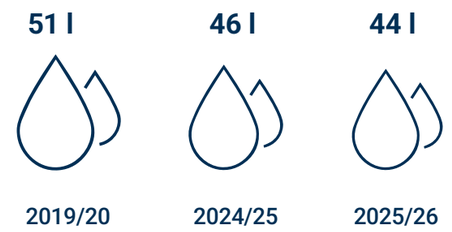
ALUMINUM CERTIFICATION



of our aluminum suppliers are ASI Performance Standard certified

of our aluminum suppliers are ASI Chain of Custody certified

LESS WATER CONSUMPTION PER WHEEL



MATERIALITY MATRIX AND STAKEHOLDER ENGAGEMENT

Understanding the expectations of our stakeholders and the sustainability topics that are most relevant to our business remains a key element of RONAL GROUP's sustainability strategy.

MATERIALITY MATRIX

Our materiality assessment provides the foundation for defining priorities, setting targets and developing measures across our three strategic fields of action: **Our People**, **Our Business** and **Our World**. These fields of action continue to guide our sustainability activities and are closely aligned with our Strategy 2030.

The current assessment builds on the stakeholder engagement process conducted across the Group in 2022 and remains the basis for sustainability reporting during the 2025/26 reporting cycle. It reflects the topics considered most relevant by both RONAL GROUP and its stakeholders, including customers, employees, suppliers, investors, authorities, industry associations and local communities.

Since the original assessment was conducted, sustainability expectations and regulatory requirements have evolved significantly. During the reporting year, RONAL GROUP therefore continued to further develop its materiality approach in preparation for future reporting requirements under the Corporate Sustainability Reporting Directive (CSRD) and the related European Sustainability Reporting Standards (ESRS).

While the current report continues to be structured according to our established sustainability framework, future assessments will incorporate the principles of double materiality, considering both the financial effects of sustainability topics on our business (financial materiality) and the impact of our activities on people and the environment (impact materiality).

The materiality topics identified remain highly relevant and continue to shape our sustainability agenda. Particular focus areas include occupational health and safety, human rights, diversity and inclusion, responsible business conduct, compliance, climate protection, greenhouse gas emissions, sustainable sourcing, resource efficiency and long-term business resilience.

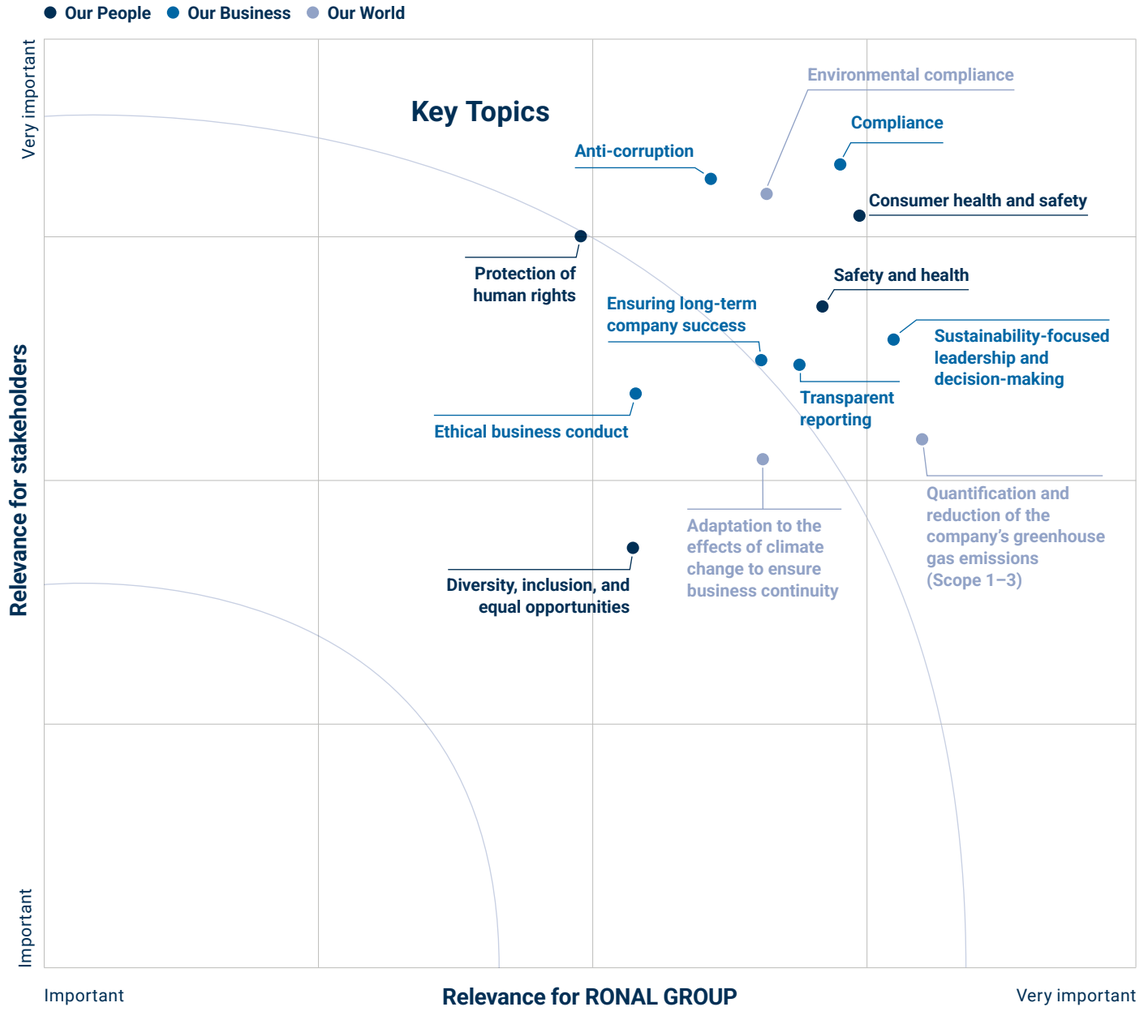
Recent developments in regulations and stronger customer expectations have further reinforced the importance of topics such as progress towards the decarbonization of our value chain, the responsible sourcing of aluminum, circular economy initiatives, renewable energy, transparent supply chains and ethical business conduct. These priorities are reflected in our RONAL-Re (recycling) project, our supplier sustainability requirements and the updated Group Code of Conduct.

STAKEHOLDER ENGAGEMENT

Regular dialog with stakeholders helps us better understand expectations, identify emerging challenges and continuously improve our sustainability performance.

RONAL GROUP maintains ongoing engagement with its key stakeholder groups through customer discussions, supplier collaboration, employee communication channels, industry associations, audits, sustainability assessments and community initiatives. Particularly close cooperation exists with our customers and suppliers, who play a critical role in advancing sustainability throughout the value chain. Increasing expectations regarding low-carbon products, transparency, responsible sourcing and climate action continue to influence our priorities and long-term sustainability objectives.

The insights gained through stakeholder engagement support strategic decision-making and contribute to the continuous development of our sustainability program and reporting practices.



The matrix shown reflects the materiality assessment performed in 2022 and therefore does not represent the double materiality assessment currently being prepared for future ESRS reporting.

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 following SDGs:

	SDG	Key Topics
Our People	3 GOOD HEALTH AND WELL-BEING	• Safety and health • Consumer health and safety
	5 GENDER EQUALITY	• Diversity, inclusion, and equal opportunities
	8 DECENT WORK AND ECONOMIC GROWTH	• Protection of human rights
Our Business	8 DECENT WORK AND ECONOMIC GROWTH	• Ethical business conduct • Compliance • Transparent reporting • Anti-corruption
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• Ensuring long-term company success
	13 CLIMATE ACTION	• Sustainability-focused leadership and decision-making
Our World	13 CLIMATE ACTION	• 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)

RECOGNITION FOR OUR SUSTAINABILITY PERFORMANCE

INDEPENDENT ESG RATINGS

Independent sustainability assessments provide valuable feedback on our progress and help us continuously improve our environmental, social and governance performance. During the 2025/26 reporting year, RONAL Wheels received positive recognition from two internationally recognized ESG rating organizations.

RONAL Wheels was awarded a Bronze Medal by EcoVadis, placing the company among the top 35 % of all organizations assessed worldwide during the 12 months preceding the award. The assessment recognizes the strength of our sustainability management system and evaluates performance across four key areas: Environment, Labor & Human Rights, Ethics and Sustainable Procurement.

Our commitment was also reflected in the latest CDP assessment. RONAL Wheels maintained a B rating for both Climate Change and Water Security. In addition, the company achieved an A rating in the Supplier Engagement Assessment, which evaluated supplier-related climate action for the first time during the reporting year.

ESG PERFORMANCE 2025/26

EcoVadis	CDP
Bronze Medal	Climate Change: **B**
Top 35% worldwide	Water Security: **B**
	Supplier Engagement: **A**

OUR GOALS AND FIELDS OF ACTION

Sustainability is an integral part of RONAL GROUP's corporate strategy. By taking ESG criteria into account, we pursue a structured approach to managing our environmental, social and governance responsibilities while supporting long-term business success. Our efforts are built around three strategic fields of action:

2026

Continued progress in all ESG fields.

2030

CO_2e emissions (Scope 1 and 2) have reduced by 50 % compared to 2019/20).

2050

Continue our long-term decarbonization journey in line with the EU's climate-neutrality objective.

OUR PEOPLE

Employee development, occupational safety and health protection.

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

In the 2025/26 financial year, the number of occupational accidents fell by 61 % compared to the baseline year. We achieved our goal by the end of 2024/25 financial year.

OUR BUSINESS

Innovative and sustainable products designed to reduce environmental impacts over their lifecycle, responsible sourcing principles and ethical business conduct.

By 2030, the carbon footprint of our wheels is to be reduced by 30 % compared to the 2019/20 baseline year.

In the 2025/26 financial year, the carbon footprint of our wheels fell by 17 % compared to the baseline year.

OUR WORLD

Climate protection, energy efficiency and responsible resource management.

By 2030, our target is to reduce the Scope 1 and 2 emissions by 50 % compared to the 2019/20 baseline year.

In the 2025/26 financial year, the Scope 1 and 2 emissions fell by 44 % compared to the baseline year.

OUR PEOPLE

At RONAL GROUP, our people are the foundation of our success. Their expertise, commitment and passion enable us to deliver high-quality products, drive innovation and create long-term value for our customers and stakeholders.

We are committed to providing a safe, healthy and inclusive working environment in which employees can develop their skills, contribute their ideas and realize their full potential. Respect for people, equal opportunities and responsible leadership are deeply embedded in our company culture and reflected in our values of Passion, Trust, Respect, Appreciation, Entrepreneurship and Discipline.

HEALTH AND SAFETY

Protecting the health and safety of our employees remains our highest priority. We strive to create workplaces where everyone can perform their work safely and return home healthy every day.

Our occupational 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 response, employee participation and accountability, transparency and monitoring. Our occupational safety strategy incorporates setting goals, assessing risk, providing protective measures and training.

Throughout the reporting year, we continued to strengthen our safety culture through targeted training, awareness campaigns, preventive measures and local improvement initiatives.

These efforts contributed to a continued focus on reducing workplace accidents and promoting safe behavior across all locations.

Occupational health and safety is also a key principle of our Code of Conduct, which commits RONAL GROUP to maintaining safe working conditions and continuously improving health and well-being throughout the organization.

OCCUPATIONAL ACCIDENTS

	2019/20*	2024/25	2025/26
Fatal accidents	0	0	0
Very serious occupational accidents	8	9	0
Serious occupational accidents (241 to 720 hours lost)	29	20	14
Moderate occupational accidents (121 to 240 hours lost)	29	24	49
Minor occupational accidents (1 to 120 hours lost)	214	67	47
Total	280	120	110

* 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.

LEARNING, DEVELOPMENT AND LEADERSHIP TRAINING

The transformation of our industries requires new skills, continuous learning and strong leadership. RONAL GROUP therefore invests in the development of its employees through technical, professional and leadership training programs.

During the reporting year, employees participated in a wide range of learning activities covering operational excellence, compliance, sustainability, digitalization and personal development. We continued to strengthen leadership capabilities and support knowledge sharing across functions, regions and sites.

RONAL GROUP's dedicated learning platform, the Employee Development Center (EDC), was initially implemented across all RONAL Wheels sites. Since the 2025/26 financial year, the platform has also been rolled out across all RONAL Bathrooms sites, further expanding access to learning and development opportunities throughout the Group. 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 launched a comprehensive soft skills campaign aimed at strengthening key interpersonal competencies across the organization. Through videos and information materials, employees received practical guidance on topics such as conflict management, intercultural awareness and effective communication. In the 2025/26 financial year, the campaign was extended to include RONAL Bathrooms.

Overall, employees completed approximately 14,277 learning units in 2025/26. The training portfolio comprises more than 960 different learning initiatives, covering a broad range of topics, including compliance, internal policies, occupational health and safety, environmental protection, business ethics, plant operations, process-specific safety protocols, and soft skills.

The SLII® (Situational Leadership II®) training, completed by managers worldwide by the end of 2022, has continued as SLII® One Year Later since the 2023/24 financial year. The two-stage in-person program equips managers with practical leadership skills, including effective employee conversations and fostering a constructive feedback culture. After 12 months, participants return for a follow-up session to refresh and deepen their knowledge based on their practical experience. In 2025/26, new managers across all RONAL Wheels sites and newly promoted ones continued to join the program.

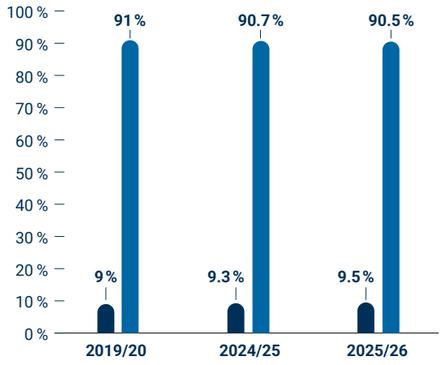
During the reporting year, managers participated for the second time in a leadership evaluation as part of the performance dialog process. Employees assessed their managers against RONAL Wheels' five values – Passion, Trust, Respect, Appreciation and Entrepreneurship – using the SLII® framework (scale 1– 5). Building on the previous year's evaluation, the results provide further insights into leadership effectiveness and development needs and will help shape future global leadership development initiatives.

By fostering a culture of continuous learning, we aim to prepare our workforce for future challenges while creating attractive development opportunities for our employees.

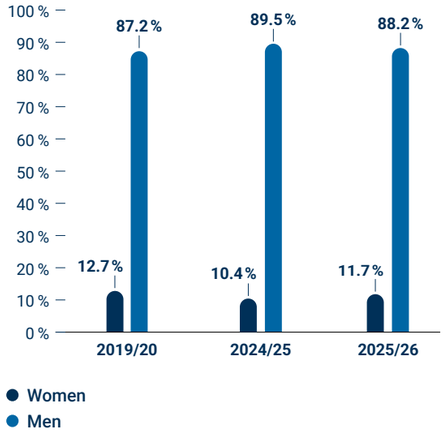
DIVERSITY, INCLUSION AND RESPECT

RONAL GROUP is committed to providing equal opportunities and treating all employees with fairness, dignity and respect. We do not tolerate discrimination, harassment or bullying in any form.

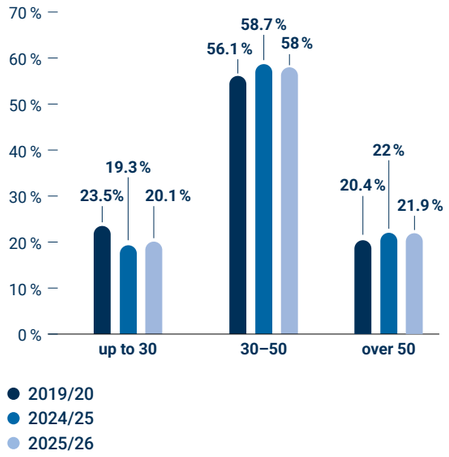
GENDER DISTRIBUTION IN RONAL WHEELS



GENDER DISTRIBUTION IN MANAGEMENT POSITIONS IN RONAL WHEELS



AGE DISTRIBUTION IN RONAL WHEELS (AGE GROUP WOMEN & MEN)



Our Code of Conduct reaffirms our commitment to internationally recognized human rights, inclusion, equal treatment and the protection of vulnerable groups. Employment decisions are based solely on qualifications, performance and experience.

We believe that diverse perspectives contribute to innovation, better decision making and long-term business success. Therefore, we continue to promote an inclusive workplace culture where every individual feels valued and respected.

LIVING OUR VALUES BEYOND THE WORKPLACE

Being a responsible employer also means contributing positively to the communities in which we operate. Across the Group, our employees actively support initiatives that promote education, social inclusion and community engagement.

These initiatives demonstrate how our employees bring RONAL GROUP's values to life beyond the workplace and contribute to creating positive and lasting impacts in our communities.

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 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 occupational health and safety is protected. In the 2025/26 financial year, 100 % of our aluminum suppliers were certified according to the ASI Performance Standard.

LOOKING AHEAD

As we continue our sustainability journey, investing in our people remains a strategic priority. By fostering a culture of safety, learning, inclusion and engagement, we aim to create an environment where employees can thrive, contribute and grow together with the company.

Our people are not only the driving force behind our success today – they are also essential to shaping the sustainable future of RONAL GROUP.

TURNING OLD COMPUTERS INTO NEW OPPORTUNITIES FOR CHILDREN

Education: Supporting Digital Inclusion

Handover of computers to the Computers for Kids Foundation, Czech Republic

Supporting local communities is an important part of RONAL GROUP's commitment to social responsibility. During the reporting year, colleagues at our Czech operations partnered with the Computers for Kids Foundation and Mironet to give used company computers a second life.

A total of 57 computers were refurbished and donated to children from socially disadvantaged families. By providing access to technology, the initiative helps young people develop digital skills, participate in modern education and create better opportunities for their future.

Beyond its social impact, the project also contributes to responsible resource management by extending the useful life of electronic equipment and reducing waste. The initiative demonstrates how local engagement can create meaningful benefits for both communities and the environment. It also reflects the values that guide RONAL GROUP every day: appreciation, responsibility and entrepreneurship.

"By giving technology a second life, we help create new opportunities for children while contributing to a more sustainable use of resources."

CELEBRATING CHILDREN'S DAY WITH THE RONAL FAMILY

Family & Culture

At our RONAL plants in Mexico, we believe that strong communities begin with strong families. During the reporting year, our teams in Querétaro and San Luis Potosí celebrated Children's Day by welcoming the children of our employees to two special events dedicated to learning, fun and shared experiences.

Around 100 children participated in each event, enjoying games, activities and prizes in an atmosphere filled with excitement and laughter.

For many of the older children, the highlight of the day was a guided visit to the production facility, where they gained first-hand insight into the work carried out by their parents every day.

"Children's Day is a wonderful opportunity to open our doors to the next generation and share the pride we take in our work every day."

The plant tours provided a unique opportunity for children to discover how RONAL wheels are manufactured and to better understand the dedication, expertise and teamwork behind our products. At the same time, the events created memorable experiences for families and strengthened the connection between employees, their families and the company.

Initiatives such as these reflect our commitment to fostering an inclusive and family-oriented workplace culture. They also demonstrate the importance of creating opportunities that bring people together, encourage learning and strengthen our local communities.

Children's Day celebration and plant visit at RONAL Querétaro, Mexico.

CREATING OPPORTUNITIES THROUGH INCLUSION

Inclusion

At RONAL GROUP, we believe that diversity and inclusion are essential elements of a strong and sustainable society. Our commitment extends beyond our own workforce and includes supporting initiatives that create meaningful opportunities for people with disabilities.

For many years, our logistics center RONAL Performance in Forst, Germany, has maintained a close partnership with Lebenshilfe Bruchsal-Bretten, a regional organization dedicated to supporting people with physical, intellectual and mental disabilities.

Employees of Lebenshilfe Bruchsal-Bretten preparing wheel accessories and packaging materials for RONAL GROUP.

Through this collaboration, various wheel accessories and packaging components are assembled and prepared in specialized workshops operated by Lebenshilfe. These include sets of wheel nuts, bolts, centering rings, adapters, design elements, premium center caps and packaging materials for aluminum wheels.

Beyond providing meaningful employment opportunities, Lebenshilfe supports individuals in many aspects of daily life, including vocational training, personal development and suitable living arrangements that enable a high degree of independence and self-determination.

“Inclusion means creating opportunities for everyone to contribute, grow and participate. Strong partnerships help make this possible.”

The long-standing partnership demonstrates how businesses and social organizations can work together to create sustainable value for both society and the local community. At the same time, it reflects RONAL GROUP’s commitment to equal opportunities, inclusion and responsible business practices.

By building long-term relationships based on trust and mutual respect, we help create opportunities for people to contribute their skills, develop their potential and participate actively in working life.

INSPIRING THE NEXT GENERATION THROUGH ENVIRONMENTAL EDUCATION

Environmental Education in Taiwan: Passing on Knowledge to the Next Generation

Students participating in the Environmental Education 3.0 program at Fullchamp, Taiwan

At RONAL GROUP, sustainability extends beyond our operations and products. We believe that creating a more sustainable future also requires investing in education and raising environmental awareness within our communities.

To support local elementary schools, Fullchamp, our Taiwan-based subsidiary producing forged wheels, launched the program “Environmental Education 3.0 – The Battle Against Air Pollution”.

The initiative combines environmental education with practical industry insights, helping students understand the causes and impacts of air pollution as well as the measures that can be taken to reduce it.

Through interactive workshops, hands-on activities and on-site visits, students gained valuable knowledge about environmental protection and the role that industry can play in improving air quality. The program encouraged active participation and enabled children to experience sustainability concepts in a practical and engaging way.

“Environmental awareness begins with education. By sharing knowledge and practical experience, we can help inspire the next generation to contribute to a more sustainable future.”

The positive response from students, teachers and families demonstrated the value of combining educational initiatives with real-world experience. By sharing expertise and encouraging environmental awareness at an early age, the program helps empower young people to make informed decisions and contribute to a more sustainable future.

The initiative reflects RONAL GROUP’s commitment to social engagement, environmental responsibility and long-term value creation within the communities where we operate.

MAKING A DIFFERENCE TOGETHER IN OUR LOCAL COMMUNITY

Community Volunteering

At RONAL GROUP, sustainability is not only reflected in our products and operations but also in the way we engage with the communities around us. Through voluntary initiatives and local partnerships, our employees actively contribute to creating positive change where they live and work.

On World Environment Day, around 50 employees from APP-TECH in Mestrino, Italy, joined forces with the local municipality, community organizations and regional partners to support the revitalization of public spaces throughout the town.

APP-TECH employees and community partners participating in World Environment Day activities in Mestrino, Italy

“Positive change begins when people come together with a shared purpose. Every contribution helps create stronger communities and a better environment for future generations.”

Together, the volunteers collected litter, cleaned green areas and restored public facilities, helping to improve the appearance and usability of shared community spaces. The initiative provided an opportunity for employees to work side by side with local residents and organizations while making a visible contribution to the local environment.

Beyond the immediate results, the project demonstrated the value of collaboration and civic engagement. By investing time and energy in their local community, employees helped strengthen connections between APP-TECH and the people of Mestrino while contributing to a cleaner and more attractive environment for everyone.

The initiative reflects the spirit of teamwork, responsibility and appreciation that characterizes RONAL GROUP and highlights how even small actions can create a meaningful and lasting impact.

OUR BUSINESS

Sustainability is becoming an increasingly important driver of innovation, customer expectations and long-term competitiveness. RONAL GROUP therefore continues to integrate sustainability considerations throughout the entire product lifecycle and value chain.

Our approach combines close supplier collaboration, clear sustainability expectations and structured supplier management processes to promote responsible business practices throughout our value chain. Sustainability considerations are integrated into supplier selection, onboarding, evaluation and development processes, helping us identify risks, foster continuous improvement and strengthen long-term partnerships.

Our expectations towards business partners are defined in the RONAL GROUP Guideline for Sustainability for business partners, which sets out requirements relating to environmental protection, human rights, occupational health and safety, ethical business conduct and responsible supply chain management. These principles are complemented by our Supplier Manual, which establishes operational, quality, logistics, environmental and governance requirements applicable throughout the supplier relationship.

To support responsible product stewardship and regulatory compliance, suppliers are required to comply with our List of prohibited substances, covering applicable legal requirements and recognized automotive industry standards, including REACH, SVHC, GADSL and conflict minerals reporting where relevant.

Sustainability-related aspects form part of our supplier qualification and evaluation processes. Depending on the supplier category, structured Supplier self-assessments are used to evaluate relevant environmental, social, governance and quality-related topics and to support supplier development through regular dialog and continuous improvement.

As digital collaboration continues to grow, information security has become an increasingly important element of supplier management. Suppliers are therefore expected to comply with the Supplier Information Security Guideline and, where appropriate, demonstrate their information security maturity through recognized assessment approaches such as the TISAX Supplier Information Security Checklist. The processing of personal data within supplier relationships is governed by the RONAL GROUP Privacy Notice and applicable data protection legislation.

Beyond these governance processes, we work closely with suppliers to increase the use of certified and low-carbon aluminum, improve material transparency and strengthen circular material flows. Through ongoing engagement and collaboration, we support our suppliers in advancing their sustainability performance while contributing to the resilience of our value chain.

RONAL GROUP does not tolerate forced labor, modern slavery or child labor in its own operations or business relationships. Compliance with these principles is supported through supplier requirements, contractual commitments, supplier assessments and ongoing engagement. During the reporting period, no evidence of child labor was identified within our own operations.

RONAL GROUP addresses child labor risks in its supply chain in line with the requirements of the Swiss Ordinance on Due Diligence and Transparency (VSoTr). Our suppliers are required to comply with our human rights standards, including the prohibition of child labor and forced labor, as defined in our Code of Conduct and Supplier Manual. Relevant suppliers are subject to risk-based assessments and, where appropriate, audits. Based on our assessments and monitoring activities, no significant risks or indications of child labor have been identified in our relevant supply chains.

OUR TARGETS

By 2030, RONAL GROUP aims to achieve a reduction of at least 50 % in absolute Scope 1 and Scope 2 emissions compared with the 2019/20 baseline. Transitioning towards 100 % renewable electricity by 2030 will help us to achieve this goal. We are continuously investigating Power Purchase Agreements (PPAs), certified renewable energy contracts and additional on-site solar power.

Our decarbonization roadmap beyond 2030 is evolving. We are committed to supporting a lower-carbon future while implementing attainable goals, aligned with the pace of proven, reliable and cost-effective technological advancements.

We support the transition to a low-carbon economy and are implementing initiatives to reduce greenhouse gas emissions throughout our operations. Our decarbonization strategy focuses on energy efficiency, renewable electricity, process improvements and increased use of recycled materials. We continuously evaluate emerging technologies and market developments to identify additional opportunities for emissions reductions. Given the current technological, economic and market uncertainties within the aluminum industry, we have established milestones to progress towards CO_2e-neutrality.

Our strategy and targets will be reviewed periodically as enabling technologies, customer demand and the regulatory environment evolve.

The pace of decarbonization depends on the availability of technically proven and economically viable technologies, access to renewable energy, supportive policy frameworks, and sufficient market demand for low-carbon aluminum products.

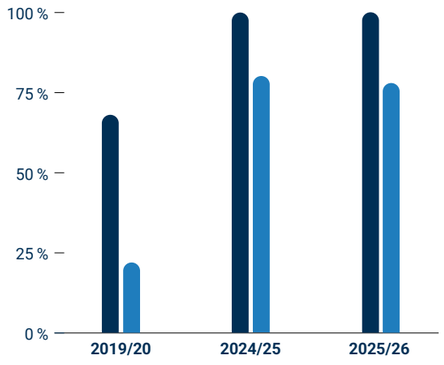
RESPONSIBLE SOURCING PRINCIPLES AND LOW-CARBON ALUMINUM

A detailed analysis of our emissions profile confirms that the majority of our carbon footprint originates from the value chain, with aluminum accounting for more than 70 % of total emissions associated with wheel production. As a result, material sourcing, recycling and supplier engagement remain key priorities.

During the reporting year, significant progress was achieved in reducing emissions associated with purchased aluminum. Emissions associated with primary aluminum sourcing decreased from 1.78 million tCO_2e to 1.53 million tCO_2e, representing a year-on-year reduction of 14 %.

At the same time, the weighted average carbon footprint of purchased primary aluminum improved from 8.3 kg CO_2e/kg aluminum to 7.6 kg CO_2e/kg aluminum. We continued to work closely with suppliers to improve transparency, strengthen sustainability performance and increase the availability of low-carbon materials throughout the value chain.

PROPORTION OF ALUMINUM PURCHASED FROM ASI PERFORMANCE AND CHAIN OF CUSTODY-CERTIFIED SUPPLIERS*



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.

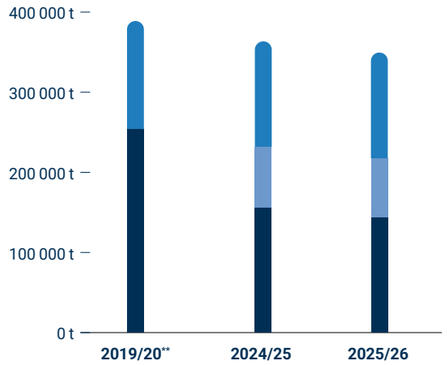
To ensure compliance with functional and operational readiness requirements, we validate design and product quality throughout the entire development process based on defined criteria. We have our own laboratories with state-of-the-art testing equipment for quality control.

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 the past years, 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 was introduced in 2018 in a uniform manner at all sites, and is monitored annually.

* For absolute values, see the chapter "Key Data 2025/26", p. 44–47

MATERIAL CONSUMPTION*



CIRCULAR ECONOMY AND RONAL-RE

The RONAL-Re recycling project remains a key element of our circular economy strategy. Through increased recycling activities, closed-loop material flows and the integration of post-consumer recycled aluminum, we seek to significantly reduce the carbon footprint of our products. The increased use of recycled materials contributed positively to reducing the use of primary aluminum during the reporting year. The volume of post-consumer recycled aluminum used increased from 1.3 million kg to 1.7 million kg, while the share of post-consumer recycled aluminum in the overall material mix increased from 0.6% to 0.9%.

Through these efforts, we are reducing the demand for primary raw materials while advancing our ambition to create more circular products and processes.

SUPPORTING SUSTAINABLE CUSTOMER SOLUTIONS

Customers increasingly seek products with lower environmental impacts and greater transparency throughout the value chain. RONAL GROUP therefore continues to support customers in achieving their own sustainability objectives.

This includes the development of low-carbon alloy wheels with verified Product Carbon Footprints, increased transparency of emissions data and collaborative initiatives focused on recycled content, material efficiency and product optimization.

Another important area of innovation is weight reduction. By continuously optimizing wheel design and manufacturing processes, we reduce material consumption while maintaining the highest standards of quality, safety and performance. Lightweight wheels require fewer raw materials, contribute to lower emissions during production and help improve vehicle efficiency through reduced weight. Depending on the vehicle type, this can support lower fuel consumption or increased driving range for electric vehicles.

By combining innovation, engineering expertise and sustainability considerations, we help our customers advance their own decarbonization strategies while delivering products that contribute to improved resource efficiency and lower environmental impacts throughout the product lifecycle.

* For absolute values, see the chapter "Key Data 2025/26", p. 44–47
** Low-carbon aluminum: No information available

COMPLIANCE AND RESPONSIBLE BUSINESS CONDUCT

Responsible business conduct forms the foundation of all business activities at RONAL GROUP. 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. During the reporting year, the revised Group Code of Conduct continued to provide the framework for ethical and compliant behavior across all locations and legal entities.

The Code of Conduct covers topics including human rights, labor standards, health and safety, anti-corruption, fair competition, environmental responsibility, data protection and information security. The code applies to all employees and third parties acting on behalf of RONAL GROUP.

RONAL GROUP is committed to respecting internationally recognized human rights, promoting equal opportunities, preventing discrimination and ensuring safe and healthy working conditions throughout its operations. We also expect suppliers, business partners and other stakeholders to uphold equivalent standards and principles throughout the value chain.

Through regular training, awareness programs and compliance processes, we support employees in acting responsibly and conducting business in accordance with applicable laws, regulations and internal standards.

TRAINING COURSES AND COMPLIANCE HOTLINE

We regularly provide our employees with compliance training that is both role- and task-specific. Training programs cover 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.

During the 2025/26 financial year, a total of 35 cases were reported through the Compliance Hotline. The reports covered a range of topics, primarily human resources matters, potential breaches of the Code of Conduct, bribery and corruption and conflicts of interest. All reported cases were reviewed and completed during the reporting period, with no cases remaining open at the end of the financial year.

LOOKING AHEAD

The transition towards a lower-carbon and more resource-efficient economy presents both challenges and opportunities. By combining responsible sourcing, circular economy solutions, innovation and strong governance, RONAL GROUP is strengthening its competitiveness while supporting the sustainable transformation of the industry.

We will continue to work closely with customers, suppliers and other stakeholders to drive measurable progress towards our sustainability ambitions and create long-term value across the entire value chain.

OUR WORLD

Protecting the environment and reducing the negative environmental impacts of our operations are central elements of RONAL GROUP's sustainability strategy. We continue to improve environmental performance across all production sites while supporting the transition towards a lower-carbon future.

Our environmental efforts focus on climate protection, energy efficiency, renewable energy, responsible resource management and the continuous reduction of environmental impacts throughout our operations.

CLIMATE ACTION

Climate change remains one of the most significant global challenges and requires collective action across industries and value chains. At RONAL GROUP, we aim to contribute to the goals of the Paris Agreement.

Our ambition is to achieve the target according to the EU long-term strategy across Scope 1, Scope 2 and Scope 3 emissions by 2050 or earlier. Intermediate targets include reducing absolute Scope 1 and Scope 2 emissions by at least 50 % by 2030 compared with the 2019/20 baseline. Progress towards these objectives is monitored regularly and supported by investments in energy efficiency, renewable electricity and operational improvements across our sites.

ENERGY AND EMISSIONS

Energy consumption and greenhouse gas emissions remain key focus areas due to the energy-intensive nature of wheel manufacturing.

During the reporting year, direct Scope 1 emissions from natural gas consumption amounted to approximately 175 920 tCO_2e compared with 183 718 tCO_2e in the previous year. Natural gas consumption increased from 859 GWh to 871 GWh. These developments reflect changes in production requirements, product mix and operational demand across the Group.

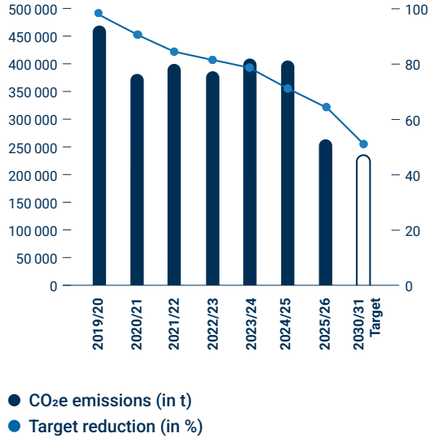
At the same time, continued progress was achieved in reducing indirect Scope 2 emissions through the increased use of renewable electricity and site-specific energy initiatives.

Particularly strong improvements were achieved at several production facilities. Aggregated Scope 2 emissions at our three Polish plants were reduced from 102 851 tCO_2e to 8 480 tCO_2e for the 2025/26 reporting year.

Meanwhile, emissions at our Czech wheel plant in Jičín fell from 31 786 tCO_2e to 17 384 tCO_2e, while emissions at our Czech wheel plant in Pardubice decreased from 28 082 tCO_2e to 15 201 tCO_2e.These reductions demonstrate the positive impact of renewable electricity sourcing and targeted energy management measures.

In parallel, local teams continued to identify opportunities to improve energy efficiency through equipment upgrades, process optimization and operational improvements.

CO_2e EMISSIONS AND CO_2e REDUCTION TARGET FOR SCOPE 1 AND 2*



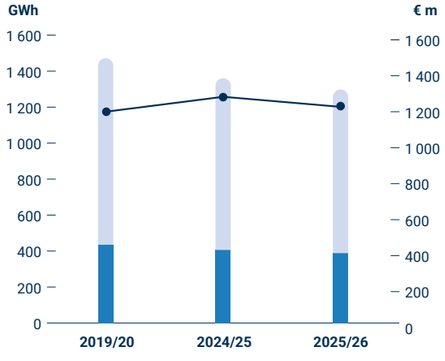
RENEWABLE ENERGY AND ENERGY EFFICIENCY

Increasing the share of renewable energy remains a key pillar of our decarbonization strategy.

Across the Group, we continued to expand the use of renewable electricity and evaluate additional opportunities for renewable energy generation and procurement. Investments in photovoltaic systems, renewable electricity sourcing and energy efficiency projects contribute directly to reducing operational emissions while supporting long-term energy resilience.

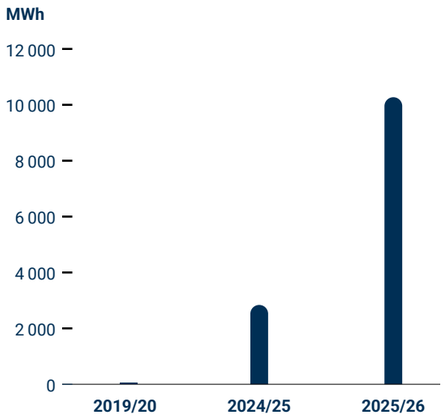
At the same time, energy management remains an important tool for identifying improvement opportunities and reducing energy intensity throughout our operations. Through close collaboration between production, maintenance and energy management teams, we continue to implement measures that support both environmental performance and operational efficiency.

ENERGY CONSUMPTION TOTAL*

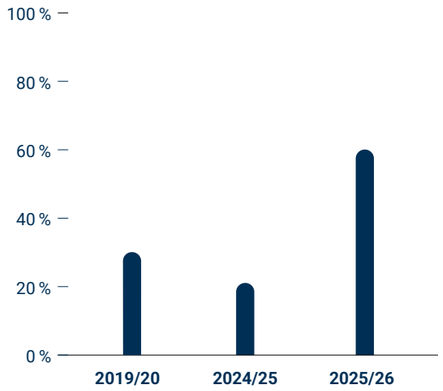


* For absolute values, see the chapter "Key Data 2025/26", p. 44–47

POWER GENERATED BY OWN PHOTOVOLTAIC SYSTEMS*

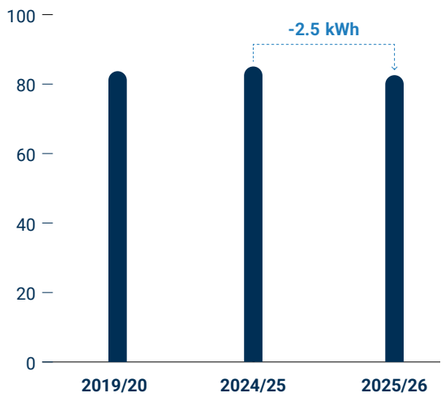


PROPORTION OF RENEWABLE ELECTRICITY FROM THE GRID*



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

ENERGY CONSUMPTION PER WHEEL*



Energy consumption per wheel slightly decreased during the reporting period. This development was primarily driven by a range of actions and measures implemented over the past few years, which have contributed to improved production efficiency across the Group. As a result, a comparable volume of wheels was produced with lower overall energy consumption.

WASTE MANAGEMENT AND CIRCULARITY

The guiding principle for RONAL GROUP is all about avoiding, reducing and reusing within our 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 own processes. Aluminum runners and scrap are prepared in-house or sent externally for processing. This material is returned to us after processing and reused inthe production process. Similarly, aluminum chips from the gloss spin rotation process are processed externally, and are then available once again as material.

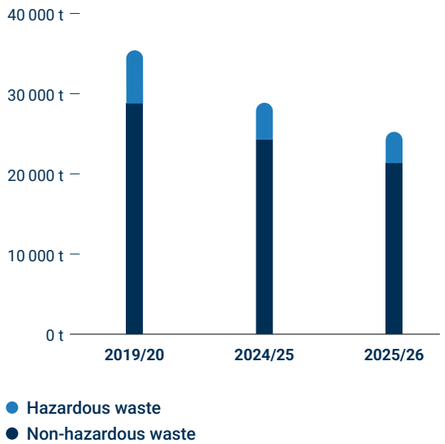
In the 2025/26 financial year, the amount of non-hazardous waste was 21 346 tons. The amount of hazardous waste in the past financial year amounted to 3 894 tons, a reduction of 14 % on the previous year. Hazardous waste generated during wheel production includes paints and paint sludge, as well as solvents 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.

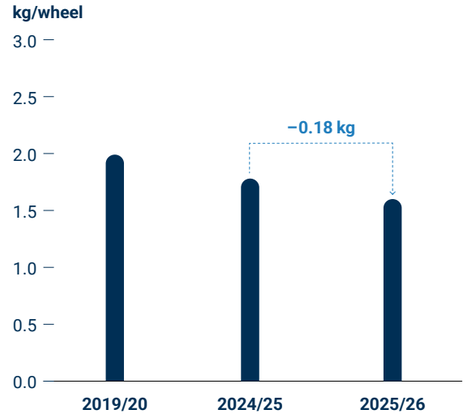
The total amount of waste decreased by 13 % compared to the previous year, which is partly attributable to lower production volumes but also thanks to the different resource-efficiency strategies which have been implemented over the years. Compared to the baseline year, the total amount of waste fell by 29 %.

WASTE ROUTES*

TOTAL WASTE*



WASTE PER WHEEL*



* For absolute values, see the chapter “Key Data 2025/26”, p. 44–47

* For absolute values, see the chapter “Key Data 2025/26”, p. 44–47

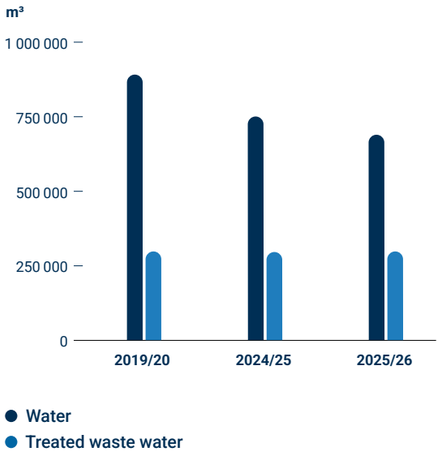
WATER STEWARDSHIP

Water is an essential resource for our operations and for the communities in which we operate. RONAL GROUP is committed to using water responsibly and improving water efficiency wherever possible.

During the reporting year, we continued to monitor water consumption and implement measures aimed at reducing usage, improving recycling and increasing process efficiency. Particular attention is given to locations operating in regions where water availability may represent a future challenge.

By promoting responsible water management, we seek to minimize environmental impacts and contribute to the long-term protection of this valuable resource.

QUANTITY OF WATER AND QUANTITY OF TREATED WASTE WATER*



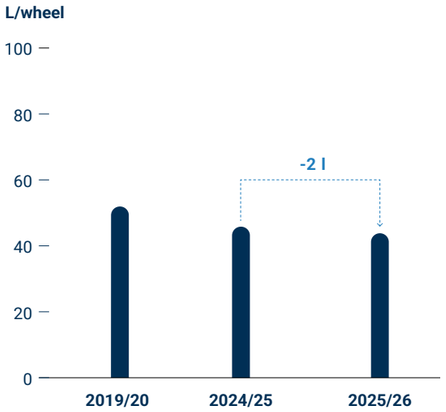
LOOKING AHEAD

The transition towards a lower-carbon and more resource-efficient future requires continuous improvement, innovation and collaboration across the organization.

RONAL GROUP will continue to invest in energy efficiency, renewable energy, resource conservation and climate protection measures.

By combining environmental responsibility with operational excellence, we aim to reduce our environmental footprint, strengthen resilience and create sustainable value for future generations.

LESS WATER CONSUMPTION PER WHEEL*



* For absolute values, see the chapter “Key Data 2025/26”, p. 44–47

EXPANDING RENEWABLE ENERGY ACROSS OUR OPERATIONS

Investments in Renewable Energy

Photovoltaic installations at Teruel (Spain).

Increasing the use of renewable energy is a key pillar of RONAL GROUP’s efforts to accomplish the EU long-term strategy target. During the reporting year, important milestones were achieved at several production sites as we continued to invest in on-site renewable energy generation.

In the Czech Republic, a new photovoltaic power plant was successfully commissioned at our Jičín facility. Installed on the roof of the dispatch warehouse, the system entered permanent operation in early 2025 following a successful testing phase.

The electricity generated is used exclusively for the plant’s own operations, contributing directly to the reduction of operational emissions and increasing the site’s energy independence.

At our facility in Teruel, Spain, an even larger photovoltaic project was completed. Covering approximately 60 000 square meters – equivalent to around ten football pitches – the installation consists of approximately 8 000 bifacial solar panels.

Photovoltaic installations at Jičín (Czech Republic).

The innovative technology allows the panels to generate electricity not only from direct sunlight but also from radiation reflected from the ground, further improving efficiency.

Together, these projects demonstrate how local initiatives contribute to our global sustainability ambitions. By expanding renewable energy generation across our operations, we are reducing greenhouse gas emissions, strengthening energy resilience.

The projects also highlight the commitment and collaboration of local teams, who play a crucial role in turning sustainability ambitions into practical solutions that deliver measurable environmental benefits.

“Every renewable energy project brings us one step closer to climate ambitions while strengthening the long-term resilience of our operations.”

3 QUESTIONS TO RAINER SCHÖDEL

Group Department Head Energy & Data

What role does energy play in achieving RONAL GROUP’s sustainability ambitions?

Our electricity and natural gas consumption represent Scope 1 and 2 emissions and account for around 14 % of the total. While the current focus is mainly on electricity, which will be 100 % renewable around 2030 according to our target, either by solar panels or Proof-of-Origin certificates, natural gas can’t be “greened” and replaced with economically reasonable measures yet.

“Our electricity and natural gas consumption represent Scope 1 and 2 emissions and account for around 14 % of the total.”

What achievements are you particularly proud of during the reporting year 25/26?

The successful commissioning of our PV installation in Spain, because the investment case worked out well. Furthermore, after one year of full operation we can see that the achieved monthly yields match the planned ones.

What will be the main focus in the years ahead?

We place great emphasis on further reducing energy-related production costs in an economically sustainable manner, recognizing that improved energy efficiency is a key lever for reducing our CO_2 emissions. At the same time, we plan to expand our photovoltaic capacity through targeted investments in new installations and the modernization of existing systems, while continuously driving operational excellence across our production sites.

KEY DATA 2025/26

RONAL Wheels

		2019/20	2024/25	2025/26
Net sales	EUR million	1 200	1 284	1 227
Production quantity	wheels million	17.8	16.2	15.8

Sustainable and innovative products[1]

Proportion of aluminum purchased from ASI members	%	92	100	100
Proportion of aluminum purchased from ASI-certified suppliers	%	68	100	100
Proportion of aluminum purchased from Chain of Custody-certified suppliers	%	21.9	80	78
Recyclability of the wheels	%	100	100	100
Material consumption, total	t	388 945	363 592	360 430
– Material consumption, non-renewable	t	254 120	155 504	145 377
– Material consumption, secondary raw materials	t	134 825	131 683	140 699
– Material consumption, low-carbon aluminum (<4kg CO_2/kg)	t	N/A[2]	76 405	74 354
– Proportion of non-renewable in total material input	%	65	42.8	40.3
– Proportion of secondary raw materials in total material input	%	34.7	36.2	39
– Proportion of low-carbon aluminum in total material input	%	N/A[2]	21	20.6
Proportion of reused aluminum chips	%	99.3	100	100
Aluminum, total	t	233 510	215 351	201 602
CO_2e emissions from primary aluminum production	t CO_2e	1 973 652	1 782 930	1 527 947
CO_2e footprint per finished wheel[5]	kg CO_2e	150	150	125

Energy[1]

		2019/20	2024/25	2025/26
Energy consumption, total	MWh	1 521 277	1 413 568	1 357 184
Energy consumption, non-renewable	MWh	1 338 895	1 271 521	1 063 372
– Fuel (diesel)	MWh	8 511	5 141	5 766
– Natural gas	MWh	1 037 001	954 065	911 722
– Electricity (non-renewable)	MWh	293 383	312 315	145 884
Energy consumption, renewable	MWh	182 382	142 047	293 812
Renewable power with proof of origin	MWh	141 795	91 213	232 538
– Renewable power in Germany	MWh	43 859	28 911	2 071
– Renewable power in Spain	MWh	55 481	61 233	58 887
– Renewable power in Switzerland	MWh	1 453	1 069	551
– Renewable power in Poland	MWh	0	0	125 029
– Renewable power in Czech Republic	MWh	0	0	46 000
Self-generated electricity (photovoltaic systems and combined heat and power plant)	MWh	40 628	51 492	61 783
– Photovoltaic systems	MWh	41	2 839	10 275
– Combined heat and power plant Mexico	MWh	40 587	48 653	51 508

Energy[1]

		2019/20	2024/25	2025/26
Proportion of renewable electricity with proof of origin compared to total electricity consumption	%	30	20	53
Proportion of self-generated renewable electricity (self-generated PV) to total electricity consumption	%	0	1	2
Energy efficiency, total*	MWh/million EUR	1 227	995	1 000
Energy consumption – gas and electricity*	MWh	1 472 221	1 359 775	1 299 912
Energy consumption per finished wheel*	kWh/wheel	83.7	85.1	82.6

Climate[1]

		2019/20	2024/25	2025/26
CO_2e emissions, total	t CO_2e	2 636 002	2 403 143	1 961 349
– Scope 1	t CO_2e	222 748	216 298	186 742
– Scope 2	t CO_2e	246 082	200 295	76 701
– Scope 3	t CO_2e	2 167 172	1 986 550	1 697 906

Waste and recycling[1]

		2019/20	2024/25	2025/26
Waste	t	35 326	28 864	25 240
– Hazardous waste	t	6 649	4 535	3 894
– Non-hazardous waste	t	28 677	24 329	21 345
Waste per finished wheel	kg	1.99	1.78	1.60
Waste routes	t	35 327	28 864	25 240
– Recycling	t	29 477	26 072	23 060
– Landfill	t	4 789	2 040	1 505
– Special waste	t	383	363	328
– Incineration for use as energy source	t	678	388	347
Proportion of waste routes	%	100	100	100
– Recycling	%	83	90	91
– Landfill	%	14	7	6
– Special waste	%	1	1	1
– Incineration for use as energy source	%	2	1	1

Water[1]

		2019/20	2024/25	2025/26
Water consumption (all plants)	m³	930 208	751 403	689 777
Water consumption (production sites)	m³	891 385	750 818	688 913
Treated waste water (production sites)	m³	297 821	295 939	297 416
Water consumption per finished wheel[5]	l	51	46	44

Employees[3]

		2019/20	2024/25	2025/26
Employees headcount	Headcount	7 357	6 046	5 644
Employees FTE	FTE	7 317	6 013.2	5 604.4
Full-time employees (= 100 %)	FTE	7 265	5 983	5 576

* Data was reevaluated from past reports.

Employees[3]		2019/20	2024/25	2025/26
Part-time employees (< 100 %)	FTE	52.7	30.2	28.4
Women	% Headcount	9	9.3	9.5
– Women headcount	Headcount	659	561	536
– Women FTE	FTE	641.6	554	529.5
– Full-time employees (= 100 %)	FTE	608	539	518
– Part-time employees (< 100 %)	FTE	33.6	15	11.5
– Rest of Europe	FTE	87.6	88.5	102.8
– Central Europe	FTE	292.5	275	255.7
– America	FTE	235.5	159.5	144
– Asia	FTE	26	31	27
Men	% Headcount	91	90.7	90.5
– Men headcount	Headcount	6 698	5 485	5 108
– Men FTE	FTE	6 676.1	5 459.2	5 074.9
– Full-time employees (= 100 %)	FTE	6 657	5 444	5 058
– Part-time employees (< 100 %)	FTE	19.1	15.2	16.9
– Rest of Europe	FTE	1 150.3	651.7	644.3
– Central Europe	FTE	3 838.8	3 217.7	2 885.4
– America	FTE	1 523	1 417.8	1 378
– Asia	FTE	164	172	147.1
Total number of staff turnover	Headcount	1 564	1 402	1 094
– < 30 years	Headcount	715	371	277
– 30 to 50 years	Headcount	692	785	545
– > 50 years	Headcount	157	246	272
– Women	Headcount	125	113	110
– Men	Headcount	1 439	1 289	984
– Rest of Europe	Headcount	117	64	102
– Central Europe	Headcount	655	927	624
– America	Headcount	792	376	320
– Asia	Headcount	0	35	48
Fluctuation[4]	%	21.3	23.2	19.4
– < 30 years	%	47.1	36.1	29.2
– 30 to 50 years	%	16	21.3	15.7
– > 50 years	%	10.4	18.5	21.9
– Women	%	19	20.1	20.5
– Men	%	21.5	23.5	19.3
– Rest of Europe	%	9.3	8.4	12.7
– Central Europe	%	15.8	26.5	19.8
– America	%	45	23.8	21
– Asia	%	0	17.2	27.6

Employees[3]		2019/20	2024/25	2025/26
New employees (Headcount)	Headcount	1 207	1 205	975
– < 30 years	Headcount	609	542	406
– 30 to 50 years	Headcount	541	574	491
– > 50 years	Headcount	57	89	78
– Women	Headcount	133	110	99
– Men	Headcount	1 074	1 095	876
– Rest of Europe	Headcount	150	186	138
– Central Europe	Headcount	402	579	555
– America	Headcount	652	381	257
– Asia	Headcount	3	59	25
External employees (Headcount)	Headcount	360	215	104
External employees (FTE)	FTE	287.8	215	103.8
Total workforce (internal + external employees) (Headcount)	Headcount	7 717	6 261	5 748
Total workforce (internal + external employees) (FTE)	FTE	7 605.6	6 228.2	5 708.2
Percentage of all administrative employees (excluding production employees) who receive regular assessment of their performance and professional development	%	N/A[2]	77.4	92.3
– Women	%	N/A[2]	78.8	95.6
– Men	%	N/A[2]	76.9	91.3

Safety and health[3]		2019/20	2024/25	2025/26
Occupational accidents	Number	280	120	110
Accident frequency rate	per 1 000 employees	2.5	1.57	1.7
Total working hours	h	N/A[2]	13 790 691	12 742 130
Absences	h	N/A[2]	2 048 074	1 846 933
Net working hours	h	N/A[2]	11 742 616	10 895 196
Holiday	h	N/A[2]	1 161 415	1 114 205
Military service	h	N/A[2]	2 231	1 225
Maternity leave	h	N/A[2]	37 859	34 105
Training	h	N/A[2]	67 889	54 286
Long-term sickness	h	N/A[2]	172 148	179 765
Short-term sickness	h	N/A[2]	264 610	189 601
Accident	h	N/A[2]	16 864	12 177

The figures do not include data on RONAL Bathrooms.

[1] Excludes sales locations in the USA and France
[2] No information available
[3] Includes internal employees (without external employees)
[4] 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, 2025, to March 31, 2026, with reference to the GRI Standards.

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

GRI Indicators	Disclosure	Reference and Information
GRI 2: General Disclosures (2021)		
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 2025/26, 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 2025/26
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	Code of Conduct
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, Code of Conduct, Guideline for sustainability
GRI 2-24	Embedding policy commitments	Our Business, Code of Conduct
GRI 2-25	Processes to remediate negative impacts	Our Business, RONAL Compliance Hotline (Whistleblowing), Code of Conduct
GRI 2-26	Mechanisms for seeking advice and raising concerns	Our Business, RONAL Compliance Hotline (Whistleblowing), Code of Conduct
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
GRI 3: Material Topics (2021)		
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 2025/26
GRI 3-3	Management of material topics: Diversity, inclusion and equal opportunities	Our People, Key Data 2025/26
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 2025/26
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
GRI 205: Anti-corruption (2016)		
205-2	Communication and training about anti-corruption policies and procedures	Our Business, Our People
GRI 301: Materials (2016)		
301-2	Recycled input materials used	Our Business, Key Data 2025/26
GRI 302: Energy (2016)		
302-1	Energy consumption within the organization	Our World, Key Data 2025/26
302-3	Energy intensity	Our World, Key Data 2025/26
302-4	Reduction of energy consumption	Our World, Key Data 2025/26

GRI Indicators	Disclosure	Reference and Information
GRI 303: Water and Effluents (2018)		
303-3	Water withdrawal	Our World, Key Data 2025/26
303-4	Water discharge	Our World, Key Data 2025/26
303-5	Water consumption	Our World, Key Data 2025/26
GRI 305: Emissions (2016)		
305-1	Direct (Scope 1) GHG emissions	Our World, Key Data 2025/26, About this Report
305-2	Energy indirect (Scope 2) GHG emissions	Our World, Key Data 2025/26, About this Report
305-3	Other indirect (Scope 3) GHG emissions	Our World, Key Data 2025/26, About this Report
305-4	GHG emissions intensity	Our World, Key Data 2025/26, About this Report
305-5	Reduction of GHG emissions	Our World, Key Data 2025/26, About this Report
GRI 306: Waste (2020)		
306-3	Waste generated	Our World, Key Data 2025/26
GRI 401: Employment (2016)		
401-1	New employee hires and employee turnover	Key Data 2025/26

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 2025/26
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[1]	Our People, Key Data 2025/26
GRI 408: Child Labor (2016)		
408-1	Operations and suppliers at significant risk for incidents of child labor	Our Business

[1] Administrative employees (excluding production employees)

ABOUT THIS REPORT

RONAL GROUP's Sustainability Report provides stakeholders with transparent information on our sustainability strategy, priorities, performance and progress. It outlines our approach to managing environmental, social and governance (ESG) topics and reports on the objectives, initiatives and achievements that support our long-term sustainability ambitions.

REPORT STRUCTURE

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and follows the applicable GRI reporting principles. The GRI Content Index provides an overview of the disclosures included in this report and indicates where the corresponding information can be found.

The report is based on RONAL GROUP's materiality assessment, which identifies the sustainability topics considered most relevant to our business and stakeholders. While the report continues to follow our established sustainability framework, we are further developing our reporting approach in preparation for future regulatory requirements, including the European Sustainability Reporting Standards (ESRS).

REPORTING PERIOD AND CYCLE

This report covers the 2025/26 financial year, from 1 April 2025 to 31 March 2026, with all key performance indicators reported as of 31 March 2026, unless otherwise stated.

During the reporting year, selected sustainability targets were aligned with the Group's updated Strategy 2030 to ensure consistency between long-term strategic planning and sustainability reporting.

Where appropriate, information from previous reporting periods has been included to provide context and illustrate developments over time. Any data or information relating to periods outside the reporting year is clearly identified.

REPORTING SCOPE AND METHODOLOGY

Unless otherwise indicated, this report covers the activities of the RONAL Wheels division, including the Group headquarters in Härkingen, Switzerland, all wheel production plants, the tool manufacturing site in Portugal, as well as the relevant sales locations, with the exception of the United States and France.

Due to organizational changes, the RONAL Bathrooms division is currently not included in the quantitative sustainability reporting. Where information relates to the entire Group or to individual locations, this is clearly indicated.

Greenhouse gas emissions are calculated and reported in accordance with ISO 14064-1:2018 – Greenhouse gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals.

As reporting methodologies continue to evolve, data published in previous Sustainability Reports may differ from the figures presented in this report. Such differences may result from updated activity data, improved estimation methods or revisions to emission factors.

Throughout this report, the term employees refers to individuals directly employed by RONAL GROUP. Temporary agency workers and other external personnel are not included in this definition. References to the total workforce include both internal and external employees.

USE OF SUSTAINABILITY-RELATED TERMINOLOGY

Low-carbon aluminum is understood as aluminum with a lower carbon intensity compared to the market average. The primary aluminum has a footprint ≤ 4 kg CO_2e/ kg Al and the emissions from Scope 1, Scope 2 and Scope 3 have been included in the calculation.

Responsible sourcing principles refer to RONAL GROUP's approach to integrating environmental, social and governance considerations into supplier selection, engagement and procurement processes.

OWNERSHIP AND LEGAL FORM

RONAL GROUP is majority-owned by the RONAL Foundation, headquartered in Härkingen, Switzerland. One of the Foundation's principal objectives is to safeguard the long-term independence and sustainable development of RONAL GROUP as a leading manufacturing company. The remaining shares are privately held.

RONAL GROUP operates internationally, with its headquarters in Härkingen, Switzerland, and production and business locations in Czechia, France, Germany, Italy, Mexico, Poland, Portugal, Romania, South Africa, Spain, Switzerland, Taiwan, the United Kingdom and the United States.

EXTERNAL ASSESSMENT

The reported Scope 1, Scope 2 and Scope 3 greenhouse gas emissions have been subject to an independent external assessment.

The Sustainability Report as a whole has not been audited externally.

LEGAL NOTICE

FORWARD-LOOKING STATEMENTS

This Sustainability Report contains forward-looking statements regarding the future development of RONAL GROUP, including its sustainability strategy, climate ambitions, targets, planned measures and expected developments. Such statements are based on current expectations, assumptions and information available at the time of publication.

Actual outcomes and developments may differ materially from those expressed or implied in these forward-looking statements due to a variety of factors, including changes in economic conditions, market developments, technological progress, legal and regulatory requirements, customer expectations, supply chain developments and other circumstances beyond the control of RONAL GROUP.

Unless required by applicable law, RONAL GROUP undertakes no obligation to update or revise any forward-looking statements contained in this report following its publication.

References to sustainability ambitions, climate targets, environmental performance or other sustainability-related objectives should not be understood as guarantees that such objectives will be achieved. Unless expressly stated otherwise, sustainability targets represent the current ambitions of RONAL GROUP and are subject to ongoing review in light of evolving scientific knowledge, technological developments, business conditions and regulatory requirements.

CONTACT

RONAL AG
Lerchenbühl 3
4624 Härkingen
Switzerland
sustainability@ronalgroup.com
ronalgroup.com

IMAGES

RONAL GROUP
EcoVadis
Lebenshilfe Bruchsal-Bretten e. V.

September 2026

RONALGROUP

Sustainability Report 2025/26