

ESG-REPORT



CONTENT



CONTENT

01

Foreword

02

Who is URIMAT?

03

Sustainability Strategy

04

Our Responsibility

05

Our Employees

06

Governance

07

Social Commitment

08

Outlook

FOREWORD

For URIMAT, sustainability is not merely a guiding principle, but an integral part of our strategic and operational management.

As CEO of URIMAT Schweiz AG, I am delighted to present the 2025 ESG Report to you. The past year was marked by ongoing global and regional challenges – particularly for export-oriented Swiss SMEs, which are facing increased regulatory requirements, volatile markets and growing competitive pressure. At the same time, these developments offer an opportunity to strengthen our own resilience through consistent sustainability strategies and digital transformation.

In 2025, URIMAT will continue to focus on concrete measures to reduce resource consumption. Our waterless technology continues to make a significant contribution to saving large quantities of drinking water – both domestically and in major international projects. Despite more challenging export conditions, URIMAT has been able to tap into new markets abroad and consolidate existing partnerships. In doing so, we are making a substantial contribution to global water conservation and underlining our commitment to combining environmental impact with economic benefits through our products.

Furthermore, we are continuously working on the further development of our product portfolio. The aim is to offer holistic solutions that minimise environmental impacts throughout the entire life cycle. At the same time, we are strengthening our internal corporate structures, for example through the planned introduction of a new ERP system on 1 January 2026. This transition will not only make our processes more efficient and transparent, but will also open up new opportunities for the systematic recording and optimisation of ESG metrics – a key step towards data-driven sustainability management.

During the reporting year, we evaluated existing processes, identified areas for optimisation and implemented numerous measures – ranging from reducing internal waste and digitising administrative processes to providing greater support for staff in a diverse working environment. Our ESG targets remain ambitious, but our aim is to pursue them in a transparent and verifiable manner. Transparency remains an essential part of our corporate philosophy. This report not only documents progress but also openly identifies challenges and areas for development – as a basis for continuous improvement.

The construction industry continues to face structural change, driven by digital technologies, new sustainability standards and growing social pressure. URIMAT is addressing these developments with a spirit of innovation, corporate responsibility and a clear commitment to environmental transformation.

I would like to thank all our employees, partners and stakeholders who have contributed to our development this year. Together, we aim to seize the opportunities offered by the combination of technology, sustainability and responsible corporate governance – for a sustainable sanitation sector and an environment worth living in.



“We are convinced that sustainable success can only be achieved where environmental impact, economic stability and social responsibility are systematically linked.”

WHO IS URIMAT?

WHO IS URIMAT?

URIMAT Schweiz AG, based in Hombrechtikon, has been developing, manufacturing and marketing sanitary solutions with a focus on resource efficiency since 1998. At the heart of its portfolio are waterless urinals and complementary sanitary technologies that reduce the demand for drinking water in the operation of sanitary facilities. The benefits of these solutions lie in particular in the avoidance of water consumption, whilst ensuring functional and hygienic use in the intended context.

The company's strategic direction is based on the fundamental principles of sustainability, innovation and quality. URIMAT pursues an approach that reconciles environmental impact with economic requirements. The focus is on conserving natural resources, reducing environmentally relevant emissions and providing durable products which, over their life cycle, can contribute to stabilising operating costs and reducing environmental impact. This approach is embedded in product development, material selection and procedural decisions throughout the value chain.

Throughout the supply and production processes, the aim is to systematically take environmental considerations into account. This includes measures to reduce CO₂ emissions, the use of reusable or recyclable materials, and the optimisation of packaging and logistics with a view to minimising environmental impact. Where possible, components and processes are designed to reduce resource consumption and waste generation.

In addition to its environmental focus, URIMAT's approach to ESG also encompasses social responsibility. URIMAT positions itself as an employer committed to ensuring fair working conditions and promoting equal opportunities, diversity and equal treatment within the company. The ongoing development of the organisation and its employees' skills is seen as essential to safeguarding quality and innovation objectives in the long term.

URIMAT works with established sales partners in over 45 countries worldwide. These partnerships are long-term in nature and form a key foundation for the company's market presence and for providing reliable on-site customer support. The collaboration is not purely transactional in nature, but is based on continuity, mutual trust and a shared understanding of quality. In many cases, these relationships have developed over the years into stable networks underpinned by strong personal ties, thereby contributing significantly to the resilience and sustainable development of the business model.



SUSTAINABILITY

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SUSTAINABILITY STRATEGY

URIMAT Schweiz AG continues to focus on resource-efficient sanitation technologies, with an emphasis on waterless system solutions. The aim is to measurably reduce drinking water consumption in the operation of sanitation infrastructure, optimise life-cycle costs and provide practical applications for both urban and rural settings. This systematically links environmental benefits with operational efficiency.

The United Nations' Sustainable Development Goals (SDGs) serve as a guiding framework for the further development of products and processes. The company's contribution is not achieved solely through the technology itself, but also through continuous innovation and quality management, as well as collaboration with international market players along the value chain. Through the ongoing optimisation of solutions and the sharing of expertise within partner networks, the aim is to increase the effectiveness of the applications and to help shape industry-relevant standards.

This report transparently documents the activities and progress made, and outlines how innovation, customer benefit and sustainable development are integrated into URIMAT's business model.



01 – SDG 6

Clean water and sanitation

Our solutions reduce the demand for drinking water and support hygienic sanitation standards – particularly in regions facing water scarcity – thereby helping to protect limited water resources.



02 – SDG 9

Industry, Innovation and Infrastructure

Through the continuous development and application of new technologies, we support resilient infrastructure and promote sustainable implementation in both urban and rural contexts.



03 – SDG 11

Sustainable towns and communities

Integrating our systems into infrastructure planning reduces water consumption during operation and strengthens the resilience of communities through more efficient sanitation solutions.



04 – SDG 12

Responsible consumption and production patterns

We take a holistic view of the product life cycle and reduce environmental impacts through material- and resource-efficient design and optimised processes.



05 – SDG 13

Climate protection measures

Our technologies help to reduce emissions by cutting down on water and energy consumption during operation, thereby supporting resource conservation and climate protection.

OUR RESPONSIBILITY



OUR RESPONSIBILITY

Sustainability is embedded in URIMAT Schweiz AG's corporate strategy and is managed through four environmental indicators: waste, emissions (including greenhouse gases), wastewater and energy consumption. We achieve progress through innovative technologies, more efficient processes and requirements for a sustainability-oriented supply chain.

Our focus is on measurable, continuous improvement in order to systematically reduce environmental impacts and increase resource efficiency throughout the product life cycle. We aim to measurably advance resource-efficient value creation.

KPI 1 - Reduction of waste

In the 2025 reporting year, the total weight of non-hazardous waste fell to 5,012 kg (2024: 5,550 kg). This reduction is primarily attributable to two measures: the switch to reusable Euro pallets and the introduction of a recycling scheme for plastic film. Both measures help to minimise waste volumes and ensure that recyclable materials are channelled more effectively into the recycling loop.

KPI 2 - Reduction in emissions

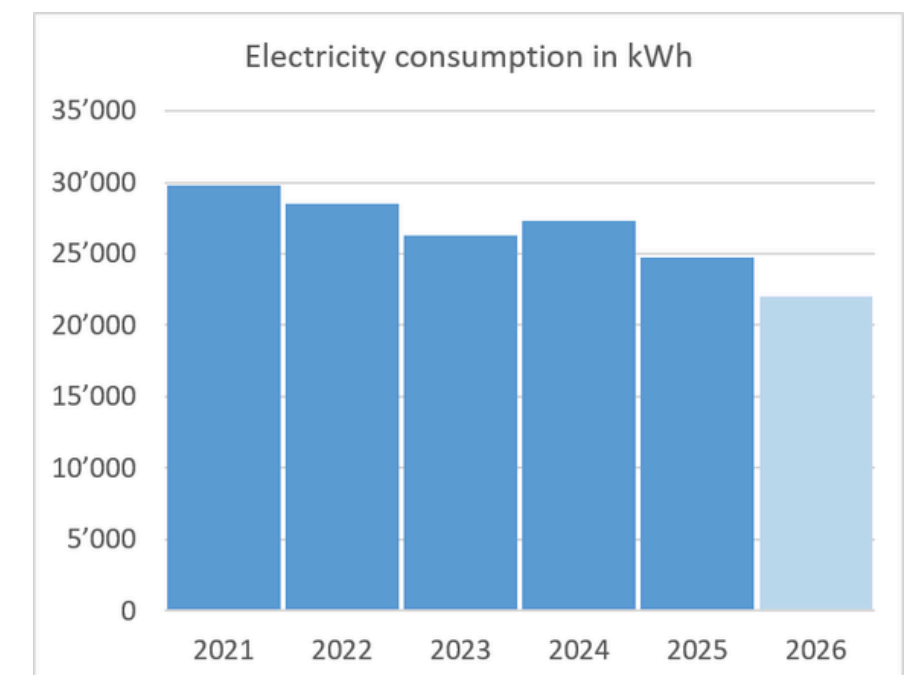
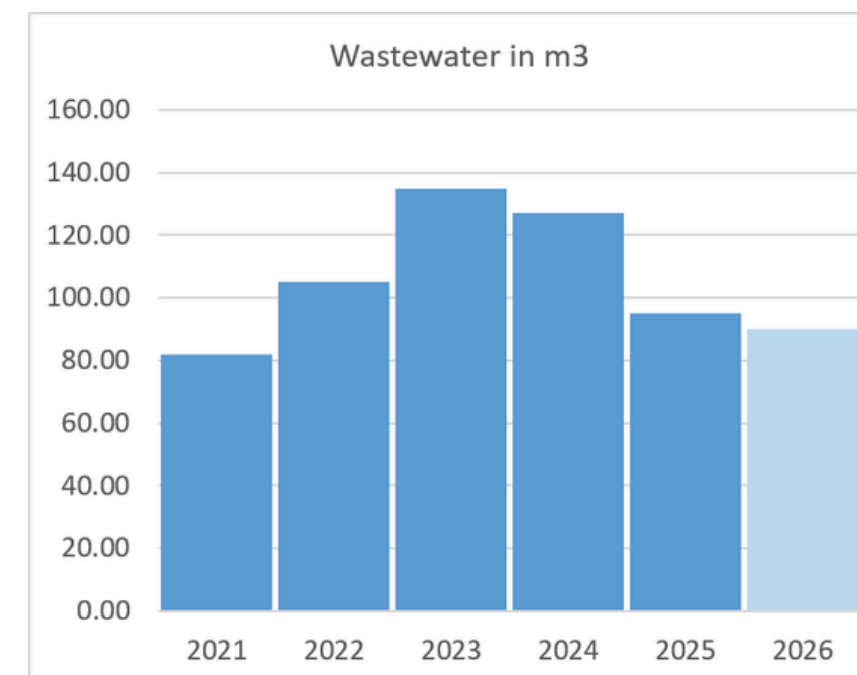
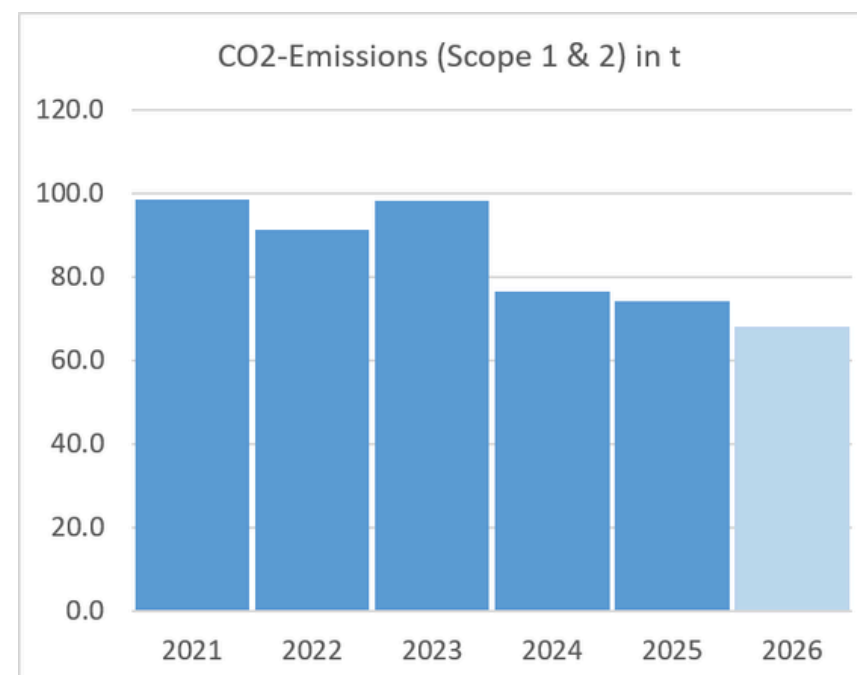
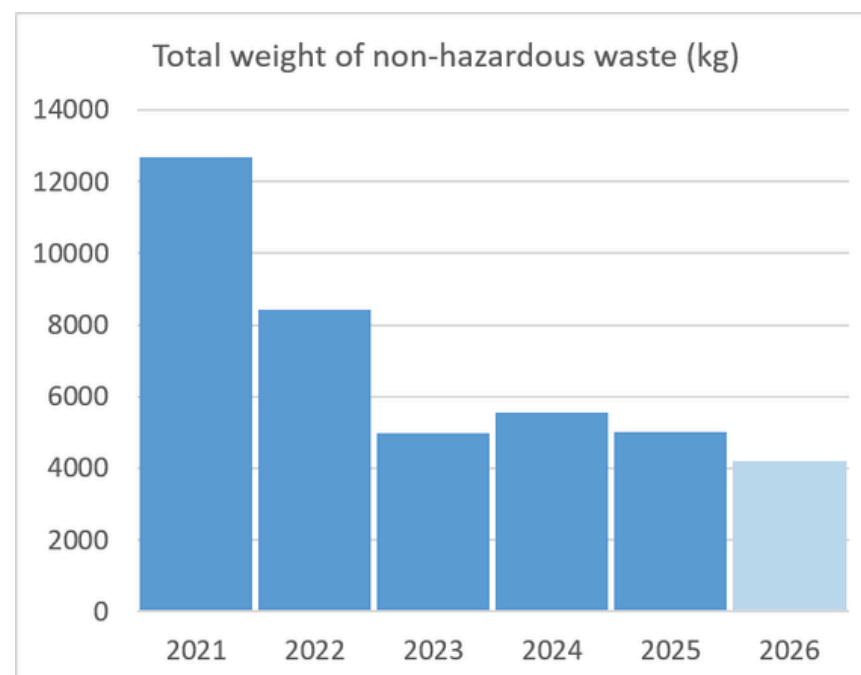
URIMAT aims to reduce its operational CO₂ emissions by 20 per cent within three years. In the 2025 reporting year, total CO₂ emissions (Scope 1+2) fell to 74.1 t (2024: 76.5 t). The main factors behind this were lower heating requirements and the optimisation of service routes.

KPI 3 - Reduction of wastewater

In the 2025 reporting year, water consumption was significantly reduced to 95 m³ (2024: 127 m³). This represents a reduction of around 25 per cent compared with the previous year. Average water consumption per employee also fell from 0.064 m³ to 0.048 m³.

KPI 4 - Redcution of energy

In 2025, energy consumption fell to 129,759 kWh. A key step was the complete switch to LED lighting, complemented by the ongoing optimisation of existing systems and processes.



OUR RESPONSIBILITY – ACHIEVEMENTS TO DATE

Our commitment to sustainability in the 2025 reporting year was awarded a Silver medal by EcoVadis in January 2026. This recognition is awarded to the top 15 per cent of companies assessed in the 12 months prior to the date of issue. It reflects the quality of our sustainability management system and confirms our ongoing commitment to effective ESG structures.

The EcoVadis assessment is based on independent, internationally recognised standards and evaluates key areas such as environmental management, labour and human rights, ethics and sustainable procurement. The award also underlines our commitment to promoting transparency throughout the entire value chain. At the same time, we view the result as a basis for further refining our sustainability strategy, systematically prioritising measures and further embedding sustainability performance within our processes and supply chains.

Excellent EcoVadis rating

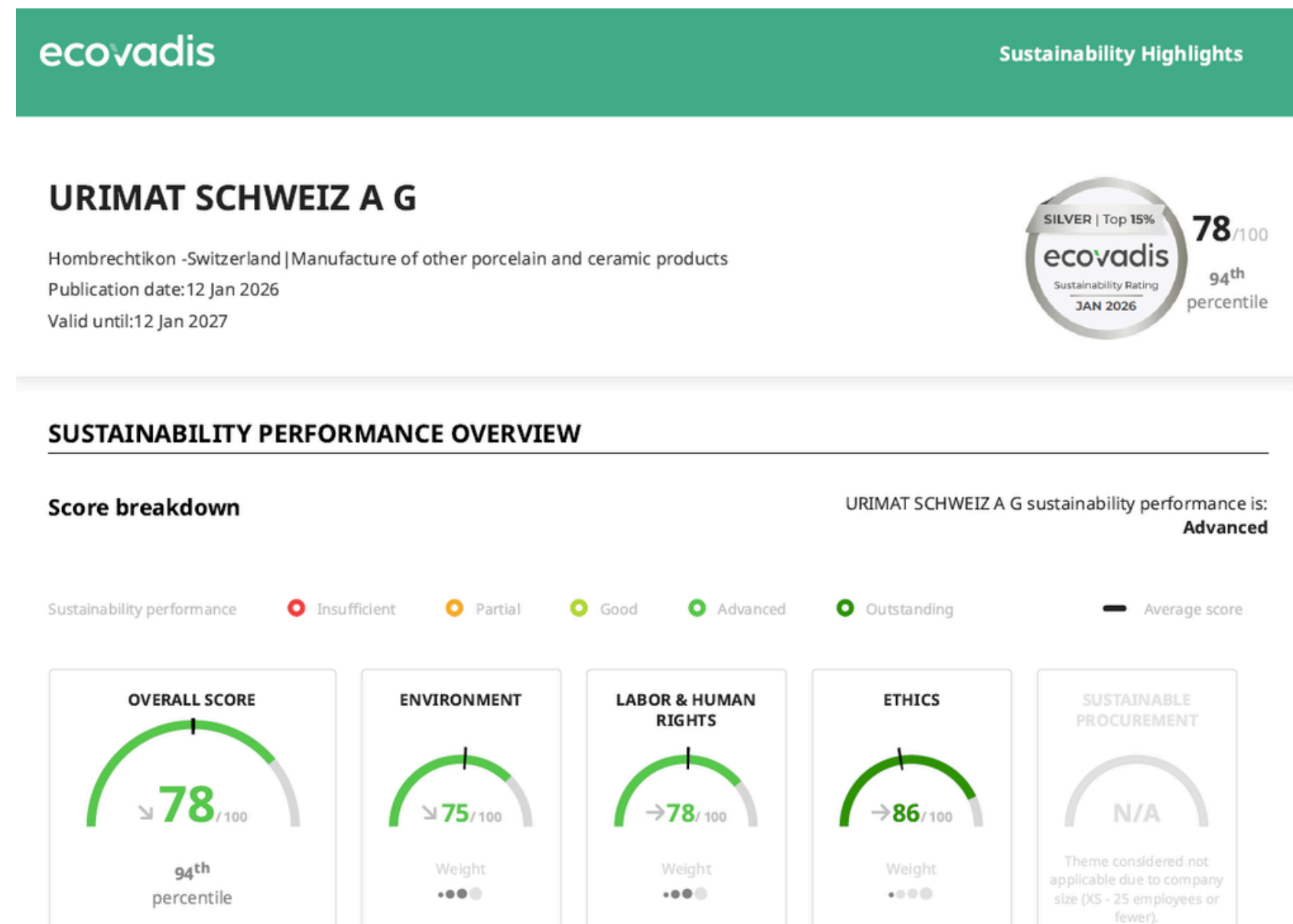
URIMAT achieved an overall score of 78/100 in the EcoVadis rating and was awarded the Silver medal as a result.

In the Environment category, we scored 75/100. This result confirms our focus on resource efficiency, the reduction of CO₂ emissions and the use of sustainable materials. In the Labour & Human Rights category, we scored 78 out of 100 – as in the previous year – thereby underlining our standards regarding fair working conditions, diversity and the well-being of our employees.

We once again achieved our highest individual score in the Ethics category with 86 out of 100, confirming the high standard set in the previous year. This reflects our consistent focus on integrity, compliance and responsible corporate governance.

Overall, these results place us among the top 15 per cent of companies assessed worldwide and demonstrate the continued development of our sustainability management system across the value chain.

(<https://recognition.ecovadis.com/FJVVf2nYo0iw-m4ygXqR3Q>)



OUR RESPONSIBILITY – ACHIEVEMENTS TO DATE

KPI 1 - Waste management with measurable results

Over the past two years, URIMAT has managed to reduce its waste volume by an average of around 35 % per year – primarily through a significant reduction in the rate of quality-related rejects in production.

A key development was the purchase of a machine that processes waste cardboard into reusable packaging material. As a result, cardboard waste was reduced by around 50 % in 2023.

Wood waste from single-use pallets was also reduced: thanks to the complete switch to reusable Euro pallets – including among suppliers – the volume of wood waste fell significantly for the first time.

There has been a slight increase in waste volumes due to renovation work in the communal areas. However, our focus on consistent waste separation remains unchanged: electronic waste, paper, metal, batteries, glass, PET and other waste streams continue to be collected separately and recycled regionally.

KPI 2 - Significant reduction in Scope 1 CO₂ emissions

Direct CO₂ emissions (Scope 1) were further reduced in the 2025 reporting year. A key factor in this was the lower heating demand at the site, as well as efficiency gains in the vehicle fleet. In the buildings sector, the optimisation of heating management and technical adjustments had a particularly positive impact.

Progress was also made in the area of mobility. Through the targeted optimisation of service routes, journeys could be planned more efficiently and emissions within the company's direct sphere of influence were further reduced.

This development confirms that the measures introduced are having an effect and are supporting the reduction pathway we have embarked upon.

KPI 3 - Minimising water consumption in a targeted manner

Water consumption – and consequently the volume of wastewater – remains low at URIMAT. As no water-intensive production processes take place at the site, the wastewater generated continues to consist predominantly of domestic wastewater from the sanitary facilities. The use of waterless urinals and further optimisations in the sanitary facilities have been contributing to resource-efficient operations for years.

In the 2025 reporting year, water consumption was reduced once again: it stood at 95 m³ (2024: 127 m³). Average water consumption per employee also fell to 0.048 m³ (2024: 0.064 m³). This confirms that we are already operating at a very low consumption level and have been able to improve this further through targeted measures.

This development underlines our commitment to using water efficiently and responsibly in our day-to-day operations – going beyond the sustainable benefits of our products.

KPI 4 - Energy consumption – efficient and still a key focus

URIMAT's energy consumption remained at a generally low level throughout the 2025 reporting year. The main drivers of consumption continue to be the IT infrastructure, lighting in office and work areas, and building heating. During the reporting year, total energy consumption was reduced to 129,759 kWh (2024: 137,107 kWh). A key milestone was the complete switch to LED lighting in 2025. This marked the successful completion of the phased renewal of the lighting system and made a further contribution to reducing electricity consumption.

In addition, URIMAT focuses on the ongoing optimisation of existing systems and on raising staff awareness of the importance of using energy consciously in their day-to-day work. In this way, technical measures and operational behavioural standards together contribute to further improvements in energy efficiency.

OUR RESPONSIBILITY – THE FUTURE

KPI 1 - Waste reduction – Our Initiatives

To further reduce waste generation, URIMAT is implementing targeted measures across procurement, production and disposal:

- **Sustainable supplier selection and guidelines for packaging and logistics:**

We continue to prioritise resource-efficient materials, high material quality and clear guidelines throughout the supply chain, such as the use of Euro pallets and other reusable packaging solutions. We are also exploring the increased use of recycled materials wherever this is feasible in terms of both quality and cost-effectiveness.

- **Exploring additional plastic recycling solutions:** Since 2025, plastic film waste has been sent for recycling. Building on this, we are exploring further opportunities to channel additional plastic fractions into suitable recycling processes, thereby further reducing the proportion of non-recyclable waste.

- **Optimising manufacturing processes to prevent waste:** Existing manufacturing processes are continuously reviewed and adapted to further minimise material losses, rejects and residual materials. The aim is to prevent waste as directly as possible at source. In addition, particular focus is placed on exploring alternatives to adhesive processes in order to reduce material-intensive and difficult-to-separate bonds wherever possible.

In conclusion, these measures are aimed at further reducing the volume of waste, ensuring that recyclable materials are more consistently recycled, and sustainably improving resource efficiency in our operations.

KPI 2 - Reducing emissions – Our Initiatives

To further reduce Scope 1 emissions, URIMAT is implementing targeted measures in the areas of mobility and operational planning. The focus is on modernising the vehicle fleet, managing service call-outs more efficiently, and continuously improving operational processes.

- **Gradual conversion of the vehicle fleet to hybrid and electric vehicles:** The vehicle fleet will continue to be converted to hybrid and electric vehicles wherever possible. This is intended to gradually reduce direct emissions from operational activities whilst ensuring that requirements for flexibility and operational readiness in the service sector are met.
- **Further optimisation of route planning through a new ERP system:** With the new ERP system, the integration with Google Maps and the ongoing digitalisation of business processes, service call-outs and driving routes are being further optimised. This enables routes to be planned more efficiently, empty runs to be reduced and operational emissions in day-to-day business to be further lowered.
- **Continuous efficiency improvements in mobility management:** In addition, existing processes in fleet and operations management are continuously reviewed to identify further potential for reduction and to further improve resource efficiency in field operations.

These measures support the reduction pathway we have embarked upon and make a concrete contribution to reducing direct CO₂ emissions.

OUR RESPONSIBILITY – THE FUTURE

KPI 3 - Reducing Wastewater – Our Initiatives

As URIMAT already operates at a low level of water consumption, the focus for further reducing wastewater volumes lies primarily on targeted optimisations in day-to-day operations. In addition to the proven use of waterless urinals, we are focusing on raising awareness and proactive facility management to realise further potential for savings.

- **Continued use of waterless urinals:** Waterless urinals remain a key component of our sanitary facilities and continue to make a significant contribution to reducing water consumption and wastewater. Their use as unisex urinals is also being considered.
- **Raising awareness of conscious water consumption:** By providing information and raising awareness amongst staff, we promote mindful water use in day-to-day working life and tap into further potential for savings.
- **Proactive facility management:** The focus is on the early repair of dripping taps, the ongoing inspection of sanitary facilities, and the reduction of toilet flushing where this is technically and hygienically feasible.

With these measures, URIMAT aims to further gradually reduce water consumption and wastewater generation, despite already low baseline levels.

KPI 4 - Reducing energy consumption – Our Initiatives

To further reduce energy consumption, URIMAT is focusing on technical optimisations and energy-efficient infrastructure. In the 2025 reporting year, key measures were implemented that will sustainably reduce electricity consumption in operations.

- **Full switch to LED lighting:** The complete switch to LED lighting was completed in 2025. This enabled the outdated lighting throughout the company to be replaced with more energy-efficient systems.
- **Switch from PCs to energy-efficient laptops:** As part of the ongoing modernisation of the IT infrastructure, existing PC workstations were replaced with energy-efficient laptops. This reduces electricity consumption in day-to-day operations and supports a more efficient use of IT.
- **Energy efficiency as a criterion for IT procurement:** In future, greater attention will continue to be paid to the energy consumption of IT equipment when purchasing new devices. This is intended to ensure that new hardware meets operational requirements whilst consuming as little energy as possible.
- **Optimisation of heating systems:** Heating systems are continuously monitored, regularly serviced and adjusted to meet demand. Through more precise control of heating times and room temperatures, the aim is to further reduce energy use during the heating season and avoid unnecessary consumption.

With these measures, URIMAT is pursuing the goal of gradually reducing energy consumption further and specifically improving energy efficiency in its operations.

OUR EMPLOYEES



OUR EMPLOYEES

Sustainability and social responsibility begin with our staff. URIMAT promotes a working environment centred on respect, opportunities for development and equal opportunities. The focus is on professional and personal development, a healthy and safe working environment, and a corporate culture based on trust and personal responsibility.

In this way, we contribute to the UN Sustainable Development Goals in the areas of good health and well-being (SDG 3), quality education (SDG 4) and gender equality (SDG 5). Our aim remains to create attractive long-term conditions that strengthen the motivation, stability and future viability of our company.



01 — SDG 3

We firmly believe that the health and wellbeing of our staff are key to the company's long-term success. That is why we promote a safe, healthy and supportive working environment that fosters both physical and mental wellbeing in equal measure.



02 — SDG 4

We firmly believe that continuous professional development is a key prerequisite for the personal development of our staff and the long-term sustainability of our company. That is why we encourage professional learning, the development of new skills and a willingness to pursue continuous self-improvement.



03 — SDG 5

Equal opportunities and mutual respect are central to our corporate culture. URIMAT is committed to fostering an inclusive working environment in which all employees, regardless of gender, have equal opportunities for development and enjoy fair working conditions.

Diversity as a strength of our collaboration

Diversity, equal opportunities and inclusion are key pillars of URIMAT's corporate culture. Different perspectives, experiences and skills broaden our view of challenges and strengthen our ability to develop sustainable and forward-looking solutions. Particularly in an innovation-driven environment, diverse teams make a significant contribution to quality, learning capacity and further development.

A respectful and inclusive working environment is therefore of central importance to URIMAT. We aim to create conditions in which all employees can contribute, take on responsibility and develop their skills – regardless of gender, origin or personal background. This includes mutual respect, fair opportunities for development and open collaboration in our day-to-day work.

This approach not only boosts our employees' satisfaction and motivation, but also strengthens the long-term stability and sustainability of our company. For URIMAT, diversity is therefore not a secondary consideration, but a key factor in sustainable development and business success.

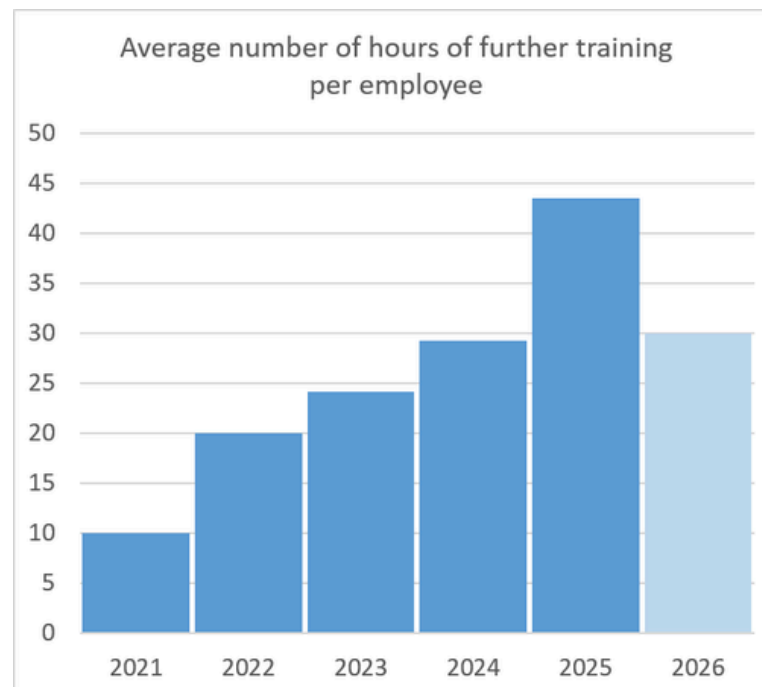
OUR EMPLOYEES

At URIMAT, a sustainable and inclusive working environment is based on the targeted development of our staff. Through continuous professional development, we support our staff's professional and personal growth whilst simultaneously strengthening the company's long-term viability.

Another key focus is on equal opportunities and a balanced team structure. This includes the aim of further increasing the proportion of women – particularly in leadership roles – and actively promoting diverse perspectives within the company. We also monitor relevant key performance indicators, such as sick days, to identify trends at an early stage and implement appropriate preventive measures where necessary. In this way, we create conditions that support health, motivation and long-term loyalty to URIMAT.

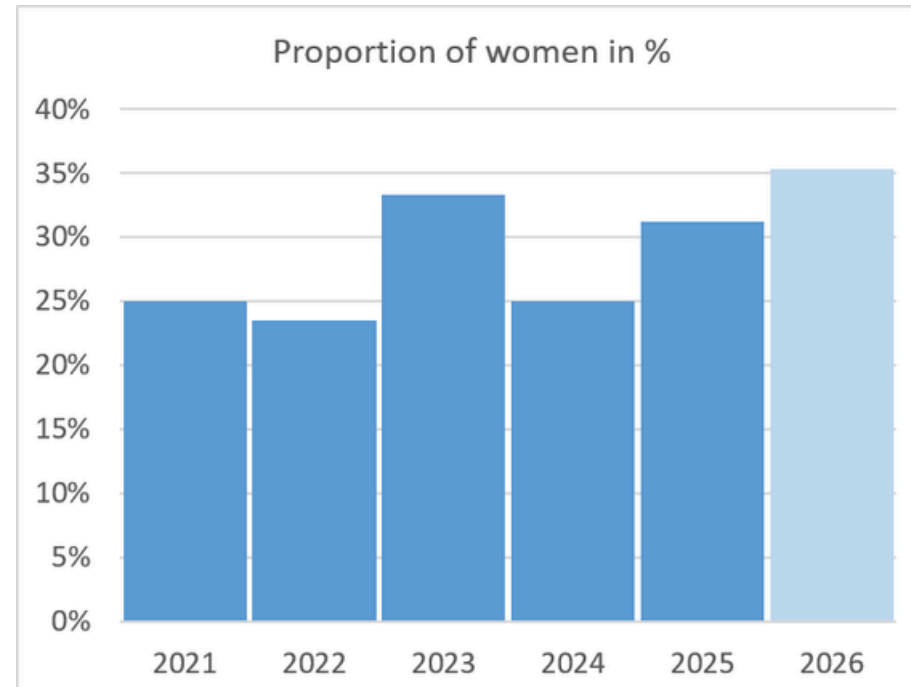
KPI 1 - Staff Development

In the 2025 reporting year, the average number of training hours per employee rose significantly to around 43 hours (2024: 29 hours). This marked increase is primarily attributable to the extensive training programmes organised to support the roll-out of the new ERP/CRM system.



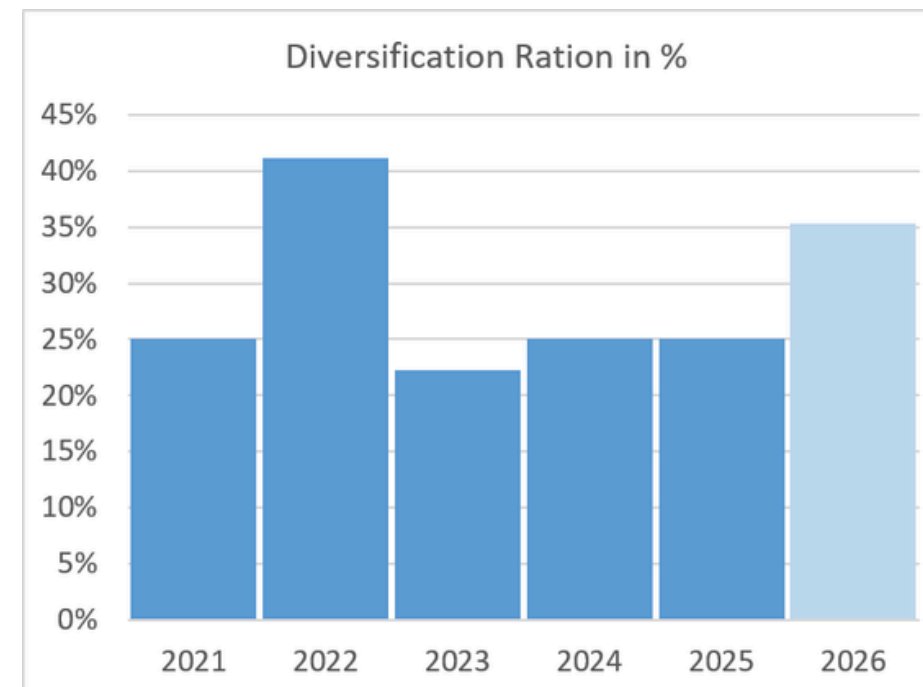
KPI 2 - Proportion of women in the company/on the board

The proportion of women rose to around 31% in the 2025 reporting year (2024: 25%). This has more than offset the decline seen in the previous year. This trend shows that URIMAT continues to pursue its goal of a more balanced team structure consistently.



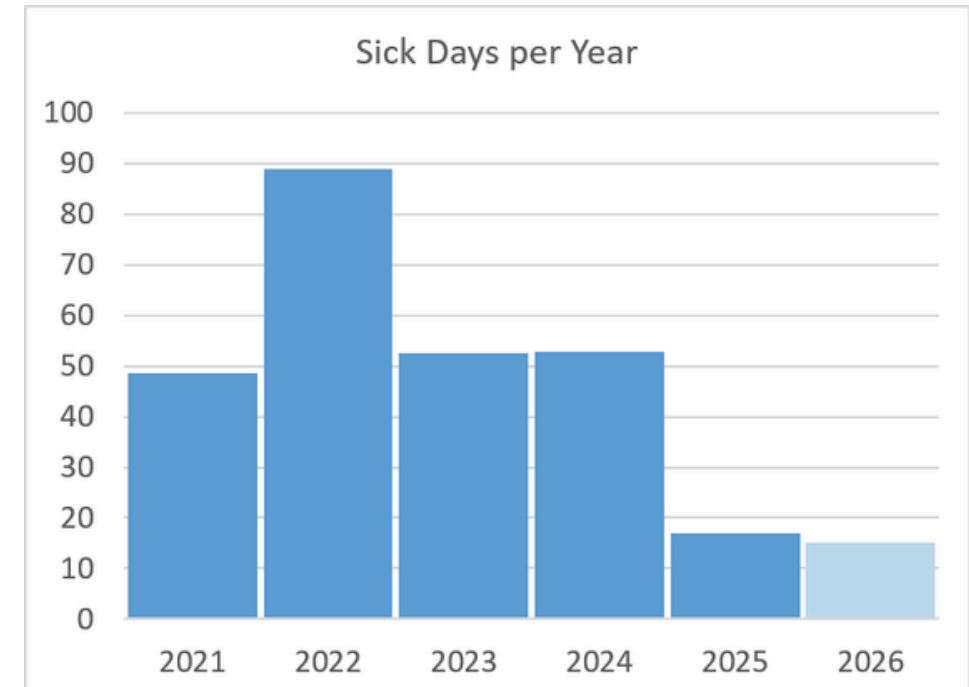
KPI 3 - Diversification ratio

The diversification rate stood at 25% in the 2025 reporting year, remaining unchanged from the previous year. This stable trend demonstrates that diversity remains firmly embedded at URIMAT and is regarded as an integral part of the company's long-term HR and corporate culture.



KPI 4 - Health

The number of sick days fell significantly in the 2025 reporting year to 17 days (2024: 52 days). This trend points to an overall stable working environment and a positive health situation within the company. URIMAT continues to focus on preventive measures and promotes conditions that support the well-being and long-term health of its employees.



OUR EMPLOYEES - ACHIEVEMENT TO DATE

KPI 1 - Strengthening the social dimension through targeted further training

As part of our ESG strategy, we support the development of our staff. Since the 2023 milestone (the systematic recording and analysis of professional development activities), we have been managing skills development on a data-driven basis.

The most recent report for the 2024 financial year shows an average of just under 30 hours of further training per employee – clearly above average when compared with the rest of the industry and given the size of our company.

In 2025, the focus was on digital transformation: as part of the roll-out of the new ERP/CRM system, an above-average number of training sessions were held to standardise processes, ensure data quality and rapidly enhance users' skills in their day-to-day work. At the same time, we implemented numerous practical training programmes in the field of AI – covering specific use cases, efficiency and the responsible use of tools.

KPI 2 - Meaningful equality

As part of our efforts to promote an inclusive and diverse working environment, we continue to attach great importance to gender balance. In the 2025 financial year, the proportion of women in the overall workforce and in senior management remained stable and continues to be above average when compared with the industry and given the size of our company.

This trend is also characterised by low staff turnover: whilst this can sometimes slow down change, it strengthens staff continuity and helps retain expertise. In our recruitment processes, we consistently prioritise equal opportunities – gender is not a deciding factor when filling positions. Equal pay is a standard practice at URIMAT.

For us, diversity is a key factor in long-term success: it strengthens team cohesion, broadens perspectives and boosts our capacity for innovation.

KPI 3 - Progress in diversification

For us, diversity is not just a buzzword, but a genuine driver of performance: different perspectives strengthen collaboration, promote better decision-making and make us a resilient company in the long term. In the 2025 financial year, we were able to maintain our diversity rate within the workforce at a stable level of around 25 per cent, thereby continuing on our chosen course.

This progress is based on deliberate recruitment decisions, clear criteria for staff selection and an open corporate culture in which respect and equal opportunities are put into practice. We take a holistic view of diversity – professional, cultural and personal.

We will continue to pursue this path consistently in the future: we want not only to measure diversity, but also to actively promote it, so that different skills and experiences are even more firmly embedded in our day-to-day work and sustainably strengthen our capacity for innovation.

KPI 4 - Health and Safety at Work

Health and safety remained a top priority at URIMAT in the 2025 financial year. Thanks to consistent prevention measures, clear procedures and a high level of safety awareness amongst our team, we were once again able to operate without any workplace accidents. Absences due to illness and accidents remained at a low, stable level in 2025. A key pillar of our prevention strategy is the annual training on occupational health and safety, which strengthens risk awareness and promotes a safety culture that is embedded in the long term. The defibrillator is now firmly established within the company, and the team has been trained in its use. Proven measures such as consistent hand hygiene and flexible working-from-home arrangements were continued.

In addition, URIMAT actively supports staff health by making a financial contribution towards employees' sporting activities. This scheme has been very well received and promotes physical activity and well-being in everyday working life.

OUR EMPLOYEES - OUR FUTURE

KPI 1 - Staff Development – Our Initiatives

For URIMAT, education is a key driver of personal development, innovation and sustainable business success. That is why, in the 2025 financial year, we are making targeted investments in the further training of our staff – training that is practical, forward-looking and aligned with our strategic priorities. The clear focus is on skills that help us, as an SME, to keep pace with technological developments and to make effective use of new tools in our day-to-day work.

- **Digitalisation as a priority (ERP/CRM & IT skills):** As part of our digital transformation and the further development of our ERP/CRM system, we are planning structured system training courses for all relevant roles. The aim is to ensure processes are mastered, to improve data quality and to sustainably increase efficiency in day-to-day collaboration.
- **Practical AI applications:** In addition to this, we continuously focus on application-oriented training in the field of artificial intelligence. The emphasis is on specific use cases, the productive use of tools and the responsible handling of AI in day-to-day work – so that technology creates real added value and does not remain merely a ‘nice-to-have’.
- **Combining internal and external training:** We promote knowledge transfer through internal training programmes, the exchange of experiences and needs-based coaching. At the same time, we offer targeted external training (e.g. training providers, specialist courses, seminars) to ensure access to up-to-date expertise, new learning formats and best practices.

Through these initiatives, we strengthen our employees’ future-readiness and lay the foundations for using new technologies pragmatically, efficiently and sustainably as an SME.

KPI 2 - Proportion of women in the company – Our Initiatives

At URIMAT, gender equality is not just an ‘HR issue’, but an integral part of our corporate culture. Through KPI 2 (proportion of women in the company), we aim to create an environment in which all employees – regardless of gender – are afforded equal opportunities, fair career prospects and equal recognition.

- **Fair Hiring by Design:** Job profiles are formulated in a gender-neutral manner, requirements are critically assessed (‘must-have’ vs ‘nice-to-have’), and selection processes are standardised as far as possible to reduce bias.
- **Broader talent pipelines:** We are expanding our recruitment channels and specifically targeting female candidates where they are actually active (e.g. professional networks, communities, professional development platforms).
- **Transparent development & career paths:** Clear role profiles, transparent criteria for career progression and regular development reviews ensure comparability and fairness.
- **Equality embedded in everyday life:** Equal opportunities and respectful interaction are binding standards – from collaboration and a culture of feedback right through to leadership.
- **Equal pay as the norm:** Fair, transparent remuneration remains a principle we put into practice – regardless of gender or role.
- **Flexibility that makes a difference:** Modern working models (where appropriate) support work-life balance and enhance the attractiveness of the working environment for people in different life situations.

These initiatives form part of our ESG strategy and help to foster a working environment that harnesses diversity as a strength – in a pragmatic, fair and forward-looking way.

OUR EMPLOYEES - OUR FUTURE

KPI 3 - Diversification ratio – Our Initiatives

At URIMAT, diversity is not just a ‘nice-to-have’, but part of our DNA – and a key factor in fostering better collaboration, new perspectives and long-term sustainability. Through our diversity target, we aim to increase the proportion of staff from under-represented groups to at least 30% in the medium term (e.g. different cultural/ethnic backgrounds, gender identities, sexual orientations and other dimensions of diversity).

- **Fairness in processes, not just in words:** recruitment, development and promotion are based on transparent criteria and structured decision-making. Clear role profiles, defined requirements and transparent assessments help to reduce bias – ensuring that performance, potential and team fit take centre stage.
- **Broader outreach and access:** We are expanding our recruitment channels and deliberately designing job advertisements to be inclusive (using clear language, realistic requirement profiles, and relevant networks and communities). In this way, we reach more qualified talent and sustainably increase our diversity rate.
- **A culture that fosters a sense of belonging:** Diversity only works with genuine inclusion. We promote a working culture in which different perspectives are heard and collaboration is based on respect – so that employees feel welcome and valued, regardless of their background or identity. [Read more](#)
- **Awareness & Skills Development:** Practical in-house training (e.g. bias, respectful communication, intercultural collaboration) makes diversity a reality in everyday working life. The focus is on specific situations, fair decision-making and a collaborative environment in which everyone can play an active part.

Our aim remains to create a working environment in which diversity is seen as a strength – and in which competence, attitude and collaboration count, not background or identity.

KPI 4 - Health - Our Initiatives

At URIMAT, the wellbeing of our staff is our top priority – taken in a holistic sense, both physically and mentally. We create an environment that supports healthy routines, prevents burnout and enables rest and recovery as part of everyday life.

- **Ergonomics & healthy working practices in everyday life:** Our workstations are ergonomically designed and tailored to enable sustainable, comfortable working. We encourage mindful behaviour in our day-to-day work (e.g. exercise, breaks, work organisation) so that health isn’t only an issue when it ‘hurts’.
- **Promoting exercise – with tangible results:** URIMAT continues to provide financial support for sporting activities (e.g. gym membership, sports clubs). This scheme has been very well received by many staff members and not only boosts physical health but also energy, motivation and team spirit.
- **Taking mental health seriously:** Mental wellbeing is just as important to us. We focus on stress prevention and practical guidance to support staff in managing stress – with an emphasis on resilience, mindfulness and healthy self-management.
- **A systematic approach to safety:** Annual training sessions on health and safety at work remain standard practice – including the prevention of non-work-related accidents. This is how we raise awareness of risks beyond the workplace.

Our goal remains clear: a working environment that energises – and in which health, motivation and work-life balance have a place in the long term.



GOVERNANCE

GOVERNANCE

Governance at URIMAT is based on clear principles, flat hierarchies and a culture in which responsibility is not delegated but actively practised. Our five governance principles form the binding framework for leadership and decision-making processes – and ensure that ESG is not treated as a separate project, but as an integral part of our strategic management, our processes and our day-to-day operations. In this way, we combine transparency, effectiveness and integrity to create a modern corporate governance framework that provides direction and builds trust.

1. Clear leadership & active accountability

Roles, responsibilities and decision-making processes are clearly defined and transparent. The Executive Board and the Board of Directors work closely together to ensure that ESG issues are consistently integrated into strategy and operational implementation. Overall responsibility for ESG lies with the Executive Board, which reports regularly on progress, priorities and next steps. A balanced composition of the Board of Directors supports the incorporation of diverse perspectives and enhances the quality of decision-making.

2. Stakeholder dialogue as an early warning system

Sustainable development arises through dialogue. We maintain an active dialogue with employees, customers, suppliers, investors and the local community. The aim is to identify expectations and risks at an early stage, to gather feedback in a structured manner and to incorporate it into planning and implementation. Regular discussions and clear feedback channels foster trust and create resilient, long-term partnerships.

3. Compliance & Ethics: Zero tolerance on integrity

Integrity is non-negotiable. We rely on clear rules and responsibilities – including those relating to transparency, data protection, the prevention of corruption and the protection of know-how. Internal guidelines, training and appropriate control mechanisms embed these standards in our day-to-day operations and create a reliable basis for ethical conduct towards all stakeholders.

4. Risk management: ESG as an opportunity and a responsibility

ESG considerations are systematically integrated into our risk management. We consider both risks (e.g. supply chain, regulatory requirements, resource availability) and opportunities arising from sustainable solutions and changing customer expectations. Through regular assessments and the ongoing development of measures, we strengthen the company's resilience and ensure long-term value creation.

5. Transparency & Reporting: clear, consistent, accountable

Transparency builds trust. We are committed to clear, understandable and consistent ESG reporting, and we make our progress, challenges and planned actions transparent. This openness fosters dialogue, enhances the traceability of our development and helps us to continuously review and specifically improve our performance.

These governance principles are established at URIMAT as a binding framework. We regard them as an integral part of our corporate culture and consistently apply them in relevant decisions and processes.

SOCIAL COMMITMENT



OUR SOCIAL COMMITMENT

As part of our approach to sustainability and our social responsibility, we highlight selected initiatives in the area of social engagement in our annual ESG report. These activities demonstrate URIMAT's commitment to making a tangible contribution to societal value beyond our core business and to supporting the long-term well-being of communities.

- **Support for African school projects:** A key focus of our social commitment is the sustainable improvement of learning and living conditions in developing regions through access to modern, resource-efficient sanitation solutions. In selected African countries, we support school projects aimed at implementing improved sanitation infrastructure and hygienic conditions. This creates more hygienic learning environments and reduces health risks, which can have a positive impact on the children's well-being and their continued attendance at school. URIMAT intends to continue this commitment and to keep identifying and providing targeted support for suitable projects in Africa.
- **Continuation of the partnership with Viva con Agua:** URIMAT is continuing its partnership with Viva con Agua, thereby supporting the objective of improving access to clean drinking water, functioning hygiene facilities and basic sanitation. Financial contributions enable water and hygiene projects to be implemented under the guiding principle 'WATER FOR ALL – ALL FOR WATER'. This collaboration underlines our view of water as a fundamental prerequisite for health, education and sustainable development, and thus as a central element of social participation.
- **Support for Special Olympics Switzerland:** Through our contribution to Special Olympics Switzerland, we support social inclusion through sport. In this way, we help people with intellectual disabilities to further develop their skills, build their self-confidence and, through sporting activities, gain greater visibility and a greater sense of participation in everyday social life.
- **Social engagement through time and commitment:** URIMAT actively encourages its employees to volunteer. Every employee receives one paid day off per year to get involved in a social or charitable project of their choice. This scheme fosters a sense of responsibility, supports local initiatives and helps to promote social cohesion beyond the company

Through these initiatives, we reaffirm our holistic understanding of ESG, which actively takes into account the social dimension alongside environmental and governance aspects. The aim is to strengthen social participation, promote equal opportunities and contribute to better health and living conditions through concrete measures. We view this commitment as an ongoing process that not only supports the achievement of selected global sustainability goals but can also bring about a lasting improvement in people's quality of life in a variety of contexts.

OUTLOOK



OUTLOOK

We are approaching the 2026 financial year with a clear focus and plenty of drive: URIMAT aims not only to document sustainability, but to translate it into measurable outcomes in our products, processes and collaboration. As an SME, we focus on pragmatic solutions that make a difference – and on deploying new technologies where they create genuine added value.

Environment: Making an impact through innovation and resource efficiency

Our priority remains the consistent development of waterless, resource-efficient sanitary solutions. At the same time, we are continuing to drive forward our CO₂ reduction targets (Scope 1 & 2 by 2026: at least -20 per cent) – including through the modernisation of our vehicle fleet and additional energy efficiency measures. In parallel, we are focusing specifically on more sustainable materials: in future, a significant proportion of new products is to be made from recyclable or bio-based materials, in order to further reduce plastics and environmentally harmful substances. We also maintain high standards in water management: we are developing solutions that help our customers to significantly reduce their water consumption.

Social: Strengthening skills, promoting health, embracing diversity

continue to invest in our staff – particularly in digitalisation, ERP/CRM skills and practical AI applications – so that we can keep pace with technological developments and make effective use of them as an SME. At the same time, we foster a working environment that is stable, fair and inclusive: equal opportunities, equal pay and a culture of respect remain our core guiding principles. Health also remains a priority: financial support for sporting activities is being continued – and has proved to be an initiative that is actively used and valued by many employees.

Governance: Clear leadership, transparent communication

Sustainability requires good leadership – which is why ESG is firmly embedded in URIMAT's corporate governance. The Executive Board and the Board of Directors work closely together, define clear responsibilities and consistently integrate ESG issues into strategy and operational decisions. Progress, priorities and next steps are regularly reviewed and refined.

At the same time, we strengthen our reliability through rigorous compliance and ethical standards (including transparency, data protection, anti-corruption measures and the protection of know-how), as well as a risk management framework that continuously assesses ESG risks and opportunities – for example, along the supply chain or in relation to regulatory requirements. Dialogue with stakeholders remains central to this, and through clear, consistent reporting (including participation in EcoVadis), we foster transparency and trust.

For URIMAT, sustainability is not a final destination, but a process of continuous improvement. With ambition, a down-to-earth approach and a spirit of innovation, we are working to bring together environmental impact, social responsibility and economic stability – thereby creating long-term added value for our customers, employees and partners.