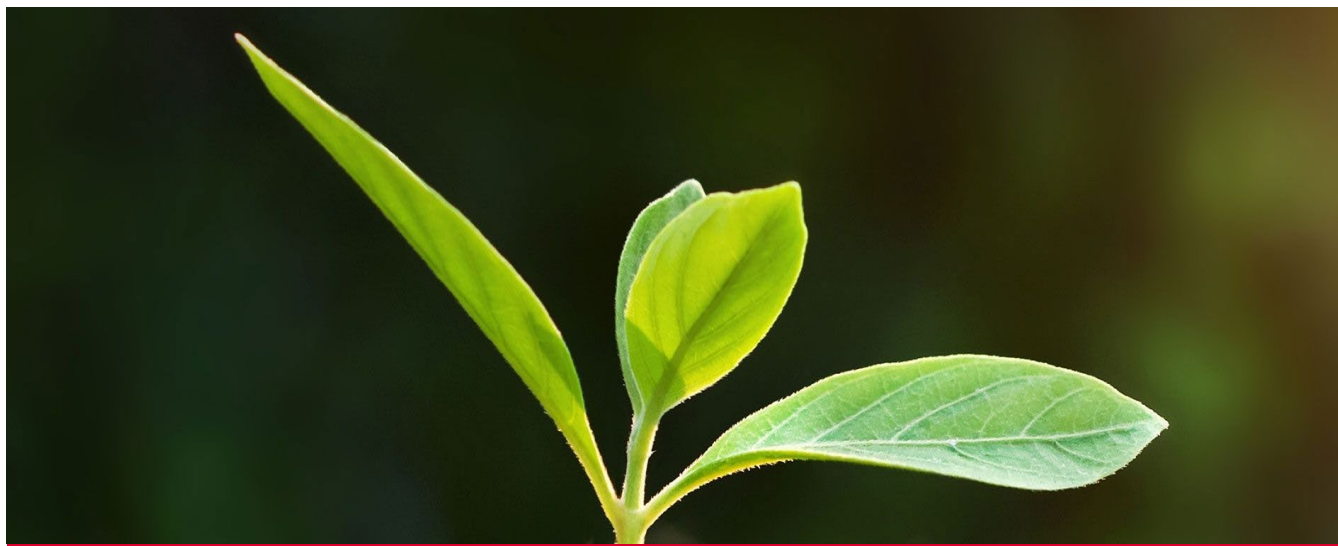


Sustainable environmental management.



Author Adrian Glauser

Approved by Adrian Glauser

Status V2.0 / released

Place, date Bern, June 19, 2025

Contents

1	Introduction	4
2	Our environmental policy	4
3	Our environmental commitment	5
4	Our environmental goals for 2025	5
4.1	Brief overview of measures to achieve the goals	6
5	Sensitisation of employees	7
6	Energy and climate	7
7	Waste management	8
8	Mobility	10
9	Resources	10
10	Sustainability at our suppliers	11
11	Project-related environmental management at cablex	11
12	Controls / audits (cablex)	12
12.1	Continuous improvement process (CIP)	12
13	Certifications	13

14	Sustainability ratings	14
-----------	-------------------------------	-----------

15	GRI (Global Reporting Initiative)	14
-----------	--	-----------

16	List of illustrations	15
-----------	------------------------------	-----------

Gender note

In the interest of readability, the simultaneous use of masculine and feminine forms is avoided. All references to persons are to be understood as gender-neutral and inclusive.

1 Introduction

The environment is important to all of us! With our environmental goals, we aim to improve operational environmental performance by reducing emissions and conserving resources.

As a trustworthy company, we are committed to corporate and digital responsibility towards society and the environment and to promoting sustainable innovation. Protecting the environment and continuously developing sustainability issues are important parts of our Group objectives.

We will achieve net zero by 2035, support our customers' climate targets and contribute to nature and society at the same time.

We recognise our special obligation to sustainable, environmentally friendly business practices. Our environmental management system is also based on this recognition. We use the management system to define targeted measures and monitor them. We are committed to demanding and promoting environmentally friendly behaviour in our company. Environmental management at cablex is integrated into the management system and is ISO 14001 certified.

Our relevance analysis shows that we can influence waste management and mobility. We have therefore launched various initiatives in these areas. We also work very closely with our suppliers to ensure that they comply with and positively influence our requirements in the areas of environmental protection and the circular economy. Strategic suppliers are regularly asked to carry out a self-assessment, and we audit them on site.

2 Our environmental policy

As a company with global connections, we take responsibility for international climate protection. We are dedicated to significantly reducing our greenhouse gas emissions and are actively promoting climate protection measures.

Our commitment to the continuous improvement of our environmental performance:

- Increasing energy efficiency and promote renewable energies.
- Playing a pioneering role in international climate protection.
- Using natural resources efficiently.
- Promoting environmentally friendly products and services.

Internal and external communication:

- Promoting environmentally conscious behaviour among our employees.
- Communicating transparently and with credibility.

3 Our environmental commitment

We take responsibility!

Sustainability is anchored in our strategy, our values, and our environmental policy.



Figure 1 Environmental commitment

4 Our environmental goals for 2025

The annual environmental goals are set based on the Group Target Net Zero 2035 and in consultation with the Group. With our environmental goals, we aim to improve the environmental impact of our business activities by reducing emissions and conserving resources.

The following environmental goals have been set for the year 2025:

- Anchoring group targets for Net Zero 2035 at cablex (see figure 2):
 - Initialising CO2 reporting for cablex.
 - Performing the ESG checkup and strategy sprint.
 - Realising the sustainability programme with three key suppliers.



Mobility

By 2030, the Group aims to reduce direct emissions (Scope 1) to 0 in its fleet and is introducing measures to reduce overall employee mobility.



Building

The Group's goal is for its own and rented buildings to be CO2-free by 2035 and for no fossil fuels to be used for heating.



Supply chains

The Group takes ESG criteria into account throughout the entire purchasing process and requires its suppliers to sign the ESG Code of Conduct.



ESG data

The Group is obliged to report on ESG and, in particular, CO2 data at Group level.

Figure 2 Group Net Zero 2035 environmental goals

4.1 Brief overview of measures to achieve the goals

Mobility.

- Optimisation of the vehicle fleet.
- Optimisation of routes.

Buildings.

- Expand the cablex building overview.
- Refurbishment of buildings and heating systems, replacement of fossil-fuelled heating systems with heat pumps.

Supply chain.

- Checking of compliance with ESG requirements.
- Checking/optimising of the waste concept for public works waste.
- Further sensitisation of employees through e-learning courses with completion certificates.
- Continuous improvement:
 - Carrying out of environmental audits on construction sites and in warehouses.
 - Monitoring of key figures.
 - Conducting environmental training.

ESG data.

- Data for CO2 reporting.
- Have ESG analysis carried out by an external company.
- Building up of expertise at key suppliers.

5 Sensitisation of employees

We focus on handling resources carefully and responsibly.

Waste management is one of the most important points as cablex can have a direct influence here. We therefore work closely with our long-term disposal partners and suppliers.

In this context, sensitising our employees also plays an important role. We have summarised the most important aspects of our environmental commitment for all employees. Our employees are trained regarding our requirements using an e-learning programme. The programme illustrates specific use cases within the company and its field of activity.

6 Energy and climate

Limiting the rise in global temperatures is a major challenge for our society.

As a provider of network infrastructure and services and a major consumer of energy, the entire Group is intensively and proactively involved in climate protection and energy efficiency.

As a Group, we have committed to achieving net-zero greenhouse gas emissions across the entire value chain by 2035 in accordance with the SBTi, thereby making a significant contribution to a climate-friendly Switzerland. We are thus committed to reducing our absolute Scope 1, 2 and 3 greenhouse gas emissions by 90 per cent by 2035, starting from the base year 2018.

cablex actively contributes to the Group's adopted net-zero targets for Scope 1, 2 and 3.

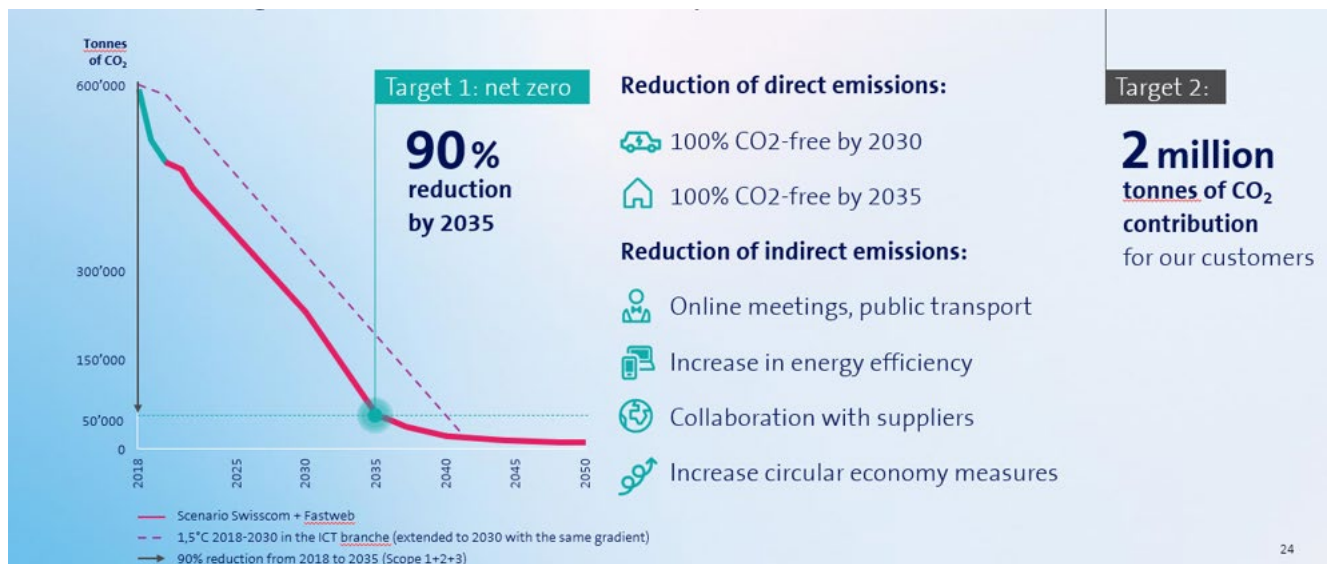


Figure 3 Reduction path until 2035

To achieve this, we rely on 100 per cent renewable energy, an emission-free vehicle fleet and heat pumps. Furthermore, thanks to digitalisation, we work in a climate-friendly way.

We systematically maximise energy efficiency in our operations and supply chains by reducing CO₂ emissions from our operations and supply chains to a huge degree, which corresponds to a reduction pathway of well below 1.5°. The remaining, unavoidable emissions from our value chain are offset.

KPI	Value 2021 (tonnes)	Value 2022 (tonnes)	Value 2023 (tonnes)	Value 2024 (tonnes)
Scope 1 CO2 emissions (buildings and vehicles without refrigerants)	14,832	12,861	12,467	10,927
Scope 2 CO2 emissions (electricity, district heating, offset) *marked based	0*	0*	0*	0*
Scope 3 CO2 emissions (supply chain, employee mobility, etc.)	329,330	312,569	307,259	320,886

Figure 4 Greenhouse gas emissions according to Scope 1, 2 and 3

7 Waste management

Sustainability is a high priority at cablex. It is important to use resources sparingly, take account of changes with foresight and ensure communication based on dialogue and credibility. We can take these points into account in the established disposal concept. Due to developments and new requirements in the waste disposal business, the concept is constantly being further developed.

The disposal process is documented in our management system. All special waste is described in separate processes. With these processes and various training programmes, we ensure that recyclables and waste are disposed of properly.

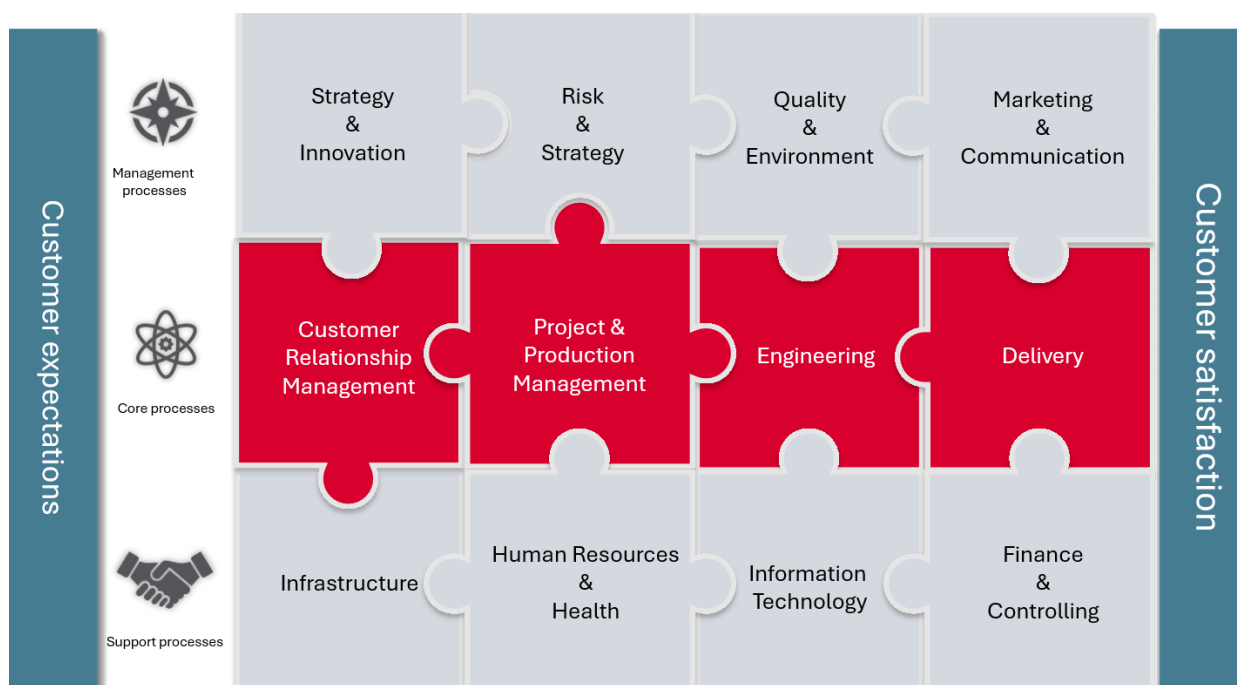


Figure 5 cablex process map

We work with a professional waste disposal partner who handles most of the recycling for the entire Group. The conditions for recycling are governed by contracts.

We ensure the following points:

- compliance with legal principles (in accordance with Art. 30 of the Environmental Protection Act (USG)): avoid, recycle, and dispose of in an environmentally friendly way,
- transparency regarding the flow of recyclable material and waste material,
- correct handling of substances,
- compliance with instructions on the part of employees, subcontractors, and partners.

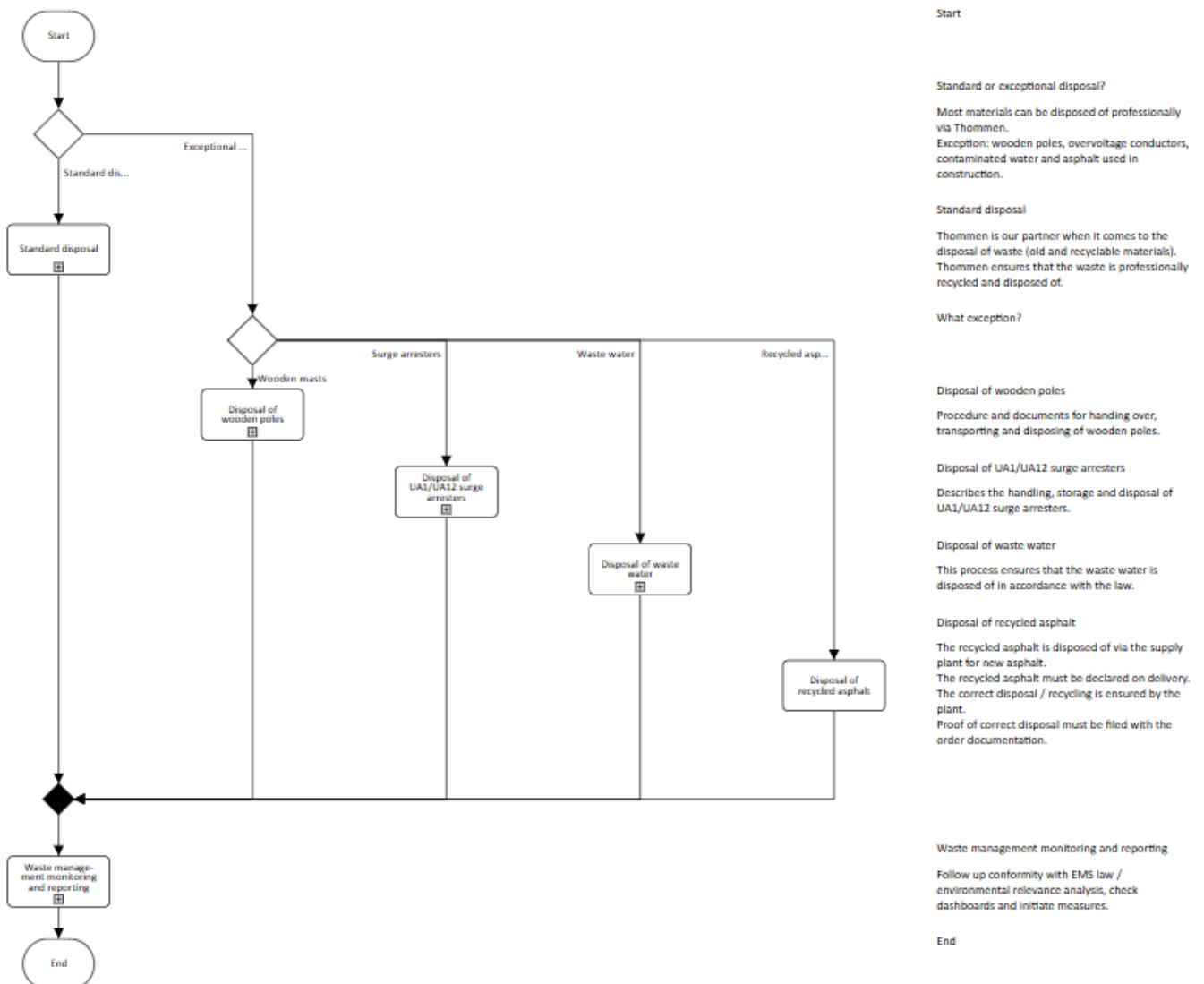


Figure 6 cablex disposal process

8 Mobility

Our entire fleet will be climate neutral by 2030. By switching to electric cars, which we initiated in 2021, we are significantly reducing our emissions.

Alongside this, charging stations have been installed in our buildings. Employees who drive an electric car receive financial support to install a charging station at home.

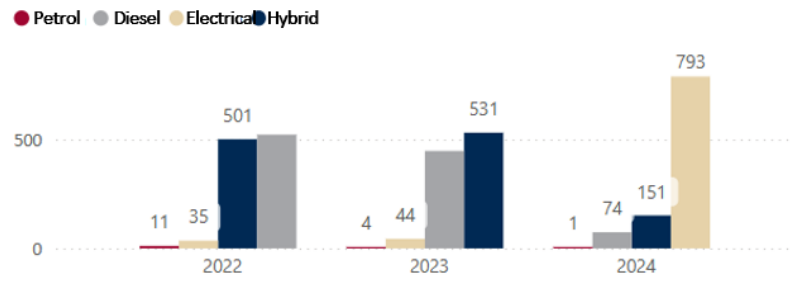


Figure 7 Development of the vehicle fleet 2022–2024

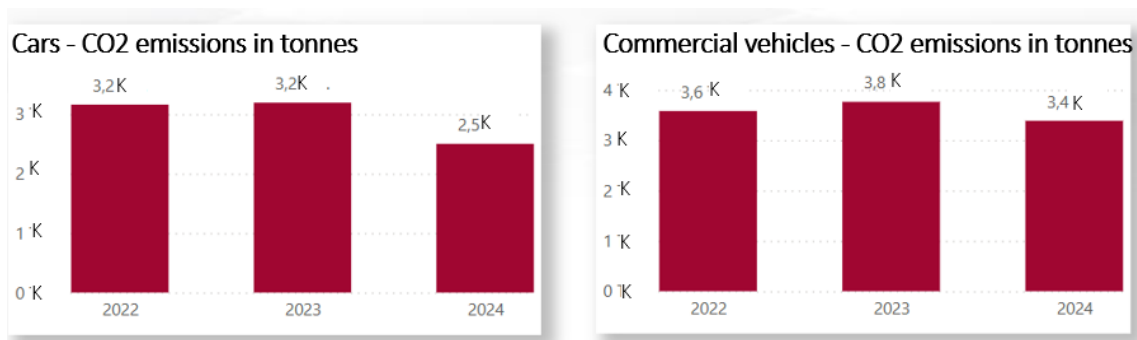


Figure 8 Development of CO2 emissions for passenger cars / commercial vehicles

Other measures help to minimise the CO2 footprint of mobility:

- Employees are sensitised regarding ecological use of their vehicles.
- We regularly publish tips on how to maintain and operate vehicles in the best possible way.
- Thanks to optimisations in field service, including system optimisations in dispatching, fewer vehicles are in use and routes can be optimised.
- In addition, all employees receive discounts on public transport (half-fare travelcard) and are instructed to use the train for business travel wherever possible.

9 Resources

In addition to our energy-saving measures, we endeavour to reduce the use and consumption of other resources in our business activities. Whenever possible, we avoid the use of short-lived materials. We favour the use of substances that have little or no impact on the environment.

Another example is the reduction of paper consumption. By completely digitalising work processes within the company and for our customers, we are massively reducing paper consumption. In everyday office life, we have reduced the number of print jobs with the "Follow Me Printing" service.

Water consumption is also managed sustainably. We need water for the sanitary facilities in our office buildings and for cooling some of our data centres. To reduce water consumption in our offices, the water pipes in existing buildings were retrofitted with flow restrictors.

10 Sustainability at our suppliers

When selecting our suppliers, we explicitly assess their contribution in ESG (Environmental, Social and Governance) and require it in the code of conduct for suppliers.

The annex on ESG sets out economic, environmental, and social principles that must be observed by their direct suppliers and subcontractors. The focus here is on the entire end-to-end supply chain, from manufacturers and supply partners to users and recycling companies.

Environmental.

The environmental impact of suppliers is analysed, such as their energy efficiency, use of renewable energies and measures to reduce their environmental footprint. It also calls for a proactive approach to the circular economy and due diligence regarding minerals and metals from conflict areas.

Social.

This relates to the social impact of suppliers, such as the working conditions of their employees, respect for human rights, promotion of diversity and inclusion, and health and safety in the workplace.

Governance.

Suppliers' governance practices are assessed, such as their transparency, ethical standards, corporate structure and governance, risk management practices and compliance with laws and regulations.

The ESG assessment of suppliers helps us build more sustainable and responsible supply chains. By selecting suppliers that fulfil high ESG standards, we can achieve our own sustainability goals and reduce the risk of reputational and compliance issues.

cablex evaluates suppliers according to product group criticality, which is based on the Ecovadis industry risk profile. Risk monitoring is also carried out to monitor suppliers and supply chains. Employees in Supply Chain Management are trained in auditing and evaluating suppliers.

11 Project-related environmental management at cablex

A project-related environmental management concept is drawn up for larger projects. The following topics (in accordance with ISO 14001) are audited. These points are often only assessed in the planning application:

- Emissions into the atmosphere.
- Discharges into bodies of water.
- Contamination of the soil.
- Consumption of raw materials and natural resources.
- Energy consumption.
- Release of energy (e.g. in the form of heat, radiation, vibration (noise), light).

- Generation of waste and/or by-products.
- Land usage.

Local laws are observed, and the environmental protection authorities must be involved, if necessary. If necessary, authorisations for implementation are obtained.

The following tools, among others, are used to define the necessary measures:

Laws and regulations.

Environmental Protection Act (USG)

Water Protection Act (GSchG)

Radiation Protection Act (StSG)

Ordinance on the Prevention and Disposal of Waste (VVEA)

Ordinance on the Movement of Waste (VEVA)

Ordinance on Soil Pollution (VBBo)

Ordinance on Air Pollution Control (LRV)

Noise Abatement Ordinance (LSV)

Ordinance on Protection against Major Accidents (StFV)

12 Controls / audits (cablex)

Internal environmental audits are an important part of the environmental management system at cablex and serve to assess the conformity of the environmental management system with the standard requirements.

They help us to recognise weaknesses at an early stage and effectively rectify them by introducing corrective and preventive measures, thereby helping us to continuously improve.

12.1 Continuous improvement process (CIP)

The continuous improvement process (CIP) is a key component of our environmental management strategy. By systematically carrying out internal environmental audits on construction sites, in material warehouses and at our suppliers and partners, we create a solid basis for continuous optimisation.

All the results of these audits are carefully documented and archived. When deviations are identified, we develop targeted measures, the implementation of which is demanded by all parties involved.

This not only ensures compliance with legal requirements, but also promotes the sustainable and efficient use of resources. The CIP enables us to react proactively to weak points and continuously improve our environmental performance, which means that we not only maintain our high-quality standards, but also continue to develop them.

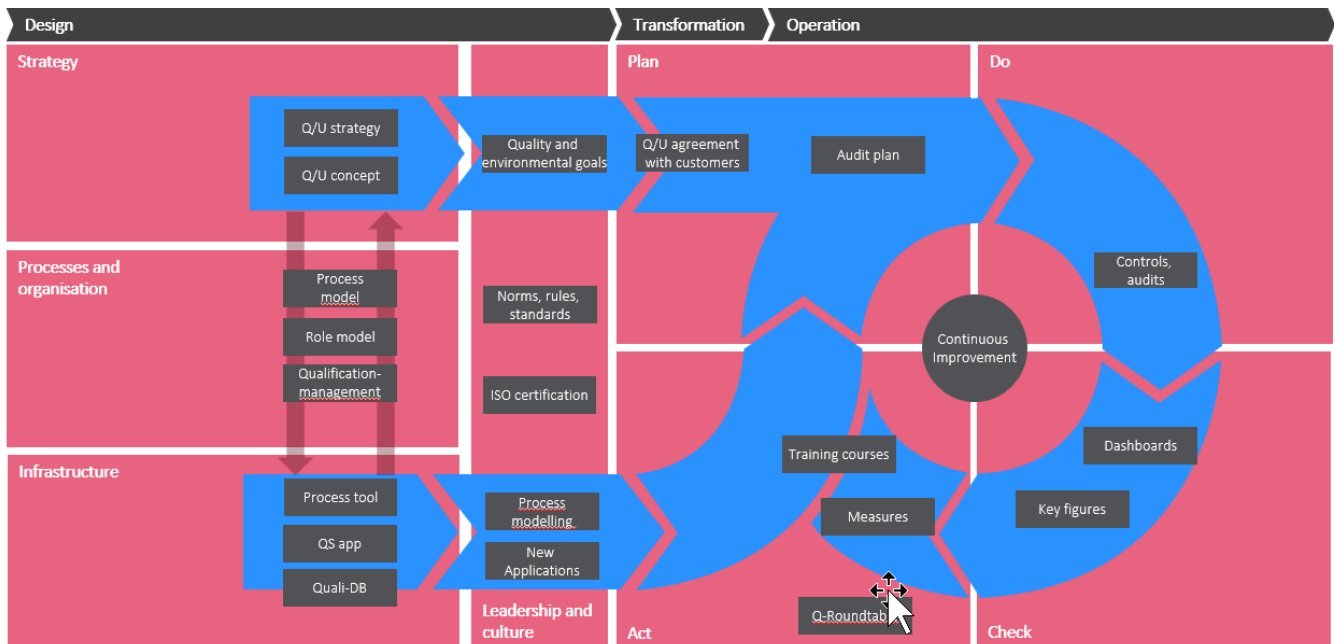


Figure 9 Continuous improvement process (CIP) with *plan-do-check-act* (PDCA)

13 Certifications

We control all measures relating to environmental management and sustainability via our environmental management system.

We use norms, standards, and internal guidelines to systematically implement the planned savings and efficiency measures.

cablex is certified according to ISO 14001 and ISO 9001.



Figure 10 Overview of certifications

14 Sustainability ratings

As a Group, we are likewise certified in accordance with the Greenhouse Gas Inventory Directive 14064 and have received the following ratings:



Figure 11 Overview of sustainability ratings

15 GRI (Global Reporting Initiative)¹

The emissions of cablex are included in the Group's climate report, which is available online. Our emissions reporting is in line with the GRI and ISO 14064.

The emissions are reported by the Group and externally audited by SGS (Société Générale de Surveillance).

¹ The Global Reporting Initiative (GRI) is an organisation that has developed a comprehensive framework for sustainability reporting in a multinational, participatory process. The [GRI standards](#) help companies and organisations worldwide prepare sustainability reports. They provide principles and indicators that organisations can use to measure their economic, environmental and social performance, thereby enabling a certain degree of comparability among different organisations.

16 List of figures

Figure 1 Environmental commitment 5

Figure 2 Group Net Zero 2035 environmental goals 6

Figure 3 Reduction path until 2035 7

Figure 4 Greenhouse gas emissions according to Scope 1, 2 and 3 8

Figure 5 cablex process map 8

Figure 6 cablex disposal process 9

Figure 7 Development of the vehicle fleet 2022–2024 10

Figure 8 Development of CO2 emissions for passenger cars / commercial vehicles 10

Figure 9 Continuous improvement process (CIP) with plan-do-check-act (PDCA) 13

Figure 10 Overview of certifications 13

Figure 11 Overview of sustainability ratings 14