

WEIDMANN BUSINESS ETHICS REPORT 2025



WEIDMANN

EXECUTIVE SUMMARY

In 2025, Weidmann Group strengthened its commitment to ethical business practices, focusing on corruption and bribery prevention, as well as information security. Following the 2023 Materiality Assessment, Weidmann identified anti-corruption practices as a material priority and information security due diligence as fundamental to ensure business continuity and stakeholder trust.

Achievements in Anti-Corruption and Anti-Bribery Initiatives:

- Exceeded the training target with 88% of employees completing Code of Conduct (CoC) training on anti-bribery and corruption principles by June 30, 2025.
- Conducted internal audits on specific business ethics issues and integrated anti-corruption clauses into General Terms and Conditions.
- Achieved zero convictions and sanctions for violation of anti-bribery and anti-corruption laws, and zero confirmed fraudulent activities.

Achievements in Information Security Initiatives:

- Achieved a 95% success rate in simulated phishing attacks, surpassing the 85% target.
- Maintained zero confirmed information security incidents throughout the year, as validated by BitSight monitoring.

In 2026, ethics-related targets will be reviewed and further aligned with ESRS requirements. Weidmann remains committed to ethical business practices aligned with its core values of practicing ethical and accountable behaviors. We thank our partners and stakeholders for their support in building a culture of integrity and trust.

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1 ETHICS AT WEIDMANN

At Weidmann, maintaining ethical standards is fundamental to safeguarding our reputation, ensuring legal compliance, and upholding stakeholder trust. Our entrepreneurial activities are conducted in accordance with applicable legal frameworks and guided by the principles of responsible and ethical behavior as outlined in the Weidmann Code of Conduct. Ethics is not merely a compliance requirement – it is integral to our corporate values of practicing ethical and accountable behavior in all our business dealings.

A Materiality Assessment conducted in 2023 revealed ethics-related topics, particularly anti-corruption practice as a material priority for Weidmann Group. Moreover, Weidmann considers thorough due diligence practice related to information security as fundamental to ensure business continuity and maintain stakeholders' trust.

1.1 Scope of Ethics Activities

This report summarizes the progress of Weidmann Group's ethical activities from **January 1 to December 31, 2025**, throughout all Weidmann companies.

1.2 Key Focus Areas in 2025

In 2025, we advanced our commitment to ethical business practices by focusing on two critical pillars:

Anti-Corruption and Anti-Bribery

- Train employees on anti-bribery and corruption principles through our Code of Conduct (CoC) training program
- Conduct internal audits on specific business ethics issues to ensure policy adherence and identify improvement areas
- Reinforce incident reporting mechanisms and investigation protocols
- Integrate anti-corruption clauses into the company's General Terms and Conditions

Information Security

- Enhance cybersecurity infrastructure to protect against evolving digital threats
- Ensure compliance with data protection regulations (including GDPR and equivalent frameworks)
- Conduct security awareness training for employees throughout all Weidmann companies
- Uphold systematic incident detection and response protocols

2 ETHICS TARGETS AND KEY PERFORMANCE INDICATORS (KPIs)

In 2025, SMART targets were set for selected topics in the fields of anti-corruption and anti-bribery, as well as information security. The targets were revised during 2025 to harmonize with the requirements outlined in the European Sustainability Reporting Standard ESRS (Version July 2023) and to add more detailed definitions following the publication of the simplified ESRS draft (Version November 2025). Progress toward the targets was monitored regularly using suitable Key Performance Indicators (KPIs) and is summarized in this report.

2.1 Targets in Anti-Corruption and Anti-Bribery

The Group Compliance Officer is responsible for setting and monitoring the progress of these targets.

Building anti-corruption awareness throughout the organization

- Train 85% of employees on anti-bribery and corruption principles through Code of Conduct (CoC) training by June 30, 2025.

Maintaining zero tolerance for bribery, corruption, and fraudulent activities

- Achieve zero convictions and sanctions for violation of anti-bribery and anti-corruption laws by December 31, 2025
- Achieve zero confirmed fraudulent activities or sanctions by December 31, 2025, resulting from investigations/sanctions by national finance (tax) authorities Group-wide

Based on the above targets, KPIs were defined, measured, and reported as detailed in Table 1.

Table 1: Anti-Corruption and Anti-Bribery KPIs on Group-level

| Target | KPI | Target 2025 | Actual 2025 |
|--|---|-------------|-------------|
| 85% of employees are trained on anti-bribery and anti-corruption principles by June 30, 2025 | Percentage of employees trained on anti-bribery and anti-corruption principles through Code of Conduct (CoC) training | 85% | 87% |
| Zero convictions and sanctions for violation of anti-bribery and anti-corruption laws by December 31, 2025 | Number of confirmed cases of corruption and bribery according to ESRS | Zero | Zero |
| Zero confirmed fraudulent activities or sanctions by December 31, 2025 | Number of confirmed cases of fraudulent activities | Zero | Zero |

All the KPIs listed in Table 1 were reviewed by a third-party in accordance with the Swiss Auditing Standard 920 Engagements to perform agreed-upon procedures regarding financial information.

2.2 Targets in Information Security

The Chief Digital Officer is responsible for setting and monitoring the progress of these targets.

1. Building cybersecurity awareness and resilience

Achieve an 85% success rate in simulated phishing attacks by June 30, 2025.

2. Maintaining zero information security incidents

Achieve zero confirmed information security incidents within the last 12 months (measured from the date of report creation).

Based on the above targets, KPIs were defined, measured, and reported as detailed in Table 2.

Table 2: Information Security KPIs on group level

| Target | KPI | Target 2025 | Actual 2025 |
|---|--|-------------|-------------|
| 85% success rate in simulated phishing attacks by June 30, 2025 | Percentage of success rate ¹ in simulated phishing attacks | 85% | 95% |
| Zero confirmed information security incidents within the last 12 months (measured from the date of report creation) | Number of information security incidents confirmed in BitSight ² Report | Zero | Zero |

The data on "Number of information security incidents" was reviewed by a third-party in accordance with the Swiss Auditing Standard 920 Engagements to perform agreed-upon procedures regarding financial information.

¹ Annual success rate is calculated as 100% minus the average phish-prone percentage across all four quarters. The phish-prone percentage represents employees who took unsafe actions (clicking links, entering data, opening attachments, enabling macros, or replying) in simulated phishing tests.

² BitSight is a cybersecurity performance monitoring platform that provides objective, data-driven security ratings based on continuous analysis of publicly observable cybersecurity data. The platform tracks various information security incidents including compromised systems, misconfigurations, and exposed credentials.

3 OUTLOOK AND DUE DILIGENCE INITIATIVES

Annual reevaluation of Weidmann's ethics due diligence focus ensures we effectively address the highest areas of risk and maintain alignment with evolving regulatory requirements. In 2026, we will undertake a review of our ethics targets to further harmonize with the European Sustainability Reporting Standard (ESRS) and reflect organizational changes in our due diligence processes.

Key initiatives planned for 2026

- Target Review and ESRS Alignment
- Process Documentation for Code of Conduct Training
- Continuous Improvement of Reporting Mechanisms
- Enhanced Due Diligence on Information Security

Weidmann remains committed to ethical business practices aligned with its company values of practicing ethical and accountable behaviors. We thank our partners and stakeholders for their support in building a culture of integrity and trust.

Released by Group Compliance Officer and Chief Digital Officer

Date: 05.2026