QEHS and sustainability policy

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1. Objective

INTEGRA Metering is committed to responsible, sustainable and legally compliant corporate management. Quality, environmental and climate protection, occupational safety and health as well as sustainable action are an integral part of our corporate strategy and daily actions.

This policy specifies the principles of the INTEGRA Holding Senior Code of Conduct (RL0131) that are relevant to INTEGRA Metering AG in the context of QEHS management[1] and sustainability.

We place the requirements and expectations of our customers at the center of our priorities and strive to provide high-quality products and services. Through clearly defined processes, risk-based thinking and the continuous improvement of our management system, we ensure the efficiency of our processes and sustainably increase customer satisfaction.

At the same time, we take into account the ecological impact of our activities, products and services over their entire life cycle. Our goal is to use natural resources responsibly, avoid or minimize environmental damage, continuously reduce energy and water consumption, reduce greenhouse gas emissions and, where possible, avoid waste or recycle it sensibly, in a circular economy logic. To this end, we are committed to developing and industrializing new products and processes from the design stage and in a rigorous way, according to sustainability criteria, including circularity, material efficiency, recyclability and longevity.

The safety and health of our employees is our top priority. We create safe and healthy working conditions, systematically identify and assess risks and implement appropriate measures to prevent accidents at work, work-related diseases and health risks. In doing so, we encourage the active participation and involvement of our employees in the continuous improvement of our occupational health and safety system.

By strictly complying with legal, regulatory and other binding requirements, and by continuously improving our processes, services and management systems, we make a sustainable contribution to the long-term success of the company as well as to the protection of people and the environment.

2. Validity/Scope

This policy applies to the INTEGRA Metering AG sites in Therwil and Vevey.

It is binding on all employees, managers and people working on behalf of the company. In addition, we expect our business partners and suppliers to support and comply with the principles and requirements described in this policy in their area of responsibility.

3. Our commitments

3.1. Quality

To ensure a high level of customer satisfaction and sustainable development of the company, we are committed to:

[1] Quality, Environment, Health and Safety

- To develop and supply high-quality, safe and legally compliant products that meet the requirements and expectations of our customers.
- Comply with all applicable legal, regulatory and binding requirements in the field of quality.
- Promote a culture of continuous improvement through measurable goals, regular performance reviews and the active participation of our employees.

3.2. Environment, climate protection, sustainability

To protect the environment and reduce our environmental impact, we are committed to:

- Continuously reduce our greenhouse gas emissions (Scopes 1 and 2) and increase energy efficiency.
- Use water responsibly and resource-efficiently by monitoring consumption.
- Use effective recycling and reuse solutions.
- Promote the circular economy by avoiding, separating and recycling materials and waste in all areas of the company, as well as working with partners to develop suitable concepts for recycling recoverable substances.
- Considering environmental and sustainability aspects throughout the entire life cycle of our products – from development to disposal to manufacturing – to continuously reduce resource consumption and environmental impact.
- Comply with all applicable legal provisions and country-specific regulations, in particular with regard to substance compliance and material approval (including restrictions on PFAS and specific requirements for drinking water).

3.3. Occupational Health and Safety

To protect our employees, we are committed to:

- Create safe and healthy working conditions.
- To protect the health and safety of our employees by preventing accidents at work and work-related illnesses, as well as by continuously improving health and safety at work.
- Comply with all applicable legal, regulatory and other binding requirements in the field of occupational health and safety.
- To promote a safety culture through the active participation of our employees and the continuous improvement of our prevention measures.

3.4. Workers' and human rights

INTEGRA Metering AG implements the principles of human rights, equal opportunities, equal treatment and fair working conditions set out in the INTEGRA Holding Senior Code of Conduct (RL0131), in the context of QEHS management and sustainability.

Operational implementation is ensured by the applicable processes, guidelines and procedures of INTEGRA Metering AG. This includes, in particular, the assessment of

relevant risks, the implementation of appropriate prevention and improvement measures, as well as the monitoring of effectiveness.

3.5. Ethics and Integrity

INTEGRA Metering AG implements the requirements set out in the INTEGRA Holding Senior Code of Conduct (RL0131) for integrity, ethical behavior and compliance within its business processes.

Relevant compliance and corruption risks are regularly identified and assessed. Appropriate prevention, training and improvement measures are defined on the basis of these assessments, and their implementation is monitored.

Violations are reported and dealt with in accordance with the reporting and alerting procedure established for this purpose.

3.6. Sustainable Sourcing

We also expect our suppliers and business partners to act responsibly and are committed to:

- Consider environmental, social, human rights, and ethical aspects in procurement decisions.
- Promote long-term, sustainable partnerships with our suppliers.
- To expect our suppliers to comply with the requirements of the INTEGRA Holding Senior Code of Conduct (RL0131) and the Supplier Code of Conduct.
- Consider sustainability risks in supplier management.
- To promote the continuous improvement of the sustainable performance of our suppliers.

4. Objectives

4.1. Quality

- Maintain the management system, apply it effectively and continuously develop it.
- Receive no major non-conformances during external certification and surveillance audits.
- Plan and conduct internal audits in accordance with the annual audit program and continuously develop their scope and effectiveness (+50% compared to the previous year)
- Systematically record and track identified gaps, opportunities for improvement and actions, and ensure their timely implementation.
- Keeping scrap costs as a percentage of sales low in the long term
- Continuously reduce the scrap rate in the relevant product groups
- Continuously reduce the processing times of quality deviations

- Improve the data available to assess product quality, through the systematic collection and analysis of quality-relevant information (e.g. defect reports, inspection reports, incoming goods controls and initial sample checks).
- Increasing product quality through design and manufacturing improvements to reduce the complaint rate across the product line.

4.2. Environment, health protection, safety at work

- Ensure compliance
- Aiming for 0 reportable occupational accidents
- Increase the systematic collection of findings from hazard and risk assessments (at least 30 documented findings) in order to develop effective preventive measures and eliminate causes in the long term.
- Perform internal security audits in accordance with the audit program, including exceptional security audits if necessary

4.3. Sustainability

- Net zero greenhouse gas emissions target for Scopes 1 and 2 by 2040 at the latest (according to INTEGRA Holding's strategic objective)
- Vision of net-zero greenhouse gas emissions for Scopes 1 and 2 and all relevant Scope 3 categories, by 2050 at the latest
- Continuous collection and updating of data for the greenhouse gas emissions balance
- Set short-term targets to reduce greenhouse gas emissions and systematically monitor the implementation and effectiveness of measures
- Implementation of the climate protection plan in operational processes

5. Responsibilities

The board of directors bears overall responsibility for the implementation of this policy and provides the necessary human, organisational and financial resources. In order to effectively implement the QEHS and sustainability strategy, the board of directors has defined clear responsibilities within the organisation.

The QEHS & Sustainability Manager steers and coordinates all activities that have an impact on the environment. He or she ensures compliance and is the central contact person for these matters.

6. Policy Review

This policy is regularly reviewed by the QEHS Manager with regard to its topicality, effectiveness and adequacy. The necessary adjustments are made by the responsible persons and communicated to the relevant employees and other relevant stakeholders in an appropriate form. The policy is made accessible to all employees, communicated as part of the onboarding of new employees and published on the company website.

If you have any questions about the application or implementation of the policy, the QEHS manager is available as a contact person (QM@integra-metering.com).

7. Coming into force

This version is a translation of the original German version approved by the Board of Directors on 19 September 2026. In the event of any doubt, the original German version applies.