

Our Commitment to a Sustainable Future

Our Sustainability Promise

Our purpose – “Together we innovate, together we keep the world in flow” – shapes our approach to sustainability. We believe that lasting impact can only be achieved through collaboration. At KNF, we accomplish this by working closely with our people and partners, and the communities around us.

As a family-owned company, we assume responsibility across generations. We strive not only to develop innovative solutions, but also to design them with a sustainable future in mind. In doing so, we are guided by our long-standing mission statement and our Code of Conduct (CoC), which set out clear values: respect for human rights and environmental protection are integral to our daily work.

Our sustainability strategy is intentionally global in scope and local in impact. As a decentralized organization, we empower our locations to develop and implement sustainability initiatives tailored to their specific regional needs. At the same time, we establish overarching structures that foster sustainable growth throughout the company.

In 2025, we further advanced our sustainability efforts, both strategically and operationally. This continuous development is guided by four key fields of action: **People, Partners, Products**, and **Places**. These were defined as part of a comprehensive global strategy process and serve as the framework for our sustainability activities.

We do not approach sustainability as an isolated measure, but rather as an integral part of our corporate identity: together, responsibly, and focused on the future.

We invite you to explore our progress and be part of our sustainability journey.

Alexander Heizler (CEO, KNF Group)



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Sustainability at KNF

KNF creates value for customers worldwide through innovative pump technologies. Our business model is built on modular, customer-specific solutions, focused on durable and repairable products, and shaped by strong partnerships across the value chain.

We strive to continuously enhance the performance and efficiency of our pump solutions. These principles allow us not only to be a reliable partner for high-quality products and individual solutions, but also to embed sustainability at the core of our business.



Table 1:
KNF Group facts
and figures 2025

Legal form	Swiss stock corporation (AG)
NACE code	C – 28.13 Manufacture of other pumps and compressors
Total assets	EUR 171 million
Revenues (third-party sales)	EUR 203 million
Employees (head count)	886
Countries of primary operations and locations of significant assets	Germany, Switzerland, U.S.
Ratings and certificates	• EcoVadis Badge: Committed (U.S. location) • ISO9001*

* production sites and Swiss sales center

Sustainability at the Core of Our Business

KNF is a reliable partner for cutting-edge and flexible pumps and systems worldwide. We develop, manufacture, and distribute high-quality diaphragm pumps, swing piston pumps, and systems for the transfer of gases and liquids as well as for vacuum generation. Founded in 1946 by Kurt Neuberger in Freiburg, Germany, KNF has a long history of delivering first-class technology solutions. We have remained independent and family-owned, guaranteeing stability for our employees, customers, and partners.

About This Report

This sustainability report is based on the Voluntary Sustainability Reporting Standard for SMEs (VSME) and covers environmental, social, and governance topics accordingly. KNF Holding AG prepared this report on a consolidated basis for all locations within the KNF Group (see Annex, Table I). To ensure alignment with the Swiss legal requirements, the report has been enhanced with disclosures and content elements in accordance with OR 964.

KNF has chosen to report both the Basic Module and the Comprehensive Module to ensure a detailed and robust sustainability reporting approach. As we operate through multiple Product Centers, Manufacturing Centers, and Sales Centers worldwide, an expanded reporting scope is necessary to cover all relevant sustainability aspects across the entire KNF Group.

Key Strategic Elements

Through our key strategic elements, sustainability principles are firmly embedded in KNF's strategy:

Modular System

Our modular system allows flexible adaptation to a wide range of applications and enhances resource efficiency through targeted configuration.

Providing Efficient Solutions

By offering customized solutions, we ensure that our products meet exact requirements, avoiding overengineering and conserving valuable resources.

Durability

We design our products for long service life to minimize the need for replacement and new production, thereby reducing their environmental footprint.

Repairability

Our pumps are engineered for easy maintenance and repair, extending their service life and reducing resource consumption.

Partnerships

We build long-term partnerships with customers and suppliers to jointly develop sustainable solutions and optimize the entire value chain.

Business Model

Serving a Diverse Range of Customers

In 2025, our top markets were environmental technology, medical equipment, printing, analytical instruments, and laboratory equipment. KNF products are divided into key business segments and designed for the diverse needs of our customers. KNF solutions are integrated into devices, systems, and processes across leading industries worldwide. They are used in applications such as inkjet printing, fuel cells, 3D printing, process control, emission measurement, chemical applications, and research and analytics. KNF pumps and systems are designed to deliver reliable performance, even in demanding production environments.

KNF specializes in individual solutions: Customer-specific pumps accounted for 90% of KNF's revenue in 2025. Nearly 2,000 new customer projects were realized over the course of the year.

KNF has identified 30 relevant market segments^[1] across its application areas. This broad distribution reflects the diversity of the company's portfolio and underlines its strategic positioning across a wide range of industries. Within this diversified structure, the eight strongest market segments account for around half of the total revenue. These market segments provide a dependable basis for long-term value creation, supported by diversification, stability, and a strong presence in application areas with future potential.

Diversified Supply Chain

Procurement and the supplier base are internationally diversified, with suppliers^[2] spread across three continents: 83% in Europe, 13% in the Americas, and 4% in Asia. To further minimize supply chain risks and meet our social and environmental responsibilities within the supply chain, KNF will introduce a risk analysis from 2026 onwards in line with the EU Corporate Sustainability Due Diligence Directive (CSDDD) and the German Supply Chain Due Diligence Act (LkSG).

Engineered Value Worldwide

KNF operates internationally. In 2025, 48.8% of our products were sold in the EMEA region (Europe, Middle East, and Africa), 29.3% in Asia, and 21.9% in the Americas.

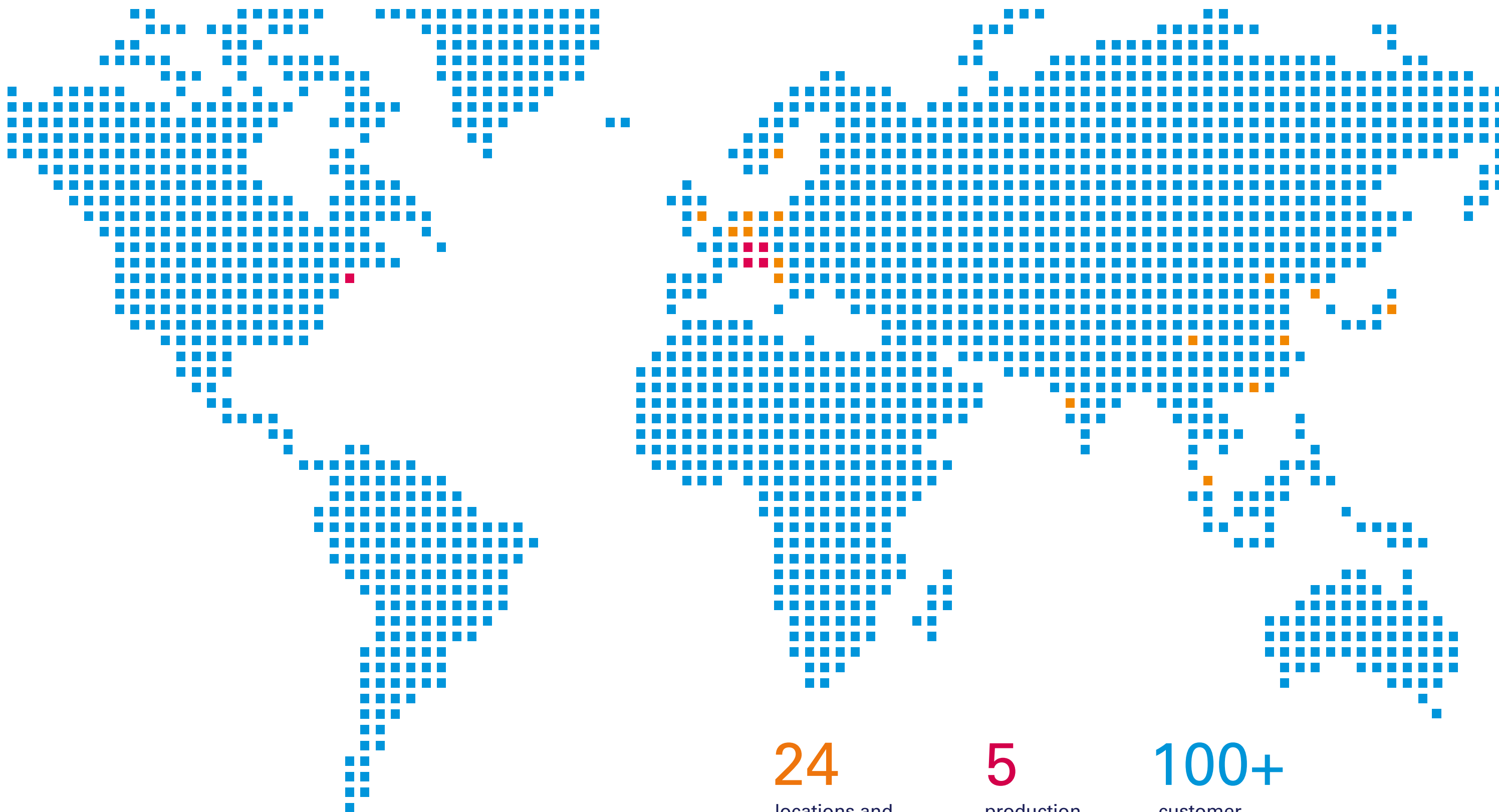
KNF distributes its products primarily through its global network of Sales Centers, ensuring close customer proximity and high-quality technical support. The company has established a structured model consisting of Product Centers for development and manufacturing and Sales Centers for market access, service, and application consulting. This setup enables customers worldwide to access KNF solutions directly through local expert teams.

To further expand market reach, KNF complements its Sales Centers with a broad network of independent Sales Representatives in additional countries. This extended network ensures that KNF pump solutions are available globally and supported by qualified local partners, strengthening accessibility and responsiveness across all regions.

[1] Each contributes 1–18% of the total revenue

[2] With a purchasing volume exceeding EUR 10,000

Global Presence, Local Expertise



24
locations and
900 employees

5
production
sites

100+
customer
countries

Sustainability Strategy

Collaborating for Sustainability

Together we innovate, together we keep the world in flow. This guiding purpose extends to our commitment to sustainability. “Together” is at the heart of our Sustainability Promise: We aim to make a meaningful difference by collaborating with people, partners, and communities.

As a family-owned company, we are committed to creating a better world for future generations. This commitment also drives our efforts to improve the sustainability of our operations. Our long-standing KNF Leitbild and our Code of Conduct (CoC) guide us and ensure that all employees respect human rights and protect the environment. As a decentralized company, the KNF Group empowers all locations to implement sustainability initiatives tailored to their specific region. We also support global initiatives that align with our overall sustainability strategy, promoting sustainable growth across the entire organization.

Priorities for both local and global projects are defined based on materiality and our 4 Ps. The strategy is in place and KPIs and measurable targets will be developed step by step.

People:

Our employees are the foundation of KNF’s success. The company’s core values of care, trust, and collaboration guide all interactions. KNF fosters a culture of continuous learning, empowerment, and open communication to create a safe and inclusive environment. By focusing on individual strengths and shared leadership, KNF ensures it remains an attractive, inspiring workplace where employees can grow and actively shape the company’s future.

Partners:

KNF acts as a dedicated partner to its customers, suppliers, and universities. These relationships are built on competence, reliability, fairness, and mutual care. Working together as equals in a respectful atmosphere, KNF proactively collaborates with all stakeholders to achieve a positive impact in the long term and drive a shared sustainable future.

Products:

Sustainability underpins KNF’s product innovation, design, and manufacturing. Building on a sustainable modular system, the company focuses on creating highly efficient, reliable products that are easy to repair and recycle throughout their lifecycle. KNF prioritizes supply chain transparency, responsibly sourced materials, and the reduction of substances of concern and collaborates closely with customers to support their specific sustainability goals.

Places:

As a global company with strong local roots, KNF takes its responsibility to regional communities seriously. Beyond respecting local laws and cultural differences, the company actively invests in its facilities to minimize current and future environmental impacts. Through ongoing dialogue with local stakeholders and engagement in regional projects, KNF strives to improve the social and environmental well-being of the communities in which it operates.

Prioritizing Material Topics

KNF conducted a structured double materiality assessment to define its sustainability priorities, evaluating both impact materiality and financial materiality.

To ensure a comprehensive assessment across the value chain, a cross-functional internal team evaluated a broad range of environment, social, and governance (ESG) topics aligned with the European Sustainability Reporting Standards (ESRS). In addition, KNF surveyed 70 internal and external stakeholders to assess specific impacts, risks, and opportunities (IROs) in detail.

KNF’s Executive Management Board (EMB) reviewed and validated the final results to ensure strategic alignment and identified the following six material sustainability topics:

ENVIRONMENT

- Sustainable Product Design (ESRS S4, ESRS E3, ESRS E5)
- Environmentally Responsible Sourcing (ESRS E2, ESRS E4)
- Climate Responsible Company Sites (ESRS E1)

SOCIAL

- Corporate Citizenship (no ESRS topic)
- People and Culture (ESRS S1, ESRS G1)

GOVERNANCE

- Responsible Partnership (ESRS G1)

Sustainability Embedded

KNF continuously implements practices, policies, and initiatives to support the transition to a more sustainable economy (see Table 2). For detailed insights into these strategies and measures, see the sections “Environment”, “Social”, and “Governance”.

Organization

We rely on the expertise of all our global employees under the leadership of the local Managing Directors to ensure the implementation of common values, goals, and practices. A strong alignment of management structures and practices from the global to the local level is key for achieving this.

The EMB provides a uniform framework for corporate governance. It supports the Managing Directors globally in implementing the KNF customer promise, optimizing our services, and strengthening our position as a technology leader. Group Management consists of the EMB and the Board of Directors (BoD). On the company level, the local management is supervised and supported by the local BoD / Advisory Board. The KNF Group consists of eighteen legal entities whose local operative management is supported by a body that can act in an advisory as well as in a controlling capacity (Advisory Board or BoD).

To foster alignment and support continuous development in sustainability and compliance, the relevant functions are closely connected with the respective Group-level responsibilities. A regular exchange helps ensure transparency, coordination, and effective implementation across the KNF Group.

SUSTAINABILITY

- Head of Sustainability KNF Group reports directly to Group CTO

COMPLIANCE

- Group Legal Counsel / Corporate Legal reports directly to Group CFO
- One dedicated local compliance officer at each location reports to the Group Legal Counsel

Table 2:
Practices, policies
and future initiatives

	Sustainability practices, policies, and future initiatives	Public availability	Targets included in policies
Climate change	Yes	Yes	Yes
Pollution	Yes	No	No
Water and marine resources	Yes	No	No
Biodiversity and ecosystems	Yes	No	No
Circular economy	Yes	Yes	No
Own workforce	Yes	Yes	Yes
Workers in the value chain	Yes	Yes	No
Affected communities	Yes	No	No
Consumers and end users	Yes	Yes	No
Business conduct	Yes	Yes	No

Environment

Improving environmental performance is an integral part of our commitment to creating a better world for future generations. This dedication is reflected in KNF's core sustainability topics across the entire value chain (see "Sustainability Strategy"), ranging from resource procurement (Environmentally Responsible Sourcing) to business operations at our company locations (Climate Responsible Company Sites) and KNF products (Sustainable Product Design).



Climate

KNF takes a systematic approach to addressing climate change by tracking and reducing its Greenhouse Gas (GHG) emissions across the value chain. This includes a variety of measures relating to energy efficiency, decarbonization, and diligent risk management, not only for our own facilities but also for upstream and downstream activities.

Energy and Greenhouse Gas Emissions

KNF aims to achieve net zero in its Scope 1 and 2 emissions by 2033. To this end, KNF is currently developing a structured transition plan for climate protection. This plan defines a long-term decarbonization pathway across all three Scopes and is intended to ensure that emissions reductions align with the goals of the Paris Agreement and guide the ongoing development of the climate strategy.

The transition plan is based on a comprehensive GHG inventory that covers emissions from Scope 1, Scope 2, and significant Scope 3 categories across all locations. Within this process, KNF will set short-, medium-, and long-term emission reduction targets based on scientific data, according to the Science Based Targets initiative (SBTi). The target for 2030 is to reduce Scope 1 and 2 emissions by 50% (652 tCO₂eq) compared to the base year of 2024 (Scope 1: 574 tCO₂eq, Scope 2: 731 tCO₂eq).

Additionally, key decarbonization measures are to be identified, including:

- procurement of renewable energy
- improvement of the energy efficiency of buildings and processes
- electrification of mobility
- optimization of logistics processes
- increased involvement of suppliers to reduce upstream emissions

Successful implementation of the transition plan will be ensured through appropriate governance structures, integration into long-term financial planning, and a supplementary road map.

Energy Efficiency and Renewable Energy

KNF actively drives down energy consumption and promotes the transition to renewable energy through targeted investments and operational measures. In the area of energy and infrastructure, the installation of photovoltaic systems at several international locations has been particularly effective in replacing non-renewable energy sources.

The KNF location in Munzingen, Germany, is a good example of energy-related improvements. A new building was constructed to the KfW 70 Efficiency House standard, significantly reducing energy demand and operational emissions. In parallel, an existing building was carefully stripped back and refurbished using a resource-efficient approach that prioritized material conservation and lifecycle improvements. Additional energy-efficiency upgrades which optimize heating, cooling, and ventilation have been budgeted to further decarbonize the location and align it with our long-term climate targets.

The successful transition to renewable energy is reflected in the energy consumption: The use of renewable energy increased by 28.7% in the reporting period and the consumption of renewable electricity by 12.5%, while the consumption of non-renewable energy decreased slightly by 0.6% and the consumption of non-renewable electricity dropped 7.4% (see Tables 3 and 4). Energy use has thus become more sustainable overall and renewable electricity sources have been strengthened.

The total energy consumption rose 4.7% in 2025 compared to the previous year, though this is primarily attributable to the opening of an additional location. In contrast, electricity consumption decreased by 0.8%.

Table 3: Total energy consumption

Energy source	Consumption in MWh	
	2025	2024
Renewable	1,208	938
Non-renewable	4,240	4,265
Unknown	24	25
Total	5,472	5,228

Table 4: Total electricity consumption

Electricity source	Consumption in MWh	
	2025	2024
Renewable	1,055	938
Non-renewable	1,762	1,903
Total	2,818	2,841

Greenhouse Gas Emissions

To reduce its climate-related impacts, KNF takes a holistic approach to implementing measures across its own business operations as well as the upstream and downstream value chain. This is based on a comprehensive analysis of the corporate carbon footprint in accordance with ISO 14040/44 and the GHG Protocol (covering Scopes 1, 2, and 3; see Tables 5 and 6) as well as the calculation of product carbon footprints for selected core products. This has enabled the systematic identification of emission drivers and the derivation of targeted reduction measures in these areas.

Product carbon footprint

In 2025, KNF conducted an ISO-compliant Life Cycle Assessment (LCA) for three representative pump platforms. The analysis showed that manufacturing and the use phase account for the largest shares of the carbon footprint. The impact of the use phase depends largely on the customer's application and the local electricity mix. Fossil-based electricity significantly increases emissions, while renewable energy shifts the main impact back to manufacturing. The assessment also found that air freight considerably raises transport emissions and highlighted the potential of sea and ground transport to reduce impacts.

KNF can directly influence emissions from manufacturing and distribution through design and supply chain decisions while use phase emissions require joint action across the value chain. To address this, KNF is integrating eco-design principles into product development, expanding sustainability consulting to support customers in improving pump efficiency, and strengthening partnerships across the value chain to reduce lifecycle emissions.

Diaphragm pump technology for a sustainable energy supply via biogas

Biogas is produced from organic materials such as corn stalks or liquid manure and offers a sustainable energy source. It contains carbon dioxide and methane, among other components, and requires complex technical processing for its utilization.

To be suitable for biogas processing, diaphragm pumps must offer high gas tightness, reliability, long service life, and the ability to handle condensate. KNF's diaphragm pumps meet these requirements and can also be adapted to specific application needs. They are used in various stages of biogas processing, particularly for the transfer, compression, and treatment of gas. [\[Read more here\]](#)



Closer collaboration with suppliers is intended to promote joint improvements and transparency throughout the supply chain, reducing emissions in the area of purchased goods and services (Scope 3.1).

For transportation and distribution (Scopes 3.4 and 3.9), data is being further improved as part of an ongoing consolidation initiative to enable more targeted reduction measures in the future.

GHG emissions will continue to be reduced in the area of business travel. KNF is consistently advancing the electrification of its corporate fleet and a Group-wide car policy has been introduced to support the transition to electric vehicles. While the policy is not yet fully implemented across all locations, the rollout began in 2025 and is progressing step by step.

It is complemented by the expansion of charging infrastructure and the use of self-generated renewable energy. In addition, KNF promotes other sustainable mobility solutions for employees, for example through bicycle leasing programs, e-bike charging infrastructure, subsidies for public transportation, and initiatives to strengthen climate-friendly commuting options (Scope 3.7).

For the use of sold products (Scope 3.11), KNF is driving the transition to more energy-efficient technologies, particularly by replacing inefficient motors with highly efficient brushless DC systems and demand-responsive, intelligent motor systems. Aside from significantly improving the energy efficiency of applications, these technologies enable more resource-efficient operation across a variety of applications. In order to support customers in the development of energy-efficient and sustainable system solutions, KNF is further expanding its consulting services.

Through these measures, KNF is continuously reducing emissions, improving energy efficiency, and integrating climate-related aspects into operational and strategic decisions. This is also reflected in the GHG intensity, which, according to the emission values shown in Table 5 amounts to 0.000507 tCO₂eq per euro of revenue.



Diaphragm pump technology for CO₂ reduction and recovery

KNF diaphragm pumps are used in applications for reducing, recovering, and reusing CO₂. Such technologies are utilized in various industries, including the energy and process industry to control and reduce emissions.

The reliable transfer of gases between different process stages is of particular importance. Depending on the application, various KNF diaphragm pumps are used, which are suitable for high flow rates, pressure ranges, and operation with different gases, and available in explosion-proof versions. [\[Read more here\]](#)



Climate Risks

KNF has identified and assessed climate-related risks in its own business operations and across the value chain. In doing so, it distinguishes between transitional risks associated with the transition to a low-carbon economy and physical risks resulting from climate change. The analysis follows the guidelines laid out by the Task Force on Climate-related Financial Disclosures (TCFD). Risks are assessed based on their probability of occurrence and potential impact. The results inform the prioritization of measures as well as the further development of the sustainability and risk strategy. This climate risk strategy forms part of the corporate risk strategy and falls under the responsibility of the Executive Management Board.

Transitional risks relate to technological developments and rising CO₂ costs in the supply chain. Since the products consist largely of steel and aluminum, EU taxes and instruments such as the Carbon Border Adjustment Mechanism (CBAM) affect the procurement costs. Overall, KNF has identified three transitional risks, all of which have been classified as moderate. Although no immediate action is required, the risks are being monitored and preventive measures implemented. For example, to proactively address the risk of rising CO₂ costs in procurement (particularly Scope 3.1), KNF is currently developing comprehensive climate transition plans for the relevant emissions areas (Scopes 1, 2, and 3). In parallel, the company is intensifying its collaborative partnerships with suppliers to systematically track Product Carbon Footprints (PCF) and is providing targeted training in eco-design for its internal product development team.

When it comes to physical climate risks, increasing heat waves and high temperatures pose the greatest threat, particularly at the production sites in Munzingen (Germany) and Trenton (U.S.). To protect employee health and ensure operational continuity, KNF continuously monitors cooling capacities, enables flexible adjustments to working hours, and incorporates energy-related building renovations into its strategic multi-year planning. Additional risks from extreme weather events such as storms, hail, or flooding (e.g., at the Sursee location in Switzerland) are mitigated by structural measures already successfully implemented as well as existing insurance solutions. To further strengthen resilience, KNF has also started a cross-site project to expand Business Continuity Management (BCM).

In addition to these two physical climate risks with moderate to high risk, seven further physical climate risks were identified that were classified as low to moderate and do not require immediate action. Nevertheless, KNF is already implementing preventive measures to address these risks.

Scopes 1 to 3 GHG emissions in 2025 in tCO₂eq

Table 5:
Scopes 1 to 3 GHG emissions in 2025 in tCO₂eq

Scope	Emissions in tCO ₂ eq
Scope 1	571
Scope 2 (location-based)	650
Scope 3 ^[3]	101,749
Total	102,970
Additional biogenic emissions	71

Table 6:
Quantification of Scope 3 GHG emissions in 2024

Scope	Emissions in tCO ₂ eq
Scope 3.1	Purchased goods and services6,720
Scope 3.2	Capital goods1,485
Scope 3.3	Fuel- and energy-related activities365
Scope 3.4	Upstream transportation and distribution1,030
Scope 3.5	Waste generated in operations193
Scope 3.6	Business travel728
Scope 3.7	Employee commuting1,240
Scope 3.9	Downstream transportation and distribution2,001
Scope 3.11	Use of sold products87,740
Scope 3.12	End-of-life treatment of sold products43
Scope 3.15	Investments204
Total Scope 3	101,749



[3] In 2025, only Scope 1 and 2 emissions were calculated. The most recent comprehensive GHG inventory was conducted in 2024. For the purposes of full disclosure, the most recent figures from the 2024 GHG inventory were therefore reported for Scope 3.

Environmental Protection & Biodiversity

Establishing environmentally friendly business operations is firmly rooted in the principles of our sustainability strategy. We design and engineer products that are modular, durable, and repairable. In addition, we maintain strong partnerships that enable us to source sustainably and continuously optimize our value creation. Environmental protection and biodiversity are integral to Environmentally Responsible Sourcing and are therefore material issues for KNF (see “Business Model” and “Sustainability Strategy”).

These two topics are inextricably linked. Environmental pollution is one of the main drivers of biodiversity loss. By addressing and minimizing air, water, and soil pollution, we also help to preserve biodiversity. In addition, we promote biodiversity-friendly design at our locations to further mitigate negative impacts on local ecosystems.



Environmental Protection

KNF is committed to continuously minimizing its negative environmental impact through appropriate technical and organizational measures. To achieve this, potential pollution resulting from our operations is carefully monitored and assessed.

KNF manages two main sources of air emissions. The first stems from combustion processes, including a few remaining heating systems and mobility-related activities, which generate exhaust gases. With the implementation of our CO₂ reduction targets, these emissions will also be significantly reduced by 2033. The second relates to solvent emissions from coating and painting processes. These emissions are moderate and are captured and filtered using appropriate abatement technologies. In accordance with the U.S. Environmental Protection Agency's (EPA) requirements, environmental indicators concerning paint are measured and reported annually for the Manufacturing Center in Trenton, U.S. In the reporting period, 27.9 kg of volatile organic compounds (VOCs) were released into the air. While a total of 46.5 kg of VOCs was used in the spraying process, 18.6 kg (approximately 40%) were successfully captured by filtration systems, effectively reducing the emissions released into the environment.

Overall, KNF's air pollution emissions are moderate, owing to efficient systems, targeted reduction measures, and the limited scale of emission-intensive activities within our operations. We remain committed to continuously reducing these emissions through energy efficiency measures, improved filters, and ongoing photovoltaics and electrification initiatives across all locations. In line with our net zero target, these emissions will be reduced by 90% by 2033.

Biodiversity

In addition to protecting the environment, we directly sustain and enhance biodiversity at our locations. By creating near-natural green spaces, we promote species diversity and provide refuges for local flora and fauna. The selective implementation of green roofs supports biodiversity, improves the microclimate, and helps retain rainwater.

A commitment to biodiversity is particularly important at sites located in the immediate vicinity of biodiversity sensitive areas. For KNF, this applies exclusively to KNF Flodos AG in Sursee, Switzerland (1.6 hectares). The area serves as a habitat for various ecologically significant species, including amphibian populations. KNF uses groundwater as an energy source for cooling and heating processes at this location. After use, the water is returned to an adjacent nature reserve to stabilize the wetland ecosystem there. This measure was implemented in collaboration with local authorities and organizations.

Black carbon measurement: KNF pumps on a scientific adventure

KNF pumps support climate research: During a 40,000 km flight from Patagonia to Alaska, a KNF N 86 diaphragm gas pump was used to reliably measure black carbon and carbon dioxide. In the airborne measuring system, the KNF pump ensured stable and precisely controlled air flow, which was essential for generating accurate data under challenging conditions. Thanks to their reliability, durability, and application-specific adaptation, KNF pumps helped provide reliable data for scientific analysis, contributing to a better understanding of air pollution and climate-relevant aerosols. [\[Read more here\]](#)



Water

Water consumption at KNF is low, yet we continue to optimize our use of this valuable resource. The introduction of a Water Safe Program will reinforce responsible water management practices and provide targeted support for local reduction measures within the KNF Group.

Since water is not a key production factor for KNF, consumption is primarily for sanitary and cleaning purposes. During the reporting period, water consumption⁽⁴⁾ totaled 5,375 m³. Of this total, 91 m³ of water was consumed in areas with high or extremely high-water stress. This applies to the locations KNF Pumps + Systems (India) Pvt. Ltd., KNF Technology (Shanghai) Co., Ltd., and KNF Neuberger UK Ltd. All three are Sales Centers exclusively with offices and warehouses, which explains the low water consumption.

The production facilities also exhibit low water intensity. At the three Product Centers, which together account for about 60% of the workforce, water consumption remains stable at a low average of less than 31 L per employee per workday. Even at the liquid pump location where all pumps are tested with water, consumption is a moderate 30L thanks to resource-saving measures. By using recirculation and filtration systems, water is recycled during the testing process and consumption is minimized. As a result, only about 120L of water are required per workday to test more than 3,500 pumps and components.

Although water consumption has no significant environmental impact at KNF, we continuously implement measures to ensure efficient water use and location-specific improvements where appropriate.

Circular Economy

KNF integrates circular economy principles into product development and corporate strategy. These approaches take the entire product lifecycle into account, including the efficient use of resources and responsible waste management. To this end, KNF has established a series of measures across the entire value chain from product development and design for reparability to responsible end-of-life solutions.

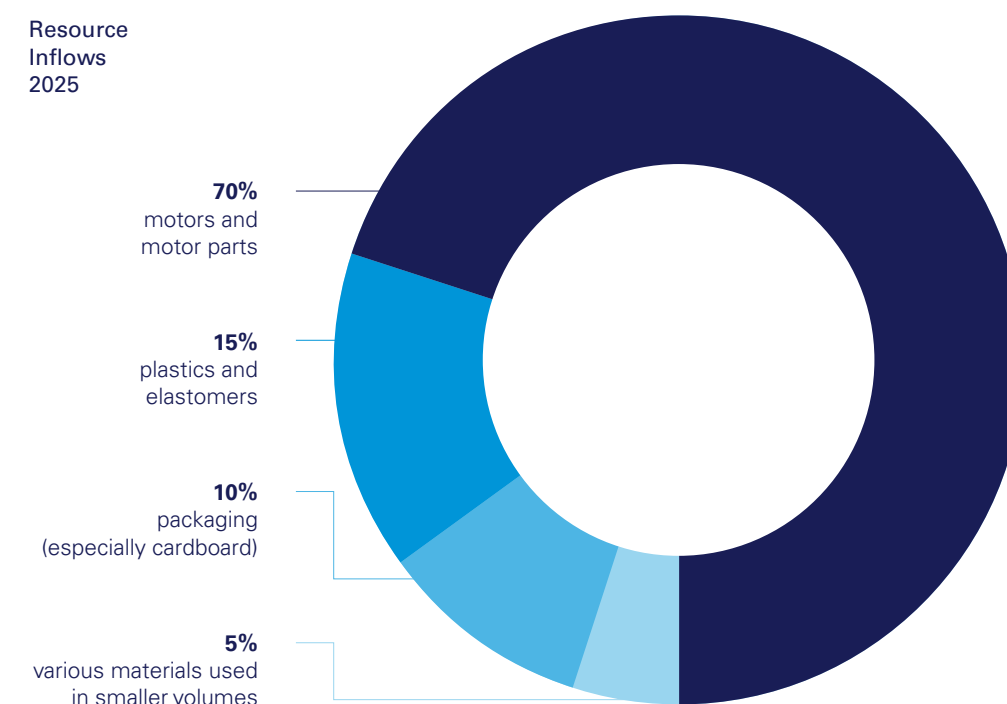
With the implementation of circular economy methods, KNF strives to further reduce environmental impacts and continuously improve the durability, maintainability, and recyclability of products. This is an ongoing process: existing measures will be strengthened and additional approaches developed to fully achieve KNF's long-term sustainability goals. Among others, KNF also plans to align product development more closely with eco-design principles to incorporate environmental considerations into the design process even earlier.

The most important foundation for achieving circularity is to develop products and systems for a long service life, minimizing material use over the entire product lifecycle. Hence KNF designs pumps to be robust and reliable. Starting with the development phase, we ensure easy disassembly and separation so that materials can be efficiently recycled at the end of the product lifecycle. In addition, products are designed to be maintainable and repairable. Repairability – and thus a longer service life – is further supported by KNF's provision of spare parts. Waste streams are systematically sorted at all locations in accordance with national regulations, thereby supporting optimal material recovery and recycling as well as conserving resources.

In 2025, KNF had resource inflows of approximately 1,100 tons. Material usage can be roughly divided into four categories. Motors and motor parts account form the largest share at about 70%. Plastics and elastomers make up approximately 15%, followed by packaging (especially cardboard) at around 10%. The remaining around 5% consists of various materials used in smaller quantities.

At this time, the data set used to estimate the mass flow of the relevant materials only allows for a rough assessment. This amounts to approximately 500 tons for aluminum, steel, copper, magnets, and other materials used in the motors as well as plastics and elastomers. In the future, the goal is to improve the data set in order to allow a more detailed analysis and statement.

The total amount of waste generated in the reporting period is 417,657 kg. Of this, 401,642 kg was non-hazardous waste and 16,015 kg hazardous waste. Just under 40% (165,494 kg) of this waste was recycled or reused.



[4] Water consumption was measured for 90% of employees; for the remaining 10%, it was calculated accordingly.

Social

People are the foundation of our success. We recognize this and have defined care, trust, and collaboration as core values that guide us both within the organization and in our relationships with external partners. The fair treatment, safety, and health of our employees are our top priorities. We actively promote these through a variety of measures.

Our responsibility extends far beyond these core values. Through our Code of Conduct for employees as well as a Contractor Code of Conduct, we practice due diligence regarding human rights across the entire value chain.



Our Workforce

The 886 KNF employees are at the heart of our sustainability strategy. This priority is reflected in the identification of People and Culture as one of the core sustainability topics for KNF’s operations and long-term success (see “Sustainability Strategy”). We promote fair compensation models, well-being, and personal development through various programs and initiatives at all locations.

KNF’s goal is to maintain and further strengthen the health, safety, and performance of its employees in the long term as well as to provide an attractive and supportive working environment. We invest in HR at both the global and local levels to create synergies and drive initiatives that benefit all areas of the company. The global HR team supports local HR functions through strategic consulting, shared resources, and scalable solutions.



Working at KNF

Employment structures and practices at KNF are designed to create fair and reliable working conditions. Our employees are based in twelve countries (see Table 7) and almost all have a permanent contract with us (see Table 8). At KNF, we ensure that all salaries meet or exceed the applicable local minimum wage. Most locations also use standardized salary models, some based on collective pay structures, others applying internal collective agreements that are reviewed regularly. The KNF locations in France and Italy operate under collective bargaining agreements, which, on a global scale, cover a total of 8.5% of employees.

Across locations, KNF provides a range of mobility and leisure benefits that support flexibility and work-life balance. These benefits vary by location and among others include season tickets for SC Freiburg and charging stations for e-bikes and electric vehicles in Germany as well as annual passes for leisure activities in Switzerland.

KNF’s low employee turnover rate, which amounted to 7.6% during the reporting period, reflects employee satisfaction with these working conditions.

Table 7:
Employees by country of employment contract

Country of employment contract	Number of employees
France	65
Germany	296
India	9
Italy	10
Japan	15
South Korea	9
Netherlands	5
People’s Republic of China	48
Sweden	4
Switzerland	312
United Kingdom	11
United States	102
Total employees	886

Table 8:
Employees by type of employment contract, self-employed and temporary workers

Type of contract/worker	Number of employees
Temporary contract	23
Permanent contract	863
Total self-employed workers without personnel working exclusively for the undertaking	0
Total temporary workers provided by undertakings primarily engaged in employment activities	26



Equal Opportunities

Providing a fair, respectful, and inclusive working environment includes ensuring that employees can contribute and develop regardless of gender. This includes equal access to employment and development opportunities as well as fair remuneration.

In the reporting period, KNF employed a total of 886 people, of whom 634 were male and 252 were female. The gender diversity ratio in the Group's governance body was 4:1 (men:women).

To help ensure pay equity, various KNF locations have implemented measures adapted to their local structures and regulatory environments. These include transparent job classification systems, salary bands based on collective bargaining agreements, and the use of equality indices such as Egapro. In some locations, internal salary analyses are conducted. Standardized salary structures are based on role, performance, and responsibility, supporting equal pay for equal work. The locations in Switzerland, which represent 35% of our workforce, have earned the Certificate Market Pay Equity, confirming fair and market-based wages.

A consolidated gender pay gap is not yet reported across the Group. Not all locations are able to provide the required data at the current time. KNF is aware of the importance of this metric and continues to work on improving data availability and comparability across its locations.

Health and Safety

KNF supports the physical and mental well-being of its employees through a broad range of measures within the framework of its Occupational Health Management. These measures, which include access to fitness and health programs, are designed to promote health, prevent work-related risks, and strengthen long-term employee well-being across the KNF Group. In Germany, these include screen glasses for workstation use, JobRad bicycle leasing, fitness programs, access to Hansefit corporate fitness program, pension plans, and sponsorship for sports and health-related activities. Our Swiss employees benefit from coverage of entry fees for sporting events as well as sponsorship initiatives. The location in the United States offers health and wellness benefits, including medical and dental coverage, an Employee Assistance Program (support to help our employees handle life's challenges), wellness initiatives, and safety training to support both physical safety and mental well-being. Other KNF locations offer a variety of location-specific benefits tailored to local needs and conditions.

The effectiveness of KNF's health and safety measures is also reflected in the company's occupational safety performance. During the reporting period, seven recordable workplace accidents were reported across the KNF Group. There were no fatalities resulting from work-related injuries or work-related illnesses.



Friendly Work Space Label

In August 2025, the three Swiss KNF entities KNF Flodos AG, KNF Micro AG, and KNF Neuberger AG were awarded the Friendly Work Space label by Health Promotion Switzerland. This certification confirms the implementation of a systematic company health management system across KNF's Swiss locations.

The system embeds health as a core element of KNF's corporate culture and focuses on promoting physical, mental, and social well-being. It also includes continuous improvement to ensure that structures, processes, and initiatives evolve with employee needs. The recognition highlights KNF's commitment to providing a supportive and health-oriented working environment as a basis for long-term performance and collaboration.



Learning and Development

At KNF, learning is understood as a dynamic and ongoing process that goes beyond the acquisition of knowledge. It includes developing practical skills, expanding individual potential, and strengthening collective capabilities across the KNF Group.

This understanding of learning is also reflected in KNF's leadership principles, which emphasize the importance of recognizing trends, exploring new paths together, living KNF's values in everyday practice, and enabling others to grow. Leaders are expected to encourage employees in their development and to act as role models. To support this approach, leadership capabilities are continuously strengthened at all levels through our Leadership Development Program.

KNF offers local and international development and training programs that support both professional and personal development, including technical capabilities and soft skills. Additionally, it is KNF's ambition that all employees complete the required training modules in areas such as Cyber Security, Data Protection, Artificial Intelligence, Purpose, Values and Principles, Leitbild, and the Code of Conduct. This training encourages responsible behavior, reduces risks, reinforces corporate culture, and helps ensure that every employee contributes to a safe and compliant working environment.

KNF has strategically identified two key training focus areas: sales training and leadership training. In the reporting period, formal sales training accounted for a total of 5,650 hours of training, involving 135 sales employees. In addition, 97 employees participated in formal leadership training, with training totaling 1,328 hours. These initiatives support the targeted development of professional and leadership competencies across the organization and help to strengthening organizational effectiveness.

These only represent KNF's largest two global learning initiatives. They are complemented by numerous additional global and local training activities that address functional, technical, and role-specific development needs across the organization.

A complete Group-wide figure for the average annual training hours per employee, broken down by gender, is not yet available. KNF is continuously expanding its data collection in order to improve transparency and create a stronger basis for future reporting.



Human Rights

KNF takes responsibility for people across the entire value chain. This is grounded in our clear values and principles, which are set out in the KNF Leitbild. To help put these into practice, the Code of Conduct defines requirements concerning KNF's responsibilities toward its stakeholders.

The CoC is binding for all employees and addresses topics such as the protection of personal and proprietary information, employee health and safety, the prohibition of corruption and bribery, anti-money laundering principles, and environmental protection. Human rights are also explicitly protected by the CoC, covering child labor, forced labor, human trafficking, discrimination, and accident prevention. KNF maintains a zero-tolerance policy to violations in these areas. During the reporting period, no confirmed incidents were identified and the objective was achieved.

Maintaining strong and transparent relationships with customers, suppliers, and local communities is also among our commitments and responsibilities across the value chain. This includes sharing common values and standards of conduct with business partners. Hence we require all suppliers and business partners to comply with our Contractor Code of Conduct. The objective is to ensure that suppliers representing 80% of our procurement volume have signed the Code of Conduct. We have consistently exceeded this objective for several years now. With the introduction of a supplier management system in 2026, this KPI will be further improved with advanced goals. Our CoC includes provisions on fundamental human and labor rights such as compliance with applicable laws, the prohibition of corruption and bribery, and respect for employee rights. The latter includes non-discrimination, the prohibition of forced labor and child labor in line with ILO standards, specific health and safety standards, and fair working conditions, including fair compensation, working hours, and freedom of association. We also expect suppliers to ensure that their subcontractors also uphold these principles. Violations may lead to termination of the business relationship if no corrective actions are taken. During the reporting period, there were no confirmed incidents involving workers in the value chain, affected communities, consumers, or end-users.



Sports-Friendly Apprenticeship at KNF Flodos

We invest in future generations by offering a variety of apprenticeships and dual degree programs in various fields.

Vocational apprenticeship or sport? No young talent should have to choose between the two. Swiss Olympic is committed to this. Thanks to flexible, needs-based apprenticeship offers, athletes should be able to concentrate on their sporting career, but also to prepare for a successful professional career after their sporting career ends. Training companies that make this possible are awarded the 'Competitive Sports-Friendly Training Company' vignette by Swiss Olympic. KNF Flodos, the apprenticeship company of ice hockey player Jan Schwegler, is no exception.

Governance

At KNF, corporate governance is based on strong values, supportive relationships, and high standards of compliance. We prioritize trust, reliability, and care, both within our organization and in our interactions with business partners and society at large. In doing so, we simultaneously lay the foundations for credible and effective sustainability management.



Compliance Management

As a global company, KNF bears a distinct responsibility to its customers, employees, business partners, and the public. To fulfill this corporate responsibility, KNF has established its own guidelines in addition to complying with applicable laws and regulations.

By implementing appropriate and efficient compliance measures, the KNF Group minimizes liability and reputational risks in a globalized business environment. KNF's Compliance Management System (CMS) aims to prevent, detect, and sanction compliance violations and to avoid them in the future. Employees are called on to report any suspected compliance violations immediately. For this purpose, internal reporting processes as well as an external reporting system (SpeakUp) are in place. Recorded violations are forwarded in confidence via EQS external whistleblower portal to the Group Compliance Officer (GCO).

Regulations concerning the adherence to international and internal compliance rules of conduct as well as basic moral and ethical principles, are consolidated in the Group-wide CMS. It is a fundamental part of the KNF strategy and essential for responsible corporate management. The CMS is supported by the Board of Directors and Executive Management Board and managed by the GCO in close collaboration with local Compliance Officers across all KNF locations.

The successful application of compliance measures is reflected in the absence of convictions and fines for corruption and bribery. There were none during the reporting period.



Regional Engagement

As a global company, KNF has local roots in numerous regions and takes responsibility for the communities in which it operates. We aim to make a positive contribution to the social and environmental context at our locations. This includes taking into account local conditions, such as legal requirements, cultural characteristics, and social expectations.

KNF engages with local stakeholders and participates in initiatives that promote social and environmental well-being. In doing so, the company takes a long-term approach and continuously invests in its locations to improve both working conditions and environmental sustainability. Local sites have the autonomy to independently enter into partnerships and undertake initiatives.

Through this decentralized approach, KNF ensures that its engagement is tailored to local needs while simultaneously making a consistent contribution to sustainable development in the respective regions. Recognizing community engagement as a material topic, KNF has launched a global project to strengthen its approach. In 2026, a globally applicable Community Engagement Framework, including KPIs, will be developed to provide guidance and improve transparency across the Group while maintaining local flexibility.



Indices of Disclosures

In Accordance With the VSME

Disclosure		Reference
Basic Module		
B1	Basis for preparation	p. 5, p. 6, p. 25
B2	Practices, policies and future initiatives for transitioning towards a more sustainable economy	p. 8, p. 9
B3	Energy and greenhouse gas emissions	p. 11, p. 13
B4	Pollution of air, water and soil	p. 14
B5	Biodiversity	p. 14
B6	Water	p. 15
B7	Resource use, circular economy and waste management	p. 15
B8	Workforce – General characteristics	p. 17, p. 18
B9	Workforce – Health and safety	p. 18
B10	Workforce – Remuneration, collective bargaining and training	p. 17, p. 18, p. 19
B11	Convictions and fines for corruption and bribery	p. 21
Comprehensive Module		
C1	Strategy: Business Model and Sustainability – Related Initiatives	p. 4, p. 6, p. 8
C2	Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	p. 8
C3	GHG reduction targets and climate transition	p. 11
C4	Climate risks	p. 12
C5	Additional (general) workforce characteristics	p. 17
C6	Additional own workforce information – Human rights policies and processes	p. 19, p. 21
C7	Severe negative human rights incidents	p. 19
C8	Revenues from certain sectors and exclusion from EU reference benchmarks	Not applicable
C9	Gender diversity ratio in the governance body	p. 18

In Accordance With the OR-964 Index

Art. 964b CO content requirement	Section in the report	Page reference
General information	About this report	p. 6
Description of business model		
Business model, market and value chain	Our sustainability promise	p. 2
	Sustainability at the core of our business	p. 6
	Annex, Table I: KNF locations	p. 25
Governance and responsibilities	Organization	p. 8
Strategy and business environment	Table 1: KNF Group facts and figures	p. 5
	Sustainability at the core of our business	p. 6
	Sustainability strategy	p. 8
	Climate	p. 11
Significant changes	No significant changes to business model during reporting period	
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	Environmental protection & biodiversity	p. 14
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	Circular economy	p. 15
Measures taken to implement policies and assessment of effectiveness	Climate	p. 11
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	Circular economy	p. 15
Performance indicators	Climate	p. 11
	Environmental protection & biodiversity	p. 14
	Water	p. 15
	Circular economy	p. 15

Art. 964b CO content requirement	Section in the report	Page reference
Social issues		
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	Human rights	p. 19
Policies and strategies	Sustainability strategy	p. 8
	Human rights	p. 19
	Regional engagement	p. 21
Measures taken to implement policies and assessment of effectiveness	Sustainability strategy	p. 8
	Human rights	p. 19
	Regional engagement	p. 21
Performance indicators	Human rights	p. 19
Employee-related issues		
Main impacts, risks, and opportunities	Our workforce	p. 17
Policies and strategies	Our workforce	p. 17
Measures taken to implement policies and assessment of effectiveness	Our workforce	p. 17
Performance indicators	Our workforce	p. 17
Respect for human rights		
Main impacts, risks, and opportunities	Human rights	p. 19
Policies and strategies	Our workforce	p. 17
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	Human rights	p. 19
Performance indicators	Human rights	p. 19
Combating corruption		
Main impacts, risks, and opportunities	Compliance management	p. 21
Policies and strategies	Compliance management	p. 21
Measures taken to implement policies and assessment of effectiveness	Compliance management	p. 21
Performance indicators	Compliance management	p. 21

Annex

Table I:
KNF locations

Location	Address	Postal Code	City	Country	Coordinates
KNF Neuberger GmbH	Alter Weg 3	79112	Freiburg-Munzingen	Germany	47.96511241116778, 7.69943483438872
KNF Neuberger S.A.S.	4, Bld d'Alsace	68128	Village-Neuf	France	47.602590940062456, 7.582736951470221
KNF Neuberger, Inc.	Two Black Forest Road	08691-1810	Trenton, New Jersey	United States	40.20638135930274, -74.6394990950352
KNF Flodos AG	Wassermatte 2	6210	Sursee	Switzerland	47.183195109039474, 8.10616526215679
KNF Micro AG	Zelglimatte 1b	6260	Reiden	Switzerland	47.24687510216254, 7.958649999849416
KNF Vertriebs GmbH	Münstertäler Strasse 32	79427	Eschbach	Germany	47.897321672181675, 7.627066166835617
KNF Italia s.r.l.	Via Ungaretti, 7	20063	Cernusco Sul Naviglio (MI)	Italy	45.53684295482883, 9.339296637403303
KNF Verder B.V.	Utrechtseweg 4a	3451 GG	Vleuten	Netherlands	52.1008071237565, 5.0263302047611065
KNF Neuberger UK Ltd.	AvenueTwo, Station Lane Industrial Estate	OX28 4FA	Witney, Oxfordshire	England	51.776848064681836, -1.4846539375762564
KNF Neuberger AB	Mejerivägen 4	SE-117 43	Stockholm	Sweden	59.313527609999426, 18.024874819134332
KNF Neuberger AG	Stockenstrasse 6	8362	Balterswil	Switzerland	47.45449312062498, 8.942034413168125
KNF Japan Co., Ltd.	Across Shinkawa Bldg., Annex 3F, 1-16-14 Shinkawa	104-0033	Tokyo	Japan	35.67732599489626, 139.78353757559486
KNF Neuberger Ltd.	11 Yeongdong-daero 82-gil, Dowon Bldg.	1674	Seoul	South Korea	37.50724880792401, 127.06549686264259
KNFTechnology (Shanghai) Co., Ltd.	Building No. 72 Lane 1000, Zhang Heng Road	201203	Shanghai	China	31.19104690595264, 121.60309967423862
KNF Pumps + Systems (India) Pvt. Ltd.	KBB, 3rd Floor, Veerbhadra Nagar, Lane 11, Mumbai-Bangalore Highway, Baner	411027	Pune, Maharashtra	India	18.56051179020072, 73.76958127920204
KNF DAC GmbH	Axel-Springer-Platz 3	20355	Hamburg	Germany	53.55212764923618, 9.984466540211343
KNF Holding AG	Grenzstrasse 5c	6214	Schenkon	Switzerland	47.183689664184286, 8.111557592567463
KNF Service GmbH	Alter Weg 3	79112	Freiburg-Munzingen	Germany	47.96511241116778, 7.69943483438872



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