

ESG REPORT 2024





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1. FOREWORD CEO



Dear Readers

I am delighted to present to you our first Environmental, Social and Governance (ESG) report, which marks a significant milestone in our sustainability journey. At GIS AG, we firmly believe that the success of a company should not only be measured by financial metrics, but that we also have a responsibility towards the environment and society.

A key focus of our sustainability strategy is on reducing our carbon footprint. GIS AG has the greatest leverage here in energy consumption, particularly for heating oil and electricity. We have been implementing targeted measures to reduce our carbon emissions for years. A major step in this direction was the installation of a heat pump heating system in autumn 2024.

In addition to ecological responsibility, social commitment is a key concern for me. Vocational training by apprenticeship has a long tradition at GIS, and we attach great importance to offering our apprentices first-class training with optimal framework conditions. This has made us a highly regarded training organisation in the region. We can look back with pride on many successful apprenticeships. We are particularly pleased when talented young people, such as the three trainees who completed their apprenticeships last year, decide to continue their careers at GIS AG. This ensures that we can continue to count on motivated and well-trained specialists in the future.

Sustainability is an ongoing process that we drive forward with commitment and a sense of responsibility. Read on to find out more about GIS AG's efforts in terms of sustainability in 2024.

Ivan Muri
CEO

2. ESG HIGHLIGHTS 2024

Environmental



New heating system helps save 110'000 litres of heating oil

In autumn 2024, we reached an important milestone in our sustainability strategy. An innovative heat pump heating system was put into operation just in time for the cold season. The heat pump draws CO₂-neutral electricity from Swiss hydropower, helping to save around 110,000 litres of heating oil per year. The goal of a climate-friendly heating system has been pursued for several years and is an important step towards sustainable production. You can find a detailed report on our [website](#).



3 trainees pass their final apprenticeship examination

After four intense years of training, our apprentices Nico Lang, Severin Wermelinger and Alessio Maiorano experienced no turbulences and certainly no flying blind in their final apprenticeship examinations to become polymechanics. They proved that the knowledge they have learnt is not just hot air and successfully mastered all the tasks set for them. We are very happy to be able to count on the skills and commitment of these three high-flyers also in the future.



Social

Governance



75 employees complete security awareness training

A total of 75 employees have completed security awareness training to raise awareness of (IT) security. Security awareness is an important element of our cyber security strategy.

3. ORGANISATION / RELEVANT FIGURES

Company



Joint-stock company
under swiss law

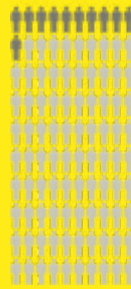


Location
Luzernerstrasse 50
6247 Schötz



~41
million CHF
turnover in
year 2024

144
Employees



Apprentices

12 Polymechanic
3 Engineers
2 Commercial clerks



ISO certificate

ISO 9001:2015
Quality and process management



Association member

SWISSMEM, ISO, VDMA, CEN, DIN, FEM

Supply chain



304
Suppliers in
year 2024



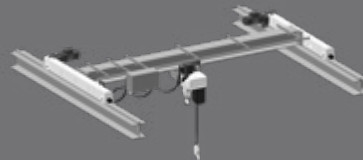
Distribution

Switzerland: 242
Europe: 60
Rest of the world: 2

Products

Performance leader

for electric chain hoists, crane systems and vacuum handling systems



16000
electric chain hoists produced
in 2024



Sales network



Swiss market

Direct sales or via
retail partners



17 Technicians

travelling in Switzerland for
assembly, repairs and service



International

101 distribution partners
worldwide in the industry and
entertainment sectors



Revenue split

Switzerland: 40.4 %
Export: 59.6 %



500'000TH GIS CHAIN HOIST

GIS AG manufactured its first electric chain hoist in 1963. The production of the 500'000th GIS chain hoist was appropriately celebrated with employees on 16 July 2024.

4. VISION AND MISSION STATEMENT

VISION:

The demanding one in lifting technology wants GIS.

Team

We respect each other. We communicate clearly, openly, honestly and directly. Every team member is characterised by professional competence and is given the necessary, safe work equipment to fulfil their tasks.



Leadership

We cultivate a team-orientated management style. The decision-makers act in accordance with their area of responsibility.



Finances

Our company's long-term existence is based on a solid, positive financial development.



Environment

We look after the environment and stay in touch with our surroundings.



Products

Our products are of high quality, close to the market and at a high technological level.



Partners

We strive to establish long-term relationships with our partners and we provide top performance in all sectors. We treat our partners in a competent, fair and courteous manner.



5. OUR SUSTAINABILITY GOALS

Sustainability is a central part of our corporate strategy. We set ourselves ambitious goals in order to assume economic, ecological and social responsibility. Our sustainability strategy is based on three main pillars: environment, society and corporate governance.

Environment

Our goal is to continuously reduce our ecological footprint. This includes measures such as reducing energy consumption, increasing the energy efficiency of our production processes and increasing the use of renewable energies. An important milestone was the introduction of our climate-friendly heating system by means of a heat pump. We also continuously optimise our logistics processes to reduce CO₂ emissions and use resource-saving materials in production.



Society

We take social responsibility and the development of our employees very seriously. With an open and transparent corporate culture, targeted continuing professional training measures and a safe working environment, we create a sustainable basis for our long-term corporate success. We are also involved in educational projects such as the annual Future Day or the annual robotics competition at Schötz school to give young people an insight into technical professions. One of the main objectives of our sponsoring activities is to support local associations and events as well as the activities of our employees.

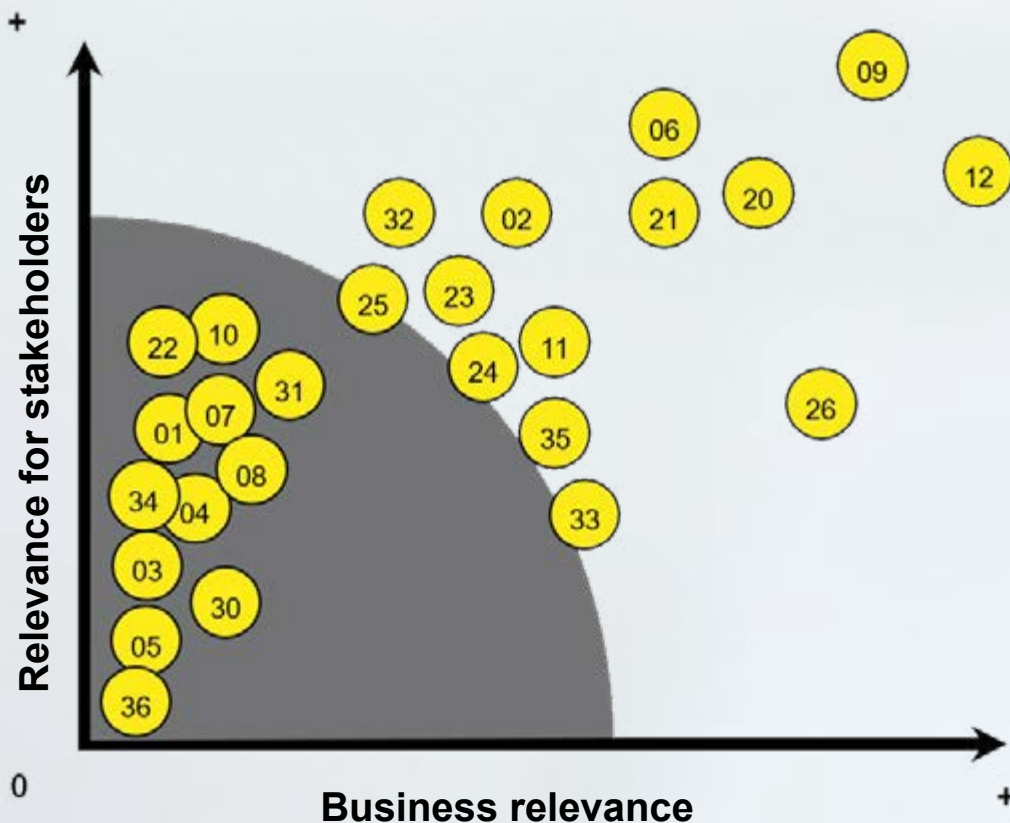
Corporate governance

Responsible corporate governance forms the foundation of our sustainability strategy. We are committed to high ethical standards, transparent communication and long-term economic behaviour. The successful recertification in accordance with ISO 9001:2015 confirms our commitment to quality and continuous improvement.

6. MATERIALITY ANALYSIS

In an initial materiality analysis, GIS listed the relevant sustainability topics in terms of stakeholders and business relevance. The focus was placed on an impact-oriented list of measures. Three fields of action emerged from the relevant topics, which will be addressed further.

- **Business operations**
All effects from the operation of the production facilities and sales organisations
- **Product utilisation**
All the effects of product utilisation from commissioning to end-of-life
- **Business model**
Everything that has to do with the customer's business model or product changes



	Topic	Field of action
Environmental		
01	Mobility	
02	Energy efficiency in product development	Product utilisation
03	Carbon footprint of the production facility	Business operations
04	Waste from the production site	Business operations
05	CO ₂ neutral products	
06	Energy consumption during product use	Product utilisation
07	Hazardous substances	
08	Packaging and transport of products	
09	Resource efficiency during product utilisation	Product utilisation
10	End-of-life of products / disposal	
11	Extending the service life of products	
12	Sustainable business model of the customer	Business model
Social		
20	Health & safety in the workplace	Business operations
21	Product safety	Product utilisation
22	Compliance with human rights	
23	Fair working conditions / equal pay	Business operations
24	Equal opportunities	
25	Right of co-determination for employees	
26	Employee Value Proposition	Business operations
Governance		
30	Political responsibility	
31	Business ethics	
32	Sustainable purchasing	
33	Responsible management and governance	
34	Anti-corruption	
35	Data security and data protection	Business operations
36	Conflict materials	

7. ENVIRONMENTAL CONCERNS

7.1 Energy consumption

	2019	2020	2021	2022	2023	2024
	Input GIS AG					
Electricity [GWh]	0.795	0.707	0.788	0.846	0.857	0.842
Share of renewable electricity [%]	100	100	100	100	100	100
Heating oil [1000 l]	112	101	127	120	109	60
Natural gas [GWh]	0	0	0	0	0	0
Diesel [1000 l]	1	1	1	1	1	1
Propane gas [GWh]	0	0	0	0	0	0
Water [m3]				1137	1255	1265
Waste for incineration plant [t]	16.7	16.8	14.4	13.4	13.2	16.2
CO₂ emissions in t	Output GIS AG					
Scope 1 [CO ₂ e]	354.8	320.3	401.9	380.0	345.4	191.5
Scope 2 [CO ₂ e]	0	0	0	0	0	0
Scope 3 [CO ₂ e]				35.6	35.0	42.9

7.2 Explanation of Scope 1, 2 and 3

- **Scope 1**

This refers to the greenhouse gas emissions which a company causes directly for example through the operation of its heating boilers.

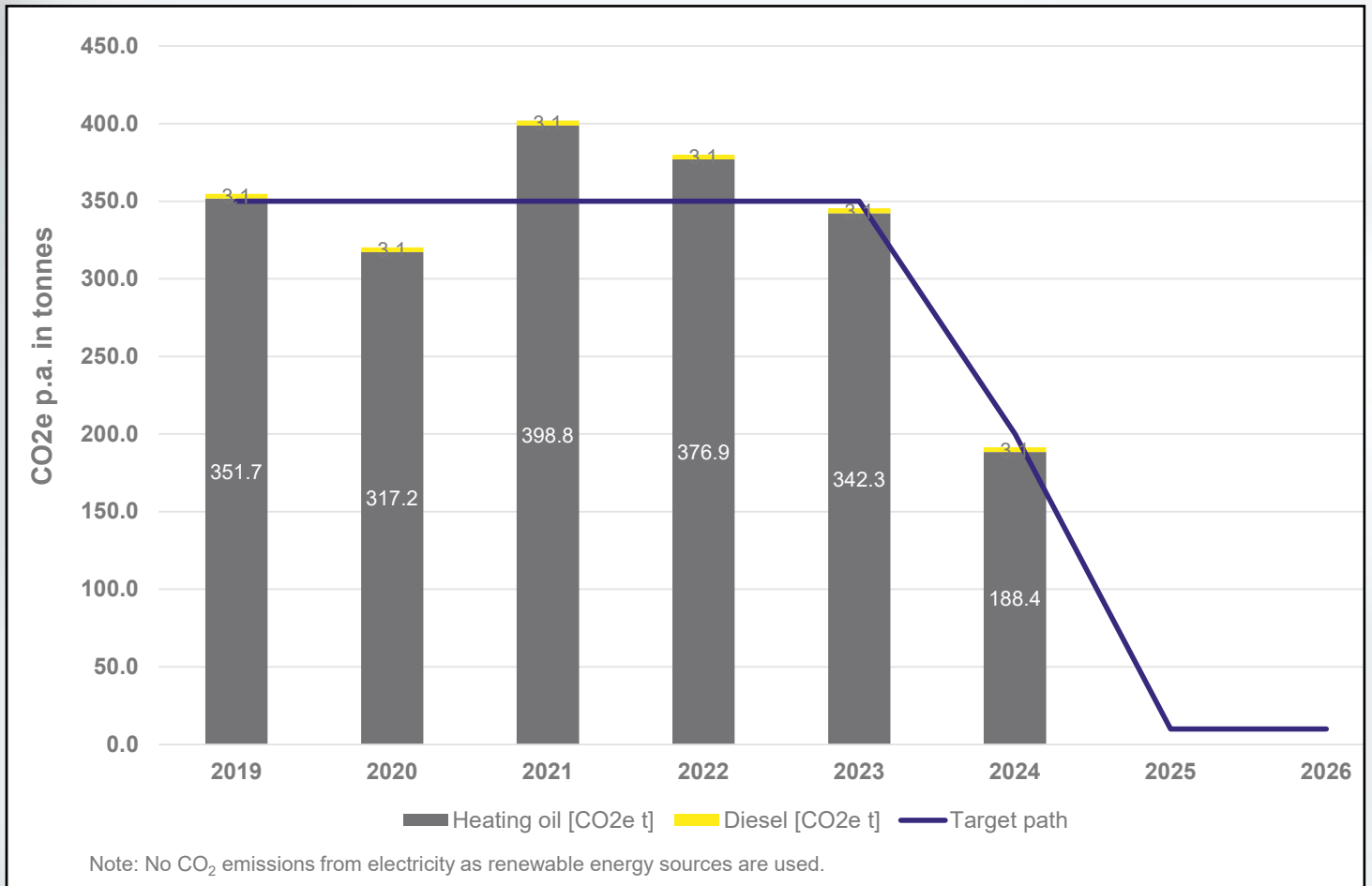
- **Scope 2**

These are the emissions which the company causes indirectly, in particular the purchase of electricity or energy required to heat and cool buildings.

- **Scope 3**

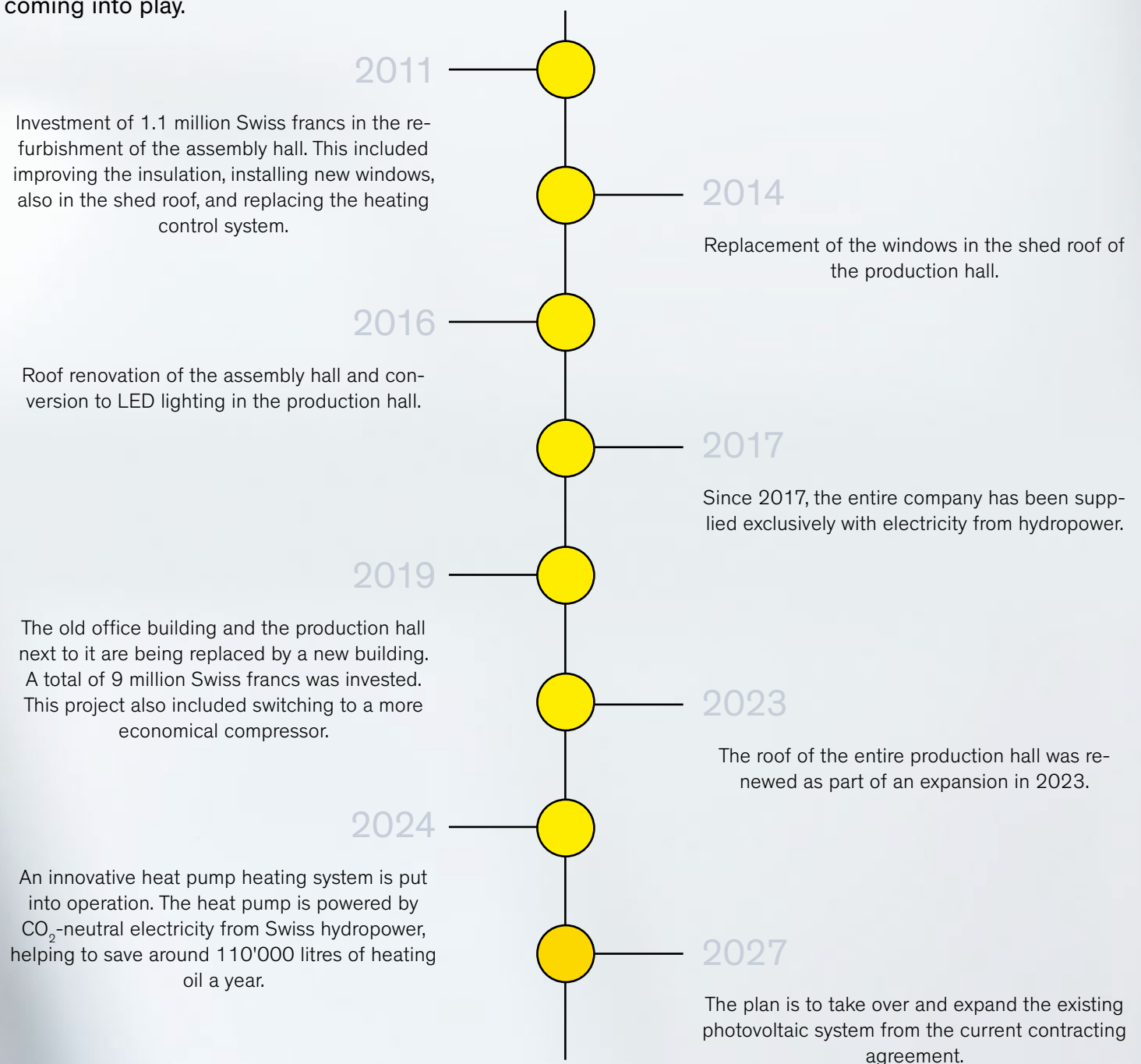
This category includes all emissions which are not associated with the company itself, but for which the organisation is indirectly responsible along the entire supply chain, for example through the purchase of products from suppliers and the products that customers use. The first step is to estimate the total amount of waste and to measure water consumption.

7.3 Co₂ target / reduction path Scope 1 and 2



7.4 Reduction of greenhouse gas emissions

When looking at the CO₂ balance, GIS AG has the greatest leverage in terms of energy consumption for heating oil and electricity and this is exactly where the measures already implemented and planned coming into play.



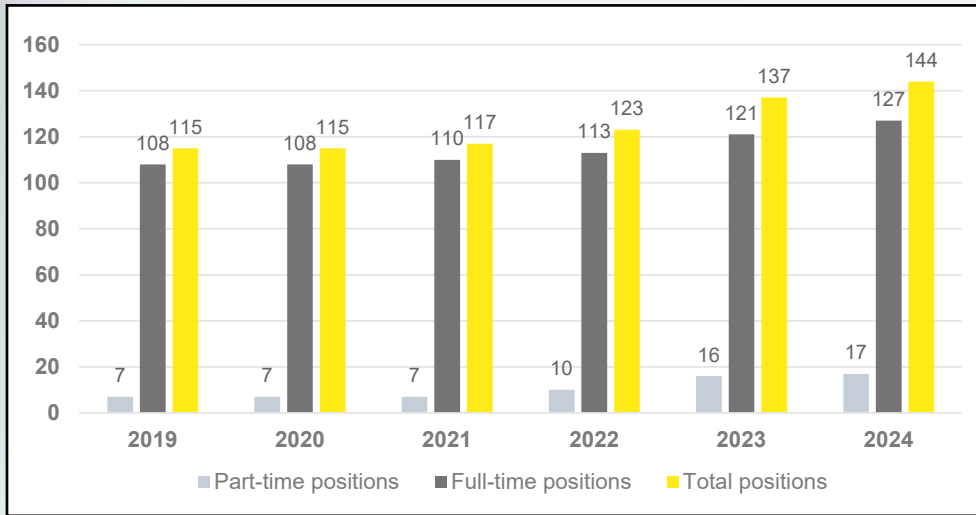
8. SOCIAL ISSUES

In this chapter, GIS AG presents its key figures in the area of social issues.

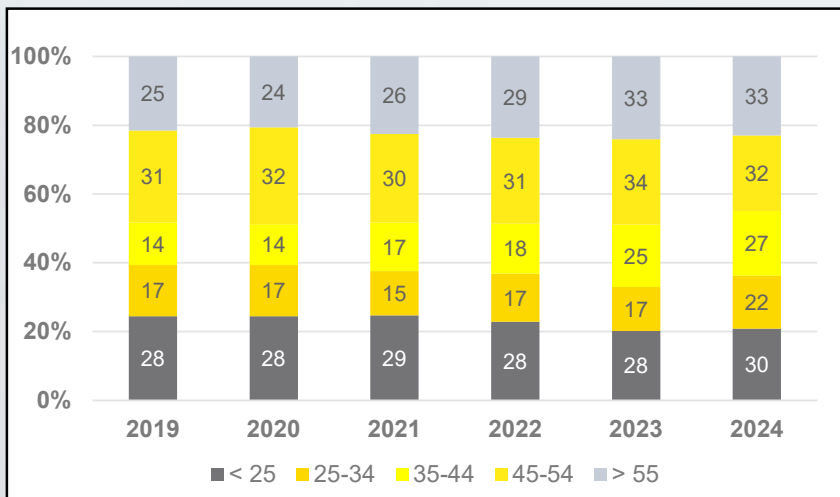
8.1 Employee structure

As of 31 December 2024, the employee structure of GIS AG was as follows:

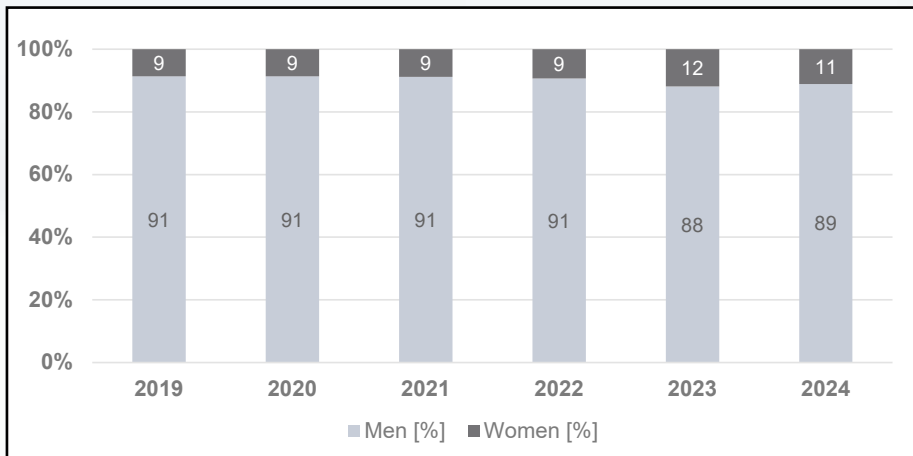
8.1.1 Proportion of part-time/full-time positions



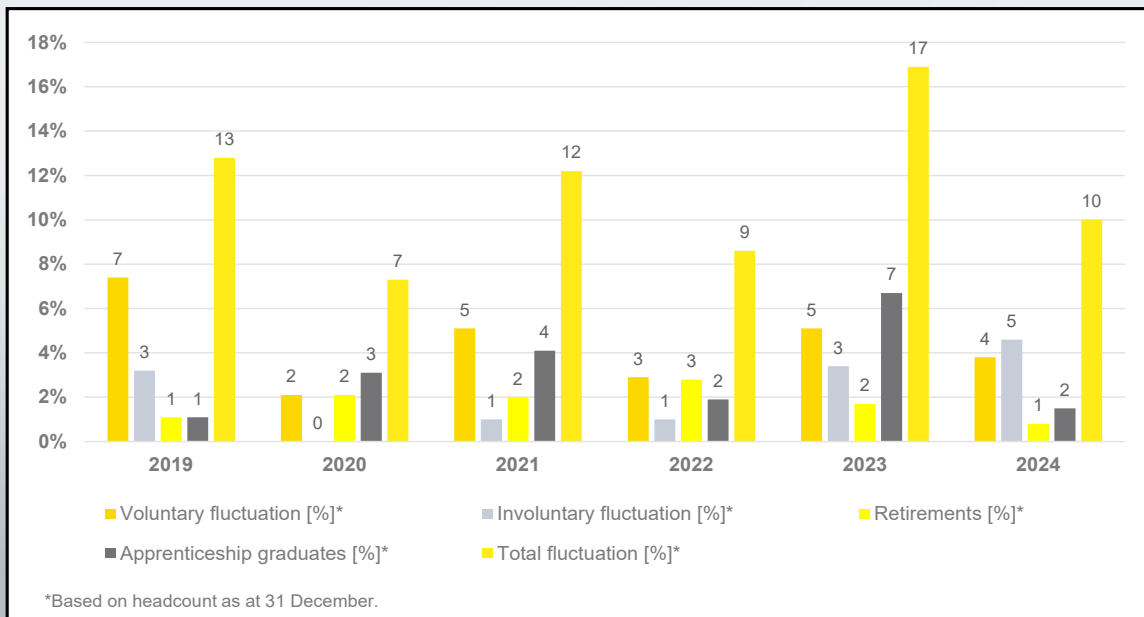
8.1.2 Age structure



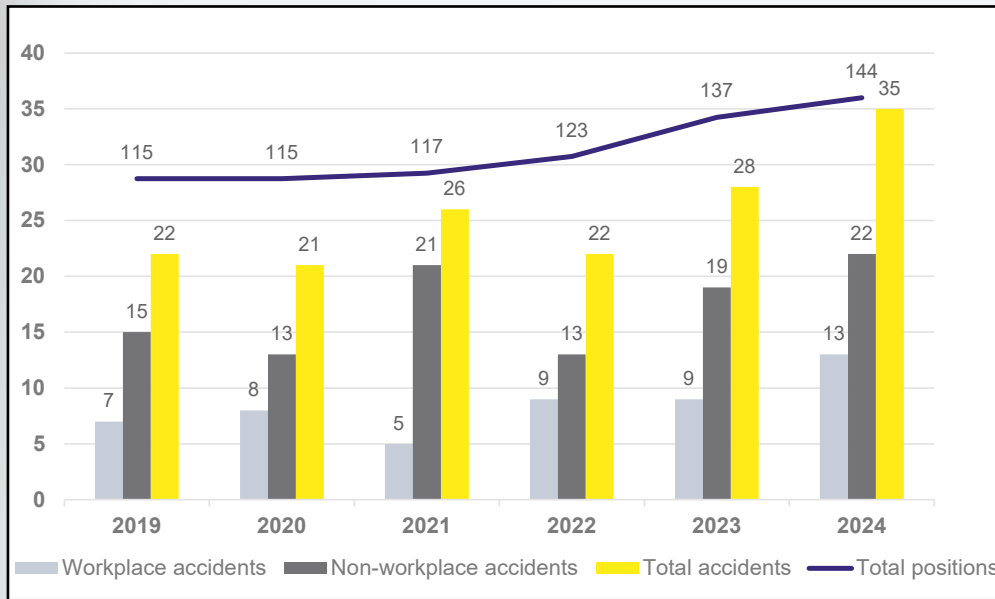
8.1.3 Ratio woman / man



8.2 Fluctuation pattern



8.3 Accident statistics for 2019 - 2024



8.4 Diversity and equal opportunities / equal pay

As a modern employer GIS AG is committed to equal opportunities in the workplace. Regardless of origin, religion, gender, age, sexual orientation or cultural background, all employees are given the same opportunities in the areas of training, working time models, career development and compensation. Recruitment and promotions are based exclusively on professional and social skills, relevant qualifications and individual performance.

To ensure equal pay, an analysis was carried out using the state instrument Logib. The results of this analysis were reviewed and confirmed as correct by the auditing and consulting firm KPMG.

8.5 Integrity

GIS AG rejects any form of harassment, discrimination or other offensive behaviour - both by employees and by third parties. This attitude is clearly anchored in the employment regulations. We value and respect the diversity of our employees and do not tolerate any violation of personal dignity through actions, language or visual representations.

Since December 2023, GIS AG has provided an integrity platform that can be used to report violations. Access to the Integrity Platform is provided via the Internet and is available not only to employees, but also to external stakeholders such as suppliers and customers.



GIS Integrity platform:
<https://gis-ag.ch/en/gis-ag.ch/company/integrity-platform>

8.6 Investing in the future

Professional training has a long tradition at GIS and we can look back with pride and pleasure on many successful apprenticeships and talented trainees. Accordingly, GIS's professional training is held in high regard both within the company and by other training companies and vocational schools in the region.

The declared aim of GIS is to train the skilled workers of tomorrow and thus be able to continue employing graduates after their apprenticeship. This means providing practical yet high-quality training. Ensuring good and broad training is a higher priority than the commercial interests of the company. The range and number of apprenticeships on offer is based on the company's needs and training opportunities.

Once a year, students on the mechanical engineering programme at Lucerne University visit GIS AG on a tour of the company.

HIGH-END MACHINE FOR APPRENTICE WORKSHOP

In spring 2024, GIS AG acquired a state-of-the-art Makino DA300 CNC machine for its apprentice workshop. Back in January, the trainees had the opportunity to inspect and test the 5-axis machining centre during a visit to the machine manufacturer in Germany.

The use of such an advanced machine in teaching is rare, but extremely valuable. The practice-orientated work on the Makino DA300 optimally prepares the apprentices for their future role in production. They learn to produce complex mould components during their training and thus play an important role in the production process of electric chain hoists at an early stage in their education. In addition, the trainees are automatically trained in the precise programming and preparation of the work steps as errors on this machine can quickly lead to high costs.

With this investment, GIS AG is setting an important technological milestone in the training of polymechanics. At the same time, it demonstrates great confidence in the skills of the apprentices and emphasises their importance for the company.



8.7 Employee retention and employee value proposition

Employee retention and employee value proposition activities are made up of various components:

- Involvement and a sense of belonging through transparent communication about the course of business.
- Regular employee information from the Managing Director.
- Young professionals are appointed to managerial positions shortly after completing their education programme.
- Meeting with the CEO for new employees: proximity and personal exchange to welcome our new colleagues to the GIS family.
- Open approach to working from home, part-time positions and flexible working time models.
- Crediting of years of service for 'returnees'.
- Generous regulation for long-service anniversaries.
- Premiums for daily sickness allowance and non-occupational accident insurance are paid in full by GIS (usually split equally between the two).
- Promoting a sense of belonging and togetherness with surprise activities such as Epiphany cakes, ice cream or Christmas sweets for snacks.
- Festive activities such as Christmas dinner, barbecue (with relatives) or fondue evening.
- Each department organises an annual team event, which is co-financed by the company.
- Continued employment of apprenticeship graduates (e.g. for a limited period until the start of their studies / military service or even indefinitely).

8.8 Health and well-being

Our employees are the foundation of our success. Workplaces and production facilities are designed to avoid potential hazards that could lead to accidents, illnesses or other safety risks. Recognised or reported safety and health problems are addressed immediately.

Specifically, this means:

- Well-equipped, ergonomic workstations.
- Height-adjustable workbenches in production / assembly.
- Office workplaces with height-adjustable desks.
- Essential contributions to customised hearing protection and corrected safety spectacles.
- Free drinking water, with several water dispensers for still and sparkling water.
- All employees are provided with safety shoes of class S1 or higher and are given an annual budget of CHF 100.00 for the purchase of new safety shoes.

8.9 Continuing education

As an attractive employer, GIS supports training and further education needs with generous financial and/or time contributions. Applications are approved quickly and without complications.

8.10 Social commitment

GIS AG is aware of its social responsibility. In the past, we have taken on trainees from companies in the region that were no longer able to offer training for organisational reasons. Reintegration and retraining opportunities are also regularly offered.

We have a close and long-standing collaboration with the Brändi Foundation, which carries out the pre-assembly of various components for us.

One of the main objectives of GIS AG's sponsorship commitments is to fulfil its corporate responsibility in the region and to support local events and employee activities.

For certain age groups, regular courses are offered during working hours at the Muller Martini sites in Zofingen and Hasle. As a member of Grapha-Holding AG, GIS AG can take advantage of this offer for its employees and their partners:

- Financial planning course from age 55
- Retirement preparation course from age 60

Working on a charitable project is an integral part of the annual apprentice camp. For example, the GIS apprentices have already taken part in the removal of environmental damage in the Kemmeriboden-Bad area, carried out painting work in the Hergiswil retirement home and helped to maintain the raised bog in the Balmoos area.

The two-day apprentice camp 2024 took our 17 apprentices to the Luthern region. The redesign of a picnic area was one of their projects.



9. GOVERNANCE

9.1 Ethical principles and independence

Every day, GIS AG employees make business decisions that have an ethical dimension and can have an impact on the assets, success or reputation of GIS. In order for GIS to make well-considered business decisions, the following questions must be asked:



- Is the decision in the long-term interest of GIS AG?
- Would I be embarrassed if my decision or the consequences of the decision were published in a newspaper?
- Is my ability to represent the interests of GIS AG externally and to make the appropriate decisions compromised?
- Is the decision within my area of responsibility and the risk tolerance of GIS AG?
- Are we doing the “right thing” and is it legal?

9.2 Behaviour (Code of Conduct)

Trust, teamwork and a shared understanding of values are the basis for our interactions with each other as well as with our customers, suppliers and business partners. It is therefore important for us not only to live these principles internally, but also to represent them externally. This also includes our environment.

Our Code of Conduct summarises the key rules and principles that guide our daily actions and that we also expect from our partners. It stands for our team's willingness to take personal responsibility and to behave in a legally compliant and ethically correct manner at all times.



GIS Code of Conduct:

https://gis-ag.ch/gis%20ag/mediathek/pdf/englisch/Code%20of%20Conduct_EN.pdf

9.3 Corruption and anti-competitive behaviour / cartel prevention

GIS AG is incorruptible and does not tolerate corruption of any kind. We only offer or accept gifts, invitations and personal favours in connection with our business activities if they are reasonable in value and frequency, appropriate to the circumstances and in accordance with local practices and applicable law. We ensure that such gifts, invitations and personal favours do not influence our business decisions.

We refrain from offering or accepting gifts, invitations or personal favours in the form of cash or comparable means of payment if these could give the appearance of being used to improperly obtain or maintain orders, business or other services or if they could cause a conflict of interest for the parties involved.

We refrain from promising, offering or giving bribes or kickbacks, other improper payments or anything of value to employees or other representatives (or family members or friends of such persons) of customers and business partners.

We compete fairly with other market participants on the basis of quality, service and price in compliance with all applicable competition and antitrust laws and regulations. In particular, we do not participate in agreements, arrangements or the exchange of information with competitors regarding price fixing, market sharing / market restrictions or boycotts / refusals of business relationships.

9.4 Human rights

Respect for and observance of human rights is a fundamental cornerstone of our corporate philosophy.

9.5 Due diligence obligations

The new legal requirements (corporate responsibility, Supply Chain Act) extend the company's responsibility to the entire supply chain. This means moving away from voluntary CSR towards binding due diligence obligations.

9.5.1 Supplier Relationship Management

Supplier management at GIS controls the cooperation with suppliers. The aim is to maintain and promote performance, continuity and delivery reliability. Supplier management is continuously adapted to changing legal or social requirements. Compliance with these requirements is ensured through certificates, incoming goods inspections and visits to suppliers' production and storage facilities.

9.5.2 Transparency on non-financial matters (Corporate responsibility, OR 964 ff)

As GIS AG is not a public company and does not exceed certain thresholds, it does not have to comply with some of the reporting obligations arising from the indirect counter-proposal to the corporate responsibility initiative pursuant to Art. 964a et seq. of the Swiss Code of Obligations (CO). GIS does not fall within the scope of the reporting obligations pursuant to Art. 964a - 964i CO. However, as a Swiss company, the organisation is subject to the due diligence and transparency obligations regarding minerals and metals from conflict areas and child labour pursuant to Art. 964j et seq. CO. GIS does not purchase any raw materials that could be considered conflict materials. GIS can therefore confirm that it fulfils the due diligence obligation regarding conflict materials in accordance with Art. 964j, para. 1 CO.

9.6 Certifications

GIS AG is certified according to ISO9001:2015 (valid until 31 January 2028).

10. KPI TABLE

The following table shows the relationship between index, KPI and page number in the report.

INDEX	KPI	Page number
1. KPIs General		
GRI 2-1	Organisational profile	5
GRI 2-2	Entities included in the organisation's sustainability reporting	5
GRI 2-3	Reporting period, reporting frequency and contact details	28
GRI 2-6	Activities, value chain and other business relationships	5
GRI 2-7	Employees	5, 14 - 16
GRI 2-23	Declaration of commitment to principles and behaviour	23
GRI 2-28	Membership of associations and interest groups	5
OR 964, Allg.	Business model	5
OR 964, Allg.	Concepts	5
OR 964, Allg.	Measures	5
OR 964, Allg.	Risks	5
OR 964, Allg.	Performance indicators	5
2. KPIs Environment		
GRI 302-1	Energy consumption within the organisation	10
	Total heating oil	60'000 Liter
	Total diesel	1'000 Liter
	Total all fuels	61'000 Liter
	Total electricity consumption	0.842 GWh
GRI 302-4	Reduction in energy consumption	12 + 13
GRI 303-5	Water consumption	10
	Total water consumption	1'265 m ³
GRI 305-1	Direct GHG emissions Scope 1	10 + 11
	Gross volume of direct GHG emissions in CO ₂	191.5 t
GRI 305-2	Indirect GHG emissions Scope 2	10 + 11
	Gross volume of indirect GHG emissions in CO ₂	0 t
GRI 306-3	Accumulated waste	10
	Total weight of the waste	16.2 t

INDEX	KPI		Page number
1. KPIs Social			
	Equal opportunities		17
	Equal pay		17
	Integrity platform		17
	Employee structure		14 + 15
	Total employees	144	
	Share of part-time employees	12 %	
	Share of full-time employees	88 %	
	Share of women	11 %	
	Share of men	89 %	
	Number of apprentices	17	
	Age structure	16 - 24: 21 % 25 - 34: 15 % 35 - 44: 19 % 45 - 54: 22 % ab 55: 23 %	
GRI 401-1	New hires and employee fluctuation		15
	Total number of new employees	23	
	Rate of new employees	16 %	
	Total number of employee fluctuations	14	
	Rate of employee fluctuation	10 %	
GRI 403-9	Work-related injuries	13	16
	Fatalities due to work-related injuries	0	
GRI 403-10	Work-related illnesses	0	
	Fatalities due to work-related illnesses	0	
	Number of documentable work-related illnesses	0	

2. KPIs Governance			
GRI 302-1	Code of Conduct		23
	Anti-corruption and anti-competitive behaviour		24
	Cartel prevention		24
OR 964	Transparency on non-financial matters (conflict minerals/metals and child labour)		25
OR 964	Human rights		24
	Number of incidents of serious human rights violations related to the organisation's activities or decisions	0	

11. IMPRINT

'About this report'

This report was prepared in this form for the first time for the financial year from 1 January 2024 to 31 December 2024. The reporting date is 31 December 2024.

Under Swiss law, GIS AG is not obliged to issue a non-financial statement. The report was not subject to an external audit.

The contact person for questions is Lukas Bühlmann (lukas.buehlmann@gis-ag.ch).

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Certified to ISO 9001

