



SUSTAINABILITY REPORT 2024

Table of Contents

Foreword

Message from the CEO	3
----------------------	---

About This Report

Scope of Sustainability Report	4
Introduction	5
Key to Units of measurement	5

Strategy & Results

Sustainability Strategy	6
Sustainability Targets	6
Executive Summary	7

About Brugg Cables Group

Business Model and Value Creation	9
Material Topics	9
Sustainability Strategy and Governance	10
Product Sustainability and Innovation	10
Environmental Performance	11
Key Environmental Indicators	12
Labour and Human Rights Management Approach	13
Social Performance	14
Key Social Indicators	15
Ethics and Sustainable Procurement	19
Responsible Business Conduct	20
Sustainability Roadmap and Improvement Priorities	21
Outlook and Priorities for 2025	22

Message from the CEO

The global transition towards a more sustainable energy system is fundamentally reshaping electricity networks. As renewable generation expands and industries increasingly electrify their operations, the need for secure, efficient and resilient power transmission infrastructure continues to grow.

Brugg Cables contributes to this transformation by developing and manufacturing cable systems for electricity transmission and distribution. Our products support critical infrastructure projects and help our customers expand, modernise and maintain their networks.

As part of the Terna Group, we align our activities with the Group's governance principles, sustainability commitments and reporting standards. Responsible manufacturing, operational transparency and the continuous improvement of our environmental and social performance are integral to the way we conduct our business.

During the reporting period, we continued to strengthen the monitoring of our environmental indicators and to improve the quality and transparency of sustainability-related information across our operations. At the same time, we remained focused on the responsible use of resources, the safety and development of our people, product quality and the reliability of our manufacturing processes. Progress in these areas is only possible through close cooperation across our entire value chain. Our employees, customers, suppliers and business partners all contribute to the development of reliable cable systems and resilient electricity networks.

Looking ahead, the continued expansion and modernisation of power grids will remain essential to the energy transition. Brugg Cables is committed to supporting this development through technological expertise, responsible operations and long-term collaboration with all our stakeholders.

Sincerely,

Gianluca Vettese
CEO Brugg Cables



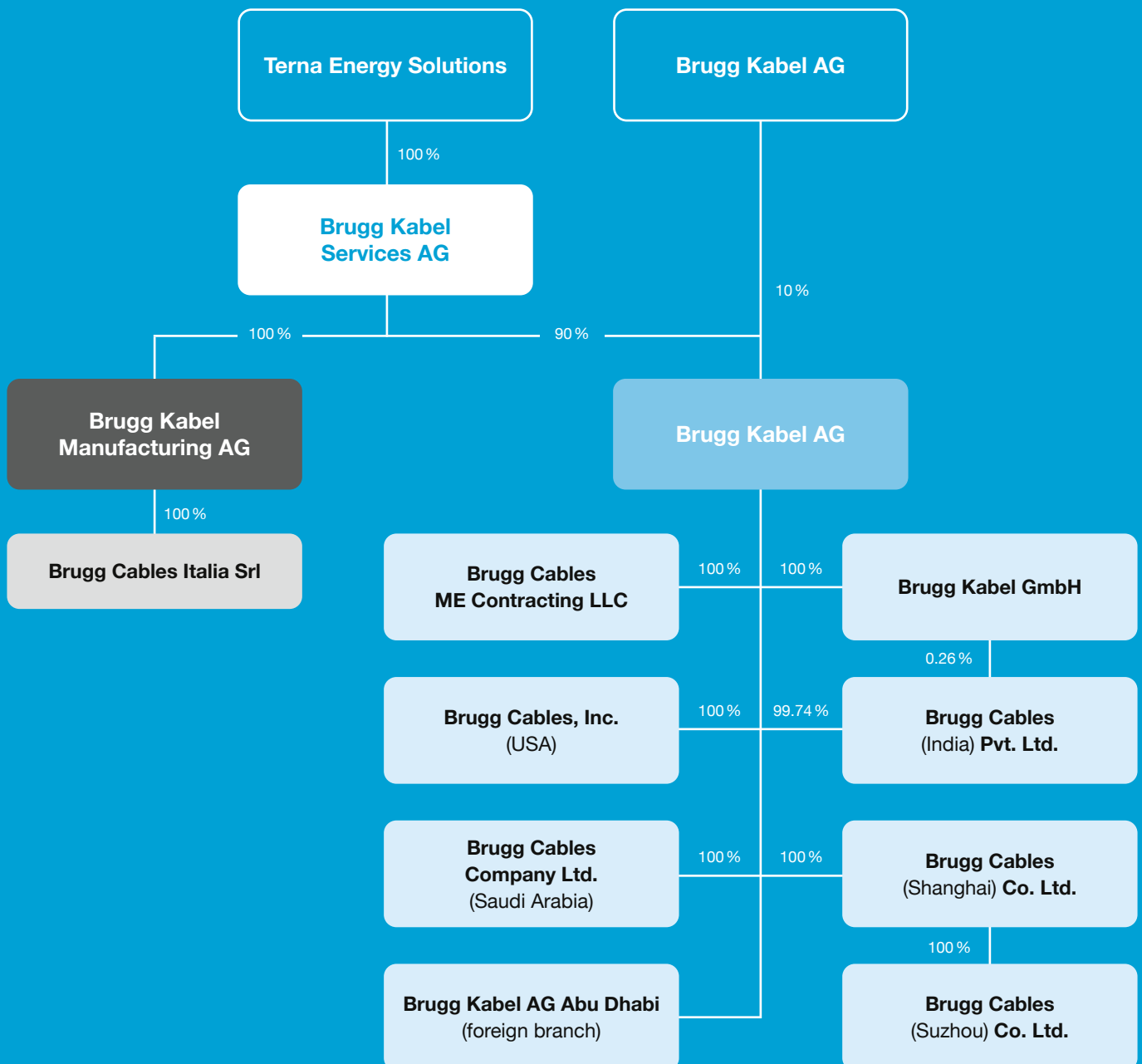
» Sustainability is embedded in the way we manufacture, operate and collaborate across our value chain.

Scope of Sustainability Report

This Sustainability Report applies to Brugg Kabel Services AG with its controlled companies Brugg Kabel Manufacturing AG and Brugg Kabel AG, hereinafter referred to simply as Brugg Cables at the address Industriestrasse 19, CH-5200 Brugg. The headquarter of Brugg Cables is at this address and the countries of operation are worldwide and supported by subsidiaries of Brugg Kabel AG and Brugg Kabel Manufacturing AG in China, Germany, India, Italy, KSA, Kuwait, Middle

East and USA. The activities of the subsidiaries are subject of this report too. The headquarter in Switzerland is by far the biggest site and contributes to 66 % of the total number of employees and approximately 95 % of the emissions of Brugg Cables. Except for China, all other subsidiaries are non-operational. In China we have both, an office in Shanghai and a production site in Suzhou. The ownership structure is shown below:

Brugg Cables Group Corporate Structure



Introduction

Starting in the year 2020, KPIs from Brugg Cables are being publicly reported in the Terna S.p.A. integrated report. Since 2022, Brugg Cables is publishing an independent sustainability report. The annual sustainability reporting period is 01. January–31. December and not subject to external assurance except for the information published in the Terna S.p.A. non-financial statement (NFS) of the integrated report which is subject to a limited assurance by Deloitte & Touche S.p.A.

With the entry into force of the European CSRD (Corporate Sustainability Reporting Directive), which governs mandatory sustainability reporting for Terna Group in 2024 the Terna Group has prepared its first Consolidated Sustainability Report in line with the new ESRS (European Sustainability Reporting Standards)¹ reporting framework.

In this context, the “Indicator Tables” represent a voluntary disclosure document intended to complement CSRD reporting by providing additional information, mainly of a quantitative nature, related to the Group’s sustainability performance.

The voluntary sustainability contributions are structured in alignment with the information framework presented in the Terna Group’s 2024 Consolidated Sustainability Report, namely: General Information, Environmental Information, Social Information, and Governance Information.

For each indicator, the tables include:

- the unit of measurement;
- data for 2024 (the reporting year) and, as a rule, the previous two years (2023 and 2022);
- where applicable, the relevant reporting standards GRI (Global Reporting Initiative) and ESRS (European Sustainability Reporting Standards). In some cases, in the absence of applicable standards, the Company has developed internal indicators to better represent its performance.

The measurements are generally calculated as of 31 December of the reporting year and refer to the full fiscal year in the case of flow indicators.

For ease of interpretation, the following table provides definitions of the units of measurement used to express the indicators.

Key to units of measurement

#	Affiliation
%	Percentage
€	Euro
€/000	Thousands of euros
€/Mln	Millions of euros
GJ	Gigajoules
GWh/year	Gigawatt-hours per year
GWh	Gigawatt-hours
H	Hours (hour)
Kg	Kilograms
Km	Kilometres
M ³	Cubic metres
Min	Minutes
MI	Megalitres
MW	Megawatts
MWh	Megawatt-hours
MVA	Mega-volt-amperes
No.	Number
Ton	Tonnes
Ton CO ₂	Tonnes of carbon dioxide
Y	Years

¹ For the Consolidated Sustainability Reporting, please refer to: https://download.terna.it/terna/Terna_Relazione_Finanziaria_Annuale_2024_8dd8711c398e55b.pdf



Sustainability Strategy

Brugg Cables provides tailor made intelligent cable solutions, profound engineering expertise and worldwide maintenance capability through the business unit Power Cable Systems while the business unit Cable Accessories is an independent and well-proven provider of smart cable accessories supporting the clients globally with local installation services and intimate knowledge. Brugg Cables is pursuing the ambitious goal of becoming the world's most sustainable cable and cable accessories manufacturer. In doing so, as participant of the UN Global Compact³, we are guided by the UN's 10 principles in the areas Human Rights, Labor, Environment and Anticorruption and the 17 Sustainable Development Goals (SDGs), considering the expectations of our customers and other stakeholders as well as national and international laws and framework conditions.

» Brugg Cables is pursuing the ambitious goal of becoming the world's most sustainable cable and cable accessories manufacturer.

Sustainability Targets

Brugg Cables' sustainability goals are in line with the 17 SDGs formulated by the United Nations.

Based on our product portfolio and business model, we have prioritized the SDGs to focus on those to which we can make the greatest contribution, and which are also relevant to our main shareholder, Terna S.p.A., in the context of its integrated report.

The 17 Sustainability Goals



³<https://unglobalcompact.org/what-is-gc/participants/148814-Brugg-Kabel-AG>

Executive Summary



2772.6tCO₂e

Greenhouse gas emissions



47 830.0 GJ

Total energy consumption



12.49 ML

Water withdrawal

1838.2 Tons

Total waste generation



464

Employees at
Brugg Cables (2024)



In 2024, Brugg Cables Group continued to strengthen the integration of sustainability into its business model, operations and decision-making processes. As a provider of cable systems and accessories that support the transmission and efficient use of electricity, the Group plays an enabling role in the broader energy transition. During the year, Brugg Cables focused on improving environmental performance, maintaining operational continuity, enhancing workforce capabilities and reinforcing a culture of safety and accountability across its activities.

Based on the 2024 ESG indicators, Brugg Cables reported total direct and indirect greenhouse gas emissions of 2772.6tCO₂e, a significant improvement compared with 2023. Total energy consumption amounted to 47 830.0 GJ, while water withdrawal totaled 12.49 ML. Waste generation reached 1838.2 tons, of which 1651.7 tons were sent for recovery and 186.5 tons were directed to disposal. These results

indicate meaningful progress in key environmental areas, particularly in emissions, energy consumption, water use and waste recovery performance.

At year-end 2024, Brugg Cables employed 464 people, compared with 457 in the previous year. The Group hired 66 employees and recorded 59 departures, reflecting continued workforce renewal while preserving core technical capabilities. Average training reached 25 hours per employee, confirming the Company's commitment to competence development in a technically demanding industry. In health and safety, 12 recordable workplace injuries were reported in 2024, compared with 11 in 2023. While the injury frequency rate improved substantially versus 2022, safety remains a priority area requiring continued management attention, preventive action and workforce engagement.

About Brugg Cables Group



Business Model and Value Creation

Brugg Cables Group creates value through the design, manufacture and support of cable systems and accessories that enable reliable electricity transmission and distribution. Its products and technical capabilities contribute directly to grid modernization, electrification, infrastructure resilience and the integration of renewable energy. In this sense, the Company's business model has an intrinsic enabling role in the energy transition, while also carrying the responsibility to manage the environmental and social impacts generated by industrial production.

Value creation at Brugg Cables depends on a combination of engineering competence, manufacturing quality, operational reliability, customer trust and responsible resource management. Sustainability therefore supports the business model in multiple ways: by improving efficiency, reducing waste, strengthening employee capabilities, protecting health and safety, supporting compliance and reinforcing the Company's reputation in a market where ESG considerations are becoming increasingly relevant in procurement and stakeholder evaluation processes.

Brugg Cables Group is a specialized manufacturer of cable systems and accessories serving power transmission and distribution needs. The Company combines advanced engineering know-how, manufacturing expertise and application support capabilities, with a particular focus on high-performance cable solutions that contribute to grid reliability, electrification and the integration of renewable energy. Since becoming part of the Terna Group, Brugg Cables has further strengthened its sustainability approach

» Sustainability therefore supports the business model in multiple ways: by improving efficiency, reducing waste, strengthening employee capabilities, protecting health and safety, supporting compliance and reinforcing the Company's reputation in a market where ESG considerations are becoming increasingly relevant in procurement and stakeholder evaluation processes.

through closer alignment with Group-level reporting practices, governance expectations and ESG performance management.

This report is drafted with reference to the 2024 ESG indicator tables relating to Brugg Cables Group and builds on the structure and disclosures presented in the 2023 Sustainability Report. The Group operates internationally, with its headquarters in Brugg, Switzerland, and additional entities in selected international markets. Historically, the Swiss operations have represented the largest share of employees and environmental impacts, while the Group's wider footprint supports customer proximity and selected production and commercial activities.

Material Topics

Brugg Cables' sustainability priorities are shaped by the nature of its industrial activities, stakeholder expectations, customer requirements, regulatory trends and the reporting framework of its shareholder. Building on the 2023 materiality approach and the evolution of ESG expectations in 2024, the most relevant topics for the Group can be summarized as climate and energy, resource efficiency and waste, occupational health and safety, talent development, responsible business conduct and product contribution to the energy transition.

These topics are material because they reflect both Brugg Cables' main impacts and the factors most likely to influence the Company's long-term ability to create value. They also align with the dimensions commonly assessed by customers, shareholders and ESG rating methodologies, including management systems, preventive actions, quantitative indicators and evidence of continuous improvement. The structure of this report follows these material priorities and is intended to support a more disciplined and transparent sustainability management approach over time.

Sustainability Strategy and Governance

Brugg Cables Group continued in 2024 to evolve its sustainability framework from a compliance-oriented approach toward a more integrated model that combines environmental stewardship, operational efficiency, people development and responsible business conduct. The Company's sustainability journey is shaped by its role as an industrial manufacturer supporting electrification, grid reinforcement and the energy transition, while also being influenced by the governance framework and reporting expectations of the Terna Group.

Building on the direction already presented in the 2023 Sustainability Report, Brugg Cables aims to strengthen the link between sustainability priorities and business planning, with particular attention to climate performance, circularity, workplace safety, capability building and transparent reporting. Sustainability

oversight is supported through management review processes, the monitoring of key indicators and increasing alignment with Group-level ESG reporting requirements. This approach enables Brugg Cables to track progress, identify operational improvement opportunities and maintain consistency with the broader strategic priorities of its shareholder.

In 2024, the Group's sustainability priorities remained centred on reducing the environmental footprint of operations, improving resource efficiency, promoting safer workplaces, supporting workforce renewal and preserving know-how in a highly specialized industry. At the same time, Brugg Cables continued to refine its reporting maturity by consolidating ESG information in a more structured and comparable manner, laying the foundation for a progressively more robust sustainability management system in the years ahead.

» Brugg Cables aims to strengthen the link between sustainability priorities and business planning, with particular attention to climate performance, circularity, workplace safety, capability building and transparent reporting.

Product Sustainability and Innovation

For Brugg Cables, sustainability is not limited to operational footprint reduction. It is also reflected in the way products contribute to the reliability, efficiency and modernization of electricity networks. Cable systems and accessories play a strategic role in the transmission of electricity from renewable sources, in the reinforcement of national grids and in the electrification of industrial and urban systems. This gives Brugg Cables the opportunity to contribute positively to the energy transition through the core characteristics of its offering.

At the same time, product sustainability requires a continuous focus on material efficiency, process performance and lifecycle thinking. The Company's prior work on environmental footprint calculation tools, resource optimization and product-related efficiency considerations provides a useful basis for strengthening this dimension further. Looking ahead, Brugg Cables has the opportunity to formalize a more structured product stewardship approach covering environmental footprint measurement, customer-facing transparency, raw material efficiency, durability and end-of-life considerations where technically applicable.



Environmental Performance

Environmental performance remained a central focus area for Brugg Cables Group in 2024. As a manufacturer of cable systems and accessories, the Group's environmental footprint is shaped primarily by energy use, process-related emissions, materials handling, waste generation and water consumption. In 2024, Brugg Cables recorded a marked improvement in total greenhouse gas emissions and a reduction in overall energy use and water withdrawal compared with the previous year, while also improving waste recovery rates. These results reflect both operational measures and the gradual strengthening of environmental performance management.

-55 % Total direct and indirect emissions vs. 2023

90 % Waste sent for recovery

From a climate perspective, total direct and indirect emissions declined significantly to 2772.6tCO₂e in 2024 from 6095.4tCO₂e in 2023. This development indicates a materially improved greenhouse gas profile, although year-on-year variations should be interpreted with due consideration of methodology, operational conditions and the composition of energy sources across the Group's footprint. Total energy consumption also decreased to 47830.0GJ from 54212.4GJ in 2023, supporting the overall improvement in emissions performance. Water withdrawal fell to 12.49ML, continuing the downward trend from prior years and indicating greater discipline in resource use.

Waste management also showed positive development in 2024. Total waste amounted to 1838.2 tons, of which 1651.7 tons were sent for recovery and 186.5 tons were directed to disposal. Non-hazardous waste accounted for the large majority of total waste streams, while hazardous waste remained limited at 17.0 tons. The improvement in recovery volumes and the reduction in disposal compared with 2023 are consistent with a more circular materials management approach and a stronger focus on valorization of production-related waste streams where technically feasible.

Set out below are the key environmental and social indicators relating to the Brugg Cables Group (hereinafter the 'Brugg Group'), which was acquired on 29 February 2020 by Terna, through its subsidiary Terna Energy Solutions S.r.l., and in which Terna currently holds a 92.6% stake.

Key environmental Indicators

Total direct and indirect greenhouse gas emissions

< 305-1

< 305-2

	UNIT	2024	2023	2022
Total direct and indirect emissions ¹	tCO ₂	2772.6	6095.4	4890.0

¹With regard to indirect electricity consumption, up to 2023 the conversion was carried out using the generation mix breakdown provided in the Monthly Report on the Electricity System (available at www.terna.it). From 2024 onwards, the generation mix breakdown for Brugg's overseas sites is based on data from Enerdata.

Total energy consumption within the organisation

< 302-1

	UNIT	2024	2023	2022
Total energy consumption	GJ	47 830.0	54 212.4	60 981.8

Water consumption

< 303-3a

	UNIT	2024	2023	2022
Water abstraction by source	ML	12.49	15.52	17.05

Waste

< 306-3

Waste by type	UNIT	2024	2023	2022
Waste generated	tonnes	1838.2	1726.3	1910.9
– of which hazardous	tonnes	17.0	9.3	22.4
– of which non-hazardous	tonnes	1821.1	1717.0	1888.4
Waste sent for recovery	tonnes	1651.7	1369.5	1349.3
– of which hazardous	tonnes	–	0	0.2
– of which non-hazardous	tonnes	1651.7	1369.5	1349.1
Waste sent for disposal	tonnes	186.5	356.8	472.1
– of which hazardous	tonnes	17.0	9.3	22.2
– of which non-hazardous	tonnes	169.42	347.5	449.9



Labour and Human Rights Management Approach

Brugg Cables' labour and human rights approach is grounded in the need to ensure safe working conditions, fair treatment, capability development and equal opportunity within a technically specialized and operationally demanding industrial environment. The Company's 2024 indicators show ongoing attention to workforce renewal, training and occupational safety, which are all essential components of a responsible employer approach. In addition, the Group's integration into the wider Terna governance framework supports alignment with broader standards of conduct and responsible business management.

To further strengthen maturity in this area, Brugg Cables can continue to formalize how it documents and communicates labour-related practices, including training and competence development, occupational health and safety prevention, inclusion principles, employee dialogue and mechanisms that support fair and respectful treatment at work. In assessment frameworks focused on labour and human rights, the existence of documented approaches, preventive actions, training evidence and measurable outcomes is often as important as the underlying performance itself.

» The existence of documented approaches, preventive actions, training evidence and measurable outcomes is often as important as the underlying performance itself.

Social Performance

Brugg Cables Group's social performance in 2024 reflects the importance of preserving technical expertise, renewing the workforce and fostering a safe and capable working environment. Operating in a specialized industrial setting, the Company depends on skilled employees across engineering, production, installation support and functional roles. At the end of 2024, the Group employed 464 people, up from 457 in the previous year. This moderate growth was accompanied by 66 new hires and 59 departures, indicating a year of both continuity and organizational renewal.

The workforce remained predominantly male, reflecting the technical and manufacturing profile of the business, with 413 men and 51 women employed at year-end 2024. The largest employee groups were blue-collar workers and white-collar professionals, together representing the operational and technical backbone of the organization. Training continued to be an important enabler of performance and continuity,

with average training reaching 25 hours per employee in 2024, unchanged from 2023 and significantly above the 2022 level. Particularly notable is the high average training volume recorded for managers and blue-collar personnel, indicating sustained investment in both leadership and shop-floor capabilities.

Health and safety remains a key management priority. In 2024, Brugg Cables recorded 12 occupational injuries, compared with 11 in 2023 and 21 in 2022. No fatal accidents occurred and no severe injuries with an initial prognosis of more than 40 days were reported in 2024. Although the absolute number of injuries increased slightly year on year, the broader trend compared with 2022 points to improved safety performance. Nonetheless, the injury frequency and severity indicators confirm that further preventive efforts, behavioural reinforcement, technical safeguards and operational discipline remain necessary in order to reach a more mature safety culture.

» Training continued to be an important enabler of performance and continuity, with average training reaching 25 hours per employee in 2024, unchanged from 2023 and significantly above the 2022 level.



Key Social Indicators

Staff trends and employee profile

< 401-1

	UNIT	2024	2023	2022
Total employees	No.	464	457	455
New employees during the year	No.	66	75	61
– men	No.	54	64	51
– women	No.	12	11	10
– under 30 years of age	No.	23	25	17
– aged between 30 and 50	No.	33	36	36
– over 50	No.	10	14	8

Entry rates % ¹

Total	%	14.4	16.5	14.0
– men	%	11.8	14.1	11.7
– women	%	2.6	2.4	2.3
– under 30 years of age	%	5.0	5.5	3.9
– aged between 30 and 50	%	7.2	7.9	8.3
– over 50	%	2.2	3.1	1.8

Employees who left during the year	No.	59	73	41
– men	No.	45	62	36
– women	No.	14	11	5
– under 30 years of age	No.	18	22	12
– aged between 30 and 50	No.	24	28	20
– over 50	No.	17	23	9

Outgoing turnover rates % ²

Total	%	12.9	16.0	9.4
– men	%	9.8	13.6	8.3
– women	%	3.1	2.4	1.1
– under 30 years of age	%	3.9	4.8	2.8
– aged between 30 and 50	%	5.3	6.1	4.6
– over 50	%	3.7	5.1	2.1

¹ The entry rates relate the inflows to the number of employees as at 31 December of the previous year.

² Turnover rates compare the number of employees leaving the company with the total number of employees as at 31 December of the previous year.

Staff composition

<2-7
<405-1

	2024	2023	2022
Total	464	457	455
–of which men	413	404	402
–of which women	51	53	53
By category:			
Executives	4	4	6
Middle	22	22	23
Managers	213	217	217
Clerical staff	225	214	209
Workers			
By type of contract			
–permanent ¹	440	438	440
–of which men	394	389	392
–of which women	46	49	48
–fixed-term	24	19	15
–of which men	19	15	10
–of which women	5	4	5
By type of employment			
–full-time	433	421	421
–of which men	403	391	390
–of which women	30	30	31
–part-time	31	36	34
–of which men	10	13	12
–of which women	21	23	22
By age			
–under 30	55	54	56
–aged between 30 and 50	279	261	267
–over 50	130	142	132
Average age of staff (years)			
Average age	43.7	43.8	42.8

¹ Permanent contracts also include apprenticeship contracts.

Staff composition by educational qualification *

< 404-1

	2024	2023	2022
Degree	91	84	86
Diploma	293	251	243
Vocational Qualification	80	119	126
Primary/Lower Secondary School	0	3	0

*Qualifications from foreign institutions have been converted to their Italian equivalents.

Training

Average hours of training

	2024	2023	2022
Average hours of training			
– per employee ¹	25	25	14
By category ²			
– managers	1	2	8
– paintings	71	7	15
– clerical staff	9	12	7
– manual workers	37	41	21
By gender ³			
– men	26	27	15
– women	21	11	9

¹Ratio of total training hours to the average number of employees.

²Ratio of total training hours by category to the average number of employees per category.

³Ratio of total training hours by gender to the average number of employees by gender.

Health and safety

Workplace accidents involving employees

< 403-9

	2024	2023	2022
Number of accidents	12	11	21
– of which men	12	11	21
– of which women	0	0	0
– of whom are in a serious condition with an initial prognosis of more than 40 days	0	1	2
– of which fatal	0	0	0
Number of hours worked	926 000	960 474	884 128
Types of Accidents at Work			
Falls from height	0	0	1
Road traffic accident	0	0	0
Electrocution	0	0	1
Impact, crushing, cutting	7	8	8
Falling on level ground, slipping	3	1	3
Manual handling of loads	0	0	5
Projection of solid fragments and/or liquid substances	0	0	0
Other causes	2	2	3

Employee workplace accident rates – UNI 7249:2007 standard *

	2024	2023	2022
Accident frequency rate ¹	13.0	11.5	23.8
– of which male employees	14.4	12.9	27.0
– of which female employees	0	0	0
Mortality rate ²	0	0	0
Serious injury frequency rate with an initial prognosis of more than 40 days ³	0	1.0	2.3
Injury severity index ⁴	0.49	0.43	0.54
– of which male employees	0.54	0.48	0.62
– of which female employees	0	0	0

*To facilitate comparison with other sources, certain accident rates are calculated in the footnote in accordance with the definitions of the International Labour Organization (ILO), which uses a multiplication factor of 200,000 (corresponding to 50 working weeks × 40 hours × 100 employees) rather than 1,000,000 (1,000 in relation to the accident severity rate).

¹**Injury frequency rate.** This is the number of accidents recorded and reported to the relevant social security authority, divided by the number of hours worked in the year, multiplied by 1,000,000. The Brugg Group's injury frequency rate in 2024 was 2.59; in 2023 it was 2.29; in 2022 it was 4.75.

²**Fatality rate.** This is the number of deaths recorded and reported to the relevant social security authority, divided by the number of hours worked in the year, multiplied by 1,000,000.

³**Serious accident frequency rate.** This is the number of accidents with an initial prognosis of more than 40 days recorded and reported to the relevant social security body, divided by the number of hours worked in the year, multiplied by 1,000,000. The serious accident frequency rate was 0.21 in 2023 and 0.45 in 2024.

⁴**Accident severity index (Lost Day Rate).** This is the ratio of days lost due to accidents to the total number of hours worked in the year, multiplied by 1,000. Days lost are calendar days and are counted from the date on which the accident occurred. The accident severity rate in 2024 was 97.19 (85.90 in 2023 and 108.58 in 2022).



Ethics and Sustainable Procurement

Ethics and sustainable procurement are increasingly relevant dimensions of corporate sustainability performance, especially in industrial supply chains. For Brugg Cables, responsible business conduct includes compliance, integrity, transparency and the expectation that suppliers operate in line with applicable legal, environmental and labour standards. As part of the Terna Group ecosystem, Brugg Cables is positioned within a governance context that places strong emphasis on ethical conduct, risk management and structured reporting.

From a sustainability assessment perspective, this area could be further strengthened by increasing the visibility of supplier-related expectations and management mechanisms, such as supplier codes or clauses, risk-based screening, compliance checks, corrective actions and, where relevant, social or environmental

criteria in procurement practices. Even where these mechanisms are influenced by Group-level frameworks, making them more explicit in Brugg Cables' sustainability narrative would improve transparency and better demonstrate the Company's approach to managing sustainability impacts beyond its own operations.

» For Brugg Cables, responsible business conduct includes compliance, integrity, transparency and the expectation that suppliers operate in line with applicable legal, environmental and labour standards.

Responsible Business Conduct

Responsible business conduct is an essential foundation for Brugg Cables Group's long-term sustainability performance. As part of the Terna Group, Brugg Cables operates within a broader governance framework that emphasizes business integrity, regulatory compliance, risk management and ethical behaviour. This includes alignment with Group-level principles on governance, responsible conduct and ESG reporting, as well as internal management attention to the consistency, completeness and traceability of key performance information.

In 2024, Brugg Cables continued to improve the structure of its sustainability disclosures by consolidating environmental and social indicators more clearly and by reinforcing continuity between local reporting and shareholder-level ESG reporting. This contributes to stronger transparency toward internal and external stakeholders and supports more disciplined management of sustainability performance over time. In a context of growing expectations for sustainability disclosure, data quality and accountability are increasingly relevant components of corporate resilience and credibility.

» In a context of growing expectations for sustainability disclosure, data quality and accountability are increasingly relevant components of corporate resilience and credibility.



Sustainability Roadmap and Improvement Priorities

From an improvement perspective, Brugg Cables' next stage of sustainability maturity should be based on the progressive reinforcement of management systems, documentation, targets and measurable action plans. In particular, the Company can further enhance its sustainability profile by formalizing a set of medium-term priorities that connect environmental, labour and ethics topics with operational ownership and regular performance monitoring.

While this report already captures core 2024 performance indicators, the next step for Brugg Cables is to translate strategic intent into explicit targets, timelines and accountabilities. This would improve not only internal management effectiveness but also the quality of external sustainability assessments, where the existence of documented policies, concrete actions, quantitative objectives and evidence of implementation typically has a direct influence on the overall evaluation of sustainability maturity.



Strengthen climate and energy management through clearer reduction targets, better monitoring and a structured efficiency program.



Improve circularity and waste management by increasing recovery rates, reducing disposal volumes and identifying further process waste prevention opportunities.



Reinforce occupational health and safety through preventive actions, behavioural safety, root-cause analysis and systematic near-miss reporting.



Support workforce resilience through continued technical training, leadership development and knowledge retention in critical roles.



Further formalize responsible business conduct through policy deployment, training, documentation and stronger visibility of governance mechanisms.



Develop product sustainability capabilities, including environmental footprint measurement, product-related sustainability communication and lifecycle-oriented design considerations.

Outlook and Priorities for 2025

Looking ahead, Brugg Cables Group is expected to continue strengthening its sustainability management approach with a focus on performance consistency, operational efficiency and reporting maturity. Environmental priorities are likely to remain centred on emissions reduction, energy efficiency, resource optimization and the continued improvement of waste recovery.

In addition, there will be an increased emphasis on understanding and reducing the environmental impact of products themselves, with the objective of developing Environmental Product Declarations (EPDs) for key cable families. This will support a more transparent, life-cycle based assessment of product performance and strengthen the company's ability to respond to growing market and customer expectations regarding product-level sustainability data.

On the social side, further effort will be needed to sustain technical competence, support workforce development and improve occupational safety outcomes through training, prevention and operational discipline.

At the same time, Brugg Cables has the opportunity to further develop its sustainability narrative in line with the expectations typically applied to leading industrial and cable sector companies. This includes greater integration of measurable targets, clearer links between sustainability and business value creation, and the progressive establishment of a structured sustainability strategy with defined, time-bound targets across key areas such as climate, circularity, people and governance. The 2024 reporting cycle represents a further step in that direction.

»» The 2024 reporting cycle represents a further step in that direction.

