beyond gravity

Sustainability Report 2023

About Beyond Gravity.

About this report.

Beyond Gravity, headquartered in Zurich, Switzerland, is the first startup to combine agility, speed, and innovation with decades of experience and proven quality. Approximately 1,600 employees at 14 locations in seven countries (Switzerland, Sweden, Austria, Germany, USA, Finland, and Portugal) develop and manufacture products for satellites, launch vehicles and the semiconductor industry with the goal of advancing humanity and enabling exploration of the world and beyond.

More details about the company structure, the business model and the value chain can be found in RUAG International's annual report.

This report covers the period from January 1 to December 31, 2023. If another time period applies to any of the disclosures, this is separately indicated.

This report covers all Beyond Gravity companies. This means all consolidated entities of RUAG International Holding Ltd, headquartered in Bern, Switzerland, with the exception of the aerostructures business (RUAG Aerostructures Switzerland Ltd, RUAG Aerospace Structures GmbH, RUAG Aerostructures Hungary Zrt.). The list of consolidated entities can be found in the annual report on page 73.

If information only covers certain entities or locations, this is separately stated at the corresponding location.

This sustainability report is not externally assured.

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Contents.

○ CEO Message

Beyond Gravity's commitment to sustainability:

A message from the CEO.

Dear shareholders,
Dear customers,
Dear readers,

We are happy to present Beyond Gravity's first comprehensive sustainability report.

The space industry is central to solving many of the challenges facing humankind, such as telecommunications, satellite-based navigation or climate monitoring and forecasting. Whether it is climate protection, the deorbiting of space debris, sustainable forms of propulsion or reuse concepts for launch vehicles: ESG has grown in importance for the entire industry. Recognizing this, we have embraced Environmental, Social, and Governance principle as a driving force for innovation, change, and the exploration of new business fields. By 2025, our goal is to be a industry leader in space in terms of ESG performance.

Personally, sustainability is not just a corporate strategy but a fundamental belief that guides my role as CEO. When we unveiled Beyond Gravity's new brand in 2022 with the vision "For the benefit of humankind," it was evident that ESG had to be prioritized.

○ CEO Message

As a leader in the space sector, I am acutely aware of the responsibility of leaving our planet intact for our children and future generations. It is therefore a priority for me that ESG becomes a cornerstone of our corporate philosophy.

In 2023, we focused on various ESG topics. Specifically, we analyzed the risk of severe human rights violations at hundreds of suppliers and introduced new supplier monitoring software that allows us to collect information on human rights and many other ESG aspects from suppliers. Additionally, we've thoroughly assessed almost all our locations for energy efficiency, gaining a precise understanding of where we can improve. While we excel in areas such as health & safety, compliance, risk management, and cybersecurity, we recognize the need to enhance our efforts regarding environmental issues and diversity.

Looking ahead, Beyond Gravity aims to lead the charge in making the space industry more sustainable. My enthusiasm is stirred by the publication of our net zero roadmap, delineating our inaugural strategy to attain a net zero footprint within our own operations by 2026. By leveraging our market position and collaborating closely with like-minded partners and customers, we strive to positively influence sustainable practices throughout our operations and our value chain.

While we are actively exploring sustainable business models for the future, we take pride in our ongoing contributions to environmental understanding. These include our involvement in noteworthy projects like the Arctic Weather Satellite, NASA's climate satellites such as PACE, participation in the Copernicus Earth Observation Program, collaboration on weather satellites within the MetOp program, and our pivotal role in the ESA's HERA mission aimed at safeguarding Earth from potential asteroid collisions. Additionally, we are at the forefront of three crucial missions: the ESA EarthCARE earth observation satellite, the ESA Biomass mission, and the space debris removal spacecraft Astroscale ELSA-m. Through these missions, Beyond Gravity is committed to recognizing and meeting the evolving needs of the sustainability sector.

I am convinced that our systematic sustainability management is a meaningful way forward. For humanity and our planet. I cordially thank you for your continued trust, which gives us the confidence to continue advancing our mission.

Sincerely,

André Wall
CEO, Beyond Gravity

"I am convinced that ESG is a good business case, capable of generating returns on investment and opening new avenues for growth. Sustainability is not just a responsibility; it is an opportunity for innovation, new products, services, markets, and revenue streams."

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Highlights.

Beyond Gravity Sustainability Report 2023 ©

○ Navigating our course to net zero.

Navigating our course to net zero.

Standing at the forefront of innovation, technology, and discovery, as Beyond Gravity we are committed not only to advancing humankind but to ensuring that this mission is undertaken in a responsible and sustainable manner. In an era marked by growing environmental concerns, we are embarking on a journey towards a more sustainable future, with the ambitious goal of reaching net zero within our own operations by 2026.

° Navigating our course to net zero.

Given the undeniable urgency to address climate change and reduce greenhouse gas emissions, we are committed to minimizing, mitigating and ultimately eliminating the negative impact of our activities. Our very first net zero roadmap and net zero commitment, which will be published in 2024, outlines the company's initial strategy to achieve a carbon-neutral footprint within its own operations by 2026. It provides an overview of current greenhouse gas emissions, the actions we are taking to reduce them, and the plans to offset the remaining emissions.

The report is based on our belief that the path to net zero emissions is not just a technical endeavor – it is the beginning of a cultural shift, a rethinking of how the company operates, innovates and grows, putting sustainability at the center of our decision-making processes. With our efforts, we also hope to inspire positive change throughout the space industry.
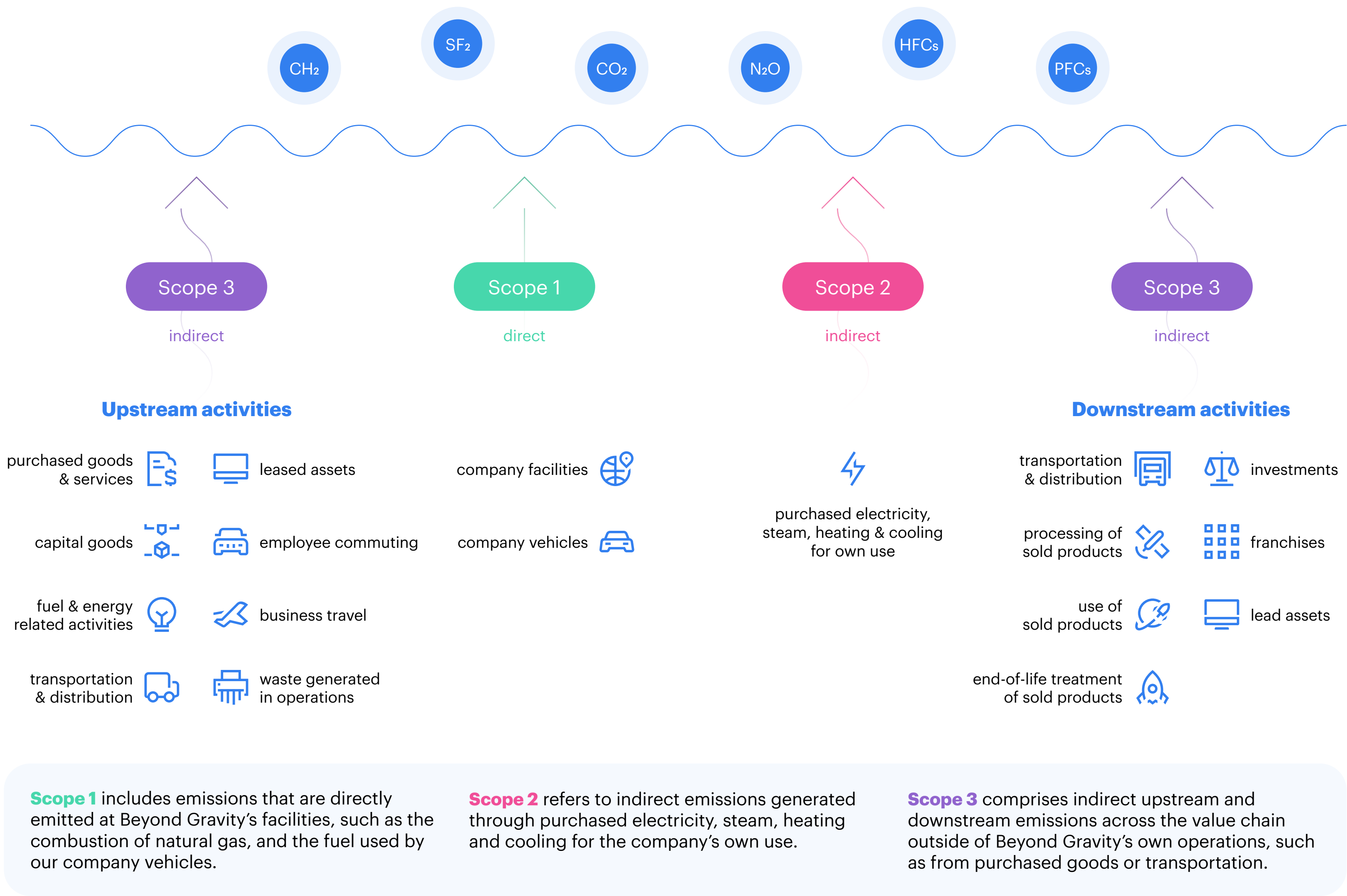
○ Navigating our course to net zero.

Our corporate carbon footprint

We estimate that our total annual greenhouse gas emissions amounted to approximately 69,680 tons of CO_2 equivalents (t CO_2-eq) in 2023. The majority of the emissions originate from activities in our value chain. Emissions from direct operations and purchased energy amounted to about 1,239 t CO_2-eq.

For near-term targets in the coming three years, we will focus on reducing the emissions within our own operations, referred to as Scope 1 and Scope 2 emissions. These represent a small proportion of the company's total emissions, but they are the ones that are under our direct control. As a company at the beginning of our net zero journey, we decided to focus our efforts through 2026 on eliminating these emissions as a first step. Nevertheless, we are also striving to reduce our emissions in Scope 3, focusing on pilot projects such as the new headquarters at Zurich Airport at the "Circle" (which is mainly accessible by public transport) and supplier engagement to reduce carbon emissions Within the Lithography division. In our efforts to address Scope 3 measures, we are dedicated to responsible sourcing, encouraging our employees to opt for public transportation, facilitating the seamless recovery and reuse of payload fairings, and consciously selecting goods with minimal waste and a focus on recycling.

CH_2 SF_2 CO_2 N_2O HFCs   PFCs

Scope 3 — indirect

Scope 1 — direct

Scope 2 — indirect

Scope 3 — indirect

Upstream activities

- purchased goods & services
- leased assets
- capital goods
- employee commuting
- fuel & energy related activities
- business travel
- transportation & distribution
- waste generated in operations

company facilities

company vehicles

purchased electricity, steam, heating & cooling for own use

Downstream activities

- transportation & distribution
- investments
- processing of sold products
- franchises
- use of sold products
- lead assets
- end-of-life treatment of sold products

Scope 1 includes emissions that are directly emitted at Beyond Gravity's facilities, such as the combustion of natural gas, and the fuel used by our company vehicles.

Scope 2 refers to indirect emissions generated through purchased electricity, steam, heating and cooling for the company's own use.

Scope 3 comprises indirect upstream and downstream emissions across the value chain outside of Beyond Gravity's own operations, such as from purchased goods or transportation.

◦ Navigating our course to net zero.

"With the space market expanding and the number of satellites set to double, our commitment to sustainable operations and innovations such as reusable payload fairings are more important than ever for the long-term health of our planet. We see sustainability not only as an obligation, but also as an opportunity to become more competitive, develop innovative products and services, and expand into new markets."

André Wall
CEO, Beyond Gravity

Our actions and commitment towards net zero emissions
We are committed to preserving the environment for future generations. Our net zero roadmap outlines a series of actions designed to provide a pathway that focuses primarily on eliminating emissions.

Beyond Gravity commits to reduce its absolute Scope 1 and Scope 2 greenhouse gas emissions to reach net zero by 2026 from the base year of 2023.

Our approach to eliminating our Scopes 1 and 2 emissions until 2026 has four main pillars (see following page). The primary goal is to gradually replace fossil fuel energy sources with electric equivalents and to meet all energy needs from renewable sources at all sites – including on-site energy generation, purchasing green energy and replacing our company cars with electric vehicles.

Further emission reductions will be achieved by optimizing our energy consumption. This includes measures such as improving building shells, using LED lighting systems, and recalibrating heating and cooling systems. The efficient use of energy by employees also makes a significant contribution to reducing overall energy requirements. Through internal communications, we raise awareness among our employees.

Like any manufacturing company, we will not be able to completely avoid emissions from our own operations. As a measure of last resort to neutralize residual emissions, we will support projects that reduce greenhouse gas emissions or remove carbon from the atmosphere.

○ Navigating our course to net zero.

David Hierzer
Director ESG

"As we are still at the beginning of our journey to net zero, the initial focus is on ambitious reductions in emissions from our own operations, and to do so as fast as possible. But that does not mean the company is turning a blind eye to Scope 3 emissions from its extended value chain. We support ambitious action to address climate change and will continue to work with others to reduce emissions that are not currently covered by our commitment, including responsible sourcing and monitoring, evaluating, and working with suppliers on CO_2 reduction targets."

◦ Navigating our course to net zero.

Decarbonizing electricity.

Switching to renewable energy sources, either through on-site generation or the procurement of green energy.

Green heating solutions.

Replacing fossil fuel energy sources, such as gas heating, with renewable energy equivalents, such as heat pumps.

Maximizing energy efficiency.

Optimizing building infrastructure, systems and equipment to foster energy conservation.

Neutralizing residual emissions.

Supporting projects that mitigate GHG emissions or remove carbon from the atmosphere.

○ Our sustainable footprint across locations.

Our sustainable footprint across locations.

In August 2023, we reached an important milestone with the opening of our new headquarters at the Circle at Zurich Airport. We also invested in a new office in Lisbon and the renovation of our office in Austria. In addition, we are expanding our state-of-the-art digital production facilities in Decatur and Linköping. With all these changes, we naturally always keep sustainability in mind.

○ Our sustainable footprint across locations.

At our various locations worldwide, we're committed to implementing sustainable practices that minimize our environmental impact while maximizing operational efficiency.

01 Green power switch
We're implementing a green power switch at our manufacturing sites in Decatur and Titusville in the USA, as well as in Coswig, Germany. This transition involves purchasing Renewable Energy Certificates (RECs) to ensure 100% renewable electricity, primarily sourced from wind and solar energy, which will significantly reduce our carbon footprint at these locations.

02 Green building infrastructure
By moving into modern office and production buildings at the following locations - Zurich, Switzerland; Linköping, Sweden; and Lisbon, Portugal - we are switching to fully renewable energy for heating and electricity while maximizing energy efficiency.

03 Green heating solutions
We're taking significant steps to improve energy efficiency and reduce carbon emissions across our operations and facilities. By 2026, we aim to replace fossil fuel heating sources with electrically powered renewable alternatives in Vienna, Austria and Coswig, Germany.

04 Sustainable partnerships
Additionally, through sustainable partnerships, we're working with facility owners in Emmen, Switzerland, and Tampere, Finland, to transition to renewable energy-powered heating solutions, aiming to significantly reduce carbon footprints by 2024 and beyond.

Details of the individual CO_2-eq savings from these measures can be found in our net zero roadmap, which will be published in 2024.

"Our energy efficiency goals go beyond our products.
We focus on using less energy throughout our operations.
Energy efficiency is a significant instrument for achieving
our goal of net zero by 2026. That's why we analyze and
improve our usage of electric and heating energy within
our facilities."

● **David Hierzer**
Director ESG

Bettina Hartmann
Specialist Facility & Environment

"I see a growing environmental awareness within the company,
focusing on reducing energy consumption, improving resource
efficiency, and becoming sustainable. Currently, all company
locations are being assessed, and initiatives to reduce our carbon
footprint are being implemented. We are developing a collective
awareness and common mindset throughout the organization,
with full support from the corporate leadership. This collective
effort demonstrates a commitment to sustainable governance and
climate protection, contributing to a sustainable economy and
society. This makes me proud!"

○ Our commitment to innovative launchers.

Rocketing towards sustainability:

Our commitment to innovative launchers.

In pursuit of long-term success, our Launcher Innovation Team at Beyond Gravity is working intensely on revolutionary solutions that go beyond conventional approaches in the space industry. One notable project is the development of an innovative payload fairing (PLF) for a groundbreaking concept of a reusable launcher concept. This initiative aligns with our strategic goals, addressing the dynamic needs of the evolving market while maintaining a focus on sustainability.

○ Our commitment to innovative launchers.

Pushing the boundaries of what is technically feasible through innovation is one of the core promises of Beyond Gravity. In a world where space exploration continues to inspire and amaze with its boundless possibilities and breathtaking discoveries, the industry also faces major challenges, including affordability and contributing to a greener future. We are now taking a step toward addressing these challenges by launching a major research and innovation project.

A major step forward in reusability
Our Launcher Innovation Team at Beyond Gravity is working on a disruptive payload fairing (PLF) concept for reusable launchers. Instead of being ejected and completely separated from the second stage of the launcher, as is the case today, the two half-shells will open to allow the payload to be released, and then close again while remaining attached to the first stage. Unlike traditional fairings, the PLF remains attached throughout the entire flight and re-enters the atmosphere with the first stage for a soft landing. This new approach would represent a major step forward in the reusability, schedule flexibility and cost reduction of launch systems.

Extensive experience in building worldclass payload fairings
Beyond Gravity has four decades of experience in the production of payload fairing and has been a key contributor to the evolution of Ariane Group's and ULA's launch vehicles, particularly in the development of advanced lightweight structures. From the launch of the first Ariane rocket in 1979, the company's involvement in the aerospace industry has played a pivotal role in advancing the technology and design of payload fairing.
Our new approach with the disruptive payload fairing is set to address the evolving market's needs while staying true to Beyond Gravity's commitment to sustainability, innovation, and dedication to a 100% mission success.

Evaristo Odinolfi
Manager Innovation Launchers

"The new concept is being developed based on existing products we know very well and refining their system architecture and subsystems. This ongoing work aims to pave the way for potential collaborations with launcher primes for the development of reusable launchers and provides valuable insights into new solutions for subsystems, such as payload fairing relocking mechanisms, two-way actuators and new materials more resistant to corrosion."

○ Our commitment to innovative launchers.

"The adoption of reusable rockets presents a crucial step forward in minimizing environmental impact, notably in terms of emissions and waste reduction. Beyond the environmental benefits, the potential cost savings associated with reusable rockets could democratize space exploration by making it accessible to a wider range of companies and organizations, fostering more frequent and sustainable activities in space."

Paul Horstink
Executive VP Launchers

Partnerships with startups to further explore innovations and sustainability
In addition to our internal innovation efforts, Beyond Gravity places great importance on cultivating partnerships with dynamic startups and visionary companies in the space ecosystem. That's why we have created an in-house startup program called "Launchpad" and are already working successfully with several startups. Noteworthy collaborations include our engagement with Ethereal X, a startup pioneering a 100% reusable rocket and the strategic partnership with "Gate Space", where the focus lies on developing sustainable solutions for satellite propulsion, particularly with refueling capabilities. Our ongoing dialogue with the founders of these startups and our painstaking monitoring of their progress are clear reflections of our dedication to identifying collaborative prospects at their inception. Through these efforts, we aim to foster a sustainable and innovative future within the ever-evolving landscape of the space industry.

In conclusion, our journey towards sustainability in launchers is marked by continuous innovation, disruptive thinking, and strategic collaborations. The development of a new payload fairing design and partnerships with startups exemplify our commitment to shaping the future of space exploration in an environmentally conscious and economically viable manner.

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Strategy & Governance.

Beyond Gravity's approach to sustainability.

As a technology company with a global presence, we pursue a strategy that creates value for all stakeholders along the entire value chain – focusing on economic, environmental and social aspects in all our activities.

For Beyond Gravity the topic of sustainability is moving into the focus of our thinking and actions. We want to assume our responsibility and help to ensure that our planet is preserved for future generations by using resources wisely. At Beyond Gravity, we are convinced that it is important to combine economic success and growth with environmental and social responsibility. We understand sustainability comprehensively: our goal is to minimize negative impacts on our planet and to promote the well-being of our employees and the communities in which we operate. We will also continue to ensure seamless compliance and proactively integrate new regulations and investor requirements regarding ESG into our thinking and actions. Not least, we see sustainability as an opportunity for new products and services, markets and revenue streams.

Strategy.

As Beyond Gravity is fully owned by the Swiss Confederation, our strategic direction is defined in the owner strategy. The 2020-2023 owner strategy and the new owner strategy for 2024-2027 indicate that we need to align our business activities in an environmentally sustainable way.

Based on this requirement, we defined our first sustainability strategy in 2022. The three key strategic issues are complemented by measures in the areas of social and governance. The implementation of the strategy has been approved by our Executive Committee.

Key topic 1. Climate change and carbon emissions

Careful management of our environmental footprint is one of our three key strategic topics. We are focusing primarily (but not exclusively) on reducing our emissions. As a manufacturing company with 1,600 employees, we have a significant carbon footprint, which we want to reduce in the years to come. Therefore, we are defining a net zero roadmap. The following levers will contribute to reducing our emissions across the company:

Renewable energy
The aim is to gradually be able to cover all our electricity needs exclusively through renewable energy and increase the share of renewable energy. This will enable us to reduce the use of fossil fuels and, consequently, CO_2 emissions.

Supply chain
By far the largest carbon footprint is indirectly caused by our supply chain. Therefore, the aim is to partner with our direct suppliers to better understand their CO_2 footprint and to encourage them to take actions to reduce it.

Optimizing energy efficiency and sourcing
Optimization measures in the area of energy consumption will enable us to further reduce energy consumption and thus both directly and indirectly reduce our CO_2 emissions. These can be, for example, measures to improve the building shell, the use of LED lights or the recalibration of heating and cooling systems. Also the day-to-day efficient use of energy by our employees reduces our overall energy requirements.

Switching to public transport, cutting down on business trips, making the workplace more flexible
We want to motivate our employees and create incentives to use public transport to get to work, to reduce unnecessary business trips, to favor rail travel over air travel wherever possible, and to enable working from home whenever feasible.

Key topic 2. Energy efficiency

By optimizing energy consumption, we can reduce CO_2 emissions and at the same time lower our energy costs. The most important drivers in this regard are the following:

Employee behavior
Practical behavior by employees in production, when closing and opening doors and windows, using tools or electric lights, can make a significant contribution to reducing energy consumption overall. We publish corporate communications and in future we will do on-site trainings to raise awareness among employees.

Technical optimization
Building shells, lights, door opening mechanisms, system operating times and the recalibration of air-conditioning and heating systems can make a significant contribution to reducing our energy needs.

Space optimization
The reduction in office space through shared offices also helps to cut heating and energy costs in our premises.

Step by step towards modern, sustainable offices
We are currently completing the construction works of the offices in Linköping and Decatur, we have renovated our offices in Vienna and have moved into our new offices at the Circle at Zurich Airport in August 2023. The result are attractive open-space offices with flexible workstations that promote cross-functional learning, collaboration and engagement. In some locations, such as Linköping, there are solar panels on the entire roof of the production area.

Key topic 3. Responsible sourcing

It is important for us to work with suppliers who share our sustainability goals. Along the measures that reduce the environmental impacts, we also ensure compliance with all supply chain-related laws and regulations, for example regarding human rights, corporate integrity, and health and safety. A software-based monitoring and evaluation solution and our Corporate Code of Conduct serve as tools for greater transparency.

Supplier commitment
With our Code of Conduct for Business Partners, we require our suppliers to commit to minimum standards when it comes to social and environmental responsibilities. We attach particular importance to full compliance with human rights. In this regard, we expect our suppliers to respect the fundamental rights of people at all times in their business activities.

Supplier Monitoring & assessment
In 2023, we have deployed a software-based solution for monitoring and assessing ESG performance data from our suppliers, which also provided selective additional transparency within our supply chain vis-à-vis our management.

Supplier development
Guiding and supporting suppliers in the application of measures plays an important role in the implementation of our ESG ambitions within our supply chain. Supplier development in ESG disciplines will also be taken into account as a competitive advantage in the selection of suppliers.

... and beyond

Along with the three key topics other social and governance issues are also important to us. Based on the material topics, as set out in this report, additional sustainability-related measures will be continuously worked on:

Reading the pulse of customers and markets
We regularly measure our customers' satisfaction, thereby creating an important basis for sustainable customer relationships and the early identification of any issues.

Diversity is our strength
Diversity contributes to a tolerant and open corporate culture and is central to ensuring that different perspectives are incorporated into decision-making processes. Increasing diversity in the company and, as a first step, specifically the proportion of women in management positions, is important to us.

Zero tolerance of discrimination
Beyond Gravity clearly positions itself against any kind of discrimination. It is therefore important to be aware of forms of discrimination and to examine and implement counter-measures.

Conscious use of consumables
Consumables account for a significant share of waste and disposal management. We can reduce our footprint by increasingly using recycled materials, reusable product solutions or climate-neutral products.

Future opportunities, but also risks
Our current enterprise risk management system will be expanded to include all major ESG topics.

Less waste – more recycling
Pre-impregnated carbon fiber waste will in the future be sent to a specialist supplier so that it can be reused as recycled waste. Salvage of payload fairings: Due to the expected significant increase in rocket launches, we want to give our customers the technical option in the future to track and dispose of payload fairings that have landed in the sea.

Sustainability also counts in remuneration
In addition to financial and personal targets, an ESG target is included in the bonus awards of the company's executives and managers. In this way, we are improving management's incentives to support sustainability.

4 questions to our Chairman of the Board of Directors, Dr. Remo Lütolf

• Why does the Board of Directors consider the issue of sustainability to be crucial?

As a space company, we have a vital duty to prioritize sustainability, minimizing our impact on the environment. As Chairman of the Board, I'm dedicated to integrating sustainability into our corporate strategy. This commitment isn't just ethical; it's essential for our long-term success. Investors, customers, and employees increasingly value socially and environmentally responsible companies. By embracing sustainability, we're not only fulfilling our obligations but also positioning ourselves as leaders in innovative, eco-friendly solutions within the aerospace industry.

• What are the biggest challenges for Beyond Gravity in the next 2-3 years in terms of sustainability?

Over the next 2-3 years, Beyond Gravity will encounter several sustainability challenges:

- **Supply chain sustainability:** Working with suppliers to implement eco-friendly practices and ensure transparency.
- **Regulatory compliance:** Monitoring and adapting to evolving environmental regulations to minimize risks.
- **Innovation and technology adoption:** Investing in sustainable technologies while maintaining cost-effectiveness.
- **Balancing profitability and sustainability:** Exploring business models that prioritize both financial success and long-term environmental responsibility.

Overcoming these challenges will be crucial for Beyond Gravity to strengthen our position as a sustainable and responsible company in the years to come.

• How does ESG contribute to the long-term success of the company?

Environmental, social and governance is a key factor for long-term success, as it helps to minimize risks and take advantage of opportunities. Effective environmental management improves efficiency and reduces operating costs in the long term. Social responsibility and good governance create trust among stakeholders and promote a positive corporate culture. This has a direct impact on employee motivation, customer loyalty and company value. Long-term investors prefer companies with a strong ESG performance, as they are considered more sustainable and more resistant to external influences.

• How do you ensure ongoing commitment to ESG initiatives within RUAG International, and what personal steps do you take to contribute to sustainability efforts?

I am glad that the Board of Directors of RUAG International put the topic of ESG on its agenda quite some time ago, being closely engaged together with executive management to set ambitious targets and to decide on the actions required in order to successfully master the challenges we face to improve our sustainability. We will regularly monitor the development of our ESG roadmap, including reporting on our achievements and results, and I will make sure that ESG remains top priority on our board agenda. On a personal note, I would like to add that I try to minimize my and my family's CO_2 footprint by living in an positive energy house with a large photovoltaic installation and battery energy storage as well as a heat pump system. I have also been driving an electric car for more than 10 years.

Governance.

To progress in our sustainability initiatives, sound governance is important. Responsibility regarding sustainability are allocated on the appropriate levels, as described in this section.

Board of Directors (BoD)

The overall responsibility for all sustainability-related topics lies with our Board of Directors. The BoD is mainly responsible for the definition and approval of the sustainability strategy. Sustainability matters are discussed in the BoD, neither the Nomination Committee nor the Audit Committee have specific sustainability-related responsibilities.

The BoD is informed at least once a year regarding our sustainability activities and where we stand regarding the achievements of our goals and priorities. The BoD discusses sustainability-related risks as part of its exchanges on enterprise risk management (ERM). Furthermore, the BoD approves the ESG-related targets that are relevant for the remuneration of the Executive Committee. Lastly, the BoD approves the sustainability report.

to the Executive Committee nine times in their regular meetings. In these sessions, the Executive Committee is informed about the progress of the various sustainability initiatives. In addition, in every session, there is always a deep dive topic, which is defined by the Director ESG at each time. In 2023, deep dives included discussions on several important topics such as our net zero strategy and roadmap, energy efficiency audit results and the way forward, compliance with Swiss due diligence requirements about conflict minerals and child labor, responsible sourcing and the screening process for suppliers.

Furthermore, the Executive Committee has sustainability-related targets that are relevant for their variable remuneration. These targets account for 10% of the variable remuneration and are specifically defined for each financial year. In 2023, the objective was to develop a decarbonization strategy. In 2024, the objectives will be to implement the decarbonization strategy and to obtain one or two ESG-ratings for Beyond Gravity.

Executive Committee

Sustainability receives a very high level of management attention, with the CEO being the driving force behind many of the initiatives. The Executive Committee is responsible for the development and proposal of the sustainability strategy, which is approved by the BoD. The BoD delegates the implementation of the sustainability strategy and the relevant initiatives to the Executive Committee. As part of the implementation of the sustainability strategy, the Executive Committee approves the results of the double materiality analysis, including the material topics.

The Executive Committee regularly receives updates regarding sustainability. In 2023, the Director ESG updated and made proposals

Director ESG

The day-to-day implementation of the sustainability strategy was delegated from the Executive Committee to the Director ESG. The Director ESG reports to the General Counsel, who reports to the CFO.

The Director ESG supports the Executive Committee with the development of the sustainability strategy, overviews the implementation of the different sustainability initiatives, and is responsible for the internal and external reporting on sustainability. In each division, the Director ESG has a contact person, who drives the sustainability initiatives in the divisions. However, these divisional contacts do not have a reporting line to the Director ESG.

Material topics.

In 2023, we conducted an expert-based double materiality assessment to determine our material topics, which are the core of this report.

The concept of double materiality is essential for sustainability reporting – in particular, to meet various regulatory requirements. Determining our material topics according to the principle of double materiality is an important step in defining and guiding our sustainability efforts. With our materiality assessment, we want to link the topics which have a high level of impact on the economy, society and the environment with the topics which present sustainability-related risks and/or opportunities for the company.

The materiality analysis involved four steps:

Compilation of sustainability topics

Impact assessment and analysis of risks and opportunities

Consolidation of key topics and determination of material topics

Validation and implementation of material topics

01

02

03

04

As a first step, a long list of potential material sustainability topics was compiled, based on regulatory requirements and other relevant sustainability standards. Next, the impact as well as the risk and opportunity assessments were carried out by an independent external partner specializing in sustainability strategy and reporting. The topics were evaluated with regard to their actual and potential impact resulting from Beyond Gravity's business activities along the value chain, as well as to the risks and opportunities of sustainability topics that might affect the company's business success. For both perspectives, the severity and likelihood of the impacts or the risks and opportunities were assessed. Consequently, the material topics are the sustainability-related issues, which are either material from the impact perspective, from the risk and opportunity perspective (also known as financial materiality) or from both perspectives. After our evaluation of the assessments, the final material topics were determined, and these were then validated and approved by the Executive Committee.

Our nine material topics are:

1. Climate Change & Energy
2. Use of Resources & Circularity
3. Pollution
4. Occupational Health & Safety
5. Equal Treatment & Opportunities
6. Working Conditions
7. Other Work-related Human Rights
8. Business conduct
9. Privacy & Cybersecurity

Material topics.

Beyond Gravity's materiality matrix: This classifies all ESG issues into two groups, material and non-material topics.

Sustainability-related risks and opportunities

Climate change & energy

Business conduct

Occupational health& safety

Privacy & cybersecurity

Other work-related human rights

Working conditions

Resource use & circular economy

Equal treatment and opportunities

Political engagement

Product stewardship

Civil and political rights

Socio-economic effects

Water

Biodiversity & ecosystems

Pollution

Social engagement

Particular rights of (indigenous) communities

Communication

Impacts on the environment, society and economy

Stakeholder management, critical concerns & conflicts of interest.

To ensure good business practices, we have processes in place to exchange with relevant stakeholders, enable individuals inside and outside of the organization to raise concerns, and processes to handle conflicts of interest. In section, these three practices are described in more detail.

Stakeholder management

We regularly exchange with our key stakeholders. The stakeholder engagement is decentralized with different departments interacting with stakeholders.

Stakeholder category	Key concerns of stakeholders	Form of engagement
Owner (Swiss Confederation)	• Good business practices (risk management, compliance, anti-corruption practices) • Sustainable growth and profitability • Progressive and transparent HR strategy, including attractive working conditions and vocational training • Increase attractiveness of Beyond Gravity to prepare privatization until end of 2025	• Exchange at the annual general meeting • Definition of owner strategy indicating the owner's expectations and strategic objectives for Beyond Gravity for 2024-2027 • We inform the owner about the yearly results, from this year on also on sustainability matters

Stakeholder category	Key concerns of stakeholders	Form of engagement
Employees and potential employees	• Safe working environment • Attractive working conditions, including professional development and fair wages • Responsible behavior of management and colleagues	• Employee surveys • Regular career development discussions and performance reviews with managers • Regular and mandatory trainings on issues such as health & safety or compliance-related topics (anti-corruption, anti-trust, trade compliance, IT and data security) • Communication via intranet with news feeds, live webcasts from management, corporate magazine and possibilities to exchange with other colleagues • Attendance at job fairs to attract young talents
Customers and potential customers	• Innovative and high-quality products that are delivered on time • Business continuity and availability of components • Long-term and reliable partnerships • Competitive prices • Reduction of emissions in the supply chain	• Close collaboration to achieve common understanding of solutions and required quality regarding the engineering activities we conduct • Exchanges on different levels, such as management, engineering, quality assurance, sales, and procurement • Regular customer surveys to get insights on potential improvements • Exchanges at industry fairs and conferences, several times each year
Suppliers and business partners	• Long-term and reliable partnerships • Supply security • Fair prices	• Personal collaboration and relationships with all managed suppliers on various topics, such as quality, availability, prices, but also human rights, decarbonization • Data collection regarding the Integrity Next tool on a wide variety of ESG topics • Regular supplier audits with managed suppliers
Industry associations and academic institutions	• Sharing knowledge and best practices • Cooperation on projects, especially R&D	• Regular exchange with top management • Sponsoring of projects • Involvement in expert working groups in industry associations • Incubator projects and collaborations with student groups to work on ideas to improve our innovations
Media & general public	• General interest in space field • Contribution of Beyond Gravity to technological innovation and scientific progress	• Exchange with journalists • Publications (press releases, annual report, etc.) to inform about relevant updates and performance • Regular publication of content on various social media platforms. Communication and marketing activities at international industry fairs • Facility tours

Memberships

Beyond Gravity is a member of various associations, networks and initiatives related to the space industry or relevant business-related issues. The following list indicates the most important memberships and how we participate in their activities.

Association	Description of the association
FRZ Flughafenregion Zürich	FRZ Flughafenregion Zürich (FRZ) connects business, science, and politics in the Zurich airport region. The FRZ promotes the development of the economic region around Zurich airport. Beyond Gravity is part of this network.
Swissmem	Swissmem is the leading association for both SMEs and major corporations in the Swiss technology industry. For its members, Swissmem provides professional advice, offers extensive networks, and supports them in digitalization while also, at a political level, advocating good framework conditions and an innovative center of industry in Switzerland. The focus is on access to global export markets, the effective promotion of innovation, and a liberal labor market. Beyond Gravity is actively participating in the Swiss Space Industries and the Semiconductor Industry Sector Groups.
International Astronautical Federation (IAF)	The International Astronautical Federation (IAF) is the world's leading space advocacy body. Its members are all leading space agencies, companies, research institutions, universities, societies, associations, institutes, and museums worldwide. The IAF advances knowledge about space, supporting the development and application of space assets by promoting global cooperation. The IAF actively encourages the development of astronautics for peaceful purposes and supports the dissemination of scientific and technical information related to space. Beyond Gravity is part of the scientific network of IAF, with contribution to symposia and participation in workshops.
Space Innovation	Space Innovation enhances and connects a network of entities active in the space domain to foster Swiss space innovation, research and technology, education, and outreach. Beyond Gravity was a founding member and is represented on the Board of Directors of this important Swiss Space Industry network. We regularly participate in workshops and other events of the network.
Community of Ariane Cities	The Community of Ariane Cities (CVA) brings together European cities – referred to as Ariane Cities – and partner industrial firms working in European space transportation. The CVA enables them to strengthen their cooperation, keep elected representatives and citizens informed about space activities in Europe and help train future space sector professionals. Beyond Gravity is a member of the network and especially participates in educational workshops for students.
AEROSUISSE	AEROSUISSE is an umbrella organization representing parties interested in the promotion and preservation of aerospace and coordinates their efforts. Its purpose is to protect the interests of the Swiss aerospace industry and to safeguard its livelihood. It influences the design of the legal system in the aerospace sector.
Eurospace	Eurospace is the trade association of the European Space Industry. Eurospace fosters the development of space activities in Europe and promotes a better understanding of space industry related issues and problems. Beyond Gravity contributes and participates in numerous workshops and working groups.

Association	Description of the association
Aerospace, Security and Defence Industries Association of Europe (ASD)	ASD represents the European Aerospace, Security and Defense Industries. ASD actively supports the competitive development of the sector in Europe and worldwide. ASD works on issues covering civil aviation, defense, security, and space. It analyzes, formulates, and establishes policy positions for the industry on key strategic sectorial issues, cooperating with industry and EU institutions on market developments and technology research projects.
Composites United	Composites United (CU) is one of the world's largest networks for fiber-based multi-material lightweight design. CU promotes the industrial use of hybrid high-performance lightweight design composites and supports their sustainable use. To achieve this goal, CU supports its members in the targeted acquisition of national and international projects, the presentation of their skills at national and international events/trade fairs and through specific educational offers. Beyond Gravity is represented in the Board of the Swiss network and we regularly participate in networking events and presentations.
German Society for Aeronautics and Astronautics (DGLR)	The German Society for Aeronautics and Astronautics (Deutsche Gesellschaft für Luft- und Raumfahrt; DGLR) offers a common forum for those with a private or professional interest in aeronautics and spaceflight. The Society offers a network for knowledge exchange about the aerospace sector. The DGLR promotes with its and for its members the development of perspectives for the aerospace sector, the solution of scientific, technical, and technological tasks in the aerospace disciplines, the training of young professionals, and informing the public about the importance of the aerospace industry.
Schweizerische Vereinigung der Industrielackiermeister (SVILM)	The Swiss Association of Master Industrial Painters is an independent trade group. The members come from a wide variety of companies in the metal industry as well as from paint shops and suppliers to the sector. The association's core competencies are vocational training and further training including certificate training, final apprenticeship examinations, introductory courses, occupational safety, painting techniques, environmental protection, and factory inspections. Through its network, it advises and supports members in all matters relating to industrial painting.
Swiss Society of Environmental Engineering (SSEE)	The SSEE is a professional organization of engineers, scientists, companies and institutions working in the field of environmental simulation. The SSEE combines research and technology and regularly organizes conferences and seminars. It is a link for environmental simulation specialists working in Switzerland and abroad. The SSEE is a partner to users and manufacturers of simulation equipment and associated measurement technology of all kinds.
Transparency International Schweiz (Transparency Schweiz)	Transparency International Schweiz is the Swiss section of Transparency International. Transparency Switzerland aims to fight corruption in Switzerland and in the business relationships of Swiss companies in interactions with foreign actors. Beyond Gravity is a member of Transparency International Switzerland, as anti-corruption is an important topic in the sectors where operate.
European Centre for Space Law (ECSL)	Current members of the ECSL include professionals working in a wide range of areas within the space sector, public institutions, international organizations, lawyers, university professors and students. One of the main objectives of the Centre is to provide a forum for all those wishing to participate in constructive dialogue related to space law, and to encourage interdisciplinary exchange among members.

Communication of critical concerns

We want to avoid any violations of internal policies, as well as laws and regulations. Therefore, we encourage people to immediately report irregularities or violations, especially of the Code of Conduct or any internal policies. Violations of any kind are not acceptable and are appropriately sanctioned.
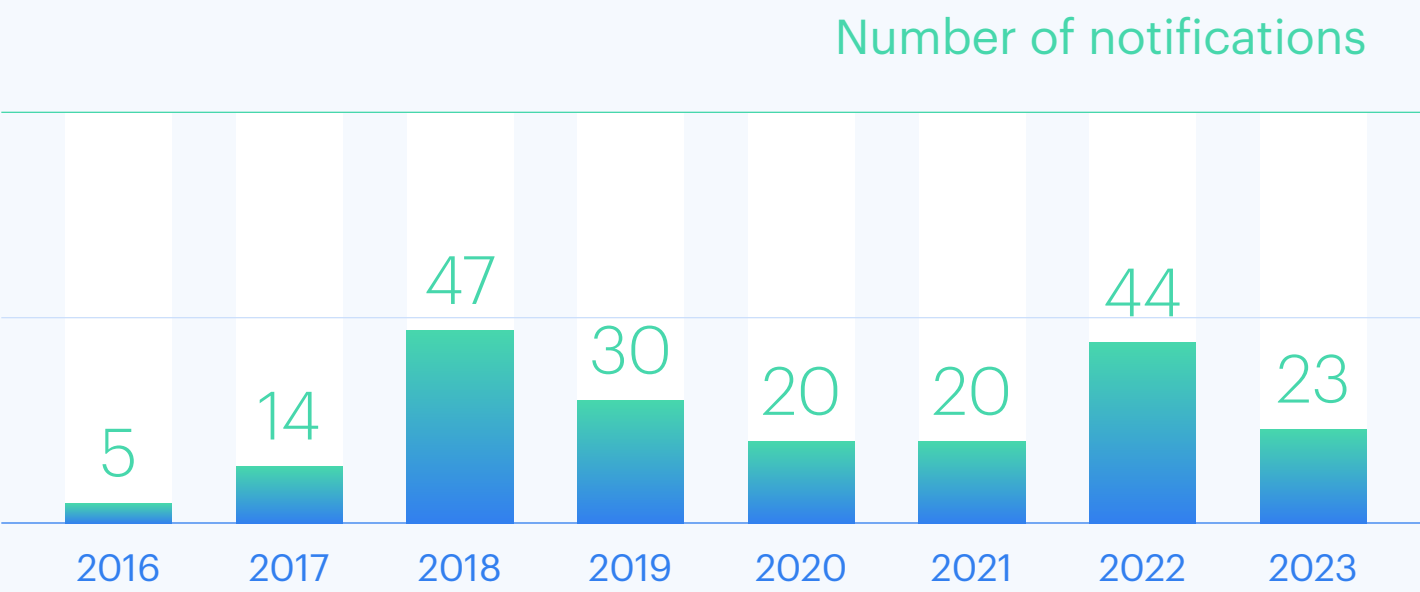
Employees and third parties world wide can utilize our whistleblowing system either online through our Speak Up tool or by phone, if there are suspicions or observations of irregularities or violations. The system allows anonymous incident reporting and confidentiality within our Compliance & Governance department. In addition, employees can report incidents via their line manager, the HR managers, Compliance & Governance department or directly to the General Counsel.

There are no negative consequences or retaliation against employees who have reported violations in good faith, even if the incidents don't lead to sanctions. However, knowingly false allegations against colleagues or managers are subject to disciplinary measures and sanctions.

Disciplinary measures and sanctions can range from reprimands and warnings to dismissal and civil claims for compensatory damages and criminal prosecution, depending on the severity of the violation.
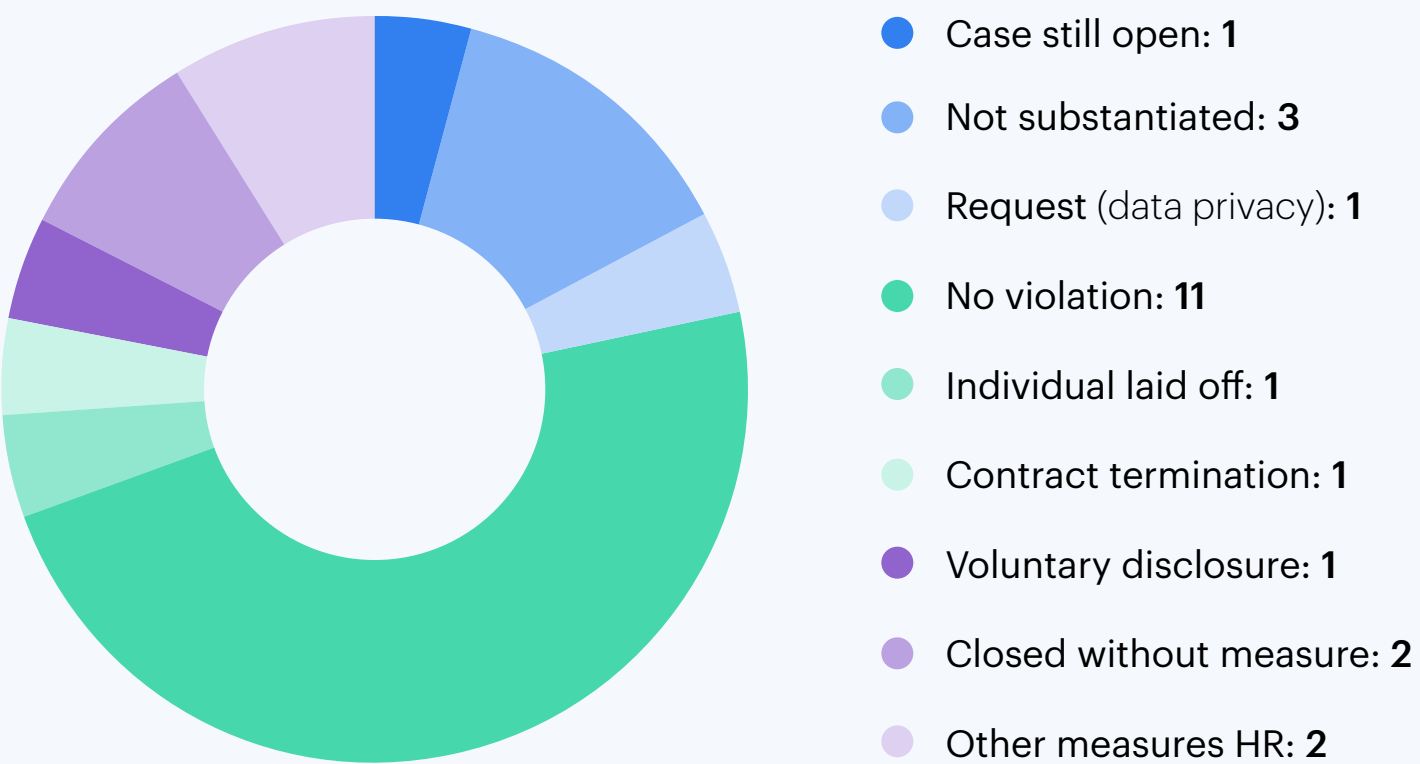
The reported violations are handled by the Compliance & Governance department. Depending on the severity of the violation, the Executive Committee is informed in a timely manner. In addition, the Board of Directors and its Audit Committee are regularly informed about the number and status of the cases and the results of the closed cases.

In 2023, there were 23 notifications (notifications in 2022: 44), 17 were reported via the whistleblowing mechanism, 6 were directly reported within Beyond Gravity. Please find more details on the cases below:

Number of notifications

| 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
| 5 | 14 | 47 | 30 | 20 | 20 | 44 | 23 |

Most of the notifications in 2023 were HR-related (14). There were also 3 regarding data protection and one regarding discrimination.

Decisions of 2023 cases

- ● Case still open: **1**
- ● Not substantiated: **3**
- ● Request (data privacy): **1**
- ● No violation: **11**
- ● Individual laid off: **1**
- ● Contract termination: **1**
- ● Voluntary disclosure: **1**
- ● Closed without measure: **2**
- ● Other measures HR: **2**

Conflicts of interest

Conflicts of interest pose a threat to Beyond Gravity as an organization as well representing a significant corruption hazard. As a result, we have issued a regulation setting the basic rules to handle any actual, potential, or perceived conflicts of interest to avoid any negative consequences for all its employees and Beyond Gravity as a company. The regulation also applies to the members of the Board of Directors and the Executive Committee.

To prevent possible conflicts of interest on a leadership level, the Swiss Confederation, as sole shareholder of Beyond Gravity, controls all decisions at the General Meeting, including the election and remuneration of Board Members and dividend resolutions. We are also required to disclose annually the details of the nomination process, appointments, composition, and remuneration of our Board of Directors.

In addition, the members of the Board of Directors and the Executive Committee have to declare their mandates twice a year. The conflicts of interest relate to cross-board memberships, to cross-shareholding with suppliers and other stakeholders, as well as any relationships, transactions and outstanding balances with related parties.

3.0

Material Topics.

beyond gravity

Highlights Material Topics.

Number of employees

1,628

Number of new hires

324

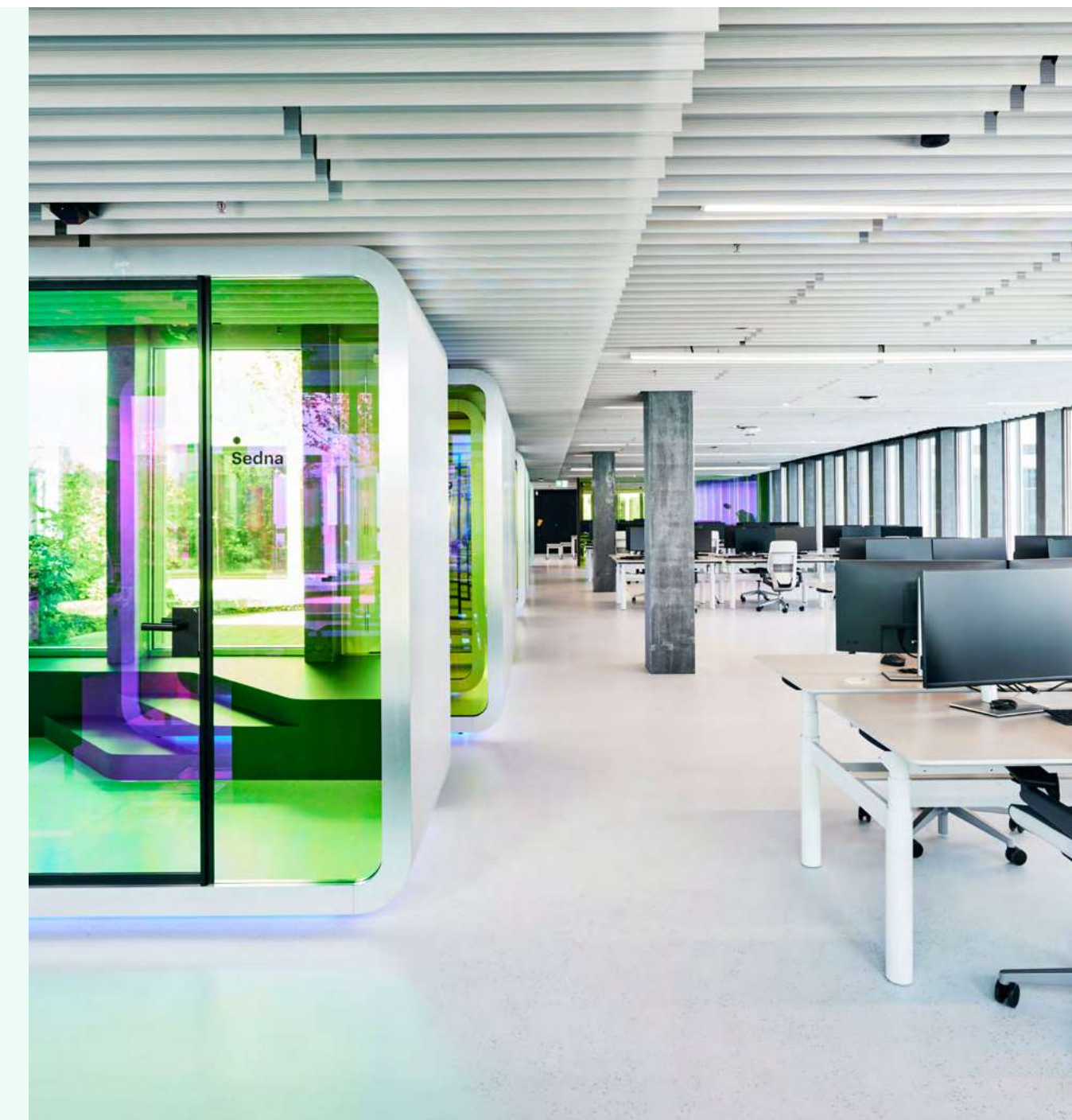**Employees covered by collective bargaining agreements**

82%

GHG emissions (t CO_2-eq) from own operations and purchased energy
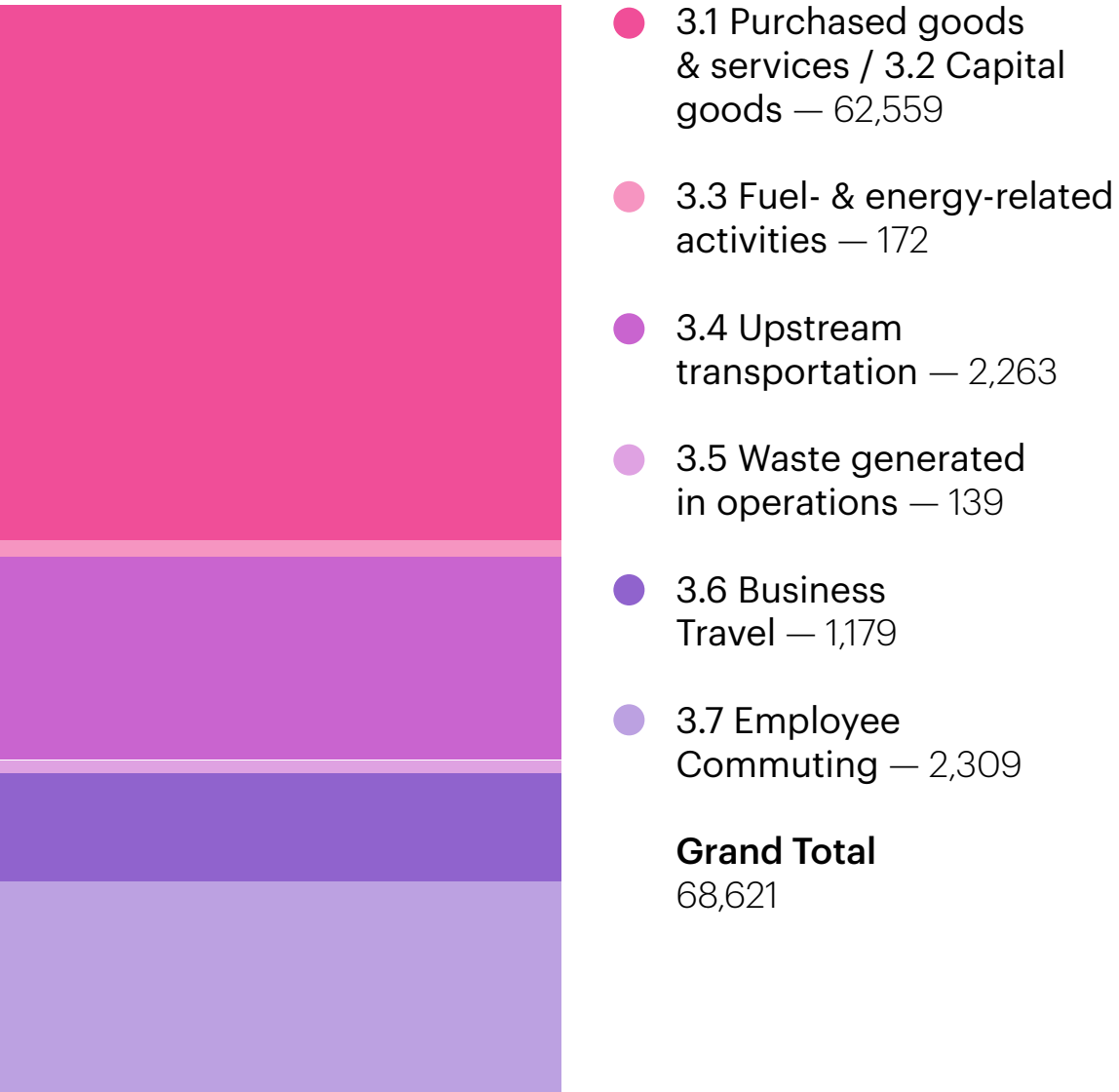
1,238.8

Renewable electricity

62.4%

The total electricity consumption of Beyond Gravity amounts to 39,064 GJ (10.85 GWh).

Scope 1 in t CO_2-eq/year

- Stationary Combustion
  75.63
- Mobile Combustion
  17.27
- Fugitive Emissions
  N/A

Total Scope 1
92.90

Scope 3 Category

- 3.1 Purchased goods & services / 3.2 Capital goods — 62,559
- 3.3 Fuel- & energy-related activities — 172
- 3.4 Upstream transportation — 2,263
- 3.5 Waste generated in operations — 139
- 3.6 Business Travel — 1,179
- 3.7 Employee Commuting — 2,309

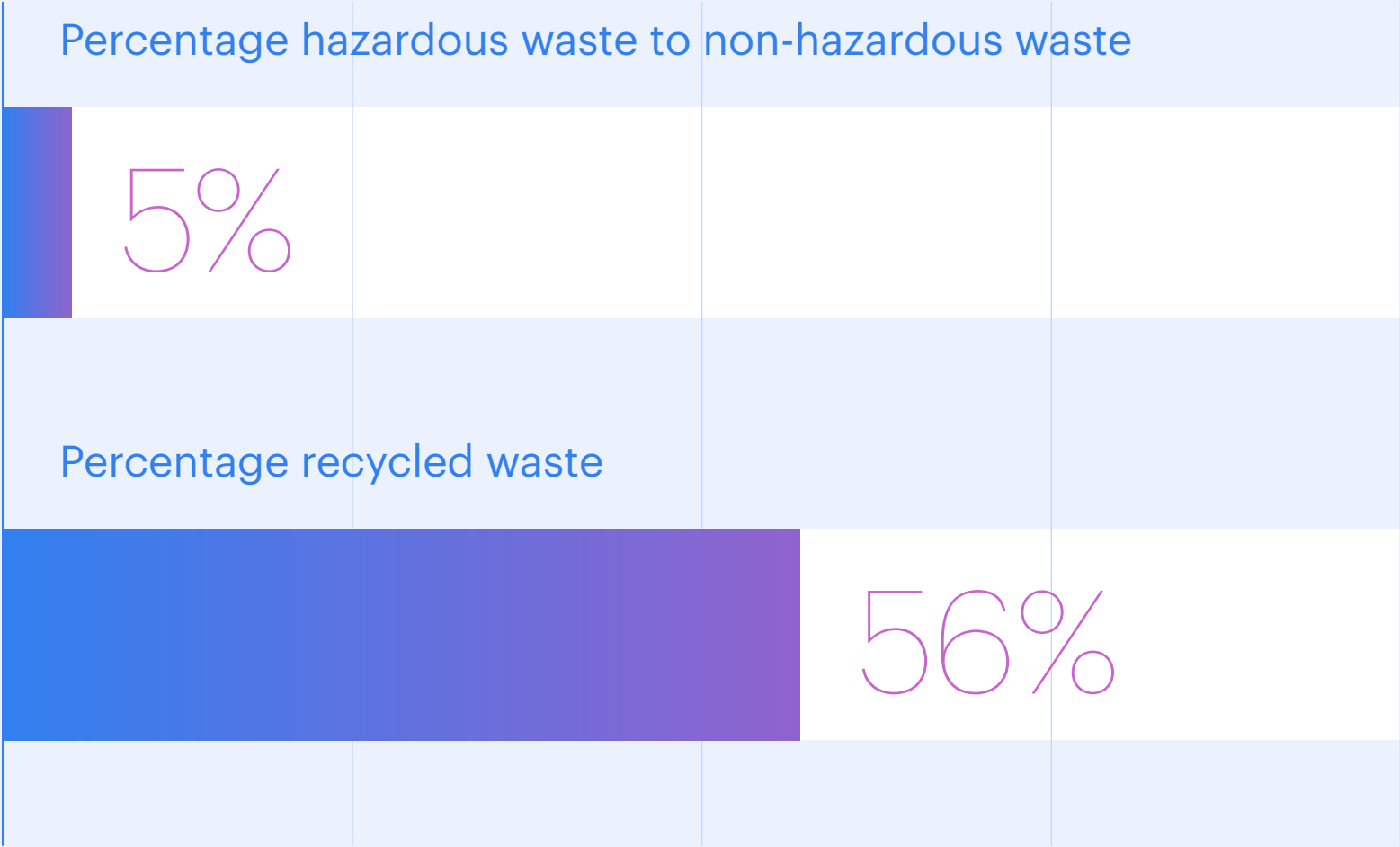**Grand Total**
68,621

Significant instances of non-compliance with laws and regulations during the reporting period

0

During the reporting period we did not have any reported incidents of non-compliance with laws and regulations.

Percentage of employees covered by the H&S management system

100%

Total number of work-related injuries

20

Total number of severe work-related injuries

0

Percentage hazardous waste to non-hazardous waste

5%

Percentage recycled waste

56%

In 2023, only 5% of the generated waste was hazardous waste. Of this, the biggest share was made up of propanol, detergents and cleaning agents, and alkaline washing water.

In 2023, 56% of the waste was recycled. We are working to further increase this proportion.

Basic salary and renumeration of female to male
(average over employee categories and countries)

0.9

We aim to to provide equal pay for equal work across all hierarchical levels and operating countries. We will work on some of the outliers over the next few years.

Number of data breaches identified during the reporting period

8

Number of data breaches identified during the reporting period and communicated to the authorities

1

Training hours per employee for privacy & cybersecurity

00:21

3.1
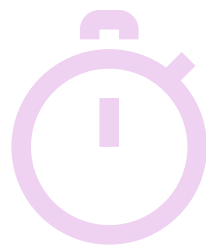
Climate Change & Energy.

3.2

Use of Resources & Circularity.

3.3

Pollution.

3.4

Occupational Health & Safety.

3.5

Equal Treatment & Opportunities.

3.6

Working Conditions.

3.7

Other Work-Related Human Rights.

3.8

Business Conduct.

3.9

Privacy & Cybersecurity.

3.1 **Climate Change & Energy.**

Climate change is one of the key global challenges of our time. Our commitment extends to sustainable practices and concrete measures to make a contribution to overcoming this challenge.
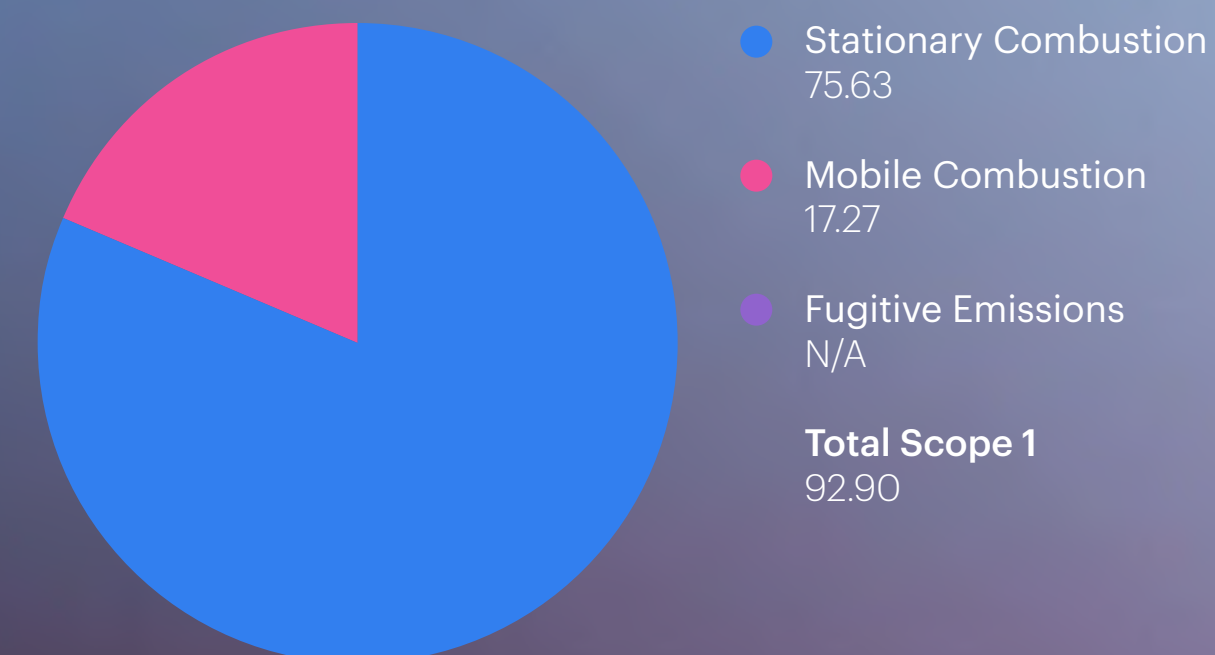
Total electricity consumption in GJ

Renewable electricity

39,064 GJ 62.4%
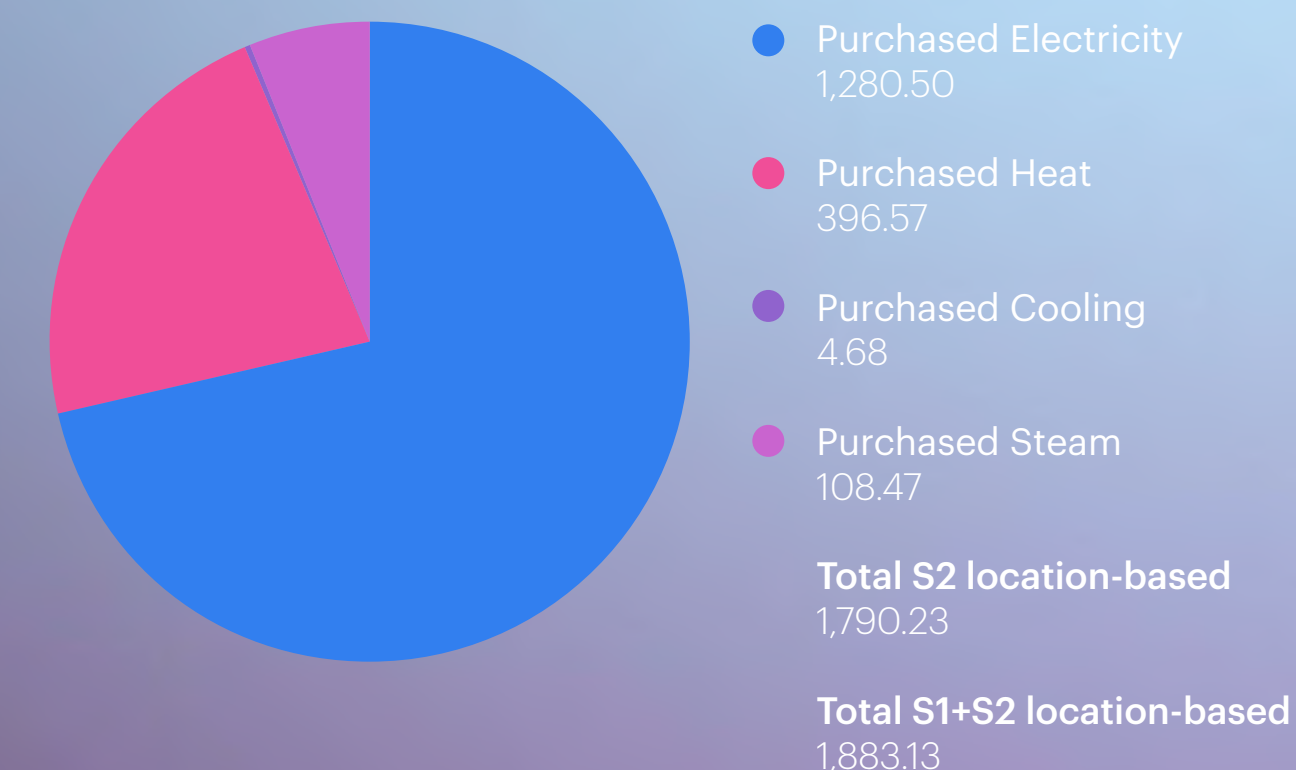
The total electricity consumption of Beyond Gravity amounts to 39,064 GJ (10.85 GWh).

Scope 1 in t CO_2-eq/year

- Stationary Combustion
  75.63
- Mobile Combustion
  17.27
- Fugitive Emissions
  N/A

Total Scope 1
92.90

Scope 2 location-based in t CO_2-eq/year

- Purchased Electricity
  1,280.50
- Purchased Heat
  396.57
- Purchased Cooling
  4.68
- Purchased Steam
  108.47

Total S2 location-based
1,790.23

Total S1+S2 location-based
1,883.13

Scope 2 market-based in t CO_2-eq/year

- Purchased Electricity
  636.19
- Purchased Heat
  396.57
- Purchased Cooling
  4.68
- Purchased Steam
  108.47

Total S2 market-based
1,145.92

Total S1+S2 market-based
1,238.82

Scope 3 in t CO_2-eq/year

- 3.1 Purchased goods & services
  3.2 Capital goods — 62,559
- 3.3 Fuel- & energy-related
  activities — 172
- 3.4 Upstream
  transportation — 2,263
- 3.5 Waste generated
  in operations — 139
- 3.6 Business
  Travel — 1,179
- 3.7 Employee
  Commuting — 2,309

Grand Total
68,621

3.1.1 Topic overview

Climate change is a global issue with far-reaching consequences for both the environment and the economy. At Beyond Gravity, we recognize our role in contributing to climate change through our business activities, particularly in the generation of greenhouse gas (GHG) emissions, largely stemming from energy usage.

In our commitment to mitigating climate impact, we understand the significance of reducing our GHG emissions. A primary focus is placed on reducing energy consumption, increasing energy efficiency within our operations, and purchasing energy from carbon neutral sources. This not only aligns with our responsibility to address climate change but also meets the expectations of our stakeholders.

Our stakeholders, including our owner, customers, potential investors, and employees, expect Beyond Gravity to take proactive measures to minimize its environmental footprint. This involves a continuous effort to enhance the efficiency of our processes, thereby reducing our overall impact on climate and energy consumption.

Furthermore, our stakeholders expect us to ensure seamless operations even in the face of potential power outages. This is particularly important for work in the cleanrooms. By embracing these initiatives, we aim not only to fulfill our corporate responsibilities but also to align with the evolving expectations of our stakeholders.

3.1.2 Our ambition

At Beyond Gravity, we've set our sights on an ambitious commitment: achieving net zero within our own operations by 2026 (Scope 1 and Scope 2). A detailed plan will be set forth in the net zero roadmap, which will be published in 2024. To achieve this, a range of measures are taken at individual locations and the remaining emissions are being offset annually.

Our mission doesn't stop there. We're on a journey to minimize emissions, actively working to reduce our carbon footprint wherever we can. From implementing diverse projects to offsetting the unavoidable GHG, every step counts. Beyond the net zero commitment for Scope 1 and 2, we're on a parallel path to enhance our energy efficiency and to reduce our energy consumption. More details regarding concrete measures can be found in the above-mentioned net zero roadmap.

3.1.3 Impacts, risks and opportunities

By carrying out our business activities, we consume energy, use prefabricated parts, and generate GHG emissions. These impacts are caused both directly by us and by our business partners. Thus, Beyond Gravity contributes to climate change, which has a negative impact on both the environment and people. These emissions are caused by our use of fossil fuels for materials and in the processes within our facilities. Additionally, the production of electrical energy leads to emissions. Despite the negative impact on climate change, as an industrial group, we have the opportunity together with other companies to promote renewable energies or innovations and thus minimize the impact on climate change.

Our production relies heavily on electricity, and recent electricity shortages have highlighted potential risks when supply is insufficient.

Beyond Gravity recognizes the importance of mitigating this risk by actively endorsing renewable energies.

By reducing the dependence on conventional electricity sources, we not only protect ourselves against potential shortages but also insulate ourselves against price fluctuations in energy markets.

Embracing renewable energy not only presents an opportunity for a more resilient energy supply but also aligns with our commitment to reduce GHG emissions. Furthermore, prioritizing increased energy efficiency provides similar benefits, reinforcing our dedication to sustainability while simultaneously capitalizing on operational advantages.

Working with launch vehicles for space related activities brings positive insights. The end users of these vehicles send satellites into orbit for scientific research, amongst other things, to collect increasingly accurate data to combat climate change. In addition, we manufacture electronic and mechanical components for satellites. These satellites include what are called climate satellites, which observe the weather, ocean currents, volcanoes, etc. Thus, these products also have a positive impact on how society can handle changes to the environment.

For the reporting year, our scope 1 and 2 emissions amounted to 1,883 t CO_2-eq (location-based) respectively 1,239 t CO_2-eq (market-based). Purchased electricity accounted for more than half of these emissions. Scope 3 emissions totaled 68,621 t CO_2-eq, of which the purchased goods & services and capital goods made up about 91%.

During the reporting period, Beyond Gravity consumed 10.85 GWh of electricity. 6.8 GWh of this was from renewable electricity. Our total energy consumption was 59,652 GJ.

3.1.4 Management approach

Reduction of emissions

Careful management of our climate impact is one of the strategic key topics for Beyond Gravity. To better quantify our impact on the climate and to see how we can most effectively reduce this impact, we calculated a corporate carbon footprint in 2023. Based on the results, we want to further reduce our carbon footprint in the coming years. For this reason, we are developing a net zero roadmap to achieve net zero emissions in our Scope 1 and 2 emissions by 2026. Optimizing energy consumption plays an important role in achieving this. In 2023, all sites have therefore been audited by an independent energy consulting company to identify energy-saving potential and propose measures. Each site received an audit report, including various energy related KPIs and several customized energy reduction measures and projects. Some of these measures and projects are currently in the realization phase. Thanks to these measures we can further reduce energy consumption and GHG emissions. Specifically, this includes measures such as door and gate opening systems, cleanroom operating hours, improving the building shell, using LED lighting, improving heating systems, and installing solar panels. Besides that, we will raise awareness among employees for careful use of energy, using corporate communications and on-site trainings. We also want to motivate our employees to switch to public transport, reduce unnecessary business trips and enable them to work from home. Furthermore, the reduction in office space through shared offices helps to cut heating and energy cost. In addition to reducing our energy consumption, we aim to cover our energy needs exclusively through renewable energy.

However, the largest part of our carbon footprint is indirectly caused by our supply chain. Therefore, we need to better monitor and evaluate our suppliers, and to work with them on commongoals for reducing GHG emissions.

Roles and responsibilities

Different stakeholders are involved in the process of minimizing our climate impacts and reducing our energy consumption. The Director ESG has the primary responsibility for climate-related and energy issues. He is supported by dedicated managers in each location. Usually, by the respective facility manager, but this varies from site to site. Sometimes the responsibility is also in external hands, depending on location and contract. In addition, employees are involved in the process of reducing energy consumption by answering surveys and suggesting ideas for saving energy.

Effectiveness of measures

To track effectiveness of the actions, the measured and recorded data is compared with data from previous years (e.g. the corporate carbon footprint). Regarding GHG emissions, we use the KPIs of absolute emissions and emissions per turnover. To track if we are successful regarding the reduction of energy consumption, we implemented energy bookkeeping. However, we are not able to measure the progress of the measures with our current measurement systems. This is why we assume, based on the estimates of our external auditor, that if we implement the measures as recommended, they will also generate the corresponding savings. This results, for example, in a 50% reduction in energy consumption in Gothenburg and a reduction of over 10% in Linköping. Furthermore, this sustainability report is intended to create transparency and provide a tool for reviewing and disclosing annual progress.

3.1.5 Outlook

In the coming years, the focus will be on implementing the net zero roadmap and thereby reducing our emissions to achieve the net zero target for Scope 1 and 2 until 2026. In addition, we are working on an internal climate change policy. Furthermore, we will continue improving our energy efficiency and reducing our energy consumption. To decrease reliance on fossil fuels, we will increase our use of renewable energy sources and expand the electrification of our production processes.
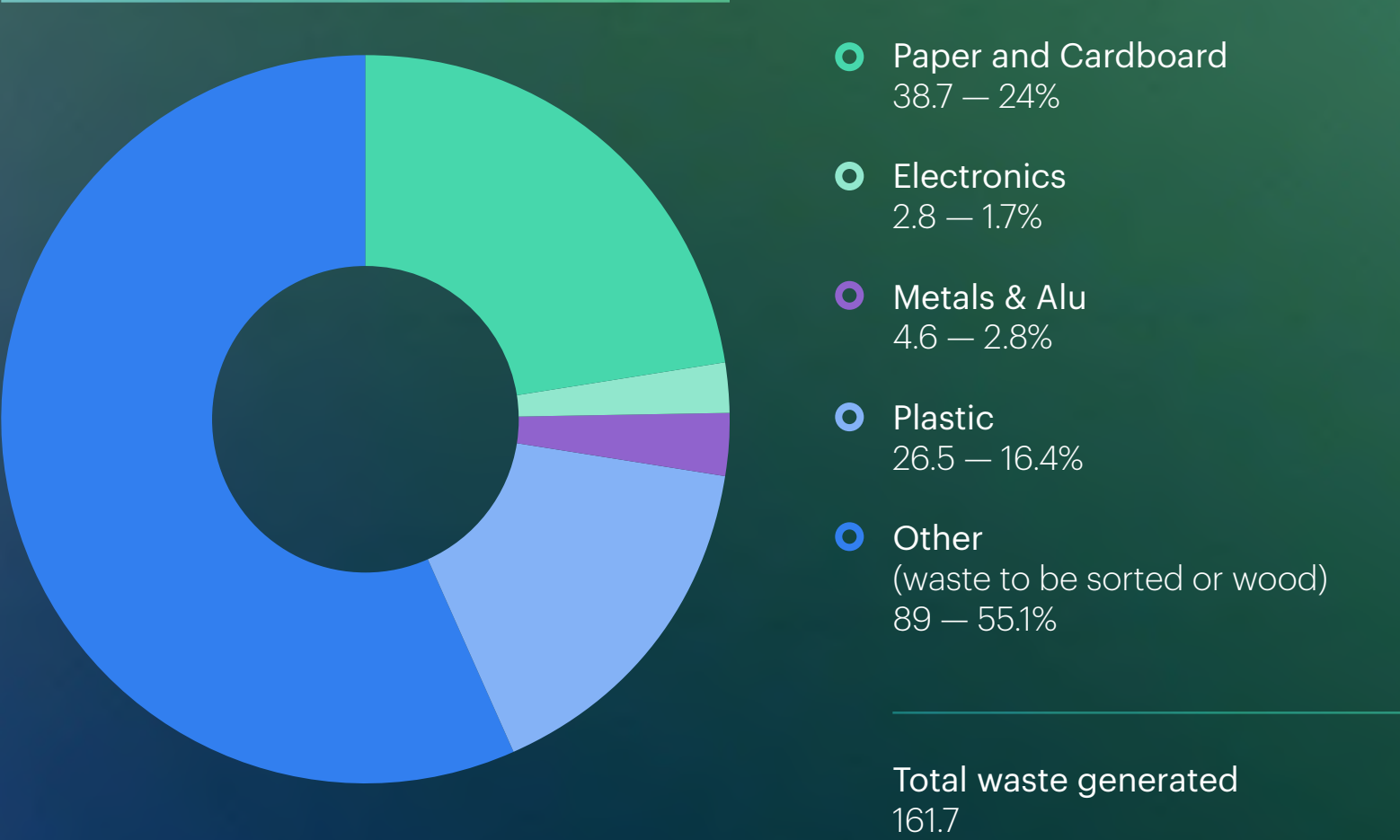
David Hierzer
Director ESG

"We empower sustainability through strategic reduction of emissions, driving us closer to our net zero vision and a greener future."

3.2 **Use of Resources & Circularity.**

As an industrial manufacturing company, constructing high precision units, our waste impact is low. Yet, we cannot avoid waste completely. Therefore, the aim must be to reduce waste, become more resource efficient and increase the reuse of materials or recycling rate. Advancing on this issue will not only reduce our environmental footprint and lead to cost savings but also increase our attractiveness for business partners and potential employees.

Waste generated (in tons)
Waste types in percentages

- **Paper and Cardboard**
  38.7 — 24%
- **Electronics**
  2.8 — 1.7%
- **Metals & Alu**
  4.6 — 2.8%
- **Plastic**
  26.5 — 16.4%
- **Other**
  (waste to be sorted or wood)
  89 — 55.1%

Total waste generated
161.7

In 2023, we generated 161.7 tons of waste, of which the category "waste to be sorted or wood" made up the biggest share. Paper and cardboard and plastics were the other two categories which made up a big share.

Percentage hazardous waste to non-hazardous waste
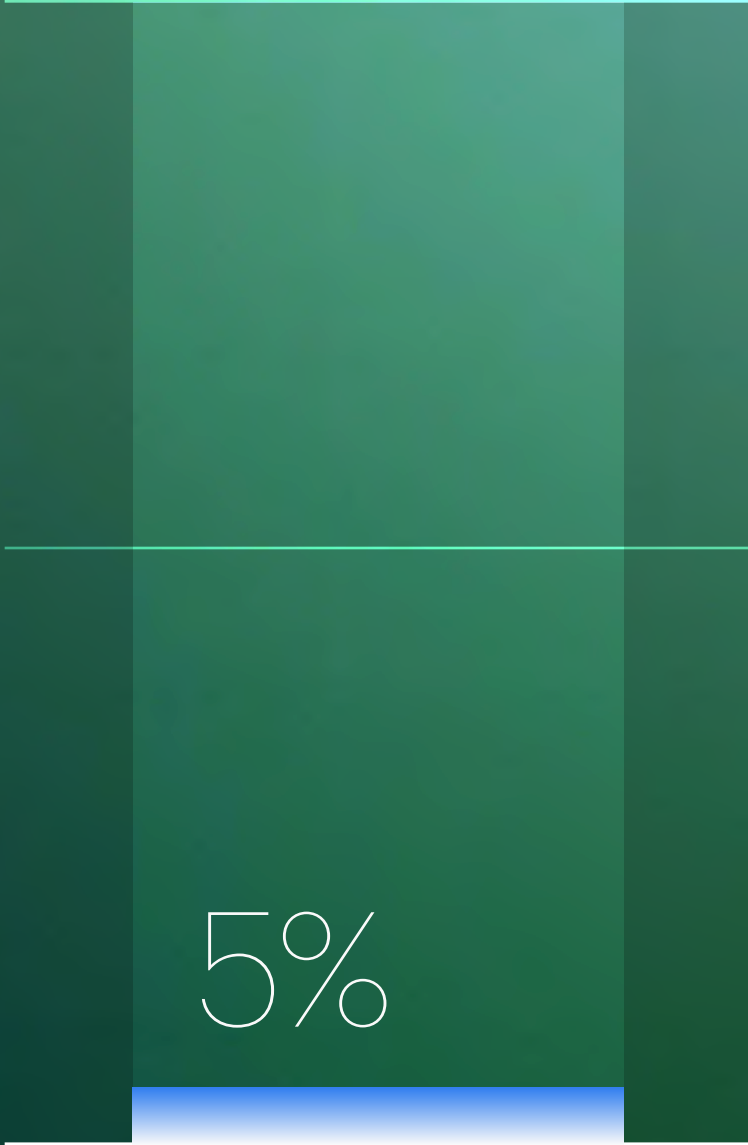
5%

In 2023, only 5% of the generated waste was hazardous waste. Of this, the biggest share was made up of propanol, detergents and cleaning agents, and alkaline washing water.

Percentage recycled waste

56%
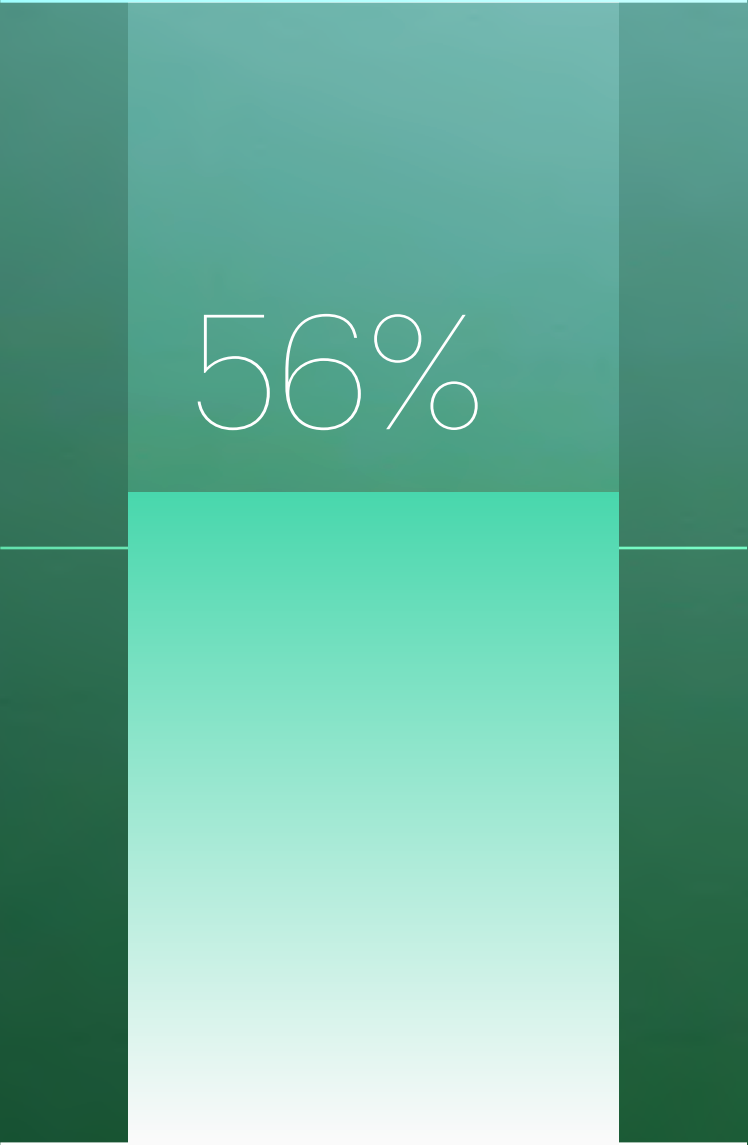
In 2023, 56% of the waste was recycled. We are working to further increase this proportion.

3.2.1 Topic overview

We use finite resources (especially aluminum and steel, composite and electronic parts), which is why reducing resource consumption and promoting circularity is important to us. This can minimize the impact on the environment globally and locally and save costs. In addition, investing in this topic can attract valuable business partners and talented employees. Due to our activities and the products that we manufacture, however, it is impossible to avoid waste completely. Therefore, it is important for us to minimize our waste and dispose of or recycle it correctly.

The expectations of stakeholders (owner representatives, customers, and potential investors) are that Beyond Gravity will reduce its carbon footprint. This is only possible if resource consumption decreases, resource efficiency increases, and circularity is promoted. With regard to waste management, unnecessary waste is expected to be avoided, disposed of correctly and in accordance with the law, reduced, and the recycling rate increased. As certain Beyond Gravity products end up in the ocean after the use phase (launcher structures), we collaborate with customers to make tracking of those parts possible for potential future recovery.

3.2.2 Our ambition

In our ESG strategy, we have committed ourselves to decreasing the total volume of waste wherever possible and increasing the amount of recycled waste. We also want to comply with all relevant laws and regulations and have zero incidents on waste handling.

3.2.3 Impacts, risks and opportunities

By using finite resources, we have an impact on the availability of resources and on the environment due to resource extraction, as part of our upstream value chain. Our main activity is the production of relatively small high-precision components. Resource consumptionis therefore limited. These high-precision components are long-lasting products with a lifetime of decades and therefore do not often generate waste. In addition, the materials used for the components can be reused.

Despite the comparatively low consumption of resources, we source conflict materials (gold and tin), which represent inherent compliance risks, especially due to regulatory requirements, e.g. in Switzerland, regarding the purchase of these materials. Furthermore, we generate hazardous and non-hazardous waste, which is not or cannot be recycled. Firstly, production waste is generated, and secondly, logistics from suppliers leads to packaging waste. Hazardous waste is only produced in small quantities and mainly due to organic solvents. Additionally, certain products (rocket parts) end up in the ocean after the use phase. This leads to a loss of resources as these cannot be recovered and contribute to marine pollution.

In 2023, we generated 161.7kg of waste, of which 56% was recycled. Hazardous waste made up 5% of the waste generated, with propanol, detergents and cleaning agents and alkaline washing water accounting for the largest share.

3.2.4 Management approach

Waste management
To analyze what waste is produced and in what quantities, a corresponding analysis is regularly carried out and monitored for the different locations. However, for some locations, this analysis needs to be established or improved. Measures are then taken based on these results. To mitigate the impacts due to waste generation, we have launched a project which includes research and actions for the reduction of resource use and enhancemen of circularity. Research projects are currently underway and focus on alternative packaging, waste reduction and the avoidance of organic solvents.

One measure to reduce hazardous waste as well as potential pollution is to avoid the use of organic solvents in the hardware cleaning processes. Another measure is to enhance the use of pendulum packages to avoid package waste like plastic, wood and cardboard. Furthermore, to reduce the amount of plastic packaging for cleanroom clothes, bulk packaging is used. To increase the recycling rate and ensure that waste is disposed of correctly, waste separation has been introduced or simplified in certain office spaces by increasing the number of waste separation bins.

Nevertheless, not all waste can be avoided. For the waste generated, we have routines for the collection, sorting and disposal of waste, including the special treatment of hazardous waste. Agreements with external companies specializing in waste treatment are in place. Therefore, we ensure correct waste disposal. Most of our contracted waste disposal companies process all waste according to ISO standard 14001. Thus, waste is recycled, reused, or burned in a waste incineration plant, where no substances can leak. With the combustion of waste, energy is produced, which can be reused by the industry to heat its facilities in winter.

Roles and responsibilities

Facility managers or HSSE managers for the respective sites, as process owners for environmental processes, are responsible for waste management. Legal responsibility lies with the CEO of the respective units. At certain sites, we are responsible for the correct disposal and promotion of circular economy. At other sites, we are only tenants and not responsible for the disposal of waste.

Progress is measured by the numbers on how much waste is generated and how many resources are used. The Director ESG processes and reviews the waste data to monitor and report the quantities in the requested waste categories.

The following KPIs are measured:
Combustible waste (tons), waste for separation (tons), paper (tons), glass (tons), corrugated cardboard (tons), organic solvents (tons).

The percentage of total waste generated and the percentage of waste that is recycled are the main tools for monitoring the impact of the measures implemented. It is important that all stakeholders are sensitized to waste management and the use of resources. Management therefore regularly informs customers and business units about measures that are of interest.

Product specific improvements

Successes have already been achieved with certain products. Lithography products, for example, are already highly recyclable, as these products consist mainly of metals that can be recycled. Furthermore, there is an effort underway to determine the feasibility of reusable and reclaimable product lines. These are mainly fairings that are to be made retrievable and recovered from the sea.

3.2.5 Outlook

In the future, completing our data regarding generated waste and further waste reduction is our target. Therefore, the different locations will either establish or improve their waste data collection processes, except for Decatur, where such options are currently not provided by any waste management partner in the region. Furthermore, we will evaluate several options to further reduce the total amount of waste generated and to increase the percentage of recycled waste, e.g. by installation of waste separation bins in all offices or by further increasing the use of pendulum packages.

Tom Mutschman
Project Engineer

"Optimizing waste management practices is not just a responsibility, but a commitment to a more sustainable future. At Beyond Gravity, we're dedicated to minimizing our environmental footprint through resource efficiency and circular economy initiatives, including our whole global supply chain.

Our focus on waste reduction and recycling isn't just about sustainability - it's about attracting partners and talent who share our vision for a greener world."

3.3 **Pollution.**

To meet the required quality and performance standards of our products, it is currently not possible to completely avoid chemicals, which are falling under the REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) and RoHS (Restriction of Hazardous Substances in Electrical and Electronic Equipment) regulations of the EU. In addition, we also use volatile organic components (VOCs). Still, it is our aim to decrease the use of these hazardous materials to minimize the risks to our employees and the environment.

Purchased acetone

1,499kg

Purchased isopropanol

5,983kg
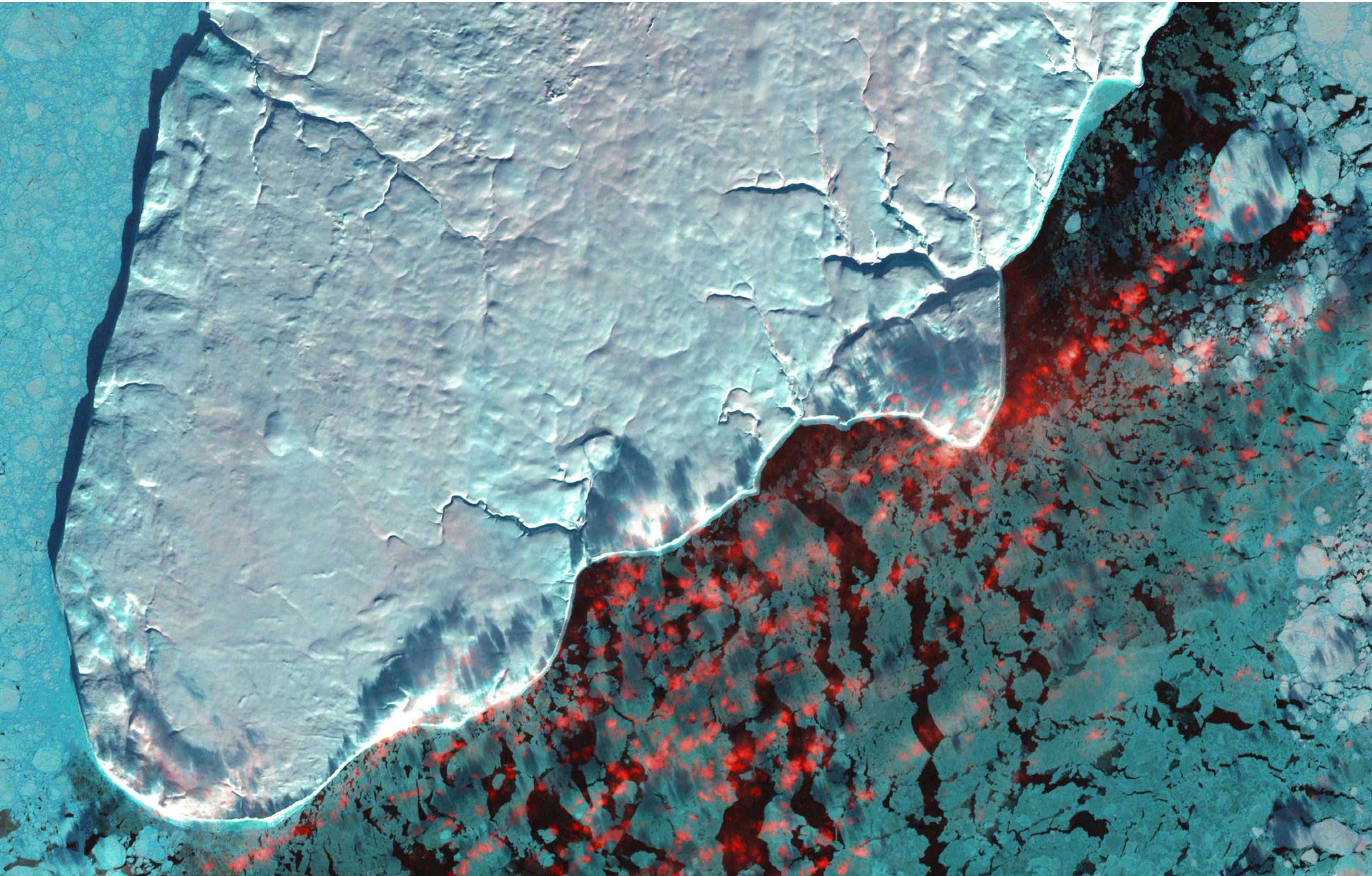
3.3.1 Topic overview

Pollution is an important topic for us because chemicals and materials that can be harmful to people and the environment are processed at Beyond Gravity and within our value chain. Certain materials fall under the REACH and RoHS regulations of the European Union and other relevant country-specific regulations. Beyond Gravity also uses VOCs, which can be harmful to the human health. Stakeholders expect Beyond Gravity to use and dispose of these materials responsibly. In addition, our products must meet the customer requirements and expectations. The expectation of Beyond Gravity's management is that the applicable laws and regulations in the different operation countries are met. Unavoidable pollution effects must be fully managed in such a way that they pose zero harm to employees, both in the short and long-term by using personal protective equipment (e.g., gloves, goggles, respiratory protection).

3.3.2 Our ambition

We have set ourselves the goal of causing no harm to our employees or the environment. We commit ourselves to the careful handling of hazardous materials. We minimize the use of hazardous chemicals, electronics and organic solvents and ensure that careful operating practices and waste handling do not cause harm to our employees or the environment.

As the topic is related to occupational health and safety, the goal relates to the safety walks described in the section "Occupational Health & Safety". The goal is that the number of minimum 240 documented safety walks is 100% fulfilled.

3.3.3 Impacts, risks and opportunities

The use of VOCs, emitted as gases from solids or liquids, have potential negative effects on the health of employees. In addition, the used hazardous materials can lead to environmental pollution. We use materials falling under the REACH and RoHS regulations for our products, but in very small quantities. Nonetheless, we declare the amount of substances of very high concern used, according to the REACH regulation. Within the space industry, we like many other suppliers, receive an exemption for the use of critical materials when no alternatives are currently known that possess the relevant performance characteristics of these materials for our industry (stiffness, robustness, low weight) and are just as reliable. Also organic solvents such as acetone or isopropanol are currently necessary chemicals that can currently not completely be avoided. Thus, the impacts of these materials will remain. At the moment we are not able to measure our REACH and RoHS consumption. We therefore measure our consumption of organic solvents.

In 2023, we purchased a total of 1499 kg of acetone and 5983 kg of isopropanol.

Pollution is a topic within the aerospace industry and as an industry player and supplier of components and systems Beyond Gravity can leverage its influence to limit occurrence and negative impacts. Our upstream activities contribute to environmental pollution due to the extraction of raw materials. Downstream, after the use phase, launcher structures of Beyond Gravity end up in the ocean, which contributes to a small amount of marine pollution. In addition, our products indirectly lead to space debris. Space debris is becoming a problem for humankind since uncontrolled parts can damage satellites, space stations and other objects. To reduce debris in space we partner with ClearSpace, a company with the mission to reduce space debris.

Elena Zanzola
Material & Processes Engineer

"Striving for safer practices, Beyond Gravity aims to minimize the use of hazardous materials while meeting quality standards and staying compliant to the regulations. Our commitment extends from careful handling to exploring alternative solutions, ensuring the well-being of our employees and the environment remains paramount."
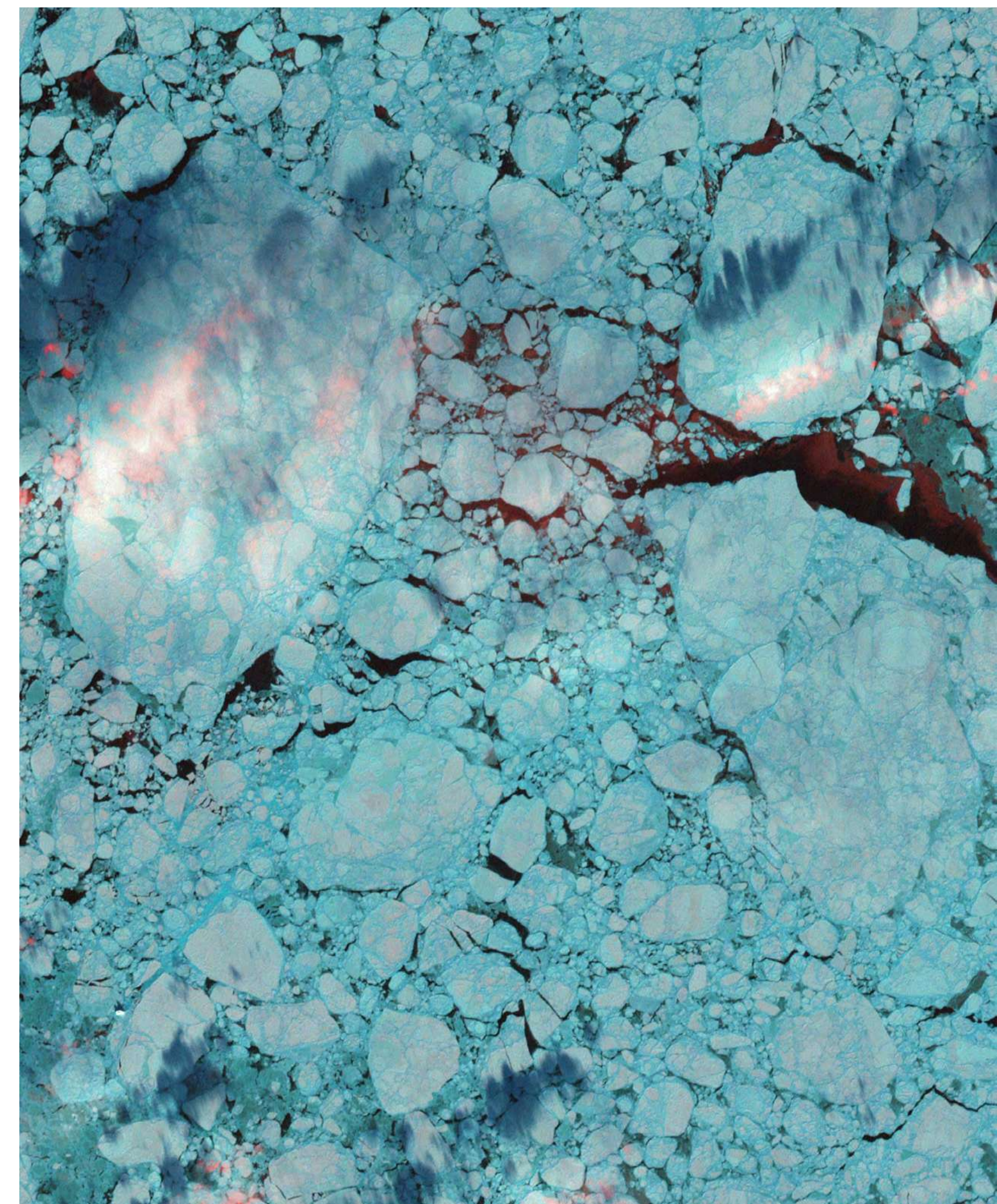
3.3.4 Management approach

Reduction of pollution

We are committed to minimizing environmental pollution and ensuring the health of our employees. The handling of hazardous materials is described from ordering to storage and use of the products in the respective processes. The use of safety data sheets and storage procedures for hazardous substances, e.g., the combined storage procedures, are regulated. In addition, employees must use personal protective equipment (e.g., gloves, safety goggles, etc.) when handling hazardous materials, which ensures the health and safety of employees. To protect their health, we also comply with the threshold values for VOCs defined by the environmental authorities in the countries in which we operate.

Treatment of hazardous materials

In addition to working with hazardous materials, transportation is also critical. When they are delivered to the site, there is always the danger that the products will be damaged or spilled if not handled correctly and carefully. We have taken structural measures to optimize the delivery of hazardous materials. For example, floor construction work (new floor coverings and special concrete coverings) was carried out to ensure that any possible leakage of hazardous materials does not affect the environment.

Additionally, we have employees who are responsible for REACH and hazardous materials who take part in regular meetings with the European Union to fulfill the applicable laws and trying to find a way with partners and especially customers to move further away from hazardous materials to the usage of less harmful products.

In practice, however, only small steps have been achieved, as alternatives are often not available or involve high financial investment to prove that an alternative material has the same qualification criteria, often with an uncertain outcome.

Roles & responsibilities

Policies and processes are described in the different business process management systems in our operating countries. These systems include a policy regarding the handling of hazardous material. It describes, for example, that decanting of solvents into small containers may only take place at specifically labeled workstations that have the appropriate equipment. It also explains the labeling of certain materials. Responsibility regarding pollution lies with the global HSSE manager with a direct reporting line to the group CEO.

Effectiveness of measures

The effectiveness of the measures is monitored by the internal process management system. To comply with laws and regulations relating to hazardous materials, we carry out safety walks in the departments receiving the goods, in storage areas, production areas and waste management areas. The results are recorded in our internal HSSE incident reporting tool. The safety walk is a key performance indicator of Beyond Gravity Group's HSSE and is monitored by the global HSSE manager. In 2023, no specific problems with regards to hazardous substances where registered on the safety walks.

3.3.5 Outlook

It is important that we always operate according to the law and therefore always know which chemicals are allowed to be used. Therefore, risk analyses for new chemicals and materials (REACH and RoHS) are carried out in certain locations. The reason for this is that there is always a risk that new chemicals or materials may be added to the REACH or RoHS list or to other relevant country-specific regulations, which we are then no longer allowed to use. It is therefore important to always check the list and look for alternatives.

3.4 Occupational Health & Safety.

Occupational safety is a top priority at Beyond Gravity worldwide. We do everything in our power to ensure that all employees leave their workplace at the end of the day safe and sound. Various measures from the areas of Health, Safety, Security and Environment (HSSE) are implemented and are mandatory for all employees. These include regular training in the handling of hazardous substances, the wearing of protective clothing and compliance with all safety regulations in production and in the offices.

Percentage of employees covered by the H&S management system

100%

Work related injuries

20

Injuries when employees commuting to work

6

Severe work-related injuries

0

The number of work-related injuries decreased by 8 cases in 2023. Additionally, 6 injuries through commuting accidents were reported.

3.4.1 **Topic overview**

We are responsible for providing a safe work environment for all employees through systematic, preventive, proactive and reactive handling of potential and actual cases. As an industrial manufacturing company, the risk of injuries are always present. We strive to develop a strong health and safety culture and aim to make our workplaces safer, healthier, more secure and environmentally sustainable. We therefore commit to four guiding principles:

01 No harm to people

02 Protect the environment and act environmentally sustainable

03 Manage Health, Safety, Security & Environment (HSSE) matters

04 HSSE is a strong and essential part of the company culture

3.4.2 **Our ambition**

The health and safety of all employees, the security of our facilities, products and environmental protection are fundamental values at Beyond Gravity. Based on these reasons and our four guiding principles, we have set ambitious goals and targets for 2023.
To ensure the tracking of these targets, monthly meetings of all employees with HSSE responsibilities take place. Additional safety champions were appointed to advance the fulfillment of the targets:

KPI	Targets 2023	Beyond Gravity
1. Severe incidents*/1000 FTE (without commuting accidents)	Beyond Gravity: Reduce by 10% vs. 2022	2.7
2. LTIR**/1000 FTE (No. of incidents with DAFW & death/1000FTE, without commuting accidents)	Beyond Gravity: Reduce by 10% vs. 2022	6.3
3. Number of minimum Safety Walks (documented Safety Walks) (documentation in HSSE reporting)	100% to be fulfilled	240
4. 100% Detailed Root Cause analysis for "accidents" and "fatalities" acc. Group Directive Template	100% for accidents & fatalities	100%
5. On-time Reporting	90%	90%
6. Achieve a safe act pyramid base	Safe acts increased by 20% vs. 2022	206
Notifiable incidents / 1000 FTE	Indication only below German BG benchmark: 17 (with the reporting definition from German BG)	17

To ensure the tracking of these targets, monthly meetings of all employees with HSSE responsibilities take place. Additional safety champions were appointed to advance the fulfillment of the targets.

3.4.3 **Impacts, risks and opportunities**

As an industrial manufacturing company, we faced some inherent health and safety risks. The most common incidents and work-related hazards are commuting accidents from and to work, as well as minor finger cuts and injuries connected to production work. We also register back pain as a common issue and stress symptoms from high workloads. Respiration issues from hazardous materials are rare. These health and safety issues entail the risk of absent employees, which could impede the production processes.

Beyond Gravity relies on materials that are produced in countries where a general risk exists that health and safety regulations are not complied with or are violated. This applies in particular to the procurement of aluminum and steel, as these industries have a higher risk in terms of occupational safety.

 * Days Away From Work (DAFW) >3 days
** Lost Time Incident Rate (LTIR) in days/1000 FTE

3.4.4 Management approach

HSSE management system
We are continuously investigating the work environment, improving safe ways of working, and implementing measures to prevent and follow up on accidents and ill health to achieve a satisfactory work environment. We focus on the four main areas of health, security, safety, and environment, each including an array of more in-depth priority topics such as medical prevention, addictive substances and stress, access management, trainings & communication, waste treatment and others.

All employees, all workspaces and all locations are covered by the occupational health and safety management system through the HSSE group directive. In addition to the globally applicable directive, standard operation policies are in place for each country to cater to specific regulatory requirements. A global process map gives detailed descriptions of core HSSE processes which are mandatory to fulfill by every division, business unit and location, such as the evacuation process, safety walk procedure, or data security process. HSSE has an individual risk management system, which is separate from the overall enterprise risk management system, focusing on HSSE-related risks.

Health

Rules and measures to protect the health and well-being of internal and external persons working for RUAG International:

- Workplace environment: climate, ergonomics, light, etc.
- Promotion of health, health campaigns
- Medical prevention
- Addictive substances and stress

Security

Protection of people, assets and intangible property against unauthorized access:

- Alarm organization
- Protection of technical and production facilities
- Security personnel
- Access Management, Visitor Management
- Surveillance and alarm systems

Safety

Protection of people against hazards:

- Occupational Health & Safety
- Personal protective equipment
- Incident investigation, root cause analysis, mitigations, preventative measures and reporting
- Fire Protection, Emergency Planning, Alarm organization
- Safe handling of hazardous materials
- Infrastructure security (gas, high/low voltage current)
- Machine & device safety
- Trainings & Communication
- Contractor Management

Environment

Environmental protection related to the sites and products:

- Site protection
- Waste treatment and contamination management
- Disposal Management
- Water, contamination
- Hazardous substances: handling, storage, transport, labelling, safety data sheets
- Compliance to local chemical and environmental laws
- Life cycle management
- Environmental and sustainability projects
- Emission control
- Natural hazards

Preventing work-related injuries and ill health

We urge every employee to openly report work-related hazards through various channels, such as QR code scanning, the HSSE intranet or simply direct communication. The identified work-related hazards are discussed through a risk analysis matrix in collaboration with workers and their line managers. The assessment matrix is discussed before actions are taken and then again once actions are in place. This helps to determine if actions are sufficient to mitigate the respective risks. The implementation of the actions is defined in close coordination with the HSSE and production management. Relevant HSSE information is shared in team meetings.

We focus on the prevention of injuries and incidents. Every new employee undergoes generic HSSE training. Depending on the type of job, specialized trainings are in place. We equip every employee with the necessary safety equipment, such as gloves and masks as well as first aid kits and first aid trainings. In addtion, the buildings and production facilities are marked using the 5S-method. The aim is to create a standardized industrial workplace that is characterized by cleanliness, clarity and safety thereby reducing the risks of injuries.

Reporting systems

If workers face situations that are not safe to work in, the so called "STOP process" is in place to further avoid any work-related incidents or accidents. Employees have an ownership stake in the safety programs by having both the ability to stop work until it is safe to proceed without any fear of retaliation, and through the Observation Program. The Observation Program gives employees an opportunity to document safety related issues within their everyday work. These go to the HSSE department for review and the initiation of actions.

Communicating and reporting timelines for incidents

Category	Communication Lines	Timelines for communication	Timelines to report incident in HSSE Sharepoint
Safe Act	Employee › Line Manager or Site HSSE Manager	Within 1 week	Within 1 week
Unsafe Act/Condition	Employee › Line Manager or Site HSSE Manager	Within 1 week	Within 1 week
Near Miss (Incident without consequence)	Employee › Line Manager or Site HSSE Manager	Within 1 week	Within 1 week
Incident with consequence (DAFW ≤3)	Employee › Line Manager	Immediately (without undue delay), verbal	Within 3 days
	Line Manager › Site HSSE Manager	Within 3 days (minimum e-mail)	
Major incident/Accident (DAFW >3)	Employee › Line Manager	Immediately (without undue delay), verbal	Within 3 days
	Line Manager › Site HSSE Manager › Divisional HSSE Manager › Global Risk & HSSE Manager	Within 24 hours (minimum e-mail)	
Fatality/Hazardous accident	Employee › Line Manager	Immediately (without undue delay), verbal	Within 3 days
	Line Manager › Site HSSE Manager › Divisional HSSE › Manager Global Risk & HSSE Manager › VP Compliance & Risk › CEO › CEO Group Corporate Communications and according to Group Crisis Management	Within 1 hour, verbal	

Handling of incidents

If incidents occur, despite all these precautions, every single one is investigated applying a root cause analysis (RCA) which identifies whether the incident is one-off or happened due to systematic errors. If the latter is the case, procedures and processes will be adjusted accordingly. The reporting of the RCA is forwarded to the CEO and the Board of Directors, as well as the division heads to ensure proper execution and effective implementation of the resulting measures.

If the incident is caused by negligent behavior or disregard of the rules, the employee will be subject to disciplinary action. We capture, document and act upon six categories of incidents internally: safe act, near miss, incident without consequence, incident with consequence, major accident and fatality. Actions derived from the RCA are shared group-wide to avoid similar incidents in other countries and locations.

Roles and responsibilities

Our Executive Committee holds the overall responsibility for HSSE. The global Risk & HSSE manager is responsible for the group-wide policies and the planning of projects and actions. In addition the global Risk & HSSE manager is the chairperson of the HSSE board and reports directly to the Executive Committee and Board of Directors. The group-wide policies and projects are implemented by the segment and division level HSSE managers who are also part of the HSSE board. The HSSE board issues global and local standards and coordinates communication and training strategies. Every country or site has a local HSSE manager who is responsible for the implementation of the HSSE policies and ensuring compliance with the HSSE procedures. Additionally, safety champions are installed in every production facility.

Monitoring

Because ambitions and targets are inclusive. KPIs are globally set, and build a strong baseline for measuring effectiveness. The accident figures have fallen sharply in recent years with two work-related injuries and 0 work-related ill health in 2023. This does not only mean healthier employees, but also to lower costs for Beyond Gravity.

In addition to regular internal audits of our quality management systems, we have decided to bring in external auditors to further evaluate our global HSSE processes under the EN9100 (BGC) certification.

3.4.5 Outlook

The main goal going forward is to continue to fully prevent major accidents. In 2024 and beyond, we will continue to treat occupational health & safety as the highest priority. We will focus on reaching our seven main targets on severe incidents, lost time injuries, reporting and safety walks in all our locations. Based on internal and external audits, we will continue to adjust our measures and keeping our process landscape up to date.

In February 2024 our HSSE processes will be audited against EN 9100 and ISO 9001.

The role of the Global Risk & HSSE manager as well as the HSSE board will be revised and reduced in responsibilities in 2024. It is planned to establish the role of a Global HSSE Coordinator who focusses mainly on HSSE reporting, the fulfillment of KPI, updating the HSSE directive, and the coordination of the country-specific HSSE managers.

"Safeguarding our workforce is paramount at Beyond Gravity. Through rigorous health and safety measures, we're committed to ensuring every employee returns home safely. Our ambitious targets reflect our dedication to fostering a culture of safety and well-being, driving us towards a future with zero incidents."

Christoph Kraft
Manager Quality and
Global HSSE Coordinator

3.5 **Equal Treatment & Opportunities.**

At Beyond Gravity we can only succeed together: with our colleagues across the globe, our customers, suppliers and partners. We see success coming from collaboration and that diversity leads to broader solutions because it ensures that different perspectives are incorporated into decision-making processes.
Each role is important because with combined strengths we achieve more. Hence, providing equal treatment & opportunities is a priority for us.

Female — The percentage of female employees has fallen slightly compared to 2022

20.3% Female employees

26.7% Female employees in senior management

19.4% Female employees as managers

Age split within the company

- Employees under 34 yo: 23%
- Employees 35-54 yo: 54%
- Employees over 55 yo: 23%

0.9

Basic salary and renumeration of female to male
(average over employee categories and countries)

We are proud to provide equal pay for equal work across all hierarchical levels and operating countries. We will work on some of the outliers over the next few years.

3.5.1 Topic overview

We foster diversity and inclusion and are committed to the development of our employees, regardless of gender, origin, age, sexual orientation or religious beliefs. Because it's the right thing to do and because it helps us to be more successful as a company. We clearly position ourselves against any kind of discrimination. Therefore, it is important to be aware where and how forms of discrimination might occur, and to examine and implement countermeasures.

These considerations are not only important for the company, but for our employees, our owner and society at large. We are expected to ensure equal treatment & opportunities for the people we employ. Various sustainability-related regulations are increasing the pressure to assess these issues for the entire value chain and to prevent, mitigate or end unequal treatment among business partners or suppliers. In addition, in our ownership strategy it is stated that we have to pursue a progressive, transparent, and ethical human resources policy based on social partnership agreements in accordance with national standards.

3.5.2 Our ambition

For industrial manufacturing companies like Beyond Gravity, extra efforts are required to attract female employees, given the traditional predominance of male candidates. Increasing diversity in the company and, as a first step, specifically the proportion of women in management positions, is our goal. In this context, it is critical to ensure equal pay and equal opportunities for the development of women and men.

At Beyond Gravity, we aim to increase the share of female leaders from currently 23% to above 30% by the end of 2026. We will continue to maintain our high level of payment equality.

23%
2023

30% target
2026
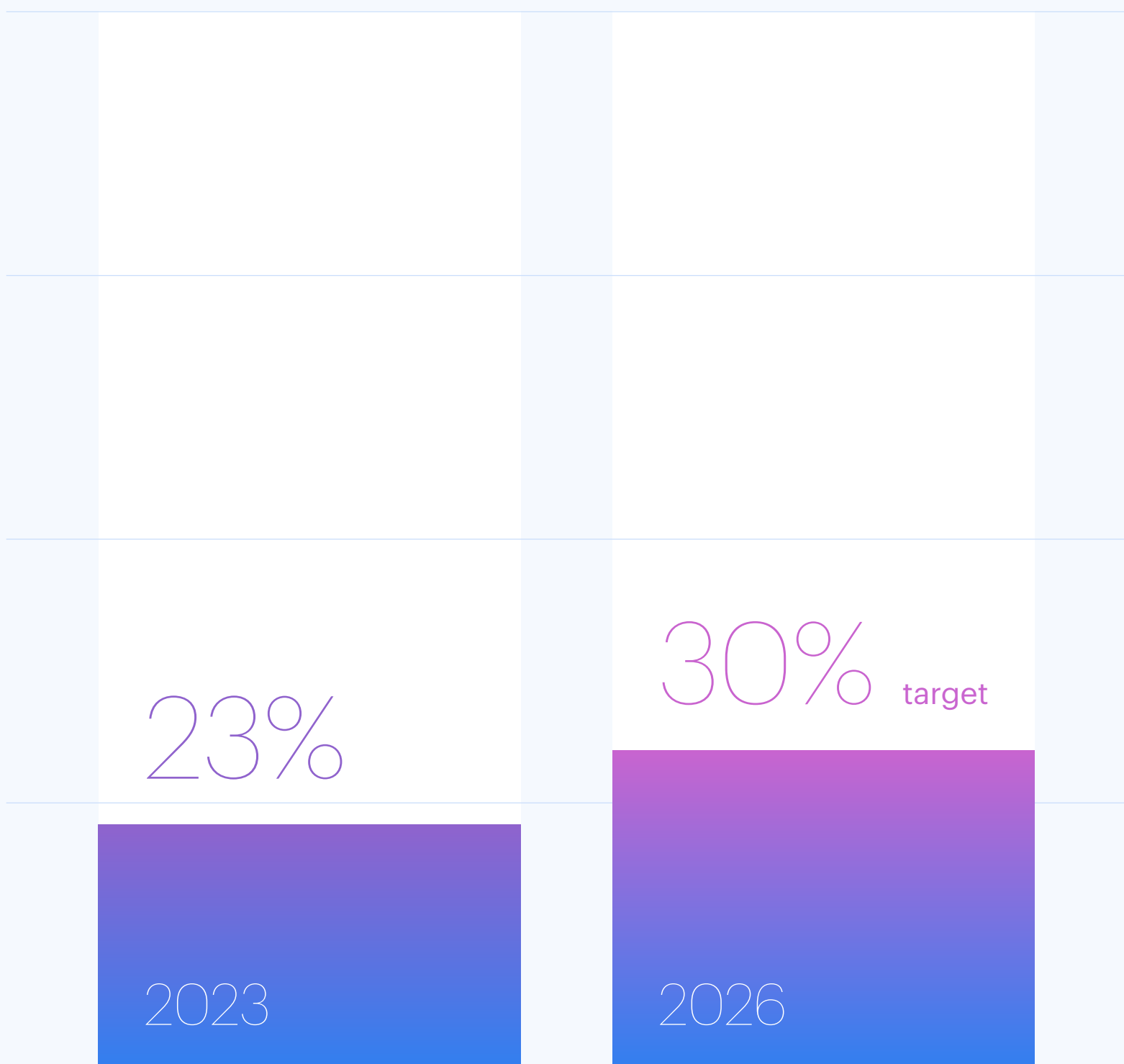
Share of female leaders

Lisa Eggler
VP Total Rewards

"At Beyond Gravity, we value fairness and equality in all aspects of our organization, including rewards and remuneration. Through our benchmarking system we ensure that our remuneration practices align with industry standards and that every employee is compensated for their contributions, regardless of gender, ethnicity, or bac round. We believe that by fostering a culture of equity and inclusivity, we not only attract great new colleagues but also drive sustainable growth and success for our company."

3.5.3 Impacts, risks and opportunities

Through our equal employment practices, we serve as an example to others and positively impact the lives of those we employ. Our engagement in the development of satellites and transportation to space actively supports and develops internet accessibility for many people.

There is a potential risk that either we, a supplier or customer of Beyond Gravity are found to not provide equal treatment & opportunities to its workforce. In 2023, no actual negative impacts have been identified. In addition, if we are not considered a fair and equal employer, it might be difficult to attract the most talented employees, both female and male, which would have negative ramifications for our overall performance and have negative effects on the ability to produce innovative and high-quality products.

3.5.4 Management approach

Equal pay and non-discrimination
Beyond Gravity's overall remuneration strategy is based on both internal and external (market) data. After considering internal equity and salary structures, we determine the base salary of employees based on benchmark market data. We use a criteria-based job evaluation system for management and expert functions to determine the relative value of jobs within the company. Grading is used to define aspects of the employee-incentive-plan (e.g. target bonus as percentage of base salary). Individual remuneration is based on job requirements, skills, and performance.

We conduct regular external audits on country level to ensure equal pay. The last audit in Switzerland was conducted in August 2023 under the "Fair-ON-Pay Advanced" Standard. The last audits

conducted confirmed that on a group level we almost reached our desired benchmark level. The annual remuneration ratio for 2023 overall was 10.19. This a decrease of 2.14% from 2022.

In 2023, 20.26% of employees were female. Female employees held a share of 27% in senior management and 19% in other management position. The Board of Directors is comprised of one female and 5 males. The ratio of the basic salary and renumeration of women and men at Beyond Gravity overall lies between 0.75 and 1 depending on the country and employee category.

Development and training
Our global talent processes led by the People & Culture functions ensures equal treatment and non-discrimination. They were introduced to support consistent identification and management of talent and avoid bias. When hiring we benchmark the role and review salaries within the team and across the organization to ensure equitable remuneration.

Every employee has access to trainings on the topic of equal treatment & opportunities via LinkedIn Learning. We actively promote trainings in this area to people because it is connected to our value of "Together". It is not only important for our people to be educated about the topic, but also that they have the chance to voice their concerns. Therefore, we regularly conduct all-hands meetings in which all employees are equally asked to raise their views and express themselves. Any incident noticed can also be anonymously voiced through our whistleblower platform, which is available for employees, business partners and suppliers alike.

Inclusion

Since one of our targets is to raise the number of female employees at Beyond Gravity, we established the Women*@Beyond Gravity Community which promotes diversity and offers further training to build up internal networks and regularly exchange information across departments and sites.

We strive to ensure that our office buildings offer barrier-free access so that colleagues in wheelchairs can also move around easily.

Policies

In 2023, we revised our People & Culture policy, which further develops our commitment to treating people equally within the organization. It clearly states that the People & Culture function shall be dedicated to promoting equality, equity and inclusion through inclusive people practices, equal access to development opportunities, and open dialogues to dismantle barriers. The policy makes sure that all employees feel valued, fairly treated, and empowered to bring their authentic selves to work. In addition, in 2022 the policy for mobile work has been released, which gives all employees the possibility to work on a mobile basis provided their role allows for it.

Roles and responsibilities

The responsibility for the topic of equal treatment & opportunities at Beyond Gravity lies with the Chief People Officer. The Director of Talent Practices is responsible for the general strategy, direction and policies connected with the topic. The Board of Directors is consulted for discussion and approval. Matters that specifically relate to remuneration and rewards are overseen by the VP Total Rewards. The local execution lies with the People & Culture Country Manager in each location. The relevant group wide policies are approved by the Executive Committee.

Employee surveys

To ensure that measures are not only in place but also create lasting value for our people, employee surveys are conducted on a country, division, or team level as needed. Regular communication and exchange with our employees identify what they expect and this feeds into the implementation of our actions.

Nevertheless, 2023 marks the first year Beyond Gravity took on equal treatment & opportunity as a dedicated sustainability topic, which is why we are currently establishing a quantitative baseline against which to measure progress. We regularly track the overall number of females, males, and diverse people throughout the workforce and at various levels of the company as well as nationalities.

3.5.5 Outlook

For 2024 we are planning to further develop our ambition in connection to female leaders as well as diversity and non-discrimination. Furthermore, we are currently developing specific bias trainings for our employees and especially within the recruitment teams, which shall be carried out in 2024.

"At Beyond Gravity, we're fostering a culture of inclusivity and opportunity. Our commitment to diversity, gender equality, and non-discrimination isn't just about doing what's right; it's about driving our success forward. Through initiatives like the Women*@Beyond Gravity Community, unconscious bias trainings and by considering diversity, inclusion and equity in all our people practices, we're shaping a workplace where everyone can thrive, regardless of who they are."

Laura-Katrin Seitz
Chief People Officer

3.6 **Working Conditions.**

Employees are our most important asset. Their skills, dedication, and collective efforts drive innovation, productivity, and our overall success. To be seen as an attractive employer, both for current and potential employees, we promote a strong culture within the company, offer attractive working conditions and emphasize a good balance between work and private life.

2023 Turnover rate per country

22.6%	Switzerland
19.3%	USA
7.3%	Sweden
9.9%	Austria
24.5%	Finland
12.7%	Germany
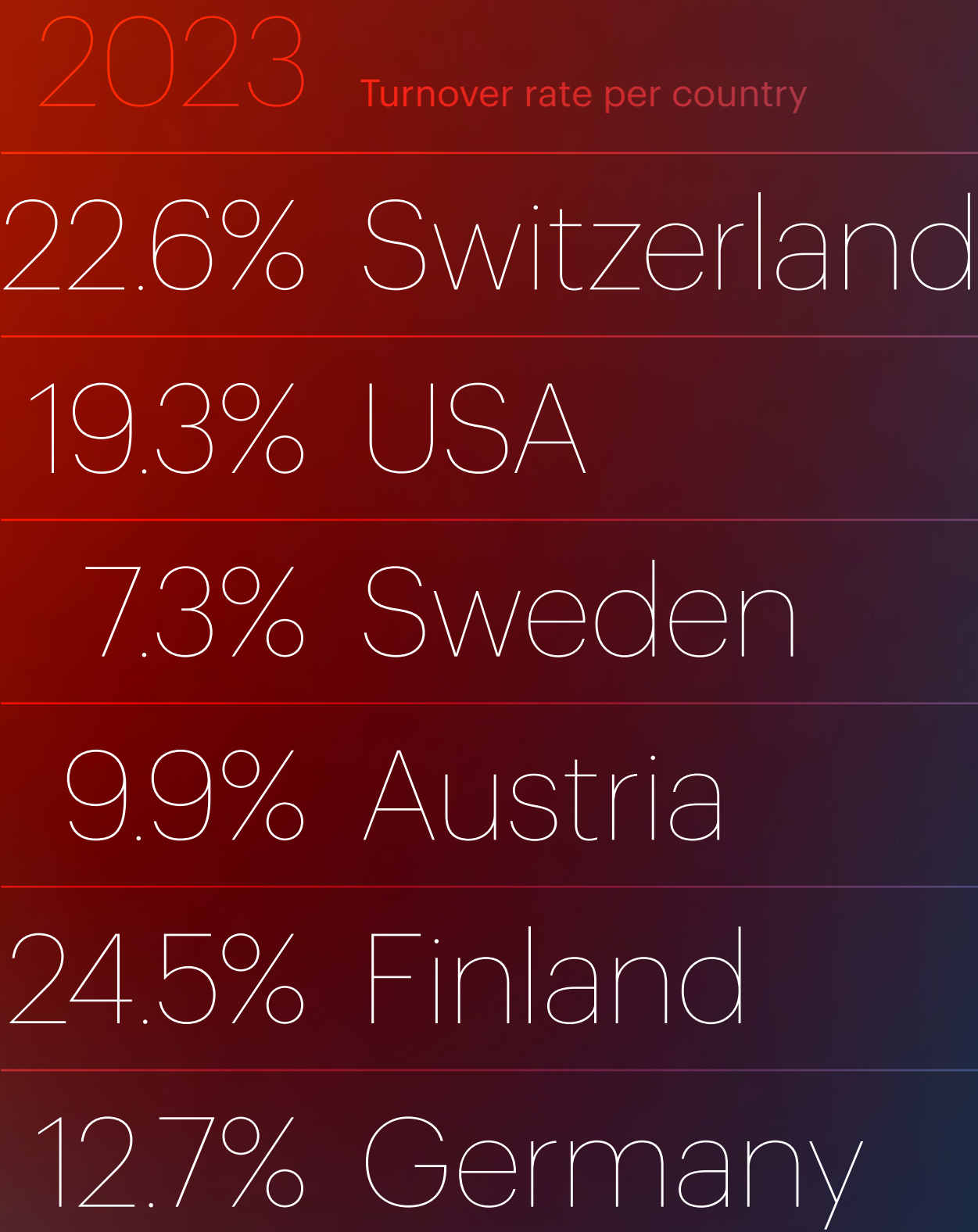
Following the necessary reorganizations after the turnaround of Beyond Gravity and the ongoing transformation of the company the overall turnover rate was 22% in 2023. This is mostly due to the changing of workplace requirement profiles in many areas, as well as the divestment of business units and resulting adaptations in corporate functions.

New hires

161 (43%)
134 (15%)
29 (8%)
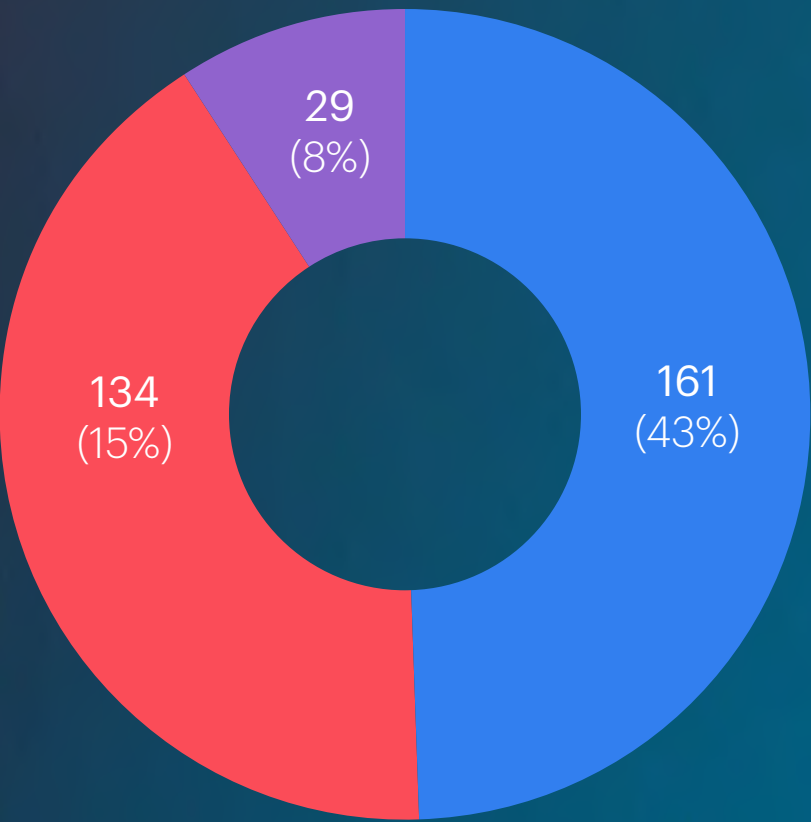
- Number (Rate) of new employee hires under 34 years old during the reporting period
- New employee hires 35 to 54 years old
- New employee hires over 55 years old

The trend of hiring more than 40% of young people continued in 2023.

3.6.1 Topic overview

A motivated, engaged and skilled workforce not only enhances operational efficiency but also fosters a positive company culture and customer satisfaction. The talent and commitment of our employees form the foundation upon which we build our competitive edge and sustain our achievements.

We take employees' expectations seriously, such as the possibility to work remotely, and constantly try to improve the working conditions to grow as a company and maintain high employee engagement. We follow regulations, laws, and collective bargaining agreements, and offer benefits not required by law.

As Beyond Gravity is a globally acting company, our employees expect us to have a thorough understanding of cultural differences in terms of rules and regulations, but also in terms of common social principles such as working hours, parental leave, and vacation. At the same time, our customers expect excellent quality, service and high flexibility to meet their demands. Through our efforts we balance these demands to get the best results for our employees and customers alike.

3.6.2 Our ambition

To set ourselves apart as an attractive employer we focus on several standard working conditions across all our locations. We commit to listening to our employees and their needs before we adjust working conditions to foster engagement and motivation. For example, we offer flexible working hours and remote working to facilitate a healthy work-life and family-career balance for our employees, and we encourage parents to take advantage of parental leave, as per country regulation. Further indicators are:

30% females in management positions until 2026

Less than 5% of "regretted leavers" turnover

Less than 3% of absence rate do to sickness leave days

Overall representation of different genders, age colors, and nationalities within the workforce and age

We evaluate the progress of these ambitions and other targets on a group-level through qualitative data such as interviews, surveys, as well as quantitative indicators like turnover rates, sick leave rates, diversity statistics, etc. In addition, local KPIs are being tracked based on specific site, division, or country goals.

3.6.3 Impacts, risks and opportunities

As an employer, we have a profound influence on the lives of our people. We take this responsibility very seriously and hope to make positive impacts through our targets and ambitions. The ability to work remotely is available to about 50% of our employees, allowing them to create a good work-life balance. We promote a modern workplace where every parent can use the option of taking parental leave even above the country-specific minimum requirements. In Sweden and Switzerland for example, Beyond Gravity pays an extra amount to bridge the gap between salary and government aid during parental leave. The vacation days at many of our locations are above the minimum requirement, which leads for example in the US to an above average amount of 20 days of paid time off and 16 company paid holidays. Other benefits that have a positive impact on the lives of our employees are pension funds, which we offer to employees in varying forms, to ensure they can secure a good standard of living even after retirement.

Challenges that especially occur in a global company like Beyond Gravity are different time zones and the need for business travel which often results in meetings at unusual times or affecting the ability to balance family and work.

3.6.4 Management approach

Working conditions

Overall in 2023, we employed 1,628 people with 324 new hires and a turnover rate of 22%. 20.26% of our employees are female.

The topic of working conditions is well-established in each country, where we operate, due to legislation and collective bargaining agreements. Nonetheless, we try to exceed minimum requirements where feasible. We strive for continuous improvements and regularly check our working conditions and adjust them by asking employee representatives for input. As many internal procedures and processes concerning performance, development, training, and hiring are globally aligned, the biggest differences arise from the specific labor regulations in the individual countries in which we operate, e.g. regarding contract design, salary policy, dismissal procedures, anti-discrimination regulations, etc.

As we offer flexible working times for employees to organize themselves with maximum possible autonomy and according to their personal preference and needs, we also support our managers on how to lead teams remotely to create an environment of trust. We encourage them to have regular 1:1 meetings focusing not only on work-related tasks but also the working environment, team spirit, engagement and cooperation. We make an effort to stay connected with people on parental leave by inviting them to meetings or casual virtual coffee dates.

Salaries and collective bargaining

All employees at Beyond Gravity are paid an adequate wage and we offer health and accident insurance to all our employees. This is not only our wish, but also controlled by local unions, laws, and regulations and requirements in our collective agreements. We use external partners to evaluate and ensure that we are paying salaries in line with the applicable benchmarks. Consultation with Counsels and unions in some countries is further enforced through laws and regulations or simply through industry standards and best practices. Therefore, in Sweden, Austria, and Finland our workers are covered through collective bargaining agreements. In Switzerland a collective bargaining agreement (GAV, Gesamtarbeitsvertrag) applies, and in the US we adhere to the OSHA guidelines for working conditions. In Germany we do not have any collective bargaining agreements in place.

Roles and responsibilities

To manage the workplace at Beyond Gravity we have group-wide policies in place, such as our Code of Conduct, the People & Culture directive, and Employment Relations regulation, as well as country-specific policies and adjustments (e.g., mobile working policies, working time regulations). The Chief People Officer is responsible for the management of all global processes and policies. All local policies within the field of People & Culture are managed by the country's respective Heads of People & Culture. Line managers are responsible for managing and supporting their employees in the workplace. Work Counsels, unions, and employee representatives support, control and collaborate.

"At Beyond Gravity, we recognize the importance of addressing challenges in our working conditions. By actively seeking employee input and adhering to local regulations, we strive to improve our workplaces and ensure fair treatment for all. Our efforts aim to balance the demands of our global operations while prioritizing the well-being of our workforce."

Sara Röjvall
Director People & Culture
Sweden & Finland

Employee engagement
Qualitative information to control and evaluate our People & Culture processes at Beyond Gravity come from various sources, such as team meetings, feedback discussions, exit interviews, townhalls as well as employee surveys and complaints. We encourage two-way communication via our intranet pages, teams channels, regular 1:1 meetings and supporting an open feedback culture. We also monitor qualitative indicators such as the percentage of women in leadership positions, turnover rates, sick leave rates, reported incidents, productivity rates and others.

Employees in the value chain
Beyond Gravity takes responsibility not only for its own employees, but also considers the upstream and downstream value chain. While within our own operations the topic of freedom of association and collective bargaining is of no concern, we hold partnerships with over 2700 suppliers from all over the world. About a quarter of our purchased products and services come from countries where the right of freedom of association or collective bargaining may be at risk. We currently do not further analyze these risks within the supply chain. But we do request suppliers to sign and adhere to our Business Code of Conduct, which covers the topics of freedom of association and collective bargaining. More information can be found in the Other Work-Related Human Rights section of this report.

3.6.5 **Outlook**

During the last quarter in 2023 we launched a people dashboard which helps us monitor specific indicators and KPIs on country, division/function, and group level. The insights derived from this dashboard enabled us to also develop specific goals and targets on these different levels.

To continuously to ensure our employees know how their work contributes to the overarching company strategy, that they feel valued and supported, and have the means to grow within the company. In a fast-paced growing industry and a company in transformation, we furthermore focus on training in people management and leadership to ensure managers have relevant skills and tools to enable our people and lead change.

3.7 **Other Work-Related Human Rights.**

Beyond Gravity is a global company with 14 locations in seven countries and many more business partners, suppliers and customers all over the world. That is why we attach particular importance to integral compliance with human rights in our own operations, but we also expect our suppliers to always respect the fundamental rights of people in their business activities.

Suppliers

- ● Number of suppliers: approx. 2,700 suppliers
- ● Screened suppliers on human rights issues: 1,067 suppliers
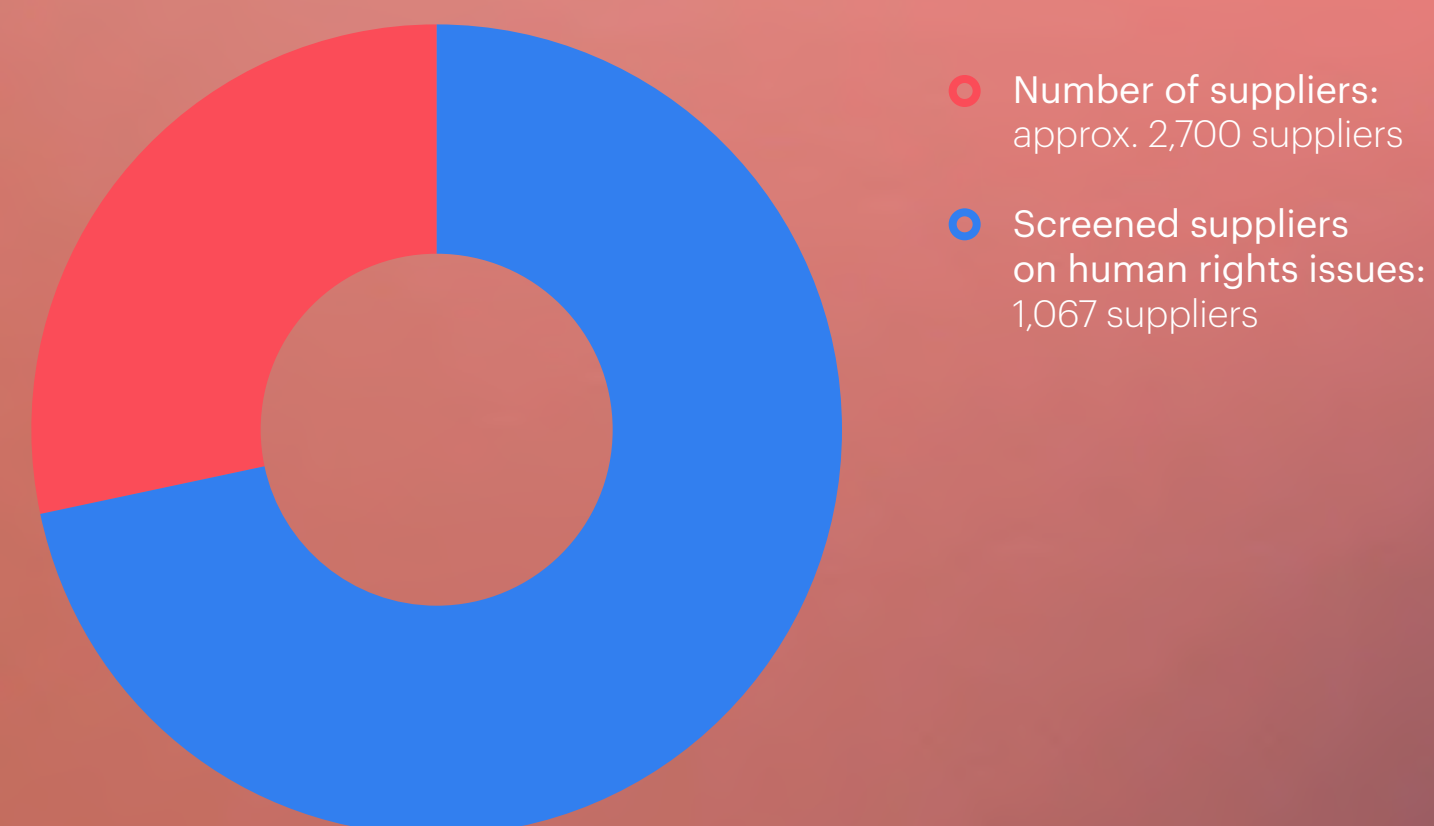
Suppliers with risk potential

178

Number of suppliers identified as having a child labor risk potential based on the UNICEF workplace index and based on country of origin.

Confirmed cases of child labor

0

In 2023, we found no cases of child labor practices within our screened suppliers.

3.7.1 Topic overview

Human rights issues can cause suffering for the affected people and their families around the world. As a globally acting company, we are responsible to always be attentive, proactively mitigate risks and use our influence to improve the human rights standards of our partners and suppliers.

One of the key sustainability matters at Beyond Gravity is the topic of responsible sourcing, which encompasses human rights, but also environmental aspects. It is important for us to work with suppliers who share our sustainability goals, which is why they must ensure compliance with all laws and regulations with regards to human rights, corporate integrity, as well as health and safety through the signing of our Code of Conduct for Business Partners.

The state of Switzerland as the owner of Beyond Gravity issued the new ordinance on due diligence and transparency in relation to minerals and metals from conflict-affected areas and child labor (DDTrO) in 2022, which requires companies to monitor and analyze serious human rights issues such as child labor and conflict minerals. We are also subject to the EU Conflict Minerals Regulation (2027/821). We actively monitor these risks and treat human rights standards seriously. Furthermore, our customers expect Beyond Gravity to be compliant with all relevant laws and regulations.

3.7.2 Our ambition

For the countries we directly operate in, the country-specific laws and regulations concerning human rights are already implemented and complied with. Human rights issues in the supply chain are more challenging to track in the context of the large number of suppliers and their suppliers, but we are committing ourselves to be compliant with the Swiss DDTrO. Some of our targets are:

- To optimize our data to track the countries of origin for products and services and across our suppliers.
- To clear all suppliers with an identified risk potential in 2023. This includes requesting a statement, that they are not aware of any child labor cases within their company or supply chain and signing our Code of Conduct for Business Partners. The partnership with uncooperative suppliers can also be ended.
- Yearly audit of conflict minerals to be clearly below the threshold line set by DDTrO.
- To increase the number of suppliers that provide sustainability data annually through the engagement tool.

These goals will be reached through close collaboration between the Director ESG, the procurement teams across all divisions, other relevant business units as well as the legal team.

3.7.3 Impacts, risks and opportunities

Beyond Gravity has partnerships with over 2,700 suppliers worldwide who cover its entire range from raw materials to services. Therefore, our influence can be used to improve human right situations around the world, regarding collective bargaining, freedom of assembly, freedom of speech, health care access and occupational safety. Within the countries we operate, human rights issues are usually little or no relevance. In particular, freedom of association and collective bargaining, freedom of assembly or speech, health care access and occupational safety, child labor, forced or compulsory labor and conflict minerals are regulated strongly within Switzerland, Austria, Germany, Finland, Sweden, Portugal and the US.

Negative impacts of Beyond Gravity can be identified mostlywithin the upstream supply chain. By partnering with suppliers from countries with higher risks of human rights violations, we might indirectly support and finance businesses that do not maintain our expected human rights standards. Currently, we are not aware of any child, forced or compulsory labor cases within our supply chain or employees that are exposed to hazardous work, however we are aware of suppliers with a risk potential based on the country they operate in and the UNICEF workplace index.

3.7.4 Management approach

Supplier assessments
We monitor a broad variety of human rights indicators with the tool Integrity Next. The software focusses on supplier self-assessment concerning various areas of human rights and working conditions. Currently approx. 10% of our suppliers are registered within Integrity Next. The tool also incorporates media reports and country statistics. The software-based monitoring and evaluation gives us a first indicator of where problems are likely to arise and sets the basis to launch preventative and mitigation solutions in line with regulatory requirements.

In addition to monitoring our suppliers through the software, every new supplier must sign and agree to act in accordance with our Code of Conduct for Business Partners. The Code of Conduct covers topics such as human rights, child and forced labor, working conditions, integrity, non-discrimination, occupational health and safety, as well as several environmental and governance topics. Suppliers are also screened manually using our enterprise resource planning (ERP) system and classified into three risk categories (basic, enhanced, and heightened risk). The degree of the suppliers' development in ESG topics is considered as a competitive advantage in the selection of suppliers.

Starting in 2023, we managed to screen around 1,067 suppliers either through our software tool or manually through the ERP system. In the coming years, we want to focus on updating our systems to minimize the screening work and collect the data of our entire supplier range.

Child labor and forced labor
We take the risk of child labor seriously. Therefore, we analyze these issues by looking into the workplace index provided by UNICEF. If the manufacturing country of products and services for Beyond Gravity is identified as a country with enhanced risk, we contact these suppliers directly to request a statement that no child labor cases are known and to sign the Business Code of Conduct, if not done already. We have an escalation plan in place that sets clear deadlines to fulfill our requirements. A reference to their own Code of Conduct that had previously been greenlighted by our legal team with an equivalent check, can also be sufficient. If the business partner does not fulfill our request, we work to replace the supplier. To date, 178 of our suppliers are identified as having a risk potential for child labor practices based an their manufactured products in light of the UNICEF workplace index. All 178 suppliers have been contacted and further securities have been requested in order to ensure child labor practices do not appear at our suppliers.
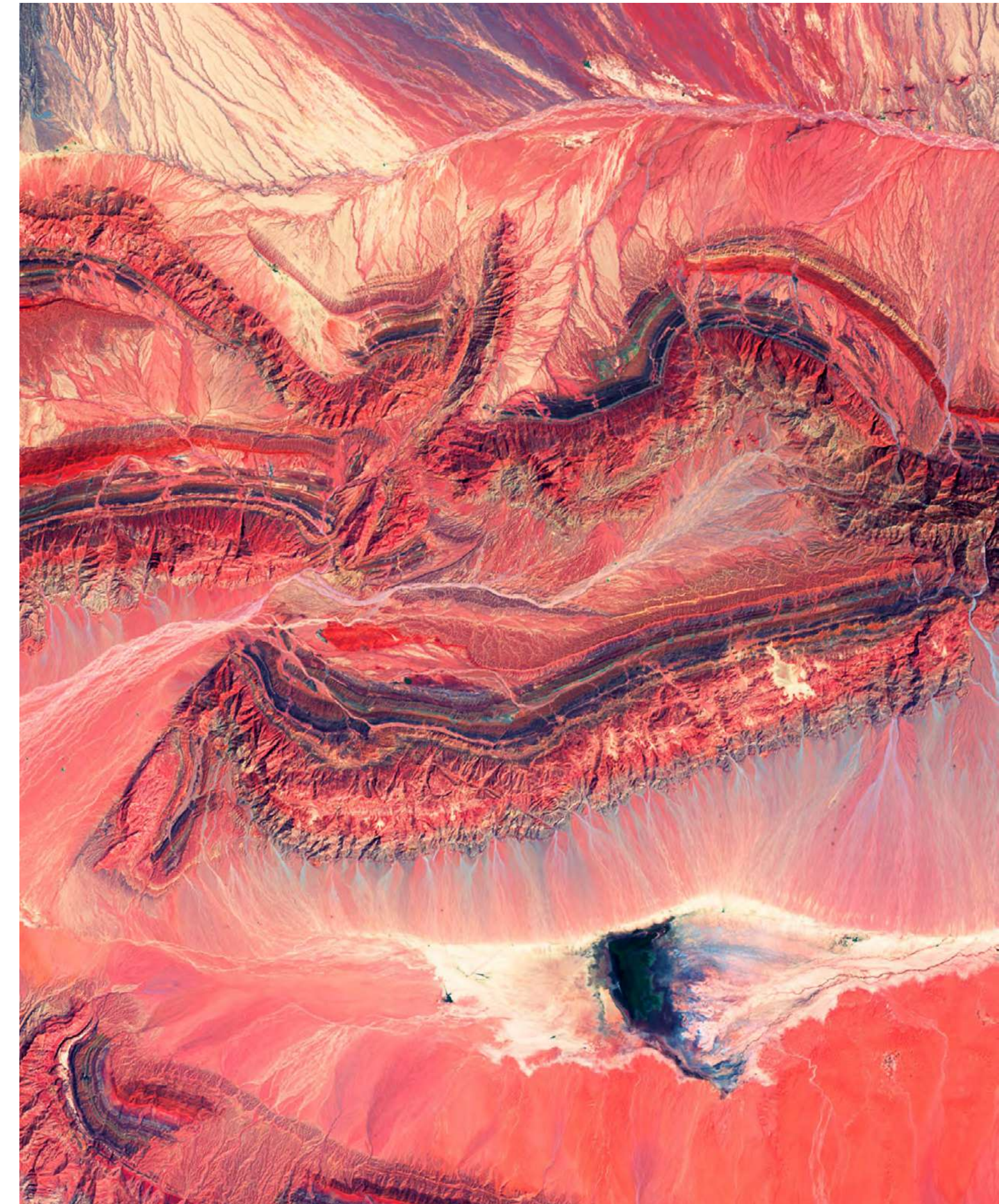
"As the Director ESG at Beyond Gravity, I recognize the critical importance of upholding human rights standards across our global operations and supply chain. While we know that there will never be a 100% guarantee that no human rights violations can occur throughout the chain of direct or indirect suppliers, I also know that we can work with others to improve the labor situation of workers around the world. Today we proactively address human rights risks like child labor and conflict minerals/metals directly with our suppliers and we also started this year to give suppliers a platform where they are invited to share many more human rights practices e.g. health and safety, adequate wages or working conditions. I remain committed to driving transparency and responsibility throughout our supply chain, working tirelessly to mitigate risks and uphold our ethical standards."

David Hierzer
Director ESG

We have not carried out any analysis on forced or compulsory labor in the supply chain. However, the Integrity Next self-assessment does include questions regarding forced labor. Some suppliers are classified as suppliers with potential risks due to inadequate answers in the questionnaire. In the 2023 reporting year, this was the case for some of our assessed suppliers.

We gather information on the total amount of sourced conflict minerals to map against the threshold set by DDTrO. Since we source only small quantities of conflict minerals, we remain far below the threshold.

Whistleblower platform
On our intranet, the whistleblowing tool SpeakUp is available to all our employees, business partners and suppliers and they are encouraged to make use of it. Information about the platform is also included in our internal and business partner Code of Conduct.

Roles and responsibilities
To ensure our efforts continue to have the utmost support, the responsible Director ESG reports directly to the General Counsel. Since the DDTrO disclosure statement needs to be signed and approved by the Board of Directors directly, this is also the board that is legally responsible. In addition to the Director ESG, the General Counsel and the Board of Directors, other stakeholders have been involved in the processes. Regular communication and meetings with the Executive Committee, the procurement teams, the legal and compliance teams as well as an external consultancy firm and an external lawyer are in place. All their inputs and close collaboration are important for a successful human rights strategy and crucial for internal prioritization and resource allocation.

3.7.5 Outlook

When it comes to screening our suppliers for child labor risks, our aim is to clear all suppliers with an identified risk potential and increase the number of suppliers that we screen based on the information of "country of origin"/"manufacturing country" for our sourced product and services. This will be achieved by improved data collection options in our ERP system and questionnaires that our suppliers must answer on a regular basis. Furthermore, on broader human rights aspects, the onboarding of suppliers into suitable management software will be developed and intensified. We will introduce a standardized, mandatory questionnaire through an SAP Ariba module to assist with our supplier screenings and data collection.

3.8 **Business Conduct.**

Fair and correct corporate behavior is important to Beyond Gravity. It not only shapes our image positively among stakeholders but also attracts employees and business partners who align with these values. In addition, a good corporate culture can promote employee motivation.

Total number of compliance training
(for anti-corruption policies and procedures)

3,423

During the reporting period, 3,423 anti-corruption training were completed. In this way, we want to ensure that our employees act ethically.

Total number of significant instances of non-compliance with laws and regulations during the reporting period

0

During the reporting period we didn't have any reported incidents of non-compliance with laws and regulations.

3.8.1 Topic overview

As our owner is the Swiss Confederation, it is particularly important to lead by example. Additionally, the sale of Beyond Gravity is underway, and fostering good corporate governance is paramount in identifying an appropriate new owner. The various stakeholders and business partners therefore expect us to respect and comply with all applicable laws. For both business partners and customers, it is important to take geopolitical considerations into account and to ensure that our products are not misused. It is particularly important to take effective anti-corruption measures and to combat anti-competitive behavior.

3.8.2 Our ambition

We are committed to adhering to our Code of Conduct and thus to a good corporate culture and compliance with laws and regulations. This includes employees who agree to follow all policies and directives when signing their working contracts.

Alexander Harte
VP Compliance

"At Beyond Gravity, maintaining integrity and compliance with international standards is increasingly important. We prioritize fair business practices to uphold our reputation and attract ethical partners. We challenge our supply chain as we are challenged by our customers. Through robust compliance measures and ongoing training, we uphold our values and mitigate risks of sanctions in challenging areas like conflicts of interest, data privacy, corruption and non-competitive behavior."

3.8.3 Impacts, risks and opportunities

Our proximity to government-related activities and the fact that we are active in a market with little competition includes a risk of corruption and anti-competitive behavior. However, as an employer in different regions of the world, our corporate culture can have an impact on the industry and other companies. Beyond Gravity can act as a good example and have a positive impact on the corporate culture of its suppliers through partnerships and business relationships. For example, issues such as conflicts of interest or corruption can be actively addressed and managed. It is important for us that our business partners share the same values, act ethically and have a good company culture.

A good company culture is not just about being compliant with the law, acting ethically and having good business relationships. It also provides opportunities for us and our business success. It increases employee motivation, attracts talents and helps to retain employees in the long term.

During the reporting period we did not have any cases of corruption. One anti-corruption issue was terminated in 2023 with a sentence by the EU Commission (but no fine had to be paid).

3.8.4 Management approach

Compliance Management System
Beyond Gravity complies with international standards on compliance topics. This is ensured via our compliance management system (CMS), which is built with reference to the ISO 37301 standard. It includes our culture and commitment, described in our code of conduct. It further describes our interaction with customers and suppliers according to our

code of conduct for business partners. The organizational rules define approval- and signature authority. This enables control by the upper management or even the board of directors for important and critical transactions. Our principles and operational procedures are further defined in several directives, regulations and supporting documents (e.g. third party management, anti-corruption, antitrust, data protection, conflicts of interest etc.) and help to avoid or adequately deal with compliance issues. Beyond Gravity encourages employees and third parties to speak up if they encounter any issues. Our tool enables reports by phone or e-mail, even anonymously if preferred.
Additionally to the CMS, our enterprise risk management in the area of compliance focuses on the risk categories of antitrust, data protection (data privacy), conflicts of interest and third-party management. Appropriate measures have been implemented for these categories, including the mentioned speak up system. The risk management is regularly monitored and if necessary, actions are executed. Thereby, every risk has a responsible owner.

The above mentioned policies have all been updated in 2023 and adapted to partially changed laws. Several monitoring activities took place to ensure an adequate implementation of all principles.

Additionally, in 2023, a follow-up audit of the owner was carried out. This involved reviewing the measures and their effectiveness. This audit showed that Beyond Gravity has improved compared to the last audits in 2016 and 2021 and that an adequate CMS is in place. Nevertheless, further improvements on processes will take place as an ongoing task.

Besides monitoring and auditing, regular reports on the status of compliance cases, data protection and whistleblower cases are made to the Audit Committee of the Board of Directors.

Business relationships and suppliers

Beyond Gravity depends on various business relationships and suppliers and cares for them accordingly. However, because we do not want our money or technology to fall into the wrong hands or enter into business relationships with companies that are on a sanctions list, we have a directive and program in place to check relevant business partners before entering into a relationship with them. These procedures are also used to prevent us from doing business with companies with corruption issues, where conflicts of interest exist, that are sanctioned, have human rights issues or other compliance-related issues.

Compliance-related trainings

We take great care to ensure that everyone working for the company is familiar with and follows our Code of Conduct and company directives. Group directives have been drafted in understandable language accompanied by in-person or e-learning training modules. Training modules of training are tailored to specific topics and made available to both current and new employees. Every year, employees must undergo refresher training and e-learning on a certain topic of the CMS compliance program. Updates of certain e-learnings (e.g. on the topic of anti-corruption or antitrust) take place approximately every two years. Thus, to ensure a good corporate culture and that the relevant employees are up to date regarding the relevant legal requirements, internal processes and directives, they are trained on compliance-related topics on a regular basis. In 2023, 944 hours of compliance-related training were completed. Furthermore, in the reporting year Beyond Gravity's compliance policies and procedures were communicated to all members of the Board of Directors, the Executive Committee, and to all employees. There was also specific training regarding conflicts of interest for the Board of Directors.

Roles and responsibilities

The overall responsibility for ensuring good corporate conduct lies with the Board of Directors. The CMS is implemented by a compliance team responsible for the whole group. They are supported by compliance points of contact within each legal entity. To verify that the measures taken are effective, on-site monitoring plays an important role. The compliance team has performed monitoring visits including interviews, check of contracts and on-site training to ensure effectiveness of the program. In 2023, such monitoring was carried out in the USA, Sweden and Germany.

3.8.5 **Outlook**

In the future, we want to continue the progress we have made. We will regularly update the documents and train our employees on these subjects. In 2024, for example, we will update our Code of Conduct and implement the necessary changes. We also want to keep our CSM and risk management up to date and remain a trustworthy business partner.

3.9 **Privacy & Cybersecurity.**

Privacy and information security are mission critical for our success. This is mainly due to the industry we work in and our customers and business partners we collaborate with. Therefore, privacy and information security is treated with the highest priority to show our customers and business partners that we are a reliable partner.

Training hours per employee for privacy & cybersecurity
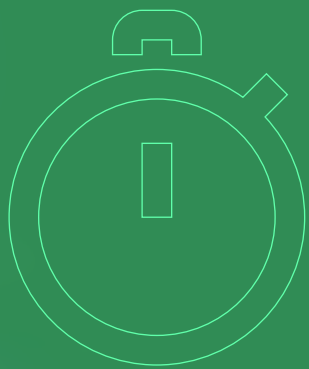
00:21

This includes E-Learning, articles and email phishing tests

Number of data breaches identified during the reporting period

8

Number of data breaches identified during the reporting period and communicated to the authorities

1

3.9.1 Topic overview

Doing business in the space industry includes working on sensitive and complex projects with confidential data and various customers, some of which are government-related. These circumstances require us to be a trustworthy partner and to have robust cybersecurity and data protection processes in place. At the same time, our business activities increase the risk of becoming a target to cyber attacks.

Hence, many customers require proof of the implementation of cybersecurity and privacy standards and certifications. But not only customers expect high standards in the area of cybersecurity and data protection. Our employees also expect their personal information stored by Beyond Gravity to be kept safe.

In addition to technological excellence, it is therefore a priority for us to also excel when it comes to cybersecurity and privacy matters. This helps us to protect our productivity and intellectual property and enables us to work on sensitive projects, including with government customers.

"At Beyond Gravity, privacy and information security are paramount. We go beyond regulatory requirements to ensure trust with our customers and partners. Our focus is on maintaining robust cybersecurity measures to protect our operations and the data of all stakeholders. Looking ahead, we're preparing for the Cybersecurity Maturity Model Certification (CMMC) and enhancing our incident response capabilities."

Martin Müller
Chief Information Security Officer

3.9.2 **Our ambition**

In the realm of privacy and information security, we have the following ambitions:

- We enable our business by complying to customer and regulative requirements.
- We keep our business running by protecting the value chain.
- We defend our business by preventing and reacting to potential future threats and breaches.
- We create an effective security culture within our company.
- We deliver secure products and services.
- We protect (personal) data of our employees.
- We protect (personal) data of our business partners.
- We check all data processing activities according to data protection laws.

Functioning IT is a standard requirement to ensure productivity at all sites. Hence, our main goal is to avoid interruptions. However, we also need to make good use of company resources, which means finding the balance between mitigating existing risks without overloading employees with too many processes and security procedures, which would hamper productivity.

In addition, we aim to achieve zero negative findings from internal and external auditors and to pass all our external security and certification audits. If there are negative findings, our established information security management system has processes implemented to optimize the existing procedures and close existing gaps.

We measure the effectiveness of our information security efforts with relevant KPIs such as the rate of negative phishing tests (<12% in 2023, <6% in 2024), the reaction time on technical vulnerabilities (< 5 working day, below 1 working day on exposed systems) and the reaction time to malware findings (< 1 working day).

| <12% | 2023 |
| <5% | 2024 |
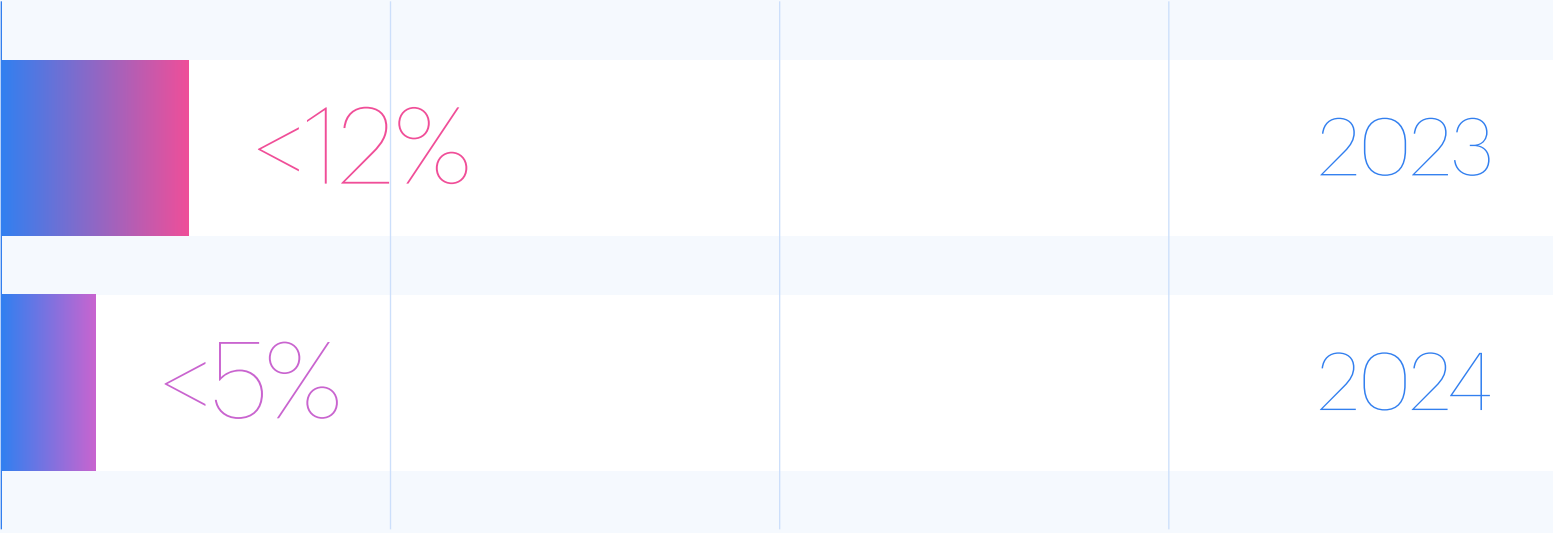
Regarding privacy, we are obliged to follow the EU General data protection Regulation (GDPR), Swiss Federal Data Protection Act, and other country-specific regulations. Hence, we aim to avoid any breaches of these regulations.

3.9.3 **Impacts, risks and opportunities**

Privacy and information security is a risk-driven topic. Customers, employees and other stakeholders expect this as basic requirement. Therefore, there is little upside potential for us. However, if cybersecurity incidents or data breaches occur, this can have negative consequences. In addition to reputational damage, we risk losing existing contracts or failling to win new contracts, especially with government-related agencies and companies. However, if we implement an information security management system, which exceeds industry standards, we might gain a competitive advantage.

In addition, cybersecurity incidents can interrupt our production processes and thus reduce our productivity. Also, the intellectual property of Beyond Gravity could be stolen.

3.9.4 **Management approach**

Information Security Management System (ISMS)
The central piece of our efforts regarding privacy and information security is the information security management system. Beyond Gravity's ISMS has been ISO 27001 certified since October 2023, and we have reached readiness for the American security Cybersecurity Maturity Model Certification (CMMC) standard in IT and we are pushing the business to be ready by end of 2024. We aim to achieve the CMMC certification in 2025, however, this depends on the availability of auditors, who are currently very sought-after.

The ISMS ensures a risk-based approach to information security. The relevant policies are in place and applied, such as group policies on information and IT security, information classification and handling, or data protection, which all apply to the whole company and all sites. In addition, there are information security and data protection requirements in the Code of Conduct for Business Partners, which these partners must sign and comply with.

The relevant information security and data protection risks are integrated into our enterprise risk management system, and processes are in place to ensure regular review, improvements and effectiveness of measures taken. The Executive Committee is informed four times a year about the risk situation, and the Board's Audit Committee twice a year. Identified risks which cannot be reduced or eliminated by suitable measures are managed in a risk inventory and approved by the Executive Committee.

Eleanor Münch
Manager Legal, Compliance & Governance

"At Beyond Gravity, as part of the Compliance Management System, it is our ambition to create a culture of responsibility, safeguarding data privacy awareness on all levels and ensuring legal compliance with data protection in all countries throughout Beyond Gravity. We are committed to ensuring the trust of our employees, partners, customers and authorities."

Incident response
A vulnerability management tool is in place and different technologies help isolate services and systems in the event of incidents. We have a security operations center (SOC), including an emergency response team, which supervises the IT security services and reactsto (suspected) security incidents. Regular assessments are conducted, such as security audits by internal and external specialists (including penetration tests), automatic and manual security analyses and process analyses. Based on these internal and external audits, relevant measures are taken to improve the cybersecurity posture. Finally, we have an cybersecurity insurance policy, which covers potential financial damage stemming from IT-related damages.

In addition, we have a dedicated data breach process in case data is lost or (accidentally) shared. Our data protection organization and processes in these cases are in line with GDPR rules and the Swiss Federal Data Protection Act. To avoid the spread of potential incidents, we try to collect as little personal data as possible.

Data protection
The topic of data protection is part of our compliance management system. The main resources and activities around data protection include group-wide policies that implement all relevant legal requirements. We regularly conduct data protection impact assessments, data protection risk assessments, record processing activities, and implement all other requirements from applicable laws. In addition, we have various data protection agreements, which are accessible to all affected parties. Our employees receive regular e-learnings and individual trainings, depending on the respective functions, to ensure that the relevant data protection requirements are complied with. If there are requests regarding data protection issues, the employees are supported by the compliance department.

Roles and responsibilities
The Board of Directors is responsible for the strategy regarding information security and data protection and oversees the implementation of the relevant management systems. The implementation is delegated to the Executive Committee, which approves the group-wide policies. For the day-to-day implementation, the Executive Committee has tasked the Chief Information Security Officer (reporting directly to the CFO), the Chief Information Officer (reporting directly to the Chief Transformation and Strategy Officer) and VP Compliance, which is responsible for Data Protection issues (reporting directly to the General Counsel, which reports to the CFO). In the different entities and business functions, there are points of contact supporting the compliance department on data protection issues.

3.9.5 Outlook

In 2024, we aim to receive the CMCC readiness to prepare for certification in 2025 as soon as available. This certification is critical when doing business in the US. Furthermore, the security operation center will onboard external support to maximize coverage and be able to respond even faster to cybersecurity incidents. On the product side, we will increase the amount of secure software development trainings and establish an adopted secure product development lifecycle.

4.0

Key Performance Indicators.

Key Performance Indicators.

This sustainability report contains due to its nature forward-looking statements based upon current expectations and assumptions regarding anticipated developments and other factors. These statements are not historical facts, nor are they guarantees of future performance since they are subject to numerous assumptions, risks, and uncertainties, which may change essentially over time.

Forward-looking statements speak only as of the date they are made, and various factors could cause actual performance to differ materially from that expressed or implied by these forward-looking statements including among other things, the following: (a) business risks related to the global volatile economic environment; (b) difficulties encountered in operating in emerging markets; (c) risks inherent in large, long term projects served by parts of Beyond Gravity's business; (d) the timely development of new products, technologies, and services; (e) Beyond Gravity's ability to anticipate and react to technological change and evolving industry standards in the markets in which Beyond Gravity operates; (f) changes in raw materials prices or limitations of supplies of raw materials; (g) effects of competition and changes in economic and market conditions in the product markets and geographic areas in which Beyond Gravity operates; (h) effects of, and changes in, laws, regulations, governmental policies, taxation, or accounting standards and practices.

Beyond Gravity assumes no duty to and does not undertake to update forward-looking statements. The report should not therefore be regarded as suitable to be used or relied on by any party wishing to acquire rights against Beyond Gravity. Any party who obtains access to the report or a copy and chooses to rely on the report (or any part of it) will do so at its own risk and Beyond Gravity will accept no responsibility or liability in respect of the report to any other party.

We only show 2022 and 2023 data, as Beyond Gravity, as it currently exists, was finally released from the overall RUAG International business in 2022. Hence, comparability is only possible for these two years.

General Disclosures   1 | 6

Employees	2022	2023
Total number of employees	1,715	1,628
Male	1,349	1,298
Female	366	330
Total number of permanent employees	N/A	1,584
Male	N/A	1,263
Female	N/A	321
Total number of temporary employees	N/A	44
Male	N/A	35
Female	N/A	9
Total number of non-guaranteed hours employees	N/A	N/A
Male	N/A	N/A
Female	N/A	N/A

General Disclosures　　　　　2 | 6

Employees		2022	2023
Total number of full-time employees	1,439	N/A	1,439
Male	1,169	N/A	1,169
Female	270	N/A	270
Total number of part-time employees		N/A	189
Male	129	N/A	129
Female	60	N/A	60
Number of employees in Switzerland		N/A	698
Permanent employees	671	N/A	671
Temporary employees	27	N/A	27
Non-guaranteed hours employees	N/A	N/A	N/A
Full-time employees	613	N/A	613
Part-time employees	85	N/A	85
Number of employees in USA		N/A	206
Permanent employees	204	N/A	204
Temporary employees	2	N/A	2
Guaranteed hours employees	N/A	N/A	N/A

General Disclosures

Employees		2022	2023
Full-time employees	204	N/A	204
Part-time employees	2	N/A	2
Number of employees in Sweden	367	N/A	367
Permanent employees	361	N/A	361
Temporary employees	6	N/A	6
Guaranteed hours employees	N/A	N/A	N/A
Full-time employees	336	N/A	336
Part-time employees	31	N/A	31
Number of employees in Austria	244	N/A	244
Permanent employees	239	N/A	239
Temporary employees	5	N/A	5
Guaranteed hours employees	N/A	N/A	N/A
Full-time employees	191	N/A	191
Part-time employees	53	N/A	53

General Disclosures

Employees		2022	2023
Number of employees in Finland	32	N/A	32
Permanent employees	31	N/A	31
Temporary employees	1	N/A	1
Guaranteed hours employees	N/A	N/A	N/A
Full-time employees	31	N/A	31
Part-time employees	1	N/A	1
Number of employees in Germany	76	N/A	76
Permanent employees	73	N/A	73
Temporary employees	3	N/A	3
Guaranteed hours employees	N/A	N/A	N/A
Full-time employees	61	N/A	61
Part-time employees	15	N/A	15

Employees	2022	2023
Total number of workers who are not employees	218	223

General Disclosures

Regarding employee numbers:
The numbers represent the headcount at the end of each calendar year (31.12). All internal employee categories of Beyond Gravity: including full-time, part-time, apprentices and interns. Excluding contractors and consultants. If an employee left the company in December, they are still included. 2022 numbers also include the support functions division that worked for Aerostructures, as a split was not possible (total of 26 employees in Switzerland, Germandy and Hungary).

For 2022, 18 employees and for 2023 5 employees could not be allocated to a country.

Regarding workers who are not employees:
The numbers represent the headcount at the end of each calendar year (31.12). In this category, we only list contractors as workers who are not employees (consultants or interns are excluded from that list), e.g.: Contractors hired by the organization to perform work at the organization's workplace, in a public area, or directly at the workplace of the organization's client.

Communication of critical concerns	2022	2023
Total number of critical concerns during the reporting period	0	0

Critical concerns include concerns about the organization's potential and actual negative impacts on stakeholders raised through grievance mechanisms and other processes. They also include concerns identified through other mechanisms about the organization's business conduct in its operations and its business relationships.

Annual remuneration ratio [USD]	2022	2023
Ratio of the annual total remuneration for the organization's highest-paid individual to the median annual total remuneration for all employees (excluding the highest-paid individual).	10.3	10.2
Ratio of the percentage increase in annual total remuneration for the organization's highest-paid individual to the median percentage increase in annual total remuneration for all employees (excluding the highest-paid individual).	-4.3	2.1

General Disclosures   6 | 6

Compliance with laws and regulations	2022	2023
Total number of significant (sanctiones issued) instances of non-compliance with laws and regulations during the reporting period	0*	0
Instances for which fines were incurred	0	0
Instances for which non-monetary sanctions were incurred	0	0
Total number of fines for instances of non-compliance with laws and regulations that were paid during the reporting period	0	0
Number of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;	0	0
Number of fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	0	0
Total monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period	0	0
Monetary value of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;	0	0
Monetary value of fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	0	0

* In 2022 two trade compliance cases occurred.

Collective bargaining agreements	2022	2023
Percentage of total employees covered by collective bargaining agreements	77%	82%

Climate Change & Energy

Energy data includes various estimates and statistical assumptions where actual consumption data or the energy mix were not available at the time of data collection.

For the calculation of the carbon emissions, heating, electricity, cooling, and company vehicles were measured. Other smaller devices such as gas-powered forklift trucks are not included. Such data is very dynamic, difficult to measure accurately and has no major influence on the overall footprint. In the case of company vehicles, logbooks were not available at all sites, in which case assumptions on average driving distances were used.

Energy consumption within the organization [GJ]	2022	2023
Total fuel consumption within the organization from non-renewable sources	2,169.2	1,768.3
Total fuel consumption within the organization from renewable sources	0	0
Total electricity consumption	42,015.9	39,063.9
Total heating consumption	16,126.9	15,724.2
Total cooling consumption	N/A	1371.1
Total steam consumption	1,987.7	1,724.4
Total energy consumption within the organization	62,299.9	59,651.9

Electricity sold, heating sold, cooling sold, steam sold not applicable as no energy was sold by Beyond Gravity.

The comparability of the data between 2022 and 2023 is limited, as there were fewer sites assessed in 2022 and the data collection methodology was improved for 2023.

Climate Change & Energy

Direct (Scope 1) GHG emissions [t CO_2-eq]	2022	2023
Gross direct (Scope 1) GHG emissions	1,64.7	92.9

Notes:
- Fugitive emissions were not part of the assessment, as there is currently no system in place to track these on a company level. Beyond Gravity is working on a suitable system and will report on these emissions in the next sustainability report.
- Mandatory GHG were included in the calculation according to the GHG Protocol.
- Source of emission factors for mobile and stationary combustion: Gov.uk – Department for Energy Security and net zero.
- Biogenic emissions for Beyond Gravity not applicable.

Site specific assumptions:
- Nyon: the heating consumption for the months of November and December were not yet available at the point of publication. An extrapolation based on heating degree days in the area of Nyon was used to estimate the total heating consumption of 2023.
- Titusville: energy mix of last year used, as no newer data available at the time of the CCF.
- Decatur: As it was not possible to collect the 2023 data for this site, the 2022 data was used instead.
- Linköping: no emission factor available from district heating supplier for the Tannefors region in Linköping, an average of the other two city districts was used, as the grid mix of the districts in Linköping are comparable.
- Coswig Dresden & Linköping: energy consumption by vehicle fleet was calculated based on measured driving distances and conversion factors provided by Gov.uk – Department for Energy Security and net zero.

Indirect energy (Scope 2) GHG emissions [t CO_2-eq]	2022	2023
Gross location-based indirect energy (Scope 2) GHG emissions	2,439.0	1,790.2
Gross market-based indirect energy (Scope 2) GHG emissions	1,218.4	1,145.9

Source of emissions factors:
- Market-based: emission factors / energy mix provided by respective suppliers.
- Location-based: Documentation of Scope 2 and 3 separation of electricity GHG emissions in ecoinvent v3.9.1. GHGs that are listed as required GHGs for corporate or product inventories in the Accounting and Reporting Standard Amendment (Greenhouse gas protocol, 2013) are included.
- Different location-based emission factors were used during 2022 CCF leading to higher Scope 2 emissions in 2022. The emission factors used in 2023 will be used in the future reporting years to guarantee comparability.

Climate Change & Energy

Other indirect (Scope 3) GHG emissions [t CO_2-eq]	2022	2023
Gross other indirect (Scope 3) GHG emissions	51,949	68,621

Notes:

- Mandatory GHG were included in the calculation according to the GHG Protocol.
- Categories included: 3.1 Purchased goods & services, 3.2 Capital goods, 3.3 Fuel- & energy-related activities, 3.4 Upstream transportation, 3.5 Waste generated in operations, 3.6 Business travel, 3.7 Employee commuting.
- Categories 3.1 to 3.6 were mostly calcuated through the spend-based approach using the matter+s Scope 3 calculation tool by ctrl+s. Category 3.6 was calculated using both the spend-based and distance-based approach, as different forms of data was available for some sites. For the distance-based approach, emission factors from the UK government were used to calculate the respective emissions. Category 3.7 was estimated based on average employee numbers using the scope3analyzer tool.
- Biogenic emissions for Beyond Gravity are not applicable.

Use of Resources & Circularity

Zurich-Seebach, Linköping, Gotheburg, and Vienna are currently the only sites that provide solid data on waste statistics. The information comes from external suppliers that have communicated the respective quantities in a report. (Zürich-Seebach data does not include Pet, Alu, Metal and Electronics).

Data from other sites is incomplete or only approximate and is therefore not reported. The proportion of recycling and combustion waste is complete for non-hazardous waste; for hazardous waste, the proportion of recycling is included where this information is known.

Waste generated [t]	2022	2023
Paper and cardboard	N/A	38.7
Electronics	N/A	2.8
Metals & Alu	N/A	4.6
Plastic	N/A	26.6
Other (waste to be sorted or wood)	N/A	89
Total	**N/A**	**161.7**

Waste diverted from disposal [t]	2022	2023
Waste recycled	N/A	96.9
Waste deposited	N/A	3.3
Waste sent to combustion	N/A	65.3
Unclear	N/A	7.9

Use of Resources & Circularity

Hazardous waste [t]		2022	2023
Adhesives and sealants	0.2	N/A	0.2
Paint and varnish waste	0.7	N/A	0.7
Propanol, acetone and other organic solvents, detergents and cleaning agents, alkaline washing water		N/A	8.8
Electronics	1.9	N/A	1.9
Scrap metals	0.4	N/A	0.4
Others	0.7	N/A	0.7
Total	**12.7**	**N/A**	**12.7**

Pollution

Purchased Acetone by country [kg]	2022	2023
Switzerland	N/A	1,258.5
USA	N/A	200
Sweden	N/A	39.5
Austria	N/A	0
Finland	N/A	0
Germany	N/A	1
Total	**N/A**	**1,499**

Purchased Isopropanol by country [kg]	2022	2023
Switzerland	N/A	2,337.5
USA	N/A	709
Sweden	N/A	1,109.8
Austria	N/A	319.8
Finland	N/A	1255
Germany	N/A	252
Total	**N/A**	**5,982.6**

Occupational Health & Safety

All reported incidents are entered into a global incident tool by the responsible HSSE manager.
Both Beyond Gravity employees and workers who are not Beyond Gravity employees are included.
Only reported cases are included, hence it cannot be ruled out that there might be more cases.

Workers covered by an occupational health and safety management system	2022	2023
Percentage of employees who are covered by an occupational health and safety management system based on legal requirements or recognized guidelines	100%	100%

Work-related injuries	2022	2023
Total number of recordable work-related injuries	28	20
Total number of recordable severe work-related injuries	0	0
Total number of commuting accidents	8	6

Equal Treatment & Opportunities

Diversity of governance bodies and employees	2022	2023
Total individuals within Beyond Gravity's governance bodies	N/A	5
Percentage of female individuals in Beyond Gravity's governance bodies	N/A	20%
Percentage of male individuals in Beyond Gravity's governance bodies	N/A	80%
Percentage of individuals in Beyond Gravity's governance bodies under 30 years old	N/A	0%
Percentage of individuals in Beyond Gravity's governance bodies 30 to 50 years old	N/A	0%
Percentage of individuals in Beyond Gravity's governance bodies over 50 years old	N/A	100%
Total number of Senior Managers	N/A	30
Percentage of female Senior Managers	N/A	27%
Percentage of male Senior Managers	N/A	73%
Percentage of employees under 34 years old in Senior Managers	N/A	3%
Percentage of employees 35 to 54 years old in Senior Managers	N/A	70%
Percentage of employees over 55 years old in Senior Managers	N/A	27%
Total number of Managers (People Leaders)	N/A	206
Percentage of female Managers	N/A	19%
Percentage of male Managers	N/A	81%
Percentage of employees under 34 years old in Managers	N/A	5%
Percentage of employees 35 to 54 years old in Managers	N/A	75%

Equal Treatment & Opportunities

Diversity of governance bodies and employees	2022	2023
Percentage of employees over 55 years old in Managers	N/A	20%
Total number Individual contributors (Employees without direct reports)	N/A	1,422
Percentage of female Individual contributors	N/A	20%
Percentage of male Individual contributors	N/A	80%
Percentage of employees under 34 years old in Individual contributors	N/A	26%
Percentage of employees 35 to 54 years old in Individual contributors	N/A	51%
Percentage of employees over 55 years old in Individual contributors	N/A	23%

Ratio of basic salary and remuneration of women to men	2022	2023
Switzerland		
Ratio of the basic salary and remuneration of women to men for Senior Managers in Switzerland	N/A	0.75
Ratio of the basic salary and remuneration of women to men for Managers (People Leaders) in Switzerland	N/A	1.00
Ratio of the basic salary and remuneration of women to men for Individual Contributors in Switzerland	N/A	0.97
USA		
Ratio of the basic salary and remuneration of women to men for Senior Managers in the USA	N/A	N/A*
Ratio of the basic salary and remuneration of women to men for Managers (People Leaders) in the USA	N/A	0.99
Ratio of the basic salary and remuneration of women to men for each Individual Contributors in the USA	N/A	0.92

Equal Treatment & Opportunities

Ratio of basic salary and remuneration of women to men	2022	2023
Sweden		
Ratio of the basic salary and remuneration of women to men for Senior Managers in Sweden	N/A	0.94
Ratio of the basic salary and remuneration of women to men for Managers (People Leaders) in Sweden	N/A	1.01
Ratio of the basic salary and remuneration of women to men for Individual Contributors in Sweden	N/A	0.91
Austria		
Ratio of the basic salary and remuneration of women to men for Senior Managers in Austria	N/A	N/A*
Ratio of the basic salary and remuneration of women to men for Managers (People Leaders) in Austria	N/A	0.90
Ratio of the basic salary and remuneration of women to men for Individual Contributors in Austria	N/A	0.79
Finland		
Ratio of the basic salary and remuneration of women to men for Senior Managers in Finland	N/A	N/A**
Ratio of the basic salary and remuneration of women to men for Managers (People Leaders) in Finland	N/A	N/A *
Ratio of the basic salary and remuneration of women to men for Individual Contributors in Finland	N/A	0.84
Germany		
Ratio of the basic salary and remuneration of women to men for Senior Managers in Germany	N/A	N/A**
Ratio of the basic salary and remuneration of women to men for Managers (People Leaders) in Germany	N/A	N/A*
Ratio of the basic salary and remuneration of women to men for Individual Contributors in Germany	N/A	0.82

* No females in this category. / ** No employees in this category.

Working Conditions   1 | 3

New employee hires and employee turnover	2022	2023
Total number of new employee hires during the reporting period	N/A	324
Total number of new female hires during the reporting period	N/A	84
Total number of new male hires during the reporting period	N/A	240
Total number of new employees by country*		
Switzerland	N/A	155
USA	N/A	44
Sweden	N/A	74
Austria	N/A	28
Finland	N/A	10
Germany	N/A	13
Rate of employee hires during reporting period	**N/A**	**20%**

* Switzerland: Beyond Gravity Schweiz AG, Beyond Gravity Services AG, Beyond Gravity Slip Rings SA; USA: Beyond Gravity USA Inc.;
   Sweden: Beyond Gravity Sweden AB; Austria: Beyond Gravity Austria GmbH; Finland: Beyond Gravity Finland Oy; Germany: BG Germany GmbH

Working Conditions

New employee hires and employee turnover	2022	2023
Total number of employees who left Beyond Gravity during the reporting period	N/A	364
Total number of female employees who left Beyond Gravity during the reporting period	N/A	96
Total number of male employees who left Beyond Gravity during the reporting period	N/A	268
Total number of employees who left Beyond Gravity during the reporting period by country*		
Switzerland	N/A	167
USA	N/A	96
Sweden	N/A	50
Austria	N/A	29
Finland	N/A	9
Germany	N/A	13
Rate of employee turnover during the reporting period	N/A	22%

* Switzerland: Beyond Gravity Schweiz AG, Beyond Gravity Services AG, Beyond Gravity Slip Rings SA; USA: Beyond Gravity USA Inc.;
Sweden: Beyond Gravity Sweden AB; Austria: Beyond Gravity Austria GmbH; Finland: Beyond Gravity Finland Oy; Germany: BG Germany GmbH

The high turnover rate can be explained by the fact that Beyond Gravity went through two reorganizations.
This transformation process leads to new requirements for employees in various departments. In addition,
the divesture of various businesses require a right-sizing of corporate and support functions.

Working Conditions

Parental leave	2022	2023
Total number of employees that took parental leave	78	70
Total number of female employees that took parental leave	14	16
Total number of male employees that took parental leave	64	54
Total number of employees that returned to work in the reporting period after parental leave ended	69	65
Total number of female employees that returned to work in the reporting period after parental leave ended	8	12
Total number of male employees that returned to work in the reporting period after parental leave ended	61	53
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	50	55
Total number of female employees that returned to work after parental leave ended that were still employed 12 months after their return to work	13	6
Total number of male employees that returned to work after parental leave ended that were still employed 12 months after their return to work	37	49
Total number of employees due to return to work after taking parental leave (agreed upon)	73	68
Total number of female employees due to return to work after taking parental leave (agreed upon)	12	14
Total number of male employees due to return to work after taking parental leave (agreed upon)	61	54
Return to work rate female	66.7%	85.7%
Return to work rate male	100%	98%
Retention rate female	92.9%	100%
Retention rate male	97.4%	87.5%

Other Work-Related Human Rights

The information is based on the registered "Country of Origin" details on the respective delivery notes that are recorded at Beyond Gravity. Overall, a large part of "country of origin" information is missing, because service companies usually do not include a delivery note with such information. However, we are working on completing this data.

New suppliers that were screened using social criteria	2022	2023
Total number of suppliers	N/A	approx. 2,700
Number of new suppliers that were screened using social criteria.	N/A	N/A*

* Since several SAP systems with non-matching data are in use, we are unable to provide a consolidated number.

Negative social impacts in the supply chain and actions taken	2022	2023
Number of suppliers assessed for social impacts.	N/A	1067
Number of suppliers identified as having significant actual and potential negative social impacts	N/A	0*

* 178 suppliers were identified as having risk potential. However, we have no knowledge that any of these suppliers have in fact negative social impacts.

Business Conduct

Listed training courses take place electronically as e-learning with a personalized login for each employee.
Accordingly, training courses, times, successful completion and names are documented in detail.

Operations assessed for risks related to corruption	2022	2023
Total number of operations	12	12
Total number of operations assessed for risks related to corruption	N/A	3
Percentage of operations assessed for risks related to corruption	N/A	25%

Communication and training about anti-corruption policies and procedures	2022	2023
Total number of governance body members (RUAG International Holding AG) that Beyond Gravity's anti-corruption policies and procedures have been communicated to	5	5
Percentage of governance body members (RUAG International Holding AG) that Beyond Gravity's anti-corruption policies and procedures have been communicated to	100%	100%
Total number of governance body members (RUAG International Holding AG) that have received training on anti-corruption	0	5
Percentage of governance body members (RUAG International Holding AG) that have received training on anti-corruption	0%	100%
Total number of employees that Beyond Gravity's anti-corruption policies and procedures have been communicated to	1,715	1,628
Percentage of employees that Beyond Gravity's anti-corruption policies and procedures have been communicated to	100%	100%
Total number of employees that have received training on anti-corruption	397	262
Percentage of employees that have received training on anti-corruption	23%	16%

Business Conduct

Communication and training about anti-corruption policies and procedures	2022	2023
Total number of employees in Switzerland that Beyond Gravity's anti-corruption policies and procedures have been communicated to	710	698
Percentage of employees in Switzerland that Beyond Gravity's anti-corruption policies and procedures have been communicated to	100%	100%
Total number of employees in Switzerland that have received training on anti-corruption	186	127
Percentage of employees in Switzerland that have received training on anti-corruption	26%	18%
Total number of employees in the USA that Beyond Gravity's anti-corruption policies and procedures have been communicated to	260	206
Percentage of employees in the USA that Beyond Gravity's anti-corruption policies and procedures have been communicated to	100%	100%
Total number of employees in the USA that have received training on anti-corruption	79	22
Percentage of employees in the USA that have received training on anti-corruption	30%	11%
Total number of employees in Sweden that Beyond Gravity's anti-corruption policies and procedures have been communicated to	347	367
Percentage of employees in Sweden that Beyond Gravity's anti-corruption policies and procedures have been communicated to	100%	100%
Total number of employees in Sweden that have received training on anti-corruption	73	79
Percentage of employees in Sweden that have received training on anti-corruption	21%	22%
Total number of employees in Austria that Beyond Gravity's anti-corruption policies and procedures have been communicated to	247	244
Percentage of employees in Austria that Beyond Gravity's anti-corruption policies and procedures have been communicated to	100%	100%
Total number of employees in Austria that have received training on anti-corruption	29	17
Percentage of employees in Austria that have received training on anti-corruption	12%	7%

Business Conduct

Communication and training about anti-corruption policies and procedures	2022	2023
Total number of employees in Finland that Beyond Gravity's anti-corruption policies and procedures have been communicated to	29	32
Percentage of employees in Finland that Beyond Gravity's anti-corruption policies and procedures have been communicated to	100%	100%
Total number of employees in Finland that have received training on anti-corruption	1	4
Percentage of employees in Finland that have received training on anti-corruption	3%	13%
Total number of employees in Germany that Beyond Gravity's anti-corruption policies and procedures have been communicated to	104	76
Percentage of employees in Germany that Beyond Gravity's anti-corruption policies and procedures have been communicated to	100%	100%
Total number of employees in Germany that have received training on anti-corruption	29	13
Percentage of employees in Germany that have received training on anti-corruption	28%	17%

Confirmed incidents of corruption and actions taken	2022	2023
Total number of confirmed incidents of corruption	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0

Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2022	2023
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which Beyond Gravity has been identified as a participant	0	0

Privacy & Cybersecurity

For both privacy and data protection, known cases of breaches were included that were also internally communicated to management. There is the possibility that more breaches took place of which we are not yet aware of.

	2022	2023
Total number of substantiated complaints* received concerning breaches of customer privacy	0	0
IT Security: Number of complaints received from outside parties and substantiated by the organization	1	1
Data privacy: Number of complaints received from outside parties and substantiated by the organization	0	0
Total number of identified leaks, thefts, or losses of customer data	0	0
Total number of data breaches identified during the reporting period	4	4
Total number of data breaches identified during the reporting period in which confidential (classified) information was subject to the data breach	0	0
Training minutes per employee for cybersecurity	13	21
Training minutes per employee for data privacy (Datenschutz)	8	28

* Substantiated complaint: written statement by regulatory or similar official body addressed to the organization
  that identifies breaches of customer privacy

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Appendix.

5.1

GRI Content Index.

GRI Content Index

Statement of use	Beyond Gravity has reported in accordance with the GRI Standards for the period January 1, 2023 - December 31, 2023
GRI 1 used	GRI 1: Foundation 2021

GRI Standard / Other source	Disclosure	Location	Omissions and additional information
General disclosures			
The organization and its reporting practices			
GRI 2: General Disclosures	2-1 Organizational details	p. 2, 21	
	2-2 Entities included in the organization's sustainability reporting	p. 2 Annual Report: p. 73	
	2-3 Reporting period, frequency and contact point	p. 2 Annual Report: p. 41	
	2-4 Restatement of information		No restatements, as this is the first sustainability report.
	2-5 External assurance	p. 2	
Activities and workers			
GRI 2: General Disclosures	2-6 Activities, value chain and other business relationships	p. 2 Annual Report: p. 15-16	
	2-7 Employees	p. 76-80	
	2-8 Workers who are not employees	p. 79-80	
Governance			
GRI 2: General Disclosures	2-9 Governance structure and composition	Annual Report: p. 88-94	
	2-10 Nomination and selection of the highest governance body	Annual Report: p.88	

GRI Content Index

GRI Standard / Other source	Disclosure	Location	Omissions and additional information
General disclosures			
GRI 2: General Disclosures	2-11 Chair of the highest governance body	Annual Report: p. 88	
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 25	
	2-13 Delegation of responsibility for managing impacts	p. 25	
	2-14 Role of the highest governance body in sustainability reporting	p. 25	
	2-15 Conflicts of interest	p. 15 Annual Report: p. 88	
	2-16 Communication of critical concerns	p. 32, 80	
	2-17 Collective knowledge of the highest governance body	p. 25	In 2023, no specific sustainability-related trainings were conducted for the BoD.
	2-18 Evaluation of the performance of the highest governance body		Information incomplete: The BoD regularly assesses its performance. However, the assessment is not specifically sustainability-related.
	2-19 Remuneration policies	Annual Report: p. 95-96	
	2-20 Process to determine remuneration	Annual Report: p. 92, 95	
	2-21 Annual total remuneration ratio	p. 80	
Strategy, policies and practices			
GRI 2: General Disclosures	2-22 Statement on sustainable development strategy	p. 4-5	
	2-23 Policy commitments		Beyond Gravity observes the Universal Declaration of Human Rights of the United Nations (including the ILO Minimum Age Convention and Child Labor Convention). Beyond Gravity sources tantalum, tin, tungsten, and gold in a way consistent with the OECD Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas.
	2-24 Embedding policy commitments	p. 64	Beyond Gravity embedded these policy commitments in its Code of Conduct and Code of Conduct for Business Partners.

GRI Content Index

GRI Standard / Other source	Disclosure	Location	Omissions and additional information
General disclosures			
GRI 2: General Disclosures	2-25 Process to remediate negative impacts	p. 14, 20	Detailed processes on how negative impacts are minimized are described in the material topics.
	2-26 Mechanisms for seeking advice and raising concerns	p. 32 Annual Report: p. 92	
	2-27 Compliance with laws and regulations	p. 81	
	2-28 Membership associations	p. 30-31	
Stakeholder engagement			
GRI 2: General Disclosures	2-29 Approach to stakeholder engagement	p. 28-29	
	2-30 Collective bargaining agreements	p. 81	All employees who are not covered by a collective bargaining agreement have employment contracts according to local labor laws.
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p. 26 Annual Report: p. 28	
	3-2 List of material topics	p. 26	
Climate change & energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 38-41	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 82	

GRI Content Index

GRI Standard / Other source	Disclosure	Location	Omissions and additional information
Material topics			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 83	
	305-2 Energy indirect (Scope 2) GHG emissions	p. 83	
	305-3 Other indirect (Scope 3) GHG emissions	p. 84	
Use of resources & circularity			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 42-45	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p.43-45	
	306-2 Management of significant waste-related impacts	p. 44-45	
	306-3 Waste generated	p. 85	
	306-4 Waste diverted from disposal	p. 85-86	
Pollution			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 46-49	
Own indicator	Purchased Acetone by country	p. 87	
Own indicator	Purchased Isopropanol by country	p. 87	
Occupational health & safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 50-54	

GRI Content Index

GRI Standard / Other source	Disclosure	Location	Omissions and additional information
Material topics			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 52-54	
	403-2 Hazard identification, risk assessment, and incident investigation	p. 52-54	
	403-3 Occupational health services	p. 52-53	
	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 52-54	
	403-5 Worker training on occupational health and safety	p. 53	
	403-6 Promotion of worker health	p. 52	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 52-54	
	403-8 Workers covered by an occupational health and safety management system	p. 88	
Own indicator	Work-related injuries	p. 88	
Equal treatment & opportunities			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 55-58	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p. 89-90	
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	p. 90-91	
Working conditions			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 59-62	

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