

OERLIKON RIRI AND
OERLIKON FINEPARTS
COMMITMENT
TO SUSTAINABILITY
2025

oerlikon
riri

oerlikon
fineparts



OUR BRANDS

Oerlikon Riri and Oerlikon Fineparts, the two brands operating in the Oerlikon Luxury business sector, were born following the entry of Riri into the Oerlikon group in 2023:

RESPONSIBLE TODAY
FOR A SUSTAINABLE
TOMORROW

oerlikon
riri

Oerlikon Riri is a centre of excellence for the creation of accessories that guarantee the reliability and attention to detail demanded by the luxury sector. The brand encompasses the uniqueness of **Riri zippers** and **Cobrax buttons**.

riri

COBRAX

oerlikon
fineparts

Oerlikon Fineparts brings together the combined experience and knowledge of the Tuscan companies **DMC, Cobrax Metal Hub and the French-based Coeurdor**. It offers a complete range of customized **metal accessories** and a unique proposal of **surface treatments**.

PRODUCT CATEGORIES



ZIP

An indisputable leader with renowned heritage in the production of zippers for the luxury market, carefully selecting the most innovative materials to make exclusive accessories that are a true concentration of advanced techniques and passion for design, always mindful of environmental protection.

riri



BUTTONS

A continuous focus on experimentation and innovation creating original and high-tech elements that have become a must-have in the luxury industry. A stunning variety of materials, performance and aesthetics, including game changing patents, to radically innovate the world of fastenings and accessories. A reference point for press, jeans buttons and rivets.

COBRAX



METAL COMPONENTS

Precision, manual skill and decades-long tradition combine to create unique metal components, customized in every details. Accessories that are designed, developed and manufactured to meet customer requests and suitable for every sector, from leathersgoods to footwear and ready to wear.



A JOURNEY OF IMPROVEMENT

For Oerlikon Riri and Oerlikon Fineparts a real commitment to sustainability means being aware of the responsibility towards the environment, people and society. To achieve the corporate sustainable goals, there are three main pillars that guide our actions:

/ PROTECT NATURAL RESOURCES

/ INNOVATE FOR THE FUTURE

/ ENHANCE TRACEABILITY AND TRANSPARENCY

This approach has led to a concrete plan, aimed at upgrading sustainability performance, structured in a scientific and quantitative way.

Protect natural resources



ENERGY MANAGEMENT SYSTEM

Following the acquisition by Oerlikon, **we have optimized the management of energy consumption** to improve its efficiency and sustainability.
More information on page 21



RENEWABLE ELECTRICITY

Gradual switch to **certified renewable electricity** in all the sites, further enhancing our energy consumption.
More information on page 20



PACKAGING

We are working on the **elimination of unnecessary and disposable plastic**, replacing it with recycled and recyclable materials.



TRANSPORT

Where possible, our companies are implementing customer awareness projects to encourage transport **by road instead of by air**.

RESPONSIBLE
TODAY FOR A
SUSTAINABLE
TOMORROW

Innovate for the future

Sustainable Materials

More information on page 17



GLOBAL RECYCLED STANDARD (GRS)

From 2021, we use only **GRS certified recycled polyester** as production standard for zip tapes.



GLOBAL ORGANIC TEXTILE STANDARD (GOTS)

From 2020, we use **GOTS certified organic cotton** as production standard for zip tapes.



RESPONSIBLE JEWELLERY COUNCIL (RJC)

We adopt **responsible extraction and processing procedures** through the entire production and distribution chain.



RECYCLED BRASS AND STEEL

For our products we use **brass and steel** composed of at least **80% and 50% recycled materials**.



RECYCLED PRECIOUS METALS

The **gold and palladium** we use for our accessories are composed of **95% and 100% recycled materials**.

Processes



PHYSICAL VAPOUR DEPOSITION (PVD)

Thanks to Oerlikon know-how, we are gradually transitioning to **more environmentally friendly technologies, such as PVD**.



METAL INJECTION MOULDING (MIM)

Our site in Trento, highly specialized in powder metallurgy, is a center of excellence for **MIM**, a technology which involves a number of **environmental benefits**.



ZERO DISCHARGE OF HAZARDOUS CHEMICALS (ZDHC)

The dyeing process in Tirano plant adheres to the ZDHC Manufacturing Restricted Substances List (ZDHC MRSL), ensuring that **no hazardous chemicals are used** in the dyeing process chain.
More information on page 23



LIFE CYCLE ASSESSMENT (LCA)

We are able to analyze the environmental impact of our products to identify opportunities for **improvement and reduction of their carbon footprint**.

Enhance traceability and transparency

Certifications



MANAGEMENT SYSTEM CERTIFICATIONS

From November 2023, all the Oerlikon Riri plants (Palazzolo, Padua, Mendrisio and Tirano) obtained the **ISO 9001, 14001 and 45001** certifications. The DMC plant (Oerlikon Fineparts) is **ISO 9001 and SA 8000** certified.



PRODUCT CERTIFICATIONS

Riri zippers and Cobrax buttons have been certified according to **Oeko-Tex Standard 100** since 2010, ensuring the compliance of their products at every level of the supply chain.



MOG 231

Since 2019, a complex system of **internal controls and procedures**, the purpose of which is to prevent offences under Legislative Decree 231/01 from being committed during the work activities, has been adopted.



WHISTLE BLOWING

In compliance with the provisions of Legislative Decree 231/2001, we have set up an **internal whistleblowing system**. As of March 2023, we adhered to the Oerlikon Reporting (Whistleblowing) Policy.

Policies



HSE POLICIES

A comprehensive HSE and sustainability policy has been implemented to ensure a safe and responsible work environment. To strengthen prevention efforts, specific **Golden Safety Rules** have been established and must be followed by all.



CODE OF CONDUCT

We adhere to the Oerlikon Code of Conduct to **ensure integrity and transparency** in the conduct of our business and in our relationships with others.



CONFLICT MINERALS POLICY

We adopt Oerlikon's "Policy on Minerals from Conflict Zones" with the aim of **discouraging the use of minerals whose marketing promotion could finance violent conflicts**.



SUPPLIER QUALIFICATION

We undertook a project of qualification of all our suppliers, aimed at further **enhancing the traceability of the supply chain**.
More information on page 13



OUR ACHIEVEMENTS

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SUPPLY CHAIN



FOCUS

Supplier qualification project

Oerlikon Riri and Oerlikon Fineparts adopt a structured Supplier qualification process designed to ensure **high standards of quality, regulatory compliance, traceability, and sustainability throughout the entire supply chain**. The process has been harmonized at Group level and is implemented across all facilities, ensuring a consistent approach to the assessment and management of supply chain-related risks.

Supplier qualification is based on the collection and evaluation of specific documentation, defined according to the supplier product category, criticality, and risk profile. Depending on the level of assessment required, the process may include document reviews, self-assessment questionnaires, and on-site supplier audits.

To support this system, a risk-based audit plan has been implemented to monitor the most critical suppliers, promptly identifying areas for improvement, and fostering sustainable and responsible growth throughout the value chain. This approach helps strengthen supply chain resilience, mitigate operational risks, and contribute to the achievement of the Group's sustainability objectives.



FOCUS

Our supply chain featured in Ticino Management

In an interview published in Ticino Management, Swiss magazine focused on economics, finance, and culture, **Olivier Bertoldi, Head of Quality at Oerlikon Luxury**, outlined the Group key ESG initiatives within our supply chain. Among the most impactful are the use of recycled materials, including brass, steel, precious metals, and polyester, as well as the Supplier qualification process.

As Bertoldi noted, this approach has transformed supply chain sustainability into a tangible driver of value creation.

"Quali iniziative ESG nella vostra supply chain hanno avuto maggior impatto e come vi impegnate a coinvolgere i fornitori?"

L'estensione dei principi ESG lungo la supply chain è per tutte le aziende di Oerlikon Riri e Oerlikon Fineparts una leva strategica concreta, non solo un obbligo normativo. Le iniziative che hanno generato il maggiore impatto riguardano soprattutto i materiali. Oggi tutti i nostri accessori in ottone contengono almeno l'80% di materiale riciclato, quelli in acciaio almeno il 50%, mentre oro e palladio utilizzati raggiungono rispettivamente il 95% e il 100% di contenuto riciclato.

Siamo stati inoltre pionieri nella filiera degli accessori nell'adozione del poliestere 100% riciclato certificato Global Recycled Standard (GRS) e del cotone organico certificato Global Organic Textile Standard (GOTS) su tutti i nastri delle nostre zip.



Olivier Bertoldi
Head of Quality
Oerlikon Luxury

Un impatto rilevante deriva anche dall'economia circolare: tutti i nostri scarti metallici, plastici e

tessili vengono recuperati e riciclati, riducendo così l'uso di risorse vergini e le emissioni associate.

Per noi la principale sfida è stata attivare un coinvolgimento efficace e continuativo di fornitori e partner lungo una filiera articolata, tipica del settore del lusso, in cui qualità, tracciabilità e condivisione di valori sono elementi imprescindibili. Abbiamo affrontato questa complessità puntando su collaborazioni di lungo periodo, trasparenza e integrazione dei criteri ESG nei processi di qualifica e monitoraggio. Questo approccio ci ha permesso di rafforzare l'affidabilità e l'eccellenza dei nostri prodotti, trasformando la sostenibilità di filiera in vera e propria creazione di valore, un elemento apprezzato anche dai nostri clienti.

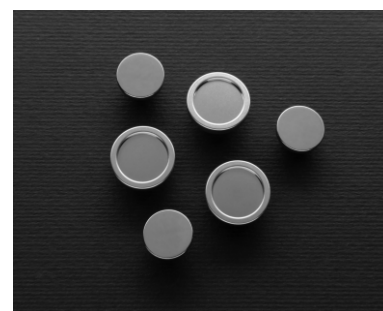


Materials

We continuously work to enhance our environmental performance by investing in the development of low-impact solutions, beginning with the selection of the raw materials used in our products:

Brass: >80% recycled composition

Stainless steel: >50% recycled composition



We use precious metals coming from:



Responsible Jewellery Council - Chain Of Custody (RJC - COC) certified suppliers

ensuring responsible mining and processing practices throughout the production and distribution chain.

The precious metals we use contain:

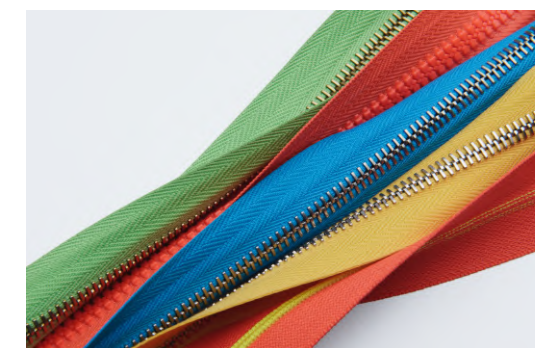


GOLD: 95%
PALLADIUM: 100%

Recycled composition

Starting from 2021, the standard for all our zipper tapes has been:

- Global Recycled Standard (GRS) certified **100% recycled polyester**, entirely made from post-consumer material;
- **organic cotton**, certified according to the Global Organic Textile Standard (GOTS).



Over the past years, Oerlikon Riri and Oerlikon Fineparts have progressively enhanced the use of stainless steel, in line with the strategy launched in 2023 to transition toward more sustainable and high-performance materials.

This trend is particularly evident in the 2024–2025 data, which highlight a significant increase in the share of **stainless steel components, especially within the Fineparts division, rising from 26% in 2024 to 35% in 2025.**

The Buttons division shows a more moderate yet positive increase, from 19% in 2024 to 20% in 2025, confirming a more gradual transition path.

These figures demonstrate the effectiveness of the strategy initiated in 2023, reflecting a progressive and steadily growing integration of stainless steel into production processes, in line with the objectives of evolving and optimizing the material mix.

FOCUS

Quality assurance and Product safety

As part of our ongoing commitment to product quality, safety, and compliance, we implement a structured Quality Assurance approach across all our operations.



Through periodic monitoring, we select representative samples that are tested by accredited external laboratories to verify compliance with applicable chemical and regulatory requirements.



This process is guided by our **Product Restricted Substances List (PRSL)**, which is regularly updated in line with international regulations, industry standards, and customer requirements. Updates are managed by a dedicated team responsible for overseeing control and compliance activities.



We also collaborate with qualified suppliers who adhere to our PRSL and provide supporting documentation to ensure the chemical compliance of materials. Compliance is further reinforced through **OEKO-TEX® Standard 100 certification** for specific product categories, such as zippers and buttons, ensuring adherence to stringent safety requirements.

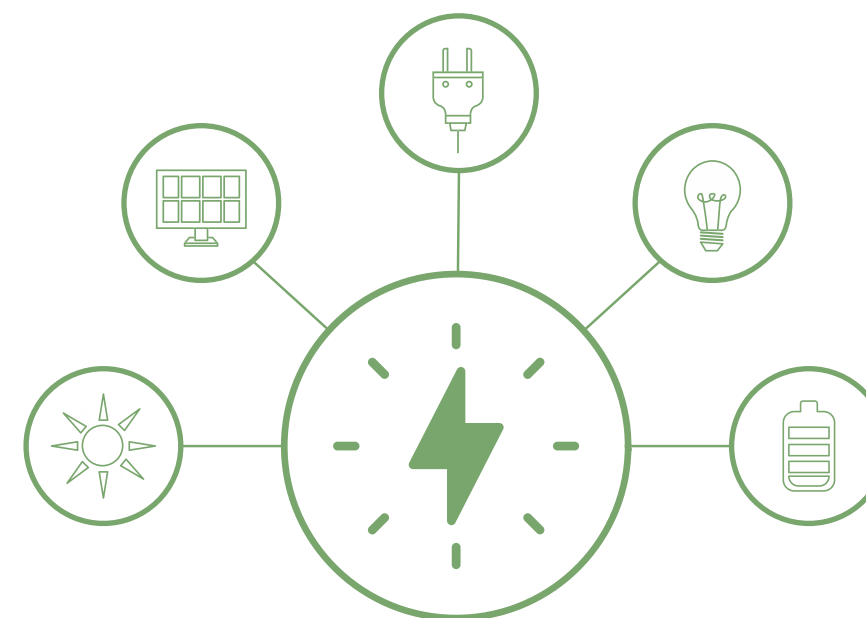


Finally, we promote internal training initiatives to raise awareness and continuously update employees on these topics.

Through this proactive and systematic approach, we maintain high standards of quality and safety while ensuring compliance with applicable regulations in all the markets in which we operate.

Energy

Our energy consumption is mainly due to production activities and, to a lesser extent, heating, air conditioning and lighting of the sites.



In 2025, purchased electricity consumption decreased by 6%, also reflecting changes in production levels across some of our plants.

An improvement in the energy mix is also observed with the share of purchased **renewable energy increasing from 93% to 96%, along with growth in on-site photovoltaic generation (+16%).**

This trend reflects not only changes in production levels but also the effectiveness of the actions implemented as part of the Energy management system project, which contributes to the progressive improvement of the environmental performance in every site.

FOCUS

Energy Management System



The Oerlikon Energy Management System (EnMS) is **aligned with the ISO 50001 standard**, ensuring a structured approach to energy management while maintaining high performance standards. This framework demonstrates the Group's commitment to environmental responsibility and operational excellence, supporting a continuous improvement mindset. The implementation of the EnMS across Oerlikon Riri and Oerlikon Fineparts sites includes the definition of energy policies, the establishment of clear targets, and the use of data-driven analysis to guide decision-making and support improvement initiatives. This approach contributes directly to the achievement of Oerlikon's sustainability objectives.

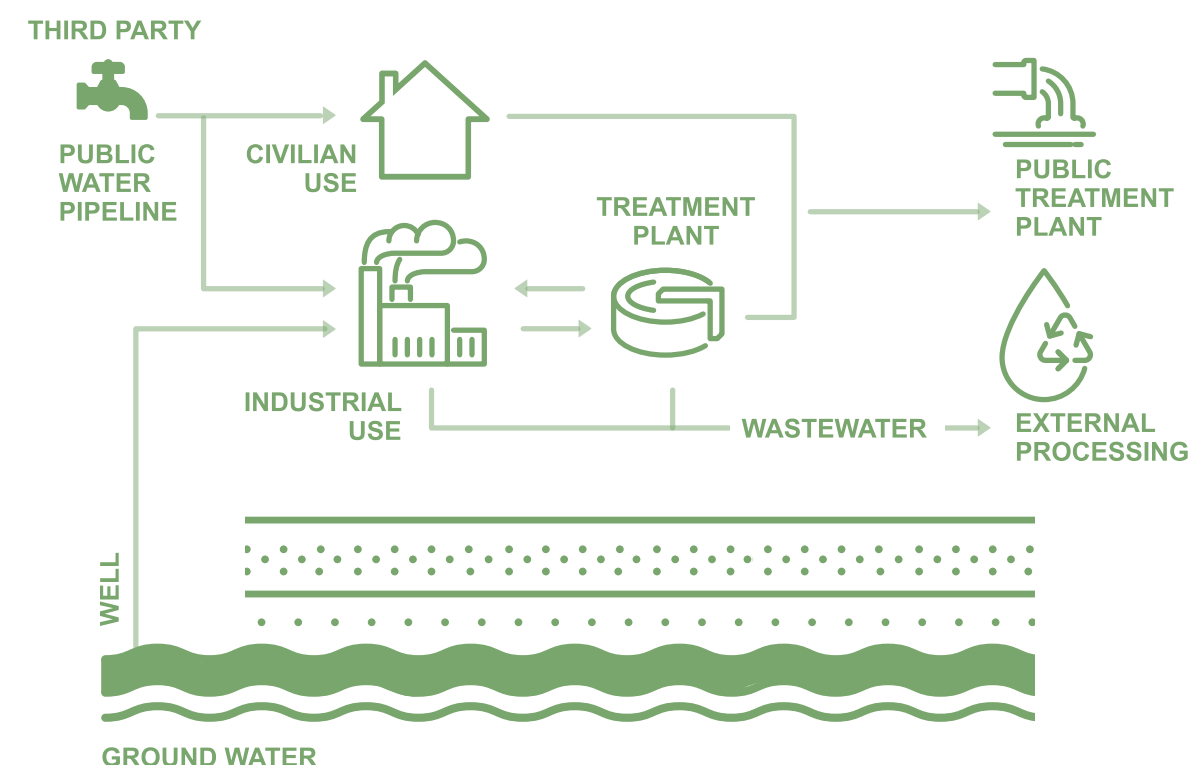
The EnMS provides a consistent framework across all sites, enabling the company to:

- define policies aimed at improving energy efficiency;
- set objectives and targets aligned with these policies;
- analyze energy data to better understand consumption patterns and support informed decisions;
- measure and evaluate performance over time;
- monitor the effectiveness of implemented actions;
- drive continuous improvement in energy management practices.

The Oerlikon EnMS represents a concrete tool for monitoring and reporting energy consumption, enabling the identification and implementation of optimization strategies.

Water

The water cycle of our plants is represented in the flow chart below:



In 2025, a reduction in total water withdrawals is observed, with **municipal water consumption decreasing by 6%** (from 77,621 to 73,146 m³) **and groundwater withdrawals by 7%** (from 12,094 to 11,212 m³). This trend mainly reflects the decrease in production volumes at some of our plants, while maintaining balanced use of the different water supply sources.

Discharge volumes to the municipal network remain substantially unchanged, confirming a consistent approach to wastewater management.

Overall, water resource management remains stable, with an adequate alignment between withdrawn and discharged volumes. In addition, a limited reliance on direct natural sources is observed, with positive implications for the protection of water resources.

FOCUS

ZDHC Compliance – Tirano dyeing facility

Our dyeing facility in Tirano is **aligned with the principles of the Zero Discharge of Hazardous Chemicals (ZDHC) Programme**, supporting a systematic approach to chemical management across the supply chain and the progressive elimination of hazardous substances. Periodic wastewater testing is conducted in accordance with the ZDHC Wastewater Guidelines, with analyses performed by accredited laboratories.

The latest available assessment confirms a high level of compliance with ZDHC requirements:

- results show full conformity across Metals parameters (15/15). All parameters achieved the Aspirational level, indicating excellent performance well below regulatory limits.

Metals

■ Aspirational ■ Alert



- MRSL results also show high compliance, with 194 out of 197 parameters meeting requirements.

MRSL

■ Meets Requirements ■ Does Not Meet Requirements



These results certify the effectiveness of our chemical management practices and our commitment to further improvement, with targeted actions in place to achieve full compliance, in line with international best practices for the textile and manufacturing sector.

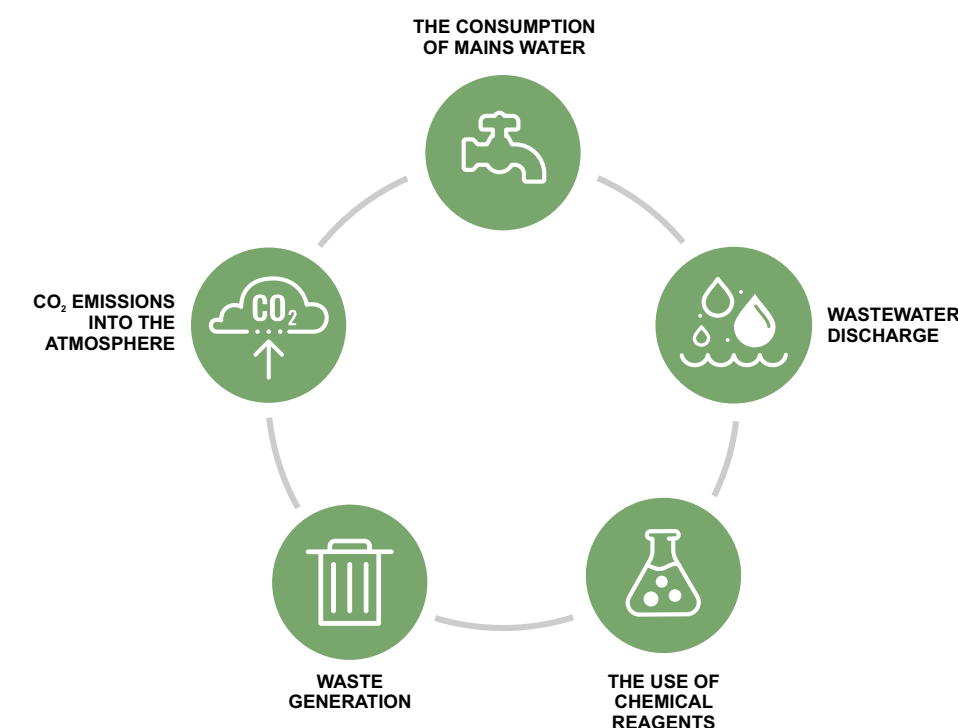
FOCUS

Water treatment project and EV400 Evaporator installation

Padua Site

At the beginning of the year, an EV400 Evaporator was installed at our Padua facility for the treatment of wastewater generated by washing processes. Thanks to this new system, the treated water is distilled and subsequently reused in electroplating processes, contributing to a more efficient use of resources.

This initiative will significantly reduce*:



** Monitoring of these indicators is currently underway; the relevant data will be made available as soon as the measurement phase is completed.*

For Oerlikon Riri, this represents an important step forward towards increasingly responsible and sustainable resource management within production processes.

Waste

In 2025, a **reduction in total waste generated (-12%)** was recorded. This result indicates improved efficiency in production processes and waste reduction practices, while ensuring consistent waste management performance despite changes in production levels.

Waste sent for recovery and recycling decreased by 11% (from 1,160 to 1,037 tons), in line with the overall reduction in waste generated.

Despite this decrease, the recovery rate remained stable at 55%: more than half of the waste continues to be recovered, confirming the robustness of the waste management practices in place.

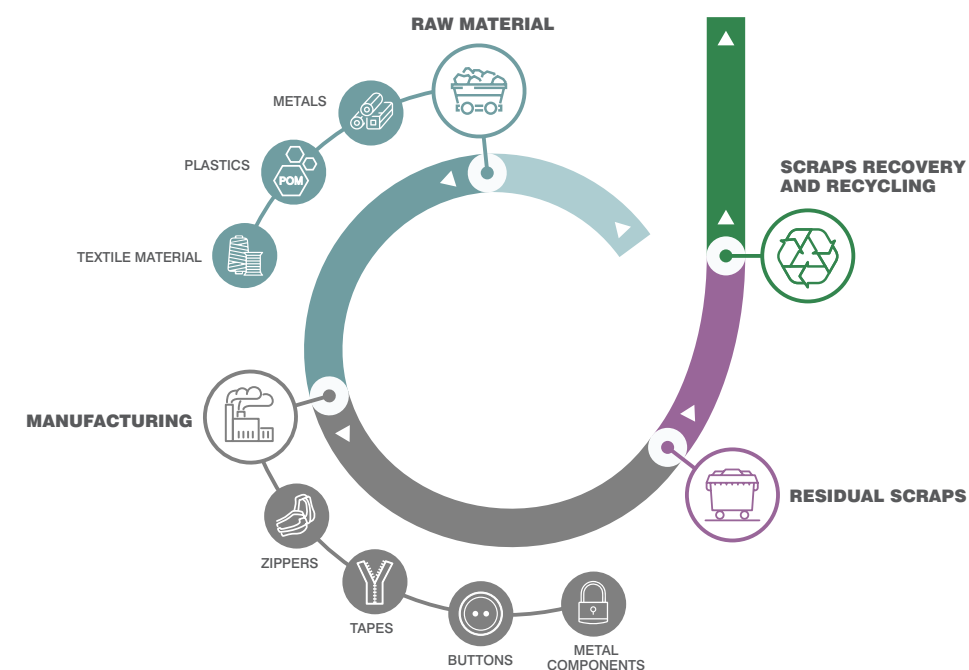


RECOVERED OR
RECYCLED WASTE:
1,037 tons

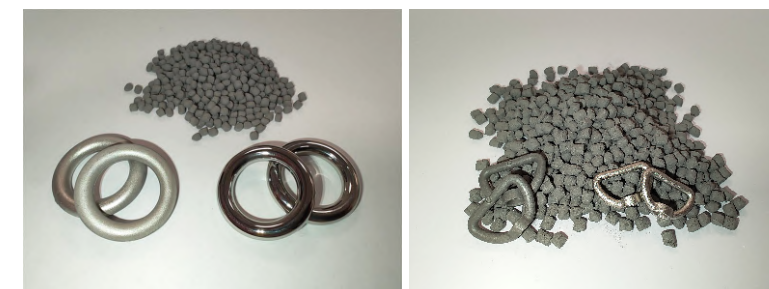
FOCUS

Scraps recovery

Oerlikon Riri and Oerlikon Fineparts are committed to giving value to their production scraps, transforming them into new opportunities. Through dedicated **recovery and recycling processes**, we reduce waste and contribute to building a more sustainable production cycle.



Furthermore, through our transition to stainless steel, we are adopting more environmentally friendly processes - such as Physical Vapour Deposition - and technologies like **Metal Injection Moulding (MIM)**, which offer several key benefits. In particular, MIM **significantly reduces scraps production to almost zero**: in fact, raw material utilization exceeds 99%, compared to approximately 50% of machining and stamping operations.



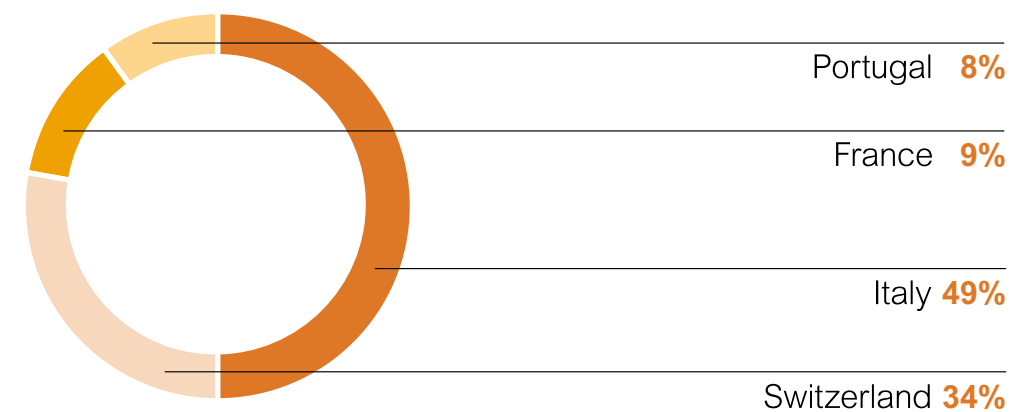
SOCIAL & GOVERNANCE

Our People

In 2025, the workforce of Oerlikon Riri and Oerlikon Fineparts consists of **1,197 employees**, compared to 1,273 in 2024. The decrease from the previous year is related to the trend in business volumes at certain Group production sites and the resulting organizational requirements.

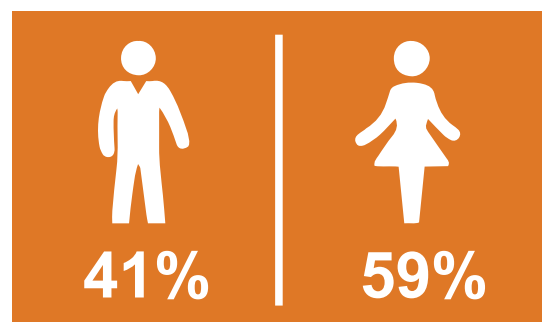
EMPLOYEES BY GEOGRAPHICAL DISTRIBUTION:

The geographical distribution of employees remained broadly in line with the previous year, with Italy and Switzerland continuing to account for the largest share of the workforce, followed by France and Portugal:



EMPLOYEES BY CONTRACT TYPE AND GENDER

The employment structure remains strongly focused on **permanent contracts**, which account for nearly all of the workforce (95%). In 2025, the number of fixed-term contracts decreased compared with the previous year, confirming the prevalence of stable employment relationships. Female representation continues to be significant, accounting for 59% of the total workforce. Furthermore, **three of the ten production sites of Oerlikon Luxury are currently led by women.**



EMPLOYEES BY COMPANY SENIORITY AND GENDER

In 2025, the distribution of employees by length of service confirms the ability of the Company to **retain a significant share of highly experienced employees over time.** Female representation remains substantial across all seniority categories, accounting for more than half of employees with up to 10 years of service and reaching **84%** among those with **more than 30 years of tenure.**

These figures highlight high levels of employee loyalty and long-term career continuity, confirming the presence of an inclusive working environment that supports employee retention over time.

FOCUS

Oerlikon Riri and Oerlikon Fineparts implement the “Lean Six Sigma Green Belt” strategy

Oerlikon Riri and Oerlikon Fineparts renewed their collaboration with Fòrema, a company specialized in developing training programs, by launching a cross-functional **Lean Six Sigma Green Belt** initiative which involves sites across Italy and Switzerland and key functions including Operations, Quality, Supply Chain, Industrialization, and HR.

The program combined interviews, workshops, dedicated training, and hands-on project work to build internal Lean Six Sigma expertise and establish a **team of certified Green Belts.**

By applying the **DMAIC methodology (Define, Measure, Analyze, Improve, Control)**, the newly certified Green Belts are equipped to lead complex improvement projects focused on reducing waste, minimizing process variability and defects, and fostering a shared performance-oriented language across departments.

This investment in internal capabilities reinforces the Group commitment to operational excellence, continuous improvement, and innovation, creating the foundations for more efficient, collaborative, and sustainable business processes.



FOCUS

Open Days at the production facilities in Mendrisio and Palazzolo

Inviting families into the workplace helps create stronger connections between people and the company. It offers a unique opportunity to share everyday achievements, showcase our activities, and celebrate the people whose dedication drives our success.

In July, our Palazzolo sull'Oglio site welcomed the families of employees for its **first open day**. Around 90 participants visited the facility, discovering its expertise in zamak die casting and mould design through guided tours of the production areas.

In November, on the occasion of **National Future Day**, the Mendrisio plant hosted the middle-school-aged children of our employees for an immersive experience in the world of work. Through guided tours and hands-on activities, the students discovered how Riri zippers are made and gained insight into different career opportunities.

The initiative successfully sparked curiosity and enthusiasm, highlighting the value of strengthening connections between schools and businesses and inspiring future generations.



FOCUS

Building a more inclusive workplace

The companies of Oerlikon Riri and Oerlikon Fineparts continue to promote an inclusive and socially responsible workplace culture by supporting a range of awareness initiatives throughout the year and encouraging active employee participation.

In February, on the occasion of **World Odd Socks Day**, employees wore mismatched socks as a symbol of diversity and inclusion.

In October, for **Breast Cancer Awareness Day**, they wore a pink ribbon crafted from the same tape used for our zips as a symbol of solidarity and support.

In addition, the Tirano facility took part in the “Prove di Volo” initiative, a project aimed at **empowering the social and professional reintegration of women who have experienced violence**. Through training and awareness activities developed in collaboration with local organizations, the initiative promotes gender equality, respectful workplace relationships and the recognition of warning signs of harassment or abuse.



Health & Safety

In 2025, we continued to develop our occupational health and safety management system **in line with Oerlikon standards and the principles of the certification ISO 45001**. Through a structured approach based on risk prevention, employee involvement, and continuous improvement, we further strengthened our HSE culture and enhanced our health and safety performance across the organization.



In 2025, health and safety indicators showed uneven results compared with the previous year, confirming the importance of continuing our path of ongoing improvement and further strengthening risk prevention and management activities:

- **TAFR**: the value increased from 1.04 in 2024 to **1.51 in 2025**. Although the indicator rose compared with the previous year, the Company continues to strengthen its prevention and awareness-raising activities to promote further improvements in health and safety performance.
- **NMUS**: the number of reports recorded during the year, **which amounted to 808**, decreased compared with the previous year. Although the figure remains significant, the decline highlights the need to continue promoting a reporting culture and the proactive identification of risk situations.
- **LTASR**: the index increased from 15.76 in 2024 to **36.11 in 2025**, highlighting the importance of continuing the initiatives already underway to strengthen risk prevention and enhance the effectiveness of the health and safety measures implemented in the workplace.

TAFR		NMUS		LTASR	
2024	2025	2024	2025	2024	2025
1.04	1.51	1084	808	15.76	36.11

* TAFR = (Total Recordable Accidents / Total hours worked) x 200,000

* NMUS = Total number of Near Misses and Unsafe Situations reported

* LTASR = (Days lost due to LTAs / Total hours worked) x 200,000

Oerlikon Riri and Oerlikon Fineparts continue to invest in **strengthening the culture of safety and prevention**, promoting the active involvement of employees at all organizational levels. To this end, bi-weekly meetings with the President of Oerlikon Luxury and monthly updates with the Leadership Team were introduced. In line with the path undertaken in previous years, training activities for all employees, Safety Dialogs, and the semi-annual Luxury HSE Committee were maintained and further consolidated.

FOCUS

HSE Day 2025:

Safety first across all facilities

In September, employees of Oerlikon Riri and Oerlikon Fineparts joined colleagues across Oerlikon worldwide to celebrate HSE Day 2025, dedicated to workplace health and safety. This year the focus was on **preventing risks related to hazardous substances**, combining training sessions with practical demonstrations and emergency simulations organized in collaboration with local Fire Brigades and specialized partners.

The various facilities contributed with hands-on activities tailored to their specific contexts. In Fundão (Portugal), employees took part in an emergency drill simulating a chemical spill at the wastewater treatment plant. In Palazzolo (Italy), teams competed in practical exercises involving risk assessment, job safety responsibilities, PPE identification, safety pictograms, and plant layout mapping. Meanwhile, in Mendrisio (Switzerland), the local Fire Brigade led demonstrations on hazardous substances, showcased specialized intervention equipment and uniforms, and gave employees the opportunity to explore a fire truck up close.

OUR COMMITMENT TO SUSTAINABILITY 2025

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