

ascom

Annual Report **2025**

Sustainability Report

Sustainability Report

18	Statement from the Chairman and the CEO
20	Focus topics and key ambitions
21	Key achievements in 2025
22	Sustainability as a strategic driver
25	Planet
34	Product
37	Methodology
38	People
44	Governance
50	GRI Content Index
55	TCFD
64	General Note

Sustainability Report 2025

STATEMENT FROM THE CHAIRMAN AND THE CEO

Dear shareholders, customers, employees, and partners,

Ascom's solutions support patients, caregivers, and professionals in critical environments. This responsibility shapes how we operate. We view environmental stewardship, social responsibility, and strong governance as important parts of our long-term resilience and competitiveness. ESG remains a strategic priority: it strengthens customer trust, improves product durability, supports operational efficiency, and prepares us for evolving regulatory requirements.

The Board of Directors confirms the materiality topic assessment of our ESG priorities and ambitions. Our ambition is steady, our commitment firm, and our approach grounded in realism and transparency. The 2025 Sustainability Report, including the TCFD Report (Task Force on Climate-related Financial Disclosures), was prepared in line with Swiss regulations and the GRI standard (Global Reporting Initiative).

Progress in 2025

In 2025, we enhanced the accuracy and maturity of our sustainability work. A more structured data collection tool helped us improve the quality and reliability of our environmental data. Independent ratings from EcoVadis, Inrate, and Ethifinance reflect our improvement and offer guidance for further progress.

We also completed our registration with the Science-Based Targets initiative (SBTi) and are now preparing for the validation phase.

We continued to optimize the environmental performance of our products. Updated repair standards for DECT and VoWiFi devices reduced material use and extended product lifecycles. We also implemented new European energy labeling requirements to align our portfolio with upcoming regulations. Product-related emissions remain our largest footprint contributor.

Despite these measures, our preliminary Scope 1–3 emissions increased due to higher production volumes and a rise in inbound air freight driven by volatile demand and supply chain disruptions. These developments highlight the need to strengthen supply chain planning and collaborate closely with partners to reduce emissions.

We also advanced our social and governance initiatives, including improvements to onboarding, training, and leadership development—key elements of a strong, engaged organizational culture.

Journey ahead

Our priorities for 2026 remain clear: deliver customer value, strengthen operational excellence, and deepen our sustainability efforts. We will continue developing cloud-based and energy-efficient solutions, integrating circular design principles and working closely with suppliers to improve joint environmental performance.

Preparing for SBTi-validation in 2027 will be a key focus in 2026.

As regulatory expectations rise, comprehensive product-related environmental data will become increasingly important. We are preparing for new frameworks such as the European ecodesign regulation and the Digital Product Passport, which will influence procurement, design, and customer requirements.

We will further strengthen leadership competencies and expand development opportunities to support a collaborative and inclusive culture. In parallel, we will monitor regulatory developments in the EU and Switzerland. Although Ascom currently falls outside the European Corporate Sustainability Reporting Directive (CSRD), adjustments of the Swiss framework are to be expected.

Carbon neutral by

2040

Net zero by

2050



Ascom registered to SBTi.



Michael Reitermann, Delegate of the Board of Directors and CEO ad interim of Ascom, and Dr. Valentin Chapero Rueda, Chairman of Ascom

Sustainability remains firmly embedded in Ascom's long-term strategy. Our approach is grounded in transparency, purpose and pragmatism. We are committed to contributing to a more resilient and sustainable future while continuing to innovate for customers and create lasting value for stakeholders.

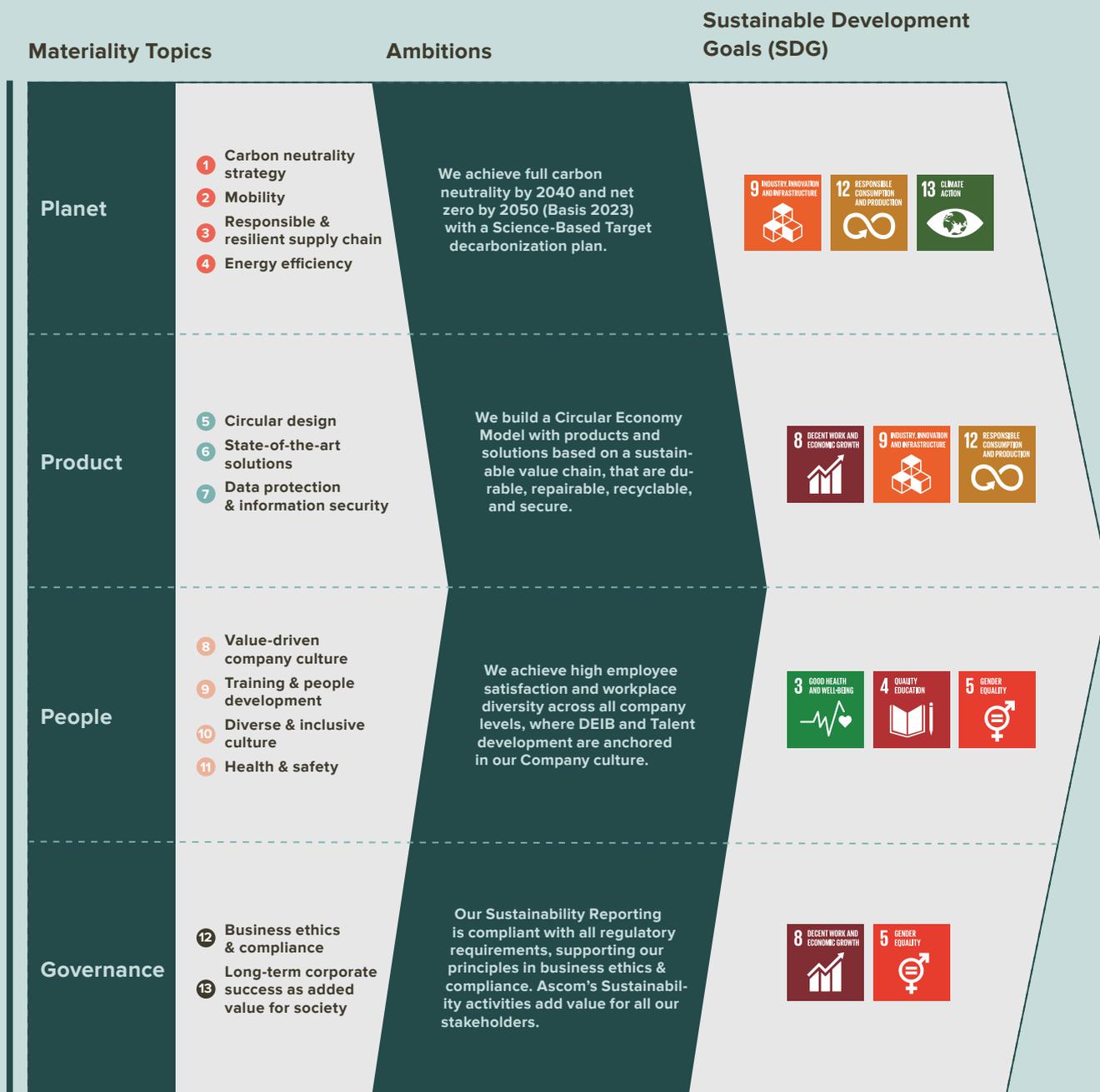
Thank you for your trust and partnership.

Sincerely,

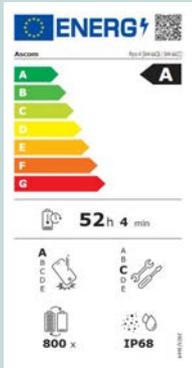
Dr. Valentin Chapero Rueda
Chairman of the Board of Directors

Michael Reitermann
Delegate of the Board of Directors and
CEO ad interim

FOCUS TOPICS AND KEY AMBITIONS



KEY ACHIEVEMENTS IN 2025



Implementation of Energy Labels for Myco 4

85.7%
Employee retention rate increased (2024: 80.8%)

-25%
Handset cover exchanges due to new repair standard (waste reduction)

43%
Share of Ascom class 1 suppliers registered to SBTi

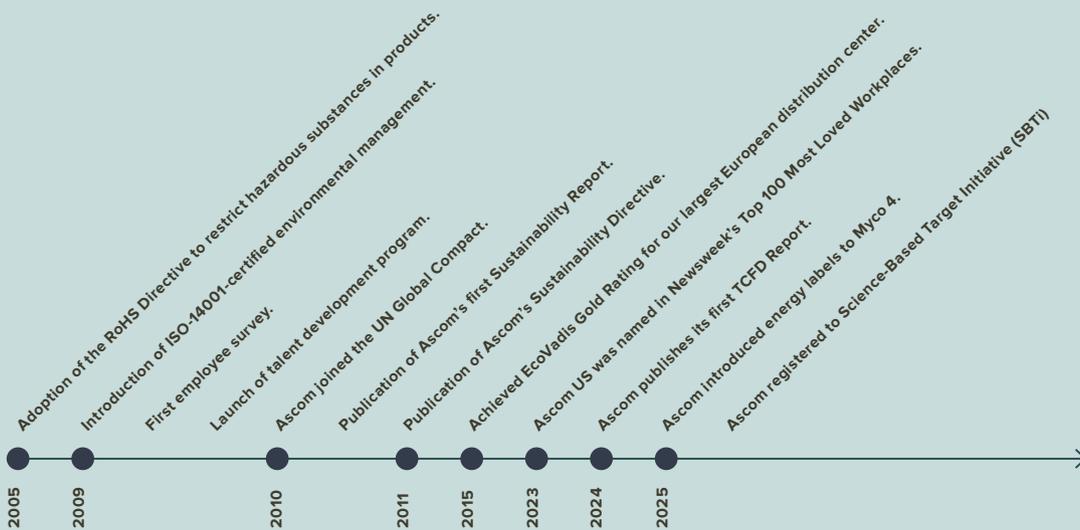
-16%
Emission by Business Flights

-10.8%
Reduction of electricity and heating consumption

+9%
Renewable energy consumption



ASCOM'S SUSTAINABILITY JOURNEY



SUSTAINABILITY AS A STRATEGIC DRIVER

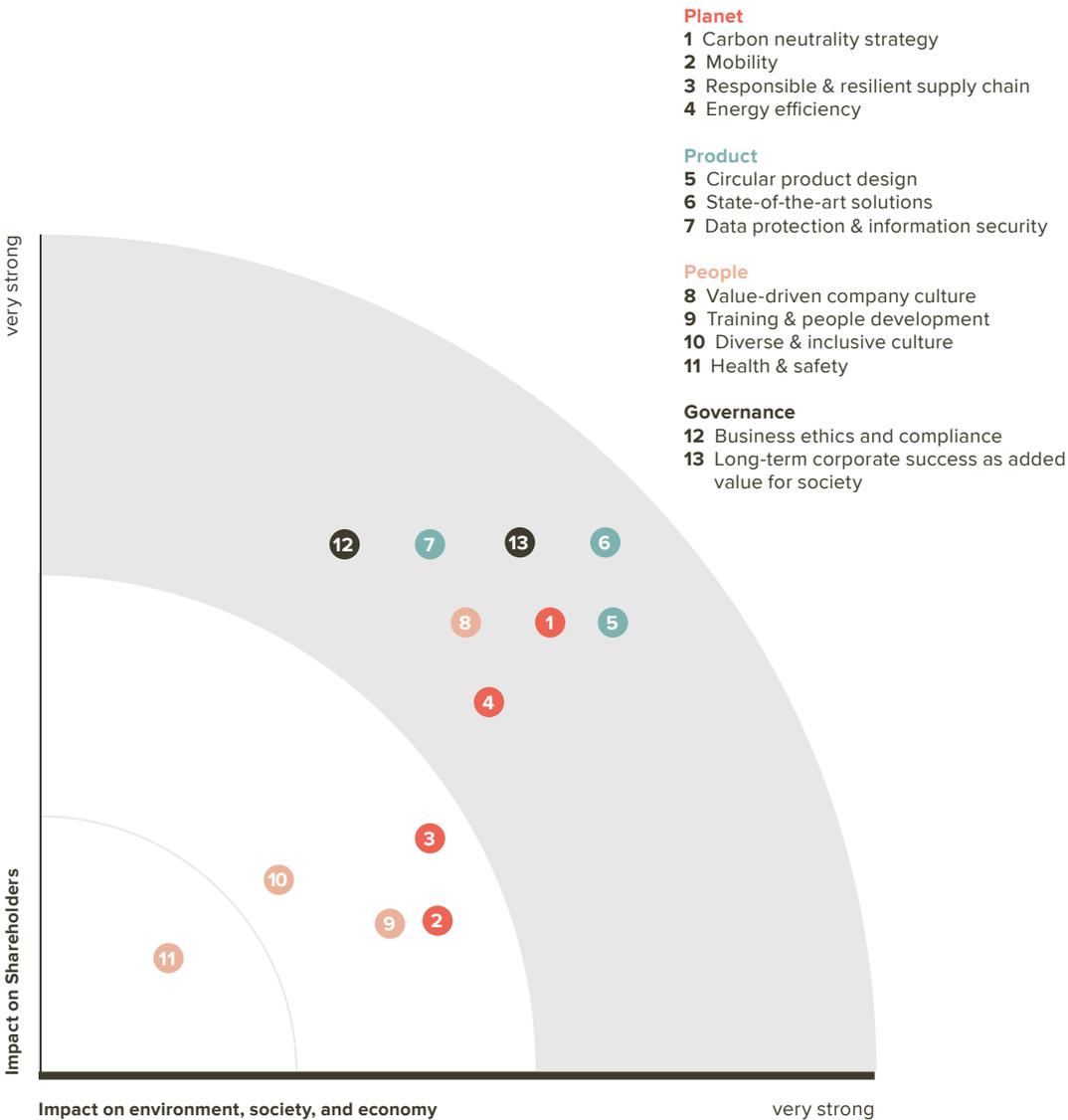
Ascom understands sustainability as an opportunity for growth, innovation, and long-term value creation. The Company acts on the conviction that sustainable practices deliver real benefits for customers, employees, and shareholders. The Board of Directors oversees the Corporate Sustainability Strategy, sets goals, and reviews progress. The Audit Committee nominated Dr. Monika Krüsi as main contact on the board for ESG-related activities.

GRI 3

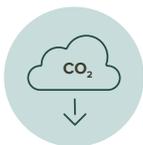
The Materiality Matrix: Thirteen material topics

The Materiality Matrix evaluates both our impact on sustainable development and the relevance of these factors to Ascom’s corporate success. The Matrix shapes our strategic focus on four key pillars: Planet, Product, People, and Governance. Each priority within these pillars is evaluated for its dual significance—to both shareholders and the broader world—ensuring that Ascom’s initiatives deliver meaningful results. The matrix identifies thirteen material topics highlighting the areas where Ascom believes the Company can achieve the greatest impact on environmental, social, and economic aspects through our business activities. Ascom’s Materiality Matrix is approved by the Board of Directors.

Ascom recognizes that materiality analysis and the resulting matrix are not static. Changes in legislation, evolving market dynamics, and shifting requirements of employees, customers, and other stakeholders can influence the dimensions of our focus.



ASCOM'S KEY AMBITIONS



PLANET – Climate-neutral operations based on Science-Based Targets (SBTs): Ascom aims to achieve full carbon neutrality by 2040 and net zero by 2050, based on a 2024 baseline. Ascom registered to SBTi in 2025 and aims for validation by SBTi in 2027.



PRODUCT – Build a circular economy model: Ascom aims to build a circular economy model by designing durable, repairable, and recyclable products, targeting an 80% reduction in emissions from sold products and 90% use of recycled or bio-based materials by 2040, and 90% of transportation using alternative fuels by 2035.



PEOPLE – Talent management, learning & development: Through talent management, learning, and development, Ascom aims to enhance employee retention and qualification with clear development paths, targeting a yearly retention rate above 90% by 2030.

PEOPLE – Diversity, Inclusion, Equity, and Belonging (DEIB): Ascom is committed to diversity, equity, inclusion, and belonging (DEIB) by ensuring fair representation across all company levels and achieving 30% female leadership by 2030. The Company also focuses on improving employee satisfaction, engagement, and establishing a “preferred workplace profile.”



GOVERNANCE – Fulfill regulatory requirements: Ascom ensures that its business activities comply with all regulatory requirements, upholding strong business ethics and compliance principles while creating value for all stakeholders.

UN SUSTAINABILITY DEVELOPMENT GOALS

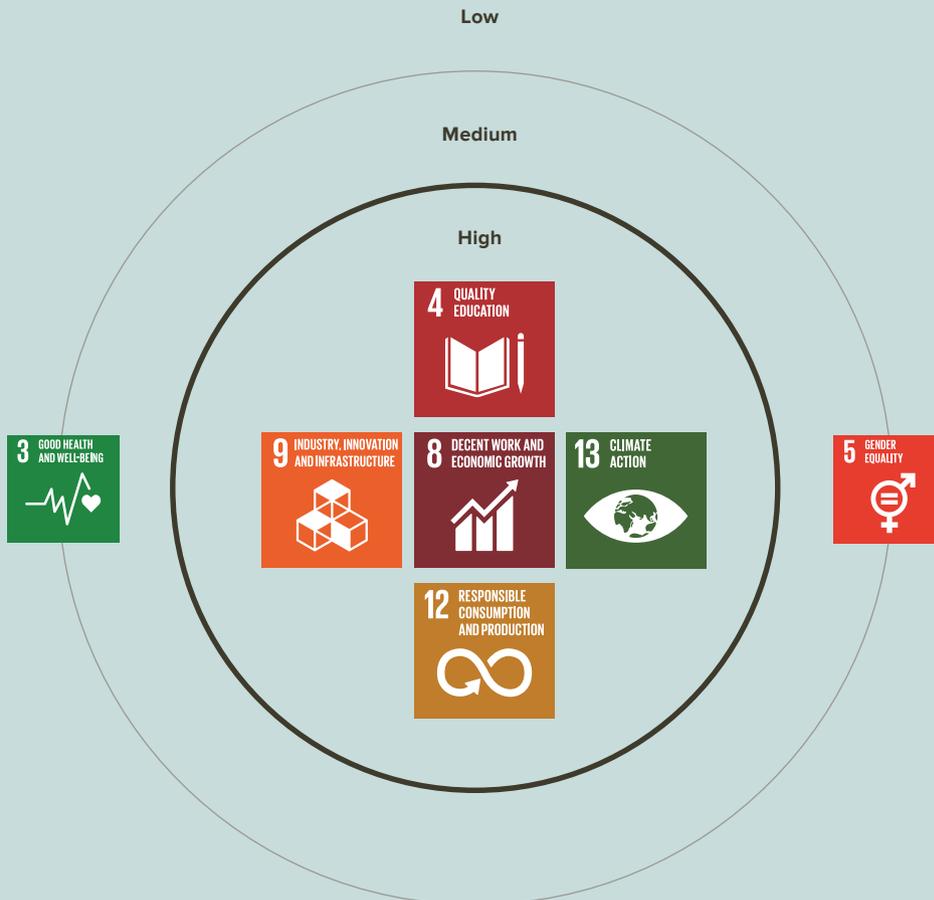
Ascom's Commitment to the United Nations Sustainable Development Goals

Ascom is dedicated to contributing to the achievement of the Sustainable Development Goals (SDGs) outlined in the United Nations 2030 Agenda for Sustainable Development. The company's strategic ambitions and targeted measures are aligned to make a significant positive difference in these global goals.

Through careful evaluation, Ascom has determined that its actions and initiatives exert a high-impact influence on five of the SDGs. In addition, the company's efforts have a medium impact on two additional goals. This alignment reflects Ascom's ongoing commitment to sustainability, responsible business practices, and long-term value creation for society, the environment, and the economy.



sdgs.un.org/goals



Our Materiality topics support 7 SDG Goals

SDG 3

11 Health & safety

SDG 4

8 Value-driven company culture
9 Training & people development

SDG 5

8 Value-driven company culture
10 Diverse & inclusive culture
12 Business ethics & compliance

SDG 8

6 State-of-the-art solutions
8 Value-driven company culture
12 Business ethics & compliance
13 Long-term corporate success as added value for society

SDG 9

4 Energy efficiency
6 State-of-the-art solutions
7 Data protection & information security

SDG 12

3 Responsible & resilient supply chain
4 Energy efficiency
5 Circular product design

SDG 13

1 Carbon neutrality strategy
2 Mobility
3 Responsible & resilient supply chain
4 Energy efficiency

PLANET

Materiality topic: Carbon neutrality strategy

Measures & Ambitions

Ascom views sustainability not as an obligation but as a catalyst for innovation, resilience, and long-term value creation. The Company has set clear climate ambitions: achieving carbon neutrality by 2040 and reaching net zero emissions by 2050, using 2024 as the base year. This ambition and commitment has been defined by the Ascom Board of Directors.

Progress 2025

In 2025, Ascom continued to focus on improving data quality, enhancing transparency, and establishing a robust methodology. Key efforts included refining environmental data collection. The reporting period spanned from 1 August 2024 to 31 July 2025. End of July 2025, Ascom employed 1,423 FTEs.

In 2025, total CO₂e emissions rose by 8%, from 18,441 tCO₂e in 2024 to 19,922 tCO₂e in 2025, resulting in an emissions intensity of 14.00 tCO₂e per employee. All emissions relevant sites were included, and at least 95% of Scope 1 and 2 emissions were captured. Overall, the three largest emission sources—Purchased Goods & Services, Business Travel, and Transport—accounted for 88% of all emissions.

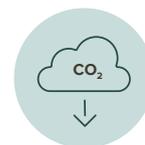
The increase was mainly driven by higher volumes of purchased goods, especially smartphones, which affected the GHG Balance Sheet in different categories: Scope 3.1 due to the higher volume of purchased good, Scope 3.4 upstream transportation between the manufacturer's site in Asia and the warehouse in Sweden, due to a higher volume of purchased goods. Since the categories “use phase of sold products” and “end-of-life treatment of sold products” are modeled based on the quantity of purchased goods, the corresponding emissions also increased. Emissions from the “end-of-life treatment of sold products” rose by 20%, while the “use phase of sold products” saw a more modest increase of 7%. The smaller increase in the latter category can be attributed to the fact that the electricity used for these products is now less emission intensive compared to the base year.

The second main reason for the increase of emissions is improved data quality. The Company launched in 2025 a new data collection tool, in which all collected regional data on energy consumption for buildings, heating, downstream transportation, fleet, and business travel were collected and analyzed. The tool enabled better validation of data sources and in some cases, let to more detailed data compared to 2024. This was for instance the case for heating emissions.

Other categories showed normal fluctuations, such as business travel and refrigerants. Commuting emissions shifted in line with fluctuations of the number of employees, and electricity emissions decreased due to reduced surface area and due to the sourcing of more renewable energy compared to the base year. Heating emissions, however, increased because the improved data quality revealed that a particular region used more emission-intensive heating than was recorded in the base year. However, this change was not substantial enough to warrant a recalculation of the base year. Capital goods emissions remained lower than in the 2024 base year, which had included a major office renovation in Gothenburg.

Outlook

Ascom's three hotspots, responsible for 88% of all emissions, are purchased goods & services, business travel and transports. Looking ahead, Ascom will mainly focus on efficient measures in circular product design and sustainable supply chain. The Company will continue improving environmental data quality and begin implementing concrete regional reduction measures. The Company has registered with the Science-Based Targets initiative (SBTi) and will focus in 2026 on preparing for the validation process planned for 2027 and aligning the Company's decarbonization roadmap with its SBTi commitments.



GRI 3-3, 305



Ascom registered to SBTi.

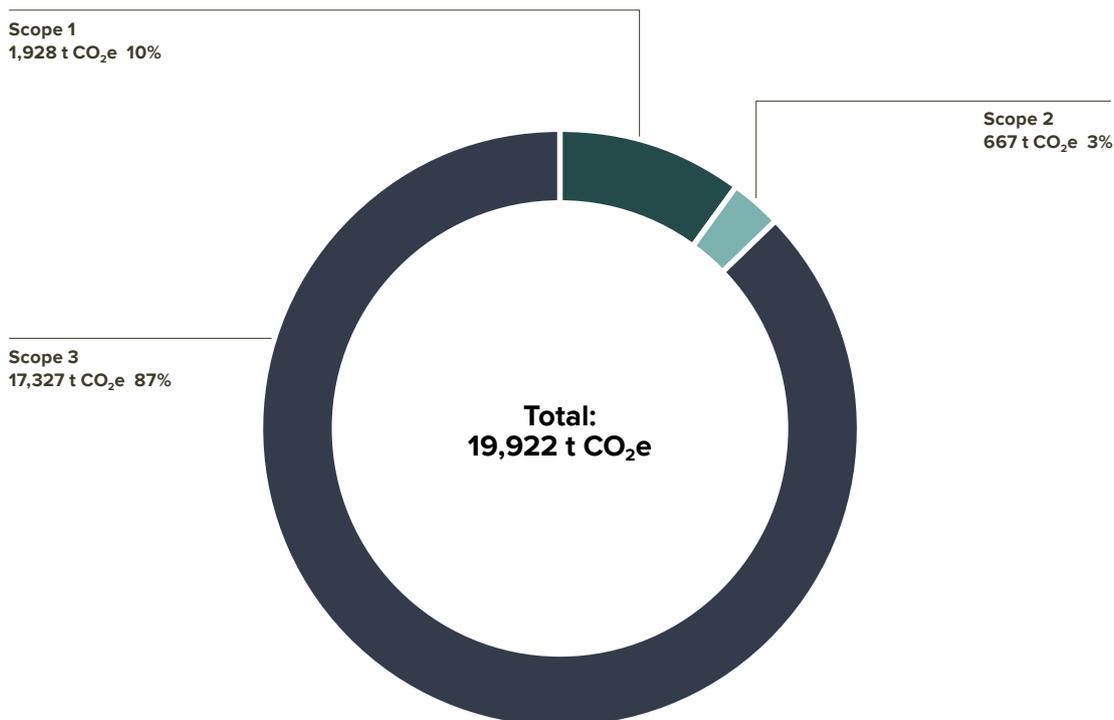
Ascom Group GHG Balance Sheet 2025¹

Emission Category	Total tCO ₂ e 2025	Total tCO ₂ e 2024
Scope 1	1,928	1,879
Fuels (buildings)	87	37
Fuels (vehicles)	1,768	1,698
Fugitive emissions	73	144
Scope 2	667	607
Electricity	639	573
District heating	28	34
Scope 3	17,327	15,955
1 Purchased goods and services	11,374	10,175
4 Upstream transportations	2,252	1,826
6 Business travel	1,339	1,356
7 Employee commuting	1,105	1,144
3 Fuel- and energy-related activities	741	716
11 Use of sold products	356	332
2 Capital goods	35	302
12 End-of-life treatment of sold products	123	102
9 Downstream transportations	3	3
All Scope	19,922	18,441

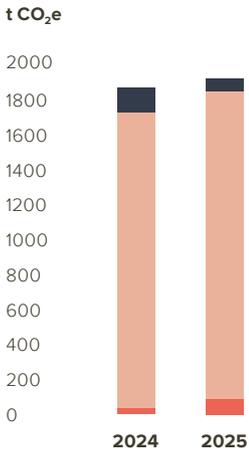
Data collection period: 01.08.2024 to 31.07.2025. Offices not included: Dubai, Meylan, Madrid. Numbers and percentages are rounded.

Biogenic emissions are reported separately, as recommended by the GHG Protocol.

Overview of all Scopes

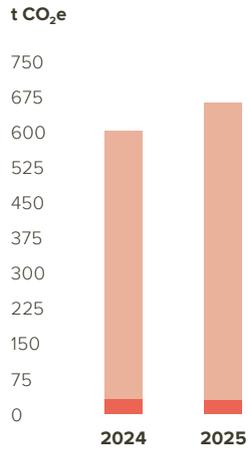


Overview Scope 1



- Fuels (buildings)
- Fuels (vehicles)
- Fugitive emissions

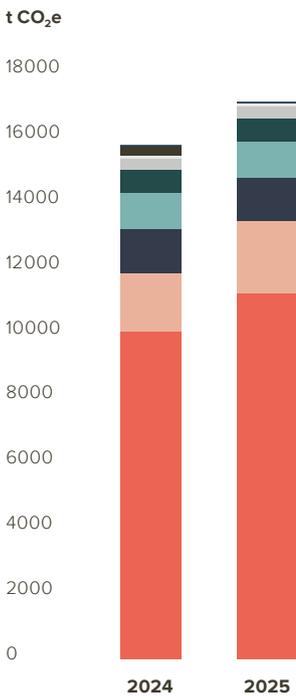
Overview Scope 2



- District heating
- Electricity

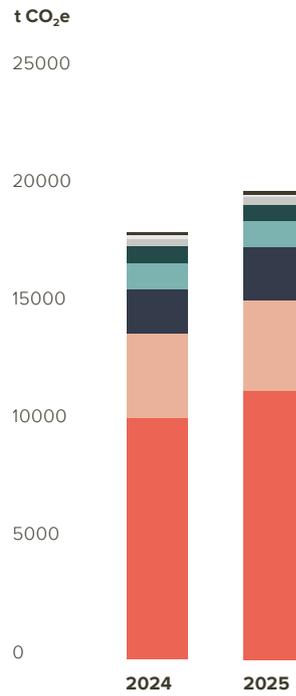
14.0 t CO₂e
Emissions per FTE

Overview Scope 3



- Scope 3-1 Purchased goods and services
- Scope 3-4 Upstream transportation
- Scope 3-6 Business travel
- Scope 3-7 Employee commuting
- Scope 3-3 Fuel- and energy-related activities
- Scope 3-11 Use of sold products
- Scope 3-12 EoL treatment of sold products
- Scope 3-2 Capital goods
- Scope 3-9 Downstream transportation

Development of emissions



- Purchased goods and services
- Business travel
- Transports
- Commuting
- Electricity
- Use phase of sold products
- EoL treatment of sold products
- Refrigerants
- Heating

Materiality topic: Mobility

Measures & Ambitions

Category	Measures	KPI	Ambition
Flight travel management	<ul style="list-style-type: none"> Limiting domestic and regional trips and encouraging virtual meetings whenever possible. Require pre-approval for flights to ensure alignment with sustainability goals. Set targets for each region for reducing business flight kilometers and monitor progress. 	Emissions from air travel per FTE	Reduction of 30% by 2030, reduction of 50% by 2040
Fleet management	<ul style="list-style-type: none"> Transition of the company vehicle fleet to electric or hybrid models within a defined timeline. Establish fuel efficiency and emissions reduction targets for the remaining non-electric vehicles. Expand access to EV-chargers for fleet vehicles. 	% of environmentally friendly company cars	100% environmentally friendly company cars by 2035
Environmentally friendly commuting	<ul style="list-style-type: none"> Evaluate expanding EV charging infrastructure at Ascom facilities. Subsidize public transport passes or offer tax benefits for employees who commute via sustainable methods. Incorporate access to public transportation into the criteria for selecting office locations. Launch employee awareness campaigns to promote carpooling and other sustainable commuting options. 	Emissions from commuting per FTE	Reduction of 50% by 2040

Progress 2025

In 2025, business travel and commuting together account for 24.7% of total emissions, amounting to 4,928 t CO₂e. Of this total, business travel accounts for 77.6%, while commuting accounts for the remaining 22.4%. Relative to 2024, business travel emissions increased by 6%, calculated per full-time employee by 9%. Despite a 16% reduction in emissions from flights, this decrease was offset by an increase in emissions from business travel by car. In certain regions, the rise can be attributed to more accurate emission data compared to 2024.

Ascom is transitioning its fleet to electric vehicles in several regions. And in Germany, the Company replaces traditional diesel with hydrotreated vegetable oil (HVO). Here, HVO accounted for 17.7% of total diesel use and fossil diesel for 82.3%. Ascom continues to assess biogenic fuels, noting HVO's fossil emissions are over 66% lower than those of regular diesel.

In 2025, Ascom closed the rollout of a new corporate travel management tool that lets the Company precisely monitor CO₂e emissions for every flight and provides better data quality. In 2025, the Company created Commuting Data based on last year's survey of all employees, with adjustments made according to the total number of staff.

Outlook

Business travel remains essential for on-site maintenance and effective customer collaboration. Ascom emphasizes the emissions generated by business travel due to its significant impact on Ascom's total emissions balance, while also striving to enhance the sustainability of business travel. The Company is actively pursuing the implementation of the above measures and ambitions and continues to encourage employees to select sustainable modes of transportation for business trips.

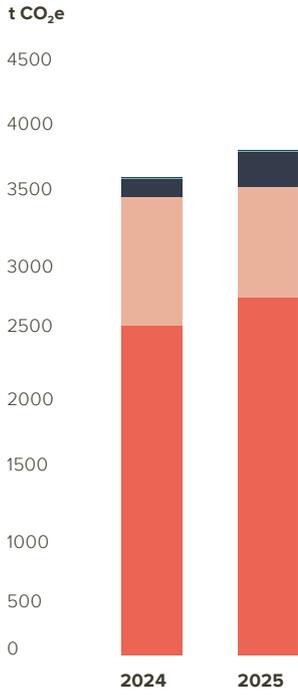
In 2026, Ascom intends to conduct a new Commuting Survey among all employees to collect comprehensive data on commuting patterns.

GRI 3-3, 305



24.7%
of total emissions
in 2025 are generated
by Business Travel
and Commuting

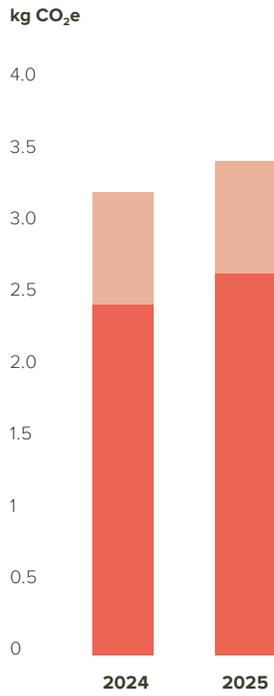
Emissions by Business travel*



- Cars
- Flights
- Electric vehicles
- Bus
- Train

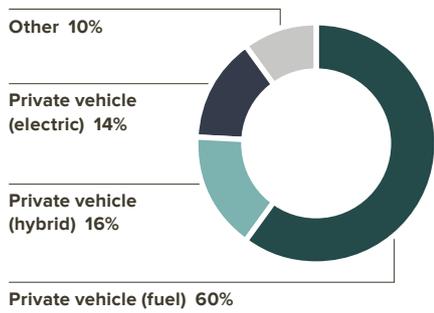
* includes direct and indirect emissions

Efficiency indicators



- Business travel/FTE
- Commuting/FTE

Share of commuting distance by transport type



4,928 t CO₂e

Total Emissions by Business travel and commuting

Materiality topic: Responsible & resilient supply chain

Measures & Ambitions

Category	Measures	KPI	Ambition
Supplier engagement	<ul style="list-style-type: none"> Implement stricter sustainability criteria for suppliers of raw materials and components, focusing on sourcing from partners with certified science-based targets and net-zero targets. 	% of supplier emissions covered by SBTs / total supplier emissions	66% by 2030, 100% by 2040
Low-carbon procurement	<ul style="list-style-type: none"> Prioritize manufacturers with low-emission processes, energy-efficient technologies, and long-lasting products when investing in new equipment and buildings. 	Emissions intensity per unit produced	50% reduction in emissions intensity by 2040

Environmental performance is a key part of the supplier evaluation process, and all Environmental Management System (EMS). Suppliers are required to track their electricity consumption, water use, and waste production quarterly. The level of goods supplied to Ascom, originating from Class 1 and Class 2 suppliers, remains at a high level. All Class 1 and Class 2 suppliers are required to hold ISO 14001 or a similarly recognized certification. End of 2025, class 1 and 2 suppliers accounted for 92.9% of the materials supplied by Ascom, remaining at the same level as the year before.

Ascom has undertaken all necessary preparations to comply with EU requirements for reporting embedded carbon emissions associated with imported products. Following a comprehensive impact assessment, it was determined that these products fall below the regulatory threshold for mandatory reporting.

Ascom's audits of production suppliers are conducted using a standardized template with all required ESG requirements, including child labor, conflicts materials. The audit report from Flex, our biggest supplier in China, confirms that they comply with the child labor requirements. Flex carries out ten audits of our most critical sub-suppliers based on a yearly agreed plan. These audits address Corporate Social Responsibility (CSR) and compliance with conflict minerals. The results are reported to Ascom.

Progress 2025

Ascom achieved several notable milestones:

- A majority of Class 1 EMS/ODM service partners are now sharing their CO₂ emission data, enabling more accurate tracking of supply chain emissions.
- 43% of Ascom's spending is with one class 1 supplier, registered with SBTi.
- Procurement decisions favored manufacturers with low-emission processes, using energy-efficient technologies, and using long-lasting products when investing in new equipment and buildings.
- Ascom started to evaluate the transition to low-emission fuels and combining sea and air transport for Asia-to-Europe shipments. Related costs will be further explored.

Outlook

Ascom will continue aiming for a higher percentage of suppliers with SBTi and net-zero commitment. Due to geopolitical uncertainties, the route via the Suez Canal remains unavailable, resulting in longer lead times for sea freight. To meet customer demand for fast delivery, Ascom will evaluate shipping options with increased lead times. The company regularly communicates sustainability goals to suppliers through site visits, audits, and events to share energy and emission reduction strategies.

Upstream transportation Emissions

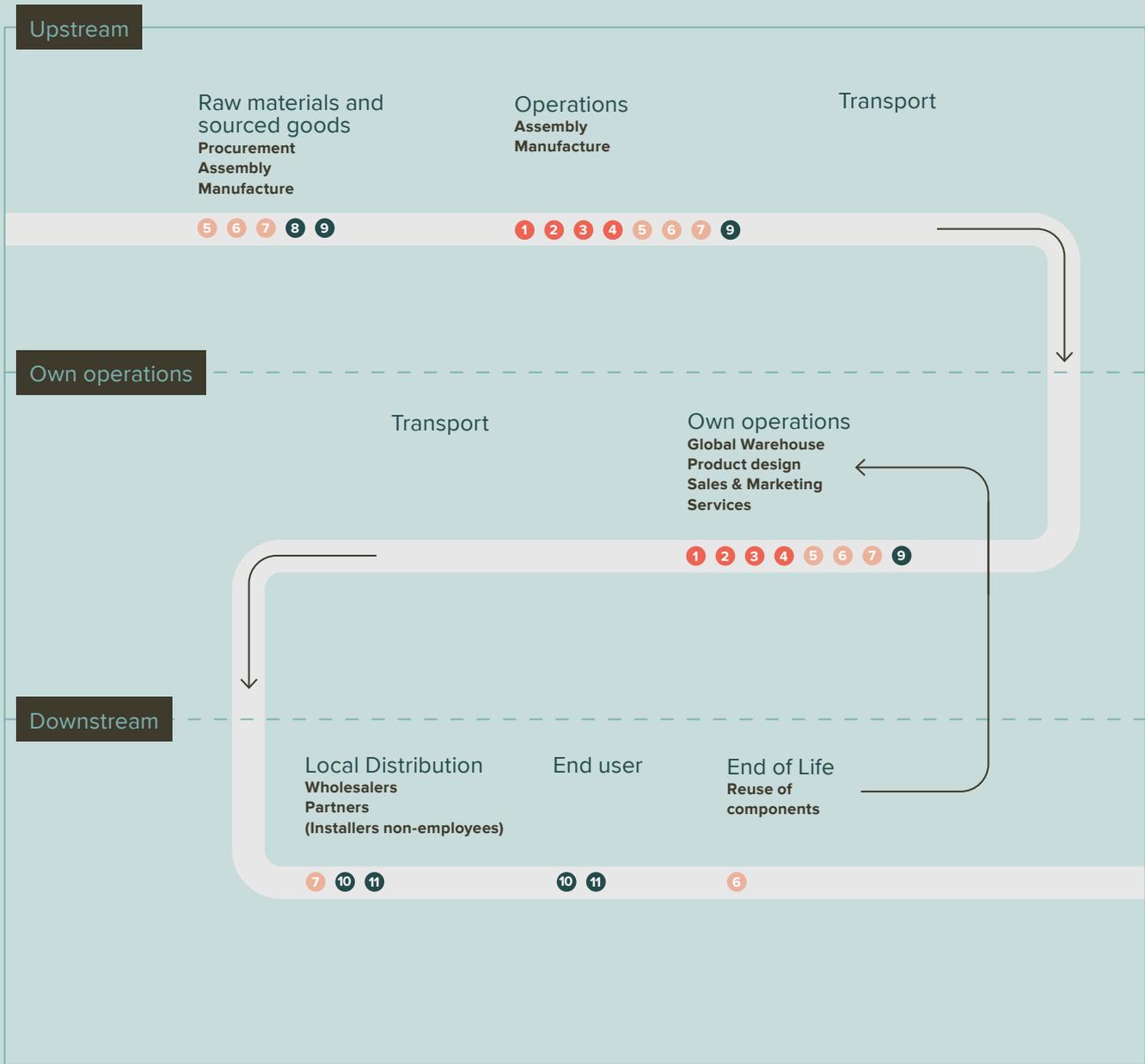
Emissions (t CO ₂)	2025	2024
Air freight	2,082	1,647
Road freight	163	172
Road freight electric	0.003	0.0007
Sea freight	6	7
Train transport	0.0000	0.0009
Total emissions	2,252	1,826
ø kg CO ₂ e/tkm	0.93	0.76

GRI 3-3, 204, 305, 308



43%
Share of Ascom class 1 suppliers registered to SBTi

ASCOM SUPPLY CHAIN



People

- 1 Fair Employment
- 2 Training & Education
- 3 Diversity, Equity & Inclusion
- 4 Occupational Health & Safety

Planet

- 5 Energy & Emissions
- 6 Circular Economy & Materials
- 7 Environmental Compliance

Partnerships

- 8 Supplier Sustainable Development
- 9 Human Rights
- 10 Customer Health & Safety
- 11 Marketing & Labeling

Materiality topic: Energy efficiency

Measures & Ambitions

Category	Measures	KPI	Ambition
Sourcing renewable electricity	<ul style="list-style-type: none"> Switch to renewable electricity by installing solar power or sourcing from the grid. If building ownership limits direct upgrades. Purchase renewable electricity directly from the grid through certified suppliers. Acquire renewable energy certificates (RECs) or guarantees of origin to cover electricity consumption where direct renewable sourcing is not feasible. Partner with landlords to advocate for the replacement of fossil-based heating systems with emissions-free alternatives, such as heat pumps or district heating. Switch to climate-friendly refrigerants by replacing high-GWP refrigerants with low GWP alternatives like CO₂, ammonia, or hydrocarbons. 	% of renewables of total electricity consumption and heating energy	100% by 2030 of renewables for electricity consumption 50% by 2040 for heating energy
Reduce energy consumption	<ul style="list-style-type: none"> Consolidate office space to improve energy efficiency by reducing heating, cooling, and lighting needs. Transition to energy-efficient lighting, such as LED installations, in all office spaces. Optimize temperature control by setting appropriate seasonal heating and cooling thresholds. Enhance IT and data center efficiency through virtualization, server optimization, and energy-efficient hardware upgrades 	Reduction in MJ/m ²	40% reduction by 2035

Ascom Holding AG discloses the energy consumption within the organization in units of energy in megajoule (MJ). The energy consumption outside of the organization is reported through the carbon balance (see Scope 3 emission categories).

Progress 2025

Ascom continued to strengthen the transparency and accuracy of its energy reporting. Internal energy consumption amounted to 37,501,670 MJ, representing a 4.9% increase compared with the base year. The shift in energy sources shows a mixed development.

- While the fuel consumption within the organization from non-renewable sources increased by 10%, Ascom recorded a notable rise of fuels from renewable sources with the introduction of HVO fuel in Germany.
- Electricity and district heating consumption within the organization decreased by 10.8 % largely due to reduced floor space following the contract termination of the Gothenburg Building.

When considering heating and building energy consumption, the share of renewable energy amounts to 28%, representing an increase of 9% in renewable energy compared to the previous reporting period.

A specific focus was placed on vehicle fuels in Germany, where Ascom introduced HVO diesel. During the reporting period, the German fleet operated on a mix of 17.7% HVO diesel and 82.3% fossil diesel. Biogenic emissions from the HVO vehicles were assessed and reported separately from fossil emissions in accordance with the GHG Protocol. In this reporting period, biogenic emissions amounted to 165 t CO₂, representing a 58% increase compared with the base year. This rise is attributable to the use of HVO diesel in company owned vehicles.

Ascom tracks energy intensity across several dimensions to ensure comparability and continuous improvement. Key indicators include:

- Product level: One frequently sold product shows an energy intensity of 12.6 CO₂e per unit, based on a 2024 lifecycle assessment.
- Floor space: Energy intensity reached 415 MJ/m², decreasing slightly due to changes in regional data inputs.
- Per full-time employee: Energy intensity stood at 26,534 MJ, a 4.7% increase over the base year, to partially explain by a lower number of employees (31. 07.2025: 1423. 31.7.2024: 1471)
- Per unit revenue: Energy intensity remained unchanged at 0.13 MJ/CHF.

The Gothenburg office, the Company's largest owned site, was in the reporting period fully powered by geothermal energy, demonstrating how site-specific solutions can drive meaningful reductions. Heating per square meter remains comparatively low, as a portion of heating energy is integrated within the electricity category and cannot be separately allocated.

GRI 3-3, 302



-10.8%
Reduction of electricity and heating consumption

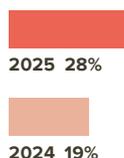
Energy Consumption

in Megajoule	2025	2024	Variation
Fuel consumption within the organization from non-renewable sources	25,681,800.30	23,351,997.64	9.07%
Fuel consumption within the organization from renewable sources	742,800.8	0	
Electricity / Heating consumption within the organization total	11,077,069.04	12,415,345.27	-10.78%
Electricity / Heating sold	0	0	
Total energy consumption within the organization	37,501,670.14	35,767,342.91	4.85%

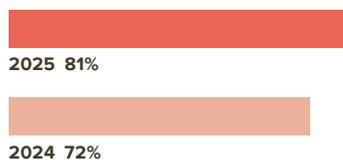
Outlook

Ascom does not own most of its offices, making it difficult to reduce building energy and heating emissions. At the Company's owned premises, Ascom continues to advance targeted initiatives to reduce its environmental footprint. The Company is committed to working with property owners to reduce energy consumption and to increase the use of renewable energy sources.

Renewable energy



Non-renewable energy



PRODUCT

Materiality topic: Circular product design



Measures & Ambitions

Category	Measures	KPI	Ambition
Product energy efficiency & circular product design	<ul style="list-style-type: none"> Enhance product durability Reduce material usage. Use eco-friendly, recycled, or bio-based materials to reduce emissions from purchased goods and support a circular economy. Implement programs for product return, recycling, and refurbishment to minimize disposal-related emissions. 	Average LCA emissions per product sold	80% reduction in "use of sold products" emissions by 2040 90% recycled or biobased materials by 2040

Progress 2025

In 2025, Ascom achieved several important milestones in advancing product sustainability and compliance. The achievements underscore Ascom's commitment to meeting evolving European sustainability standards.

- The successful introduction of Energy Labels for Myco 4 enabled customers to make more informed, energy-conscious choices.
- The successful implementation of new repair standards for all DECT/VoWiFi handsets and pagers resulted in a 25% reduction in cover exchanges and the elimination of unnecessary replacements, which led to significant material savings in high-volume markets.
- Maintained a high rate of remote service resolution, exceeding the 90% target ahead of schedule.
- Ascom successfully implemented two key EU regulations: Delegated Regulation 2023/1669, which supplements Energy Label Regulation (EU) 2017/1369 regarding the energy labelling of smartphones and slate tablets, and Commission Regulation (EU) 2023/1670, which establishes eco-design requirements for smartphones, mobile phones other than smartphones, cordless phones, and slate tablets under the Eco-Design Directive 2009/125/EC.

GRI 3-3, 301, 302, 306



Outlook

Looking ahead to 2026, Ascom will intensify its efforts to further advance sustainability in both products and logistics. The Company plans to explore the financial implications of introducing Sustainable Aviation Fuel into its logistics operations, recognizing the importance of balancing environmental benefits with cost efficiency. Additionally, Ascom will assess the potential impact on costs and delivery times of implementing a combined Ocean/Air transport solution for shipments from Asia to Europe. A particular focus will be placed on the systematic collection of data regarding materials used and packaging, both to address customer requests and prepare for the future introduction of the Digital Product Passport. Preparations will also begin for the Digital Product Passport requirements for batteries. These initiatives are part of a broader commitment to continuously reduce energy consumption and raw material usage in new devices. By integrating recyclable design principles and lifecycle considerations, Ascom aims to enable the reuse of products and materials, reinforcing its dedication to a circular economy and long-term environmental responsibility.

-25%
Cover exchange

Materiality topic: State-of-the-art solutions

Measures & Targets

Ascom aims to deliver standardized, scalable, and sustainable end-to-end solutions that address real customers need across healthcare and enterprise environments. Core priorities include

- integrating sustainability into product innovation and product design,
- ensuring interoperable solution architectures,
- advancing cloud-native and containerized deployment models, and
- reducing the carbon footprint across the solution lifecycle.

The transition from a product-centric to a solution-oriented portfolio is intended to improve customer value, accelerate time to market, enable efficient lifecycle management, and as a consequence, improve the environmental footprint.

Progress 2025

In 2025, Ascom made progress in implementing its solution strategy and strengthening its technology foundations. The organization completed its pivot from a product-centric model to three solution domains: Acute Care (AC), Long-Term Care (LTC), and Enterprise (ENT). All domains now follow a unified governance, tooling, and architecture approach, enabling more efficient development processes.

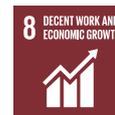
The Company also improved the interoperability of its portfolio and advanced the transition to modern deployment models. A growing share of new developments is now cloud-native or containerized, supporting more flexible customer deployments. The ongoing shift to shared cloud resources contribute to a lower carbon footprint, although the impact is difficult to quantify at this stage.

Outlook

Ascom plans to further enhance solution interoperability, accelerate the rollout of cloud-native and containerized deployment models, and embed eco-design principles more deeply into every stage of product and solution development. Ascom will strengthen customer co-creation activities and expand evidence generation programs to quantify solution value more transparently.

Efforts will continue to refine sustainability metrics in solution deployment, including energy usage and carbon footprint indicators for cloud-based services. A key focus will be the implementation of energy efficient design standards, including eco design requirements and improved, sustainable packaging. Further, the Company will apply design principles aimed at reducing energy consumption during product use. In hardware development, the Company intends to increasingly use low power components and incorporate energy performance criteria into procurement decisions. As part of these efforts, Ascom aims to quantify and reduce energy consumption in SaaS service delivery compared with traditional on-premises installations.

GRI 3-3, 301, 302, 305, 306



Materiality topic: Data protection & information security

Measures & Ambitions

Ascom is committed to ensuring the highest standards of data protection and information security across its global operations and solution portfolio. Targets include

- maintaining and expanding ISO/IEC 27001 certifications,
- strengthening cybersecurity practices across cloud native and hybrid architectures,
- ensuring compliance with GDPR, MDI and other applicable regulations, and
- integrating security by design principles consistently across all solution domains.

Ascom operates under a structured governance model aligned with internationally recognized standards. The Company has been ISO/IEC 27001 certified since 2019 and has subsequently expanded its compliance perimeter by obtaining ISO/IEC 27017 and ISO/IEC 27018 certifications. Ascom security practices are embedded across the organization and reflect a strong commitment to continuous improvement, risk management, and regulatory compliance. The ICT, R&D, Delivery, and Customer Care processes adopt security requirements that are fully aligned with state-of-the-art practices, international best practice frameworks, and the relevant standards and guidelines for cybersecurity and information security.

As the portfolio shifts toward cloud-based deployment, secure and resilient service delivery remains a central priority.

Progress 2025

Security-by-design reviews were strengthened for all solution domains—Acute Care, Long-Term Care, and Enterprise—and aligned with the Company’s new unified governance and tooling approach. The transition to modern deployment models, including cloud native and containerized architectures, required updates to cybersecurity controls and monitoring capabilities. Ascom expanded its secure cloud frameworks and increased the use of shared, secure cloud resources, which support both improved scalability and stronger security baselines. For its cloud-based solutions, Ascom has also introduced verification processes based on vulnerability assessments to support continuous improvements in security and platform reliability.

The reorganization of development activities and consolidation of engineering locations also contributed to increased consistency in security practices. Standardized tooling, the integration of teams across Ascom R&D centers Cluj, Gothenburg, and Raleigh, and the alignment of development processes have strengthened the Company’s global security posture.

Outlook

Ascom will continue to invest in cybersecurity capabilities, focusing on enhancing secure cloud operations, expanding zero trust principles across all solution components, and strengthening resilience against emerging cyber threats. The Company plans to extend security by design integration in all solutions and broaden its monitoring and automation capabilities for cloud-based environments.

With the further rollout of modern deployment models, Ascom will refine its global ISMS (Information Security Management System), advance incident response readiness, and extend certifications were required. The shift toward larger, consolidated engineering sites will enable more efficient security governance, while continued compliance with GDPR (General Data Protection Regulation) and international standards remain a cornerstone of Ascom’s commitment to protecting customer data.

GRI 2-25, 2-27, 3-3, 203



METHODOLOGY FOR CO₂e EMISSION CALCULATION

Ascom has recalculated its emissions for the Sustainability Report 2025 using the same underlying methodologies and system boundaries applied to the base-year assessment presented in the Sustainability Report 2024. This consistent approach ensures alignment with ISO 14064 1 and the Greenhouse Gas Protocol (GHG Protocol). Same as in 2024, Ascom continued its collaboration with the Swiss consultancy SwissClimate AG to strengthen the environmental data foundation.

Emission factors

Periodic actualization: Emission factor sources remained the same but the actualized factors for the corresponding reporting period have been used as suggested by the GHG Protocol.

System boundaries

- Organizational scope: No changes.
- Operational scope: While the scope remains unchanged, data accuracy for several indicators has been enhanced.

Comprehensive reporting

The report measures Ascom's GHG emissions, summarizing them as CO₂ equivalents (CO₂e) covering all Kyoto Protocol gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃). The reporting period spans from August 2024 to July 2025, applying a consistent approach to defining system boundaries and data collection. Biogenic emissions are reported separately.

To ensure methodological rigor and year-on-year comparability, even in cases where system boundaries evolve, the calculation approach is comprehensively detailed in a dedicated methodology report.

Data collection and verification

Data collection is organized at global, regional, and local levels. Swiss Climate AG validates data quality and conducts plausibility checks before calculating emissions using updated conversion and emission factors. Despite improvements, data uncertainties persist, particularly for smaller sites' heating emissions and specific product categories.



Addressing data and emission factor uncertainties

Data gaps: Challenges include differentiating diesel and petrol consumption, residual mix usage of electricity, and extrapolated travel data.

Emission factors: Some electronic products require the application of proxy emission factors, such as those for computer mice, to address categorization gaps.

Ascom remains committed to enhancing its data collection processes and refining emission calculations to support robust sustainability management and transparent reporting.

PEOPLE

Materiality topic: Value-driven company culture

Measures & Ambitions

Ascom strives to maintain a responsible, value-oriented, inclusive, and people-centric company culture that supports strategic execution and fosters collaboration across all regions and functions. Our ambition is to ensure that all employees feel connected to our purpose and empowered to contribute and live up to Ascom's values.

Customer-focused: Focusing on our customers is always our highest priority.

Innovative: Believing that innovation and improvement always starts with understanding our customers' needs.

Dedicated: Walking the extra mile to ensure that people using our products can make the best decisions possible.

Connected: Bridging information gaps to always enable customers and employees to collaborate and perform at their best.

Key cultural targets include:

- Strengthening leadership impact and embedding Ascom's values across the organization.
- Increasing transparency and dialogue between managers and employees.
- Improving collaboration across teams and regions.
- Enhancing employee engagement and trust through regular, accessible communication formats and platforms.
- Ensuring that strategic initiatives are consistently translated into daily work practices.

Progress in 2025

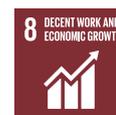
In early 2025, following a strategic reorganization, Ascom implemented significant changes to strengthen leadership, break silos, smoothen processes and ensure continuity and launched the communication theme "Connect to Win."

CONNECT TO WIN

- Connect to share expertise for smart, customer-centric innovation
- Connect to simplify leadership structures for faster decision making
- Connect to better aligned ways of working for more motivational results
- Connect to improve customer focus for long-term success



GRI 2-29, 3-3, 201, 401



Ascom continued to maintain and strengthen transparent dialogue between management and employees through:

- Bi-monthly All Hands Calls, with $\geq 75\%$ employee participation
- Regular personal video messages from the CEO, sharing strategic updates
- Regional townhalls and onsite sessions to address local updates
- Continuous communication via intranet, including updates related to “Connect to Win”

Local teams across regions continued to foster a value-based culture through formats such as:

- Townhall meetings and employee update sessions
- Leadership workshops on trust, culture, cross-cultural communication, and work environment
- Kick off events focused on collaboration and shared ownership
- Monthly manager forums, and internal recognition programs

These formats ensure employees remain close to strategic priorities and can directly address questions to leadership.

The introduction of Ascom Leadership Engage (ALE) strengthened alignment between strategy, leadership behavior, and cultural expectations by bringing together leaders from across regions and global functions for recurring development and dialogue. This initiative marks a major step in anchoring company culture deeper into the organization, empowering leaders closest to customers, and strengthening alignment of strategic and cultural ambitions between EC and middle management. It sets up a communication channel to raise issues, share ideas, and improve cross-functional collaboration.

In the internal and external communication, the Company raised awareness on topics and events which support our culture such as World Environmental Day, or World Day for Cultural Diversity. Employees across multiple countries engage in community-driven, value-aligned charity initiatives. In 2025, Ascom employees were engaged in 32 social engagements and charity events. These initiatives reflect Ascom’s values Connected and Dedicated, strengthening community bonds and employee engagement.

Employee engagement continued to evolve positively. The 2025 Employee Engagement Survey provided valuable insights for future development priorities. The survey confirmed, with a participation rate of 74.7%, that employees experience Ascom company values anchored in daily business. Manager effectiveness was rated with a high level of 76.3%. Retention rate increased to 85.8% (2024: 80.0%). Attrition rate increased to 12.5% (2024: 11.5%).

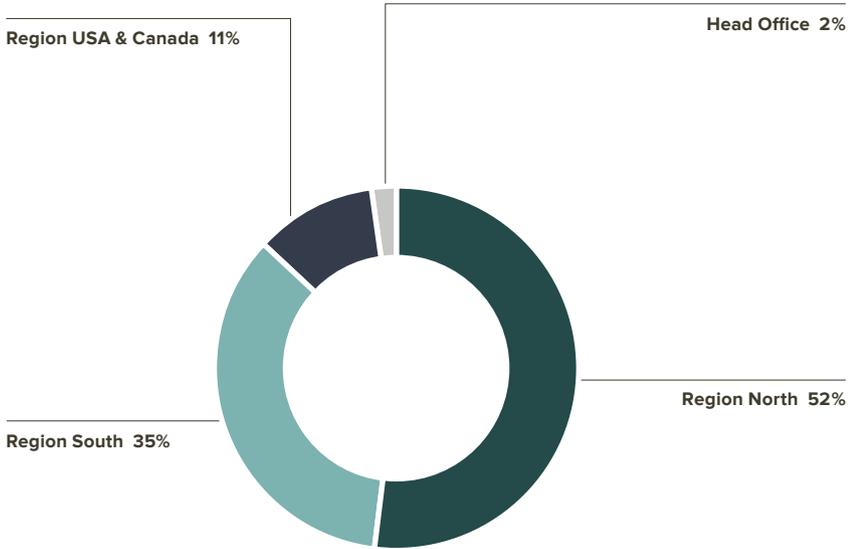
Outlook

Ascom continues to strengthen the goals of “Connect to Win,” fostering a value driven company culture, strengthening the collaboration between teams and supporting customer-focused innovation. In 2026, the Ascom Leadership Engage Group shall be further established as leadership forum to further support an efficient execution of customer-oriented initiatives.

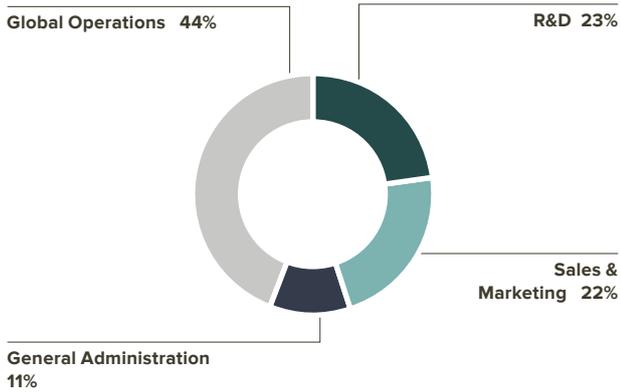
71.6%
of employees
experience
“Collaboration”
and “Sharing goals”
as cultural values
of Ascom

66.7%
of employees
experience
“customer-focused”
and “innovative”
as company values

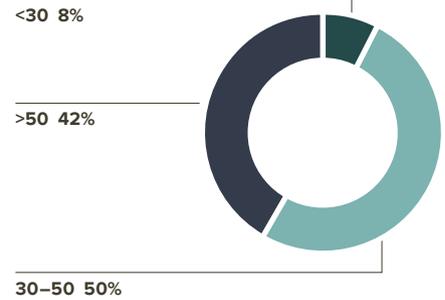
Employees per region



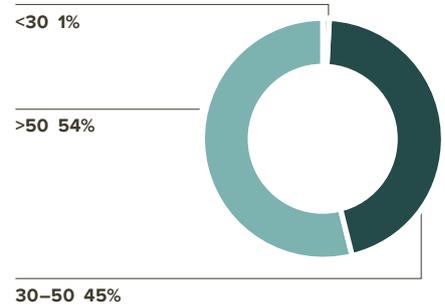
Employees by function



Age distribution



Manager age distribution



Materiality topic: Training & people development

Measures & Targets

Ascom aims to provide employees with the skills, tools, and development pathways necessary to excel in a fast-changing environment. Building on the 2024 foundations, including the expanded Learning Management System (LMS) offering, LinkedIn Learning rollout, and the Unleashed Leadership Program. Our ambition remains to foster employee engagement, a culture of innovation, operational excellence, and customer focus

GRI 3-3, 404



Category	Measures	KPI	Ambition
Talent management, learning & development	<ul style="list-style-type: none"> Conduct employee surveys on a regular basis. Clear retention goals defined and reported (quarterly). Provide continuous learning opportunities. Equip leaders with skills to support and retain their teams. Demonstrate a strong commitment to sustainable talent development practices. 	% of retention rate	< 10% voluntary turnover by 2030

Progress in 2025

In 2025, Ascom continued to develop its global learning ecosystem and reinforced learning as a strategic enabler across the company.

- LinkedIn Learning remained a strong engagement driver, with almost 80% of employees participating and dedicating an average of nearly two hours per month to personal development.
- With more than 7,297 training modules completed each month, learning became a consistent part of everyday work across all regions. This was complemented by role-specific workshops, manager meetings, and strengthened onboarding structures, ensuring that development opportunities were accessible and embedded throughout the organization.
- A major milestone of the year was the rollout of Ascom's new Job Architecture, a group-wide initiative designed to build a unified, transparent, and equitable framework for all job roles. This framework also supports key organizational priorities: it improves global equity in job evaluation and compensation decisions, and creates clearer, more intuitive career paths. For employees, the changes bring greater visibility into role expectations, growth opportunities, and progression guidelines. While individual job titles and salaries remain unchanged, the framework provide a solid foundation for long-term development, mobility, and workforce planning across Ascom.
- As part of Ascom's leadership development program, additional modules were conducted with the Unleashed Leadership Group, a two-year training course designed to develop Ascom's next generation of high performing managers, thereby strengthening the program's foundation.
- Regions introduced structured succession reviews and stay interviews with key talents, while leadership modules and cross-regional collaboration formats were further embedded as part of the "Connect to Win" transformation.

79.7%
LinkedIn Learning rate reached

Retention improved to 85.8%, reflecting progress in employee experience and leadership capability, while new starter satisfaction reached 8.48 out of 10. Performance target setting processes also matured, with 81% of eligible employees having documented objectives.

Out of ten new starter satisfaction reached

8.48

Outlook

In 2026, Ascom will continue to drive the integration of leadership skills into global and regional programs. Ascom Leadership Engage (ALE) will be further expanded with additional development modules. Training opportunities through the Ascom Academy and LinkedIn Learning will be used to further develop role-specific skills and leadership competencies. Ascom also plans to initiate further measures in the area of new employee onboarding to support cultural and organizational transformation. Pulse and engagement surveys will be used to measure progress and success.

Materiality topic: Diverse & inclusive culture

Measures & Ambitions

Ascom aims to ensure DEIB: a *diverse* representation, providing *equal* opportunities, fostering an *inclusive* and *belonging* culture across all regions. The Company aims to increase the percentage of female leaders, to improve their representation in technical roles, and foster a workplace where every employee feels respected, valued, and able to contribute.

GRI 3-3, 405



Category	Measures	KPI	Ambition
DEIB	<ul style="list-style-type: none"> Focus on recruitment and promotion. Establish training programs to support inclusive work culture. Embed the topic in leadership programs and provide training to enhance skills that are critical for leadership roles. Review and improve hiring practices to attract a diverse workforce. Create channels for feedback for more employee engagement on the topic. Regular monitoring and reporting (quarterly). 	% of female leaders	30% of female leaders by 2030

Progress in 2025

In 2025, Ascom focused on translating policy commitments into measurable progress and reinforcing inclusion across the full employee lifecycle – from recruitment and development to daily collaboration and cultural engagement.

- The monitoring of workforce composition and leadership pipeline remained a central pillar of Ascom's efforts. The percentage of women in leadership roles slightly decreased to 23.7%. In technology-related positions, 18.1% were held by women continue, showing a slight year-to-year improvement (2024: 17.2 %).
- Ascom sharpening recruitment processes, reviewing selection practices, and increasing leadership development opportunities for women and other underrepresented groups.
- Inclusion-related actions were implemented throughout 2025. Awareness events, cultural celebrations, and regional engagement initiatives, helped foster connection and belonging.
- As part of our commitment to transparency, efficiency, and compliance, Ascom has invested in implementing a comprehensive job architecture covering all roles within the organization. This initiative supports transparency across the organization, better talent management, enhances internal equity, and ensures readiness for upcoming EU legislation on equal pay. The new framework will serve as a cornerstone for a more consistent and compliant remuneration model.
- Access to inclusion-related learning continued to grow. Through LinkedIn Learning and internal workshops, employees deepened their knowledge in topics such as unconscious bias, inclusive decision-making, and cross-cultural collaboration. These learning offerings helped ensure that DEIB principles are practically integrated into leadership behavior and team dynamics.

18.1%
female employees
in tech positions

23.7%
women in leadership
position roles

Outlook

Ascom will continue reinforcing DEIB across its people processes. Recruitment practices will be further harmonized to support unbiased decision-making, while leadership development will integrate DEIB competencies more explicitly. With support of the new Job Architecture, Ascom will strengthen career pathways, ensure fairness, and create a more consistent foundation for inclusive growth.

The company will introduce a new hiring policy whereby at least one in five finalists for an open position must be a woman.

Materiality topic: Health & Safety

Measures & Ambitions

Health and safety remain core elements of our people strategy and a central enabler of performance, satisfaction, and long-term well-being. Ascom aims to ensure compliance with local legal requirements, strengthen global safety standards, increase employee awareness on prevention, and foster a proactive safety culture.

GRI 3-3, 403



Progress in 2025

In 2025, Ascom continued strengthening its health, safety, and well-being programs with a mix of global initiatives and region-specific actions.

- Safety committees and local Health & Safety representatives continued to monitor workplace conditions, address risks, and provide regular updates.
- Regions such as Australia, Germany, and Switzerland held recurring Health & Safety Committee meetings, while others advanced initiatives supporting both physical and mental well-being.
- Flu vaccination programs were offered in Germany and Switzerland.
- Several countries provided life-saving training, fire drill education, and refreshed healthy work environment training.
- Initiatives such as the Ascom WellStep Wellness Challenge in Sweden, fitness-oriented charity events (e.g., Holmenkollstafetten in Norway), the Health and Wellness Program in the USA with a employee participation rate of 80% and many other local office activities (e.g., wellness days, walking events, and health awareness challenges) helped employees engage in healthier routines while strengthening team collaboration.
- With increasing focus on ergonomics, hybrid work support, and mental well-being, the company extended learning and micro learning content through LinkedIn Learning, enabling employees to access relevant resources such as managing stress and improving work-life balance.

Employee safety performance showed stable development across regions, and regular reporting ensured timely follow-up on observations and incidents. For 2025, absenteeism was at 2.74% (2024: 2.99%).

Outlook

Ascom will continue to reinforce health and safety as an integral part of its people strategy. The company aims to further harmonize safety practices across regions, enhance preventive measures, and expand learning opportunities related to workplace well being and safe behaviors. Focus areas for the coming year include strengthening risk assessments, improving data consistency in health and safety reporting, and increasing leadership involvement in preventive workflows.

GOVERNANCE

Materiality topic: Business ethics & compliance

Ascom, a publicly listed international company, is committed to transparent reporting and robust corporate governance. The company adheres to comprehensive guidelines across Procurement, Sales, Finance, HR, Legal, ICT, and Communications, aligned with the corporate governance standards of the SIX Swiss Exchange. Further details are provided in the Corporate Governance Report (pages 65 ff).

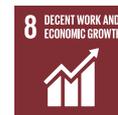
Code of Conduct

The Ascom Code of Conduct serves as the foundation of governance, defining ten core principles, including legal compliance, anti-corruption, fair competition, data protection, and respect for the environment and human rights. These principles are mandatory for all Ascom employees and are reinforced by additional directives and guidelines. All employees complete mandatory training on the Code of Conduct. The Ascom Code of Conduct is published on our website.

Ascom competes fairly, rejecting bribery and corruption while promoting ethical business practices, respect for property rights, and social responsibility. In 2025, no fines or non-monetary sanctions for non-compliance with local or international environmental laws or regulations were imposed on Ascom.



GRI 2, 3-3, 400



The 10 business conduct principles of Ascom:

- We comply with the law.
- We do not tolerate any form of corruption or bribery.
- We comply with anti-trust laws and conduct our business fairly.
- We follow the rules on insider information and trading.
- We apply the 4-eyes principle.
- We know our business partners and adhere to accounting rules and export restrictions.
- We protect our business property, trade secrets, and personal data.
- We respect others and lead by example.
- We are loyal and avoid conflicts of interest.
- We value the environment, health and industrial safety, and children's rights.

Management

The Board of Directors holds ultimate decision-making authority and defines the strategic, organizational, and financial framework for the Group. It oversees overall direction, supervises management, and ensures regular reporting on business performance.

Ascom's Board consists entirely of non-executive, independent members, with two-thirds having served no longer than five years. Both the Board and Executive Committee comprise individuals with the expertise required to lead and develop a technology-driven company like Ascom. All members of the Board of Directors are non-executive and independent members as of 31 December 2025 (in accordance with Article 15 of the Swiss Code of Best Practice for Corporate Governance 2024). No member of the Board of Directors has any significant business relationship with Ascom Holding AG or its subsidiaries.

The Board of Directors aims for balanced professional expertise and diversity of its members when proposing them for election to the Annual General Meeting. The selection process is conducted regardless of origin, nationality, culture, religion, or gender. As of 31 December 2025, the Board of Directors has 33% female and 67% male members.

When selecting new members, attention is given to professional qualifications as well as diversity factors such as gender, international experience, education, and general background. For more details, refer to the Corporate Governance Report 2025 (pages 65 ff).

On 29 September 2025, the Board appointed Michael Reitermann, a Board member since 2020, as Delegate of the Board and CEO ad interim. His mandate runs until 9 March 2026. He succeeded Nicolas Vanden Abeele, who stepped down after nearly four years as CEO to pursue new professional opportunities. Additional information on Michael Reitermann's career is available on page 74 of the Annual Report 2025, accessible at: <https://www.ascom.com/investors/reports-and-presentations/>

Human rights, child labor and freedom of association

Ascom is committed to the United Nations Guiding Principles on Business and Human Rights and follows internationally recognized standards. We require our business partners to do the same.

Our Code of Conduct clearly forbids harassment, mistreatment, or the use of forced or child labor at any location where Ascom operates. In 2025, there were no indications or reports of human rights violations within our company.

We support employees' freedom of association and reserve the right to end contracts with partners who breach human rights standards. Ascom has systems in place to ensure employees have both the freedom of association and the right to collective bargaining.

In line with the commitment to human rights, Ascom is monitoring its suppliers with a clear demand to not tolerate child labor. Audits of production suppliers are conducted using a standardized template. For Asian production suppliers, Ascom mandatory follows up on all ESG requirements and address Corporate Social Responsibility (CSR) and child labor. The results are reported to Ascom. No substantiated suspicion on child labor could be found.

Whistleblowing channel

Since 2013, Ascom has operated an anonymous whistleblowing hotline for reporting suspected misconduct. In 2025, five reported cases were successfully resolved.

Information security and data protection

Data protection and information security are pivotal to Ascom's operations, enabling secure products, resilient business processes, and responsible handling of information across the organization.

Ascom operates under a structured governance model aligned with internationally recognized standards, including ISO/IEC 27001, ISO/IEC 27017, ISO/IEC 27018, as well as the requirements of the NIS2 directive. Ascom's security practices are embedded across the organization and reflect a strong commitment to continuous improvement, risk management, and regulatory compliance.

Ascom has been ISO/IEC 27001 certified since 2019 and expanded its scope in 2024 with ISO/IEC 27017 and ISO/IEC 27018. Our global Information Security Management System (ISMS) includes policies, documentation, and organization-wide training programs promoting information security and cybersecurity best practices.

We regularly execute penetration tests to identify potential external risks, and additional internal vulnerability scans and remediation are planned. In 2025, as well as in previous years, we conducted internal campaigns and trainings to strengthen cybersecurity awareness across the organization. The Legal department conducted a thorough review of our data processing activities, and as a result, a consolidated overview of processing activities across the entities within our organization has been meticulously drafted, ensuring alignment with local, national, and international data protection regulations. The overview is supported by continuous monitoring and regular updates to reflect changes in regulatory requirements or internal operations.

Engaging stakeholders

Understanding the needs of our stakeholders and engaging with them in a meaningful way is essential to our success. Their feedback enables us to continuously improve. Within our sustainability framework, we focus on four primary stakeholder groups: customers, employees, suppliers and partners, and investors and shareholders. We work closely with them to identify key material topics and ensure ongoing dialogue. We also maintain open communication with other groups, including local communities, media, scientific and industry organizations, civil society, and government entities—as appropriate.

Ascom did not receive any government support in 2025.

Ascom' primary stakeholder groups

Customers	We build long-term relationships with our customers and regularly measure satisfaction through various tools. Insights are reviewed with divisional management to drive improvements. We engage customers through fairs, exhibitions, and dedicated events. Key sustainability concerns include circular product design, energy efficiency, and our carbon neutrality strategy—all fully embedded in our material priorities. We support customers on their sustainability journeys by providing transparent product data on recyclability, energy use, and waste.
Employees	Open communication is a core priority. We engage employees through the intranet, Viva Engage, bi-monthly CEO video messages, and virtual town halls. Regular events strengthen engagement, teamwork, and a culture of inclusion and environmental responsibility. We conduct a global Employee Satisfaction Survey every two years and a pulse survey in alternating years, with results shared across the organization.
Suppliers/Partners	We maintain close, long-term partnerships with suppliers through site visits, audits, and regular performance reviews. Regional and global supplier events further support collaboration. Key sustainability priorities include occupational health and safety, energy management, and responsible business conduct—all integral to Ascom's sustainability strategy.
Investors/Shareholders	We engage investors through roadshows, conferences, and individual meetings. Sustainability topics—such as carbon neutrality, business ethics, regulatory compliance, and long-term value creation—are increasingly important to them and guide our ESG activities.

Materiality topic: Long-term corporate success as added value for society

In 2025, Ascom continued to advance its strategic roadmap despite persistent economic and geopolitical uncertainty. Ascom delivered a solid operational performance marked by renewed revenue growth, improved profitability, and continued progress in the transformation of its solutions and services portfolio.

Economic performance

With net revenue of CHF 292.1 million (+3.8% at constant currencies) and growth across all regions, Ascom further solidified its market position. EBITDA increased to CHF 34.3 million (2024: CHF 21.3 million), resulting in an EBITDA margin of 11.7%, a substantial step up from 7.4% the year before. The improvement was driven by higher revenue, a more favorable product and services mix, stronger cost discipline across the organization, and further efficiency gains in project execution.

The healthcare sector remains driven by demographic changes and workforce shortages, rising care demands, and increasing digitalization needs. Ascom's solutions directly address these challenges. In doing so, Ascom contributes meaningfully to the resilience and effectiveness of healthcare systems worldwide. The strong healthcare contribution underscores the Company's strategic focus on mission-critical clinical communication and workflow enhancement solutions. Revenue by region and segment remained well balanced.

Throughout 2025, Ascom continued advancing its long-term strategy to become a leading provider of end-to-end clinical communication and workflow orchestration solutions. The improved financial performance demonstrates that Ascom is executing its strategy effectively and is better positioned to capture the growing demand for digital transformation in healthcare. With a strong order backlog, enhanced profitability, and disciplined financial management, Ascom enters 2026 with confidence and a solid operational foundation.

Ascom's business developments in 2025 demonstrated solid strategic execution and continued investment in its healthcare communication and workflow-optimization portfolio. The Group advanced its product offering with the launch of the Silent ICU solution, developed in partnership with Dräger and B. Braun, strengthened device interoperability through enhanced Epic Rover integration for the Myco 4 Slim smartphone, and reinforced its leadership in mission-critical communications as the Myco 4 became the first 5G device to receive GCF Mission-Critical Services certification. In addition, a multi-year partnership with AvaSure expanded Ascom's virtual-care capabilities, supporting the Group's long-term growth focus on scalable, interoperable, mission-critical solutions for clinical environments.

People and Sustainability as Strategic Enablers

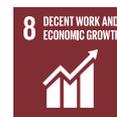
Ascom further invested in talent development, leadership readiness, and a collaborative "One Ascom" culture, supporting both employee well-being and organizational performance. Clearer development paths, improved succession planning, and strengthened engagement programs underscore Ascom's commitment to its people.

Sustainability remains a defining component of Ascom's strategy. The Company:

- Registered with the Science-Based Targets initiative (SBTi), marking a major step in its decarbonization journey.
- Advanced eco-design, durability, and reparability to reduce resource use and environmental impact.
- Improved repair standards that significantly reduced material consumption.
- Increased transparency in ESG reporting to build trust with investors, customers, and employees.

These efforts demonstrate Ascom's commitment to creating value beyond financial performance, enabling more sustainable care delivery, responsible product lifecycles, and resilient communities.

GRI 3-3, 200



292.1

Net revenue
in million CHF

20

Operating businesses
worldwide

Ascom's projects reflect the Company's role as a partner that not only delivers technology but also drives societal progress in healthcare delivery.

Beyond healthcare, Ascom enables safer and more efficient work environments in enterprise settings. Its mobility, alarm, and worker-safety solutions protect employees in demanding or hazardous environments and help companies strengthen operational continuity.

Looking ahead to 2026 and beyond, Ascom remains committed to maintaining strong customer focus, investing in innovation, and fostering a responsible, sustainable corporate culture. The company's strategic direction is clear and validated, positioning Ascom to deliver long-term, profitable, and sustainable growth while continuing to create meaningful value for customers, society, and stakeholders.

Ascom environmental management system

Ascom's Environmental Management System (EMS) is based on the ISO 14001 framework and supports the systematic management and continuous improvement of our environmental performance.

At the core of the EMS is our Environmental Policy, which expresses top management's commitment to environmental protection and sustainability. This Environmental Policy is communicated to all employees and stakeholders and is regularly reviewed to ensure ongoing relevance and effectiveness.

To meet our environmental objectives, Ascom applies harmonized procedures and work instructions, supported by appropriate employee training. Performance is monitored through documented results and periodic evaluations to verify the effectiveness of the system.

Ascom focuses on the environmental aspects of our activities, products, and services that have a significant impact, and continuously work to enhance our environmental performance.

Ascom complies with all relevant environmental laws and regulations, such as REACH and RoHS, which are integral to our internal processes and requirements for suppliers and their own environmental management systems. Our EMS is harmonized with the Integrated Ascom Management System, which also includes our quality management and information security management systems.

Our key sites have been selected for certification by a notified body in accordance with ISO 14001.

Externally certified ISO management system standards

Type of certification	Number of sites ¹	Year of initial certification
ISO 9001 – Quality management	23	2009
ISO 14001 – Environmental Management System	5	2009
ISO/IEC 27001 – Information security management systems	5	2019
ISO 13485 – Medical devices – Quality management systems	7	2019
ISO 20000-1 – IT service management	1	2021

¹ Several locations are certified according to multiple standards.

Risk management

As a leading global ICT company operating within dynamic and highly regulated markets, Ascom is exposed to a wide range of financial, operational, and sustainability-related risks. Robust risk management constitutes a fundamental element of Ascom's corporate governance framework and plays a vital role in supporting sustainable business operations.

Ascom's risk management processes are fully integrated with its overarching business strategy and governance structures, facilitating comprehensive identification, assessment, mitigation, and monitoring of risks. Each year, Ascom undertakes a risk mapping exercise to evaluate the likelihood and potential consequences associated with identified risks. This evaluation incorporates both quantitative and qualitative analyses, factoring in existing control measures and the frequency of potential occurrences.

Risks are systematically classified into four primary categories: external, strategic, operational, and financial. The identification process is carried out collaboratively by the Executive Committee and the Board of Directors, ensuring consistency with the organization's strategic objectives. Every recognized risk is assessed regarding its probability of occurrence and its possible impact on financial performance and corporate reputation.

The analysis utilizes a four-point scale:

- **Probability:** Ranges from (1) unlikely (less than once in five years) to (4) very frequent (more than once a year).
- **Financial Impact:** Ranges from (1) marginal (less than CHF 0.5 million) to (4) critical (exceeding CHF 5 million).
- **Reputation Impact:** Ranges from (1) no impact to (4) extremely high impact.

The Executive Committee regularly reviews all risk assessments and findings, which are subsequently submitted to the Audit Committee for evaluation and approval, thereby promoting organizational transparency and alignment. Risk monitoring is ongoing, with formal annual reviews to address emerging risks and shifts in the business landscape.

Additional details concerning Ascom's risk management methodology, principal corporate risks, targeted measures for cybersecurity and data protection, as well as climate-related risks, can be found in the TCFD-Report (pages 55 ff) and in the Corporate Governance Report (pages 65 ff).

GRI CONTENT INDEX

The Ascom Sustainability Report 2025 has been prepared in accordance with GRI Standards. This report applies to Universal Standards 2021, General Disclosures 2021, to 2016, 2018 and 2020 version of the Global Reporting Initiative (GRI) Standards. 2016*, 2018*, 2020*, 2021* refer to the standards, publication date, not to the date of the information contained in this report.

GRI Standard	Title	Location of content	Annual Report 2025 page	Omission
GRI 1	Universal Standards 2021*			
	Applicable GRI Sector Standard	None		
GRI 2	General Disclosures 2021*			
	The organization and its reporting practices			
2-1	Organizational details	Ascom Holding AG	160	
	Location of headquarters	Zugerstrasse 32 CH-6340 Baar	160	
	Location of operations	Worldwide contacts	160	
	Ownership and legal form	Listed stock company, registered shares listed on SIX Swiss Exchange	65–71	
2-2	Entities included in the organization's sustainability reporting	Corporate Governance Report	66	
2-3	Reporting period, frequency and contact point	1 January 2025 – 31 December 2025 Annually Contact	160	
2-4	Restatement of information	No restatements of information in 2025		
2-5	External assurance	No external assurance in 2025		
	Activities and workers			
2-6	Activities, value chain and other business relationships	Corporate Profile Performance Report Strategy Customer Cases Sustainability Report	Inside cover 4–5 6–13 14–15 17–49	
2-7	Employees	Company profile Sustainability Report Summary of Key Financial Data	Inside cover 36–40 148	
2-8	Workers who are not employees	None		
	Governance			
2-9	Governance structure and composition	Corporate Governance Report Sustainability Report TCFD Report	65 ff 22 55–57	
2-10	Nomination and selection of highest governance body	Corporate Governance Report	71	
2-11	Chair of the highest governance body	Corporate Governance Report	71 ff	
2-12	Role of highest governance body in overseeing the management of impacts	Corporate Governance Report Sustainability Report TCFD Report	71 ff 22 52–53	
2-13	Delegation of responsibility for managing impacts	Corporate Governance Report Sustainability Report TCFD Report	74–76 38 56 ff	
2-14	Role of the highest governance body in sustainability reporting	Sustainability Report TCFD Report	22 56 ff	
2-15	Conflict of interest	Corporate Governance Report Remuneration Report Code of Conduct	77 96	
2-16	Communication of critical concerns	Sustainability Report	45	
2-17	Collective knowledge of the highest governance body	Corporate Governance Report TCFD Report	71 ff 56	
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Report	78	

GRI Standard	Title	Location of content	Annual Report 2025 page	Omission
2-19	Remuneration policy	Remuneration Report	94 ff	
2-20	Process to determine remuneration	Remuneration Report	94 ff	
2-21	Annual total compensation ratio	Remuneration Report	94 ff	
2-22	Statement on sustainable development strategy Statement from senior decision-maker	Letter to Shareholders Sustainability Report	2 18	
2-23	Policy commitments	Sustainability Report Corporate Governance Report Remuneration Report Code of Conduct Sustainability Directive	42, 48 90, 91 94 ff	
2-24	Embedding policy commitments	Corporate Governance Remuneration Report Sustainability Report	90, 91 94 ff 42, 48	
2-25	Processes to remediate negative impacts	Corporate Governance Sustainability Report TCFD Report	80, 81 25 ff 55 ff	
2-26	Mechanisms for seeking advice and raising concerns	Sustainability Report Sustainability Directive	45	
2-27	Compliance with law and regulations	Corporate Governance TCFD Report Sustainability Directive	65 ff 55 ff	
2-28	Membership associations	None		
Stakeholder engagement				
2-29	Approach to stakeholder engagement	Strategy Corporate Governance Report Sustainability Report	11 f 64, 80ff 46 ff	
2-30	Collective Bargaining Agreement	Sustainability Report	45	
GRI 3 Material Topics 2021*				
3-1	Process to determine material topics	Sustainability Report	22	
3-2	List of material topics	Sustainability Report	20, 22, 25 ff	
3-3	Management of material topics	Sustainability Report	25 ff	
GRI 200: 2016* Economic Topics				
GRI 201 Economic Performance				
201-1	Direct economic value generated and distributed	Shareholder Return Letter to Shareholders Performance Report Sustainability Report	Inside cover 2 4–5 47	
201-2	Financial implications and other risks/opportunities due to climate change	TCFD Report	55 ff	
201-3	Defined benefit plan obligations and other retirement plans	Remuneration Report	99 ff	
201-4	Financial assistance received from government	None		
GRI 202 Market Presence				
202-2	Proportion of senior management hired from the local community	Corporate Governance Report	77	
GRI 203 Indirect Economic Impacts				
203-2	Significant indirect economic impacts	Strategy Customer Cases Sustainability Report	6 ff 14 f 18	
GRI 204 Procurement Practices				
204-1	Logistics & Supply chain	Sustainability Report	30 f	

GRI Standard	Title	Location of content	Annual Report 2025 page	Omission
GRI 205	Anti-Corruption			
205-1	Operations assessed for risks related to corruption	Sustainability Report Governance Report Code of Conduct	48 f 80 f, 88	
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report Code of Conduct	44, 46	
205-3	Confirmed incidents of corruption and actions taken	None		
GRI 206	Anti-competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	None		

GRI 300: 2016* Environmental Topics

GRI 301	Materials			
301-1	Materials used by weight or volume	Sustainability Report	34–35	
301-2	Recycled input materials used	Sustainability Report	34–35	
301-3	Reclaimed products and their packaging materials	Sustainability Report	34	
GRI 302	Energy			
302-1	Energy consumption within the organization	Sustainability Report	32	
302-4	Reduction of energy consumption	Sustainability Report	32	
302-5	Reductions in energy requirements of products and services	Sustainability Report	32	
GRI 305	Emissions			
305-1	Direct (Scope 1) GHG emissions	Sustainability Report	26–27	
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report	26–27	
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report	26–27	
305-4	GHG emissions intensity	Sustainability Report	26–27	
305-5	Reduction of GHG emissions	Sustainability Report Sustainability Directive	26 ff	

GRI 306: 2020* Effluents and Waste

306-1	Waste generation and significant waste-related impacts	Sustainability Report	34–35	
306-2	Management of significant waste-related impacts	Sustainability Report Sustainability Directive	34–35	
306-3	Waste generated	Sustainability Report Sustainability Directive	34	
306-4	Waste diverted from disposal	Sustainability Report Sustainability Directive	34	
306-5	Waste directed to disposal	Sustainability Report Sustainability Directive	34	
GRI 307	Environmental Compliance			
GRI 307-1	Non-compliance with environmental laws and regulations	None		
GRI 308	Supplier Environmental Assessment			
308-1	New supplies that were screened using environmental criteria	Sustainability Report	30	
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainability Report TCFD Report	30 55 ff	

GRI Standard	Title	Location of content	Omission
GRI 400: 2016* Social Topics			
GRI 401 Employee Engagement			
401-1	New employee hires and employee turnover	Sustainability Report	41
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Ascom complies with all local employment laws and regulations	
401-3	Parental leave	Ascom complies with all local employment laws and regulations	
GRI 402 Labor Management			
402-1	Minimum notice periods regarding operational changes	Ascom ensures timely communication with employees and their representatives regarding both negative and positive corporate changes	
GRI 403: 2018* Occupational Health and Safety			
403-1	Occupational health and safety management system	Sustainability Report Sustainability Directive	43
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report	43
403-8	Workers covered by an occupational health and safety management system	Sustainability Report	43
GRI 404 Training and Education			
404-1	Average hours of training per year per employee	Sustainability Report	41
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report	41
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report	41
GRI 405 Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	Sustainability Report Corporate Governance Sustainability Directive	42 76
GRI 406 Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	Sustainability Report	45
GRI 407 Freedom of Association & Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Report	31, 30
GRI 408 Child Labor			
		Sustainability Report Sustainability Directive	30, 45
GRI 409 Forced or Compulsory Labor			
		Sustainability Directive	45
GRI 410 Security Practices			
		Sustainability Report Sustainability Directive	45, 46
GRI 411 Rights of Indigenous Peoples			
		Sustainability Report Sustainability Directive	38, 42
GRI 412 Human Rights Assessment			
		Sustainability Report Sustainability Directive	45
GRI 414 Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	Sustainability Report Sustainability Directive	30
414-2	Negative social impacts in the supply chain and actions taken	None	
GRI 415 Public Policy			
		None	

GRI Standard	Title	Location of content	Omission
GRI 416	Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Sustainability Directive	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None	
GRI 417	Marketing and Labeling		
417-1	Requirements for product and service information and labeling	Sustainability Directive	
417-2	Incidents of non-compliance concerning product and service information and labeling	None	
417-3	Incidents of non-compliance concerning marketing communications	None	
GRI 418	Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None	
GRI 419	Socioeconomic compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	Ascom did not record any relevant fines or non-monetary sanctions due to non-compliance with laws and / or regulations in the social and economic area in the reporting year.	

Sustainability Directive

<https://www.ascom.com/globalassets/assets/global/corporate/documents/sustainability/ascom-sustainability-directive-2021.pdf>

Code of Conduct

<https://www.ascom.com/globalassets/assets/global/corporate/documents/corporate-governance/ascom-code-of-conduct-2021.pdf>

Contacts

<https://www.ascom.com/about-us/who-we-are/contact-us/>

TCFD

This TCFD Report (Task Force on Climate-related Financial Disclosures) outlines the methods by which Ascom identifies, assesses, and addresses both physical and transitional climate-related risks and opportunities. It explains how Ascom handles governance and risk management.

Ascom has taken responsibility in the field of sustainability for many years. In 2003, the Company communicated its Code of Ethical Business Conduct, committing to valuing the environment. Since publishing its first Sustainability Report back in 2010, Ascom outlined its efforts to reduce climate impact. Since 2021, the sustainability report has been written in accordance with GRI standards. For details, see Ascom's Annual and Sustainability Reports at <https://www.ascom.com/investors/reports-and-presentations/>

Starting in 2024, Ascom has been following the TCFD guidelines to report climate-related risks and opportunities. By doing so, Ascom complies with the Swiss Climate Ordinance.

Climate changes such as extreme weather can cause property damage, disrupt production, and delay deliveries at Ascom or its customers. Such events may influence insurance coverage, and lead to higher costs from supply issues or operations.

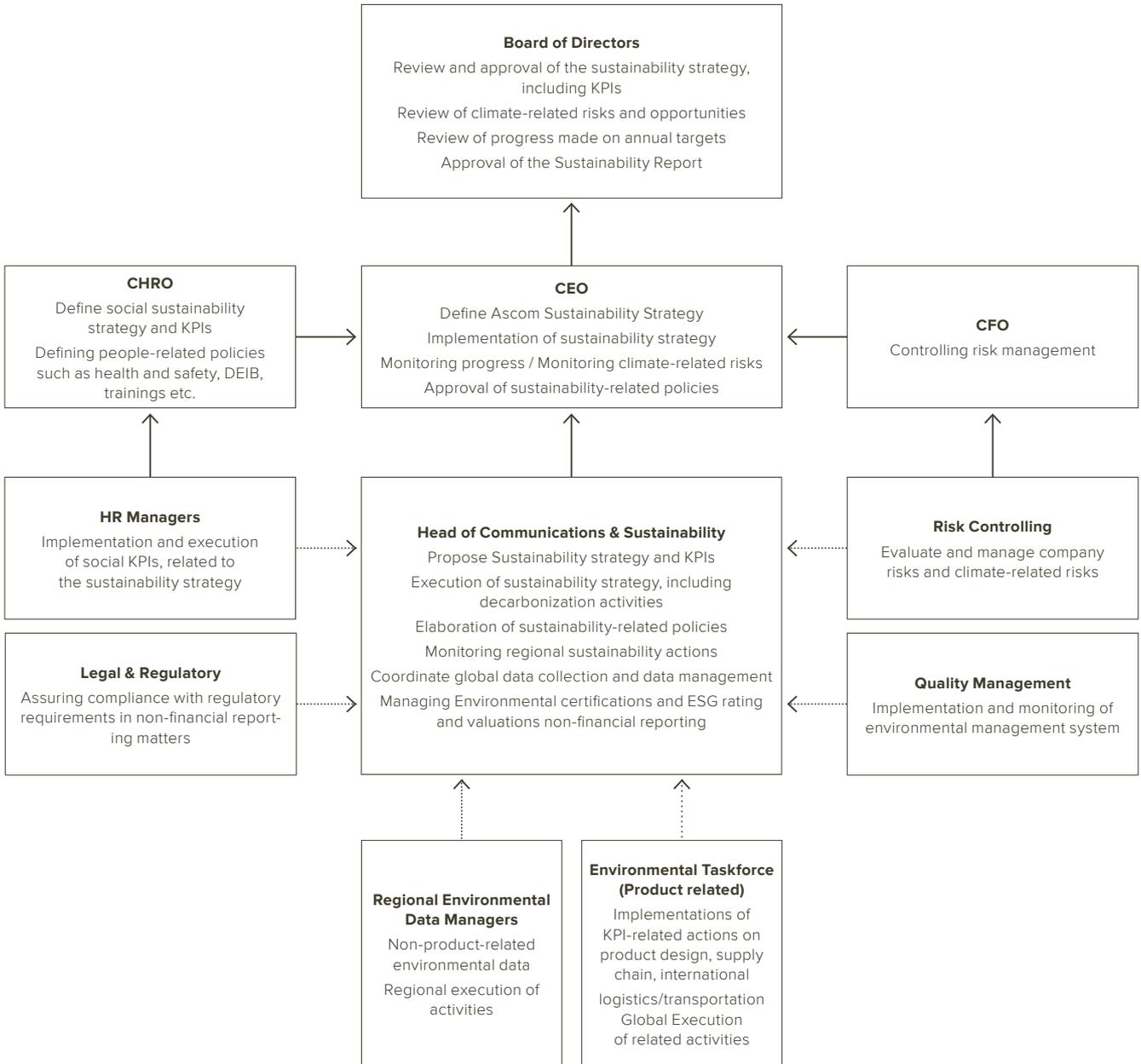
Transitioning to a low-carbon economy presents both risks and opportunities, including investments in greener facilities and products, and shifts in customer expectations. These factors can impact Ascom Group's future financial performance.

Ascom is a global provider of ICT and mobile workflow solutions in the healthcare and enterprise sectors. Ascom's mission is to put the right information in the right hands at the right time so that people can make the best possible decisions. With its unique product and solution portfolio as well as its software architecture for the integration of devices and mobilization solutions, Ascom closes digital information gaps in critical situations. In this way, the Company ensures smooth, complete, and efficient workflows.

Ascom is headquartered in Baar (Switzerland), operates in 20 countries, and employs around 1,400 people worldwide.

Governance

The governance of Sustainability topics, including climate-related issues, is fully embedded within the Company's corporate governance framework and integrated into all strategic functions across the organization. Climate-related topics affect all business areas at Ascom and thus must be overseen and controlled at the highest level within the organization.



Board of Directors

The Board of Directors oversees the Corporate Sustainability Strategy and climate-related risks and opportunities. The Board receives annual updates on ESG projects, sets goals, and reviews the Sustainability Report as part of the annual process. The Audit Committee nominated Dr. Monika Krüsi as main contact on the Board for coordinating ESG-related activities.

In 2025, Sustainability Management informed the Board of Directors about ESG measures and held a workshop with the Board members, Jürg Fedier and Monika Krüsi and executives, to align KPIs and future sustainability strategies for Ascom.

The Board of Directors agrees on Ascom's climate objectives and progress.

Management team

While the Board of Directors provides oversight of governance matters, the Executive Committee is tasked with implementing the sustainability strategy and directly supervising progress. The Executive Committee manages the integration of climate objectives into the Company's overall strategy and submits results and key performance indicator (KPI) achievements to the Board of Directors for annual verification, as was done in the reporting year 2025.

The CEO monitors advancement toward corporate climate goals and conducts biannual performance reviews with the sustainability manager. The CFO is responsible for conducting an annual risk assessment, which includes evaluating climate-related risks and opportunities, in collaboration with the internal Risk Manager. These assessments are documented within this TCFD Report.

Human Resources, under the direction of the CHRO, develops, executes, and oversees social responsibility initiatives and targets aligned with Ascom's Sustainability Strategy.

The Head of Communication & Sustainability Manager leads the operational development and execution of the sustainability strategy, coordinating and implementing sustainability initiatives such as the decarbonization plan. This role is responsible for tracking progress toward climate-related targets and managing value chain engagement on climate issues. To promote organization-wide integration of sustainability efforts, the Head of Communication & Sustainability collaborates with designated Environmental Data Collectors in each region and representatives from various Global Functions.

The Head of Communications & Sustainability leads the Environmental Taskforce, a cross-functional working group representing Global Supply Chain, Research & Development (R&D), Service & Operations, Quality & Regulatory, Legal, and Product Management. The task of this group is to elaborate a plan on how to reduce emissions in product-related aspects. Furthermore, the group guarantees in-time support for customers in ESG-related aspects, such as providing product-specific data about materials used, recyclability, packaging, etc. The Environmental Taskforce discusses KPIs and progress on initiatives but also aligns implementation and reduction plans.

Regional Environmental Data Collectors are responsible for submitting all necessary data for CO₂ emissions calculations in accordance with the GHG Protocol (Scope 1, 2, and 3). Regions and group functions are accountable for executing their respective local or specialized sustainability actions.

The Legal and Regulatory Team ensures compliance with any sustainability-related regulatory requirements.

Quality & Regulatory oversees the application of the Ascom environmental management system in certified business entities and ensures the implementation and monitoring of environmental management system.

Ascom communicates its ESG strategy and climate transition plan with shareholders and investors, gathering feedback for possible integration into its initiatives. The Sustainability Report outlines the main points of Ascom's strategy, goals, and decarbonization roadmap.

Risk management

Ascom operates globally and is subject to a wide range of financial and non-financial risks inherently linked to its business activities. Accordingly, risk management is embedded within the company's comprehensive risk and control framework as part of its business processes.

The organization's structured risk management approach classifies risks into four principal categories: strategic, operational, financial, and compliance. Risks are identified through an annual mapping analysis and evaluated in terms of probability and potential impact. Where feasible, impacts are quantified, factoring in frequency and existing mitigation measures; otherwise, a qualitative assessment is employed.

Upon identification and evaluation, business area leaders are responsible for designing and implementing mitigation strategies to reduce both the likelihood and potential severity of risks. They are required to submit regular updates to the Executive Committee and maintain thorough documentation of their findings. The effectiveness of these measures is continuously monitored and incorporated into subsequent risk assessments.

To support business continuity, risk identification and assessment are conducted across all operations by the group's finance department to ensure impartial evaluation. The Executive Committee reviews the comprehensive Group risk assessment and establishes appropriate mitigation actions.

Risk consolidation and annual reporting to the Board are overseen by the CFO, while final responsibility for risk assessment rests with the Board of Directors.

Additional details regarding the overall risk management process can be found in the Sustainability Report 2025 (page 17 ff), Corporate Governance Report 2025 (pages 65 ff), and the notes to the consolidated financial statements (pages 120).

Sustainability Strategy and Decarbonization Roadmap

Ascom is committed to achieving carbon-neutral operations by 2040 and reaching net zero emissions by 2050. Ascom's focus on driving sustainability in its business is strongly defined by actions that create value for customers. The Company's Sustainability strategy addresses climate change mitigation through targeted initiatives, including reductions in energy use and CO₂ emissions within production and logistics, the development of resource-efficient products, the application of eco-design principles, and the establishment of a sustainable supply chain. These actions are designed to substantially lower greenhouse gas emissions while supporting anticipated business growth and supporting decarbonization ambitions of customers and partners.

In 2025, Ascom had to face an increase of CO₂ emissions by around 8%, mainly due to a higher number of purchased goods, despite having reduced emissions of business travel by airplane, and energy consumption of Ascom Buildings.

In 2025, Ascom joined the Science-Based Targets initiative (SBTi). The company plans to complete the SBTi validation process by 2027. With this, Ascom commits to a significant reduction of emissions in the short- and mid-term and underlines its ambitions to reduce environmental impact.

In 2025, new repair standards for specific Ascom handsets and pagers reduced cover exchanges by 25%. Further, Ascom introduced the EU energy label for Ascom Myco 4, meeting updated eco-design regulations. More information about Ascom's Decarbonization Roadmap, its ambitions and measures are described on pages 25 ff of this Sustainability Report.

Ascom's sustainability profile is yearly rated by independent organizations such as EcoVadis and CDP or by Inrate agency. Those external evaluations and rankings offer suggestions for Ascom to benchmark and enhance its sustainability profile. Compared to last year, Ascom improved its ratings by EcoVadis and zRating.

Climate-related risks

Ascom is dedicated to recognizing and managing both physical and transition risks linked to climate change. The company has pinpointed possible climate-related risks that may affect its business, strategy, and financial planning. In line with TCFD guidelines, these are separated into physical risks, which can be either sudden or long-term, transition risks, and climate-related opportunities.

Physical risks arise from direct climate-related events such as rising average temperatures, flooding, landslides, increased sea levels, and prolonged droughts. These risks encompass both short-term acute extreme weather incidents and long-term chronic local effects.

Ascom acknowledges that the nature and magnitude of physical risks associated with climate change, such as severe weather occurrences, including storms and floods, may result in property damage, disrupt production operations, or cause delivery delays, impacting either Ascom's facilities directly or its customers indirectly. The frequency and intensity of such events can affect asset insurability and insurance premium costs. Furthermore, physical risks can lead to higher operational expenses, particularly when supply chains experience bottlenecks or when production activities are temporarily halted. To address these challenges, Ascom maintains property and business interruption insurance to mitigate existing risks.

Physical risks due to climate change

Risk (acute and chronic)	Potential impact and significance	Risk minimization	Financial impact in short to mid-term
Storms, landslides, and floods	<p>If suppliers' infrastructures or Ascom buildings or the supply chain (transportation) are affected:</p> <ul style="list-style-type: none"> ■ Disruption of supply chain (production). ■ Disruption of communication networks because of natural disasters. ■ Ascom sites and suppliers are in zones with moderate risks. 	<ul style="list-style-type: none"> ■ Regular assessment of acute physical risks in office buildings as part of business continuity management. ■ Evaluate alternative transportation options ■ Investments in infrastructure, such as the construction of emergency concepts for protecting the affected production plants. Property insurance, including contingency losses for major suppliers. 	Significant CHF 3–5 million
Rising sea levels	<ul style="list-style-type: none"> ■ Disruption of supply chain (production). ■ Disruption of communication networks because of natural disasters. ■ Main suppliers of Ascom are assessed within the scope of property insurance for any risks of natural disasters. 	<ul style="list-style-type: none"> ■ Regular assessment of chronic physical risks as part of the risk management system and acting at an early stage. ■ Risk reports from the insurance company. ■ Property insurance, including contingency losses for major suppliers. 	Noticeable CHF 0.5–3 million
Wildfires and droughts	<ul style="list-style-type: none"> ■ Disruption of the supply chain (production). ■ Disruption of communication networks because of natural disasters. ■ Currently, no Ascom sites or for Ascom-relevant sites of partners or manufacturers. 	<ul style="list-style-type: none"> ■ Regular assessment of chronic physical risks as part of the risk management system and acting at an early stage. 	Noticeable CHF 0.5–3 million
Heatwaves	<ul style="list-style-type: none"> ■ Disruption of the supply chain (production). ■ Disruption of communication networks because of natural disasters. ■ Higher staff absence because of health issues. ■ Lower productivity of employees. ■ A higher need for cooling in Ascom buildings and data centers leads to higher costs. ■ Higher production costs are due to higher fixed costs for facility cooling. 	<ul style="list-style-type: none"> ■ Paying attention to ecological cooling systems in new buildings or building renovations. ■ Sensitize employees and support them to be prepared for heatwaves. 	Noticeable CHF 0.5–3 million

Transitional risks refer to business-related risks arising from societal and economic transformations toward a low-carbon and more climate-resilient future. These risks encompass policy and regulatory changes, technological advancements, market fluctuations, reputational considerations, and legal factors.

Ascom has identified climate-related transitional risks: failure to meet sustainability objectives or implement effective climate measures, potential introduction or expansion of CO₂ taxation and product design eco-design regulations for companies and shifts in customer purchasing behavior.

The following table outlines the primary climate-related risks assessed by Ascom, which might impact the business activities.

Transitional risks due to climate change

Risk	Potential impact and significations for Ascom	Risk minimization	Financial impact in short to mid-term
Stricter regulatory requirements on reporting	<p>Increase of operational costs:</p> <ul style="list-style-type: none"> ■ Due to higher reporting efforts, increased compliance costs, or penalties for non-compliance. ■ Increased CO₂ taxes on fossil combustion and fuel costs. ■ To achieve governmental sustainability goals, governments require public organizations such as hospitals to require high ESG standards from partners. Most Ascom clients belong to the public sector. 	<p>Further implementation of the comprehensive CO₂ strategy: (i) implementation of measures for saving energy, heat recovery, and increasing efficiency in the plants, increasing the share of green electricity, and replacing heating systems using fossil fuels and energy-intensive technologies.</p>	<p>Noticeable CHF 0.5–3 million</p>
Stricter regulatory requirements on eco-designs products	<p>Higher Innovation costs, higher product development costs. Use of alternative materials and technologies that are more costly.</p> <ul style="list-style-type: none"> ■ Lost market shares due to competitive disadvantages or due to higher product prices. ■ Lower profitability due to higher operational costs. 	<ul style="list-style-type: none"> ■ Reducing energy consumption of devices and software. ■ Consistent development of products according to the eco-design principle. ■ Identification of ways in which to close internal material cycles and make production waste useful as secondary materials. ■ Increasing the share of recycled materials in production. 	<p>Significant CHF 3–5 million</p>
Failure to achieve a reduction in ESG impact and to take environmental responsibility	<p>Reputational risk:</p> <ul style="list-style-type: none"> ■ Loss of customers affects customer loyalty and investor confidence. ■ Loss of employees. <p>Ascom is perceived as a brand that takes no responsibility or accountability in relation to climate protection. Our communication approach to climate protection is exaggerated and perceived as "greenwashing".</p>	<ul style="list-style-type: none"> ■ Keeping realistic KPIs. ■ Monitoring achievements. ■ Transparency in communication ■ Define ESG activities that keep business value in mind. ■ Commit to standards and reduction (GRI, SBTi, CDP). 	<p>Noticeable CHF 0.5–3 million</p>
Ascom's offer effectively fulfills market needs for environmental products more than competitors	<ul style="list-style-type: none"> ■ Loss of market share because Ascom recognizes new customer expectations or new trends too late and cannot meet them. 	<ul style="list-style-type: none"> ■ Invest in more energy-efficient products ■ Increase recyclability of products. ■ Regular assessment of market risks as part of the risk management system. ■ Consistent development of products according to the eco-design principle. 	<p>Significant CHF 3–5 million</p>
Supply chain sustainability: Ensuring that the supply chain for hardware and software components adheres to sustainable and ethical practices can be a positive contribution	<p>A new supply chain may lead to higher operational costs in the supply chain and investments in bigger inventory.</p> <p>Dependence on connectivity:</p> <ul style="list-style-type: none"> ■ Dependency on network connectivity can pose risks in case of disruptions, potentially affecting the delivery of healthcare services. 	<ul style="list-style-type: none"> ■ Regular analysis and optimization of the sustainability impact for transportations. ■ Analyze increased inventories to reduce the number of transportations. ■ Analyze alternative, sustainable means and fuels for transportation. 	<p>Noticeable CHF 0.5–3 million</p>
Low-emissions sources of energy	<p>Additional costs for buying renewable energy sources for buildings, or for the fleet.</p>	<ul style="list-style-type: none"> ■ Minimize the use of energy for buildings ■ Increase remote services to reduce business trips. 	<p>Noticeable CHF 0.5–3 million</p>
Increased insurance costs	<p>As climate risks grow, insurers may raise premiums or reduce coverage for companies operating in vulnerable areas or sectors.</p>	<p>Review insurance contracts at renewal and perform market and competitor analyses for possible alternatives.</p>	<p>Marginal Lower CHF 0.5 million</p>
Reduced capital availability	<p>Only with a strong ESG profile compared to industry benchmarks can investments be attracted.</p>	<ul style="list-style-type: none"> ■ Keep an ambitious but realistic ESG transition plan. ■ Communicate transparently ■ Compared to the benchmark ■ Keeping ESG efforts linked to customer value and needs. 	<p>Noticeable CHF 0.5–3 million</p>

Strategic elements to respond to climate-related risks on Ascom's business

The recognition of climate-related risks affirms Ascom's strategic priorities and underscores the necessity for continued action.

A key aspect of addressing these risks is our commitment to reducing the emissions associated with our products. This approach includes incorporating components that facilitate product repair and extend product lifespans, which both optimize costs for customers and minimize material waste.

Ascom benefits from a robust supplier network and a highly skilled procurement team, which together play a vital role in supporting our objectives. We have implemented more environmentally responsible transportation methods, and in 2025, reduced emissions from business air travel while increasing the use of renewable energy in downstream logistics.

Furthermore, Ascom remains dedicated to enhancing its ESG profile as an employer. We strive to position our company as both environmentally and socially responsible, with a clear sense of purpose. Through our emphasis on Diversity, Inclusion, Equity, and Belonging (DEIB), as well as employee development initiatives such as training and learning programs, we are confident in our ability to deliver values that resonate with our workforce, foster greater engagement, and attract top talent.

Climate-related opportunities

In addition to physical and transitional climate-related risks, Ascom recognizes opportunities associated with climate change. Tighter environmental regulations and customer awareness are boosting demand for durable, energy-efficient products and those that can be repaired. Further, the development of new business models, such as remote services, are accelerated. Investments in environmentally friendly and resource-efficient production products are becoming increasingly essential.

Collectively, these dynamics may significantly impact on the future economic performance of the Ascom Group.

Ascom has identified climate-related opportunities that could impact its business financially or strategically.

Opportunities	Potential impact	Significations for Ascom	Financial impact short to mid-term
Customer preferences: market shift to sustainable products	Increased demand for energy-efficient devices. And the replacement of old devices with new ones.	Replacement of certain components can even increase the reparability of our products and prolong their lifecycle.	Significant
Digital Transformation: market need for remote patient monitoring	Implementing digital solutions can lead to more efficient healthcare processes, reducing paperwork and administrative overhead.	New business opportunities: Ascom provides various products to support remote patient monitoring. In our product development, we focus on solutions in this area, also in view of the staff shortage.	Noticeable
Increasing demand for repair services	Change in Customer Request: To improve their own Emission Balance, customers reduce their waste. They try to prolong the lifetime of their products.	New business opportunities: Higher demand of customers for repair service. The replacement of certain components can even increase the reparability of our products and prolong their lifecycle.	Noticeable
Optimized costs due to alternative sourcing	Sourcing alternatives for components that are more environmentally friendly (less energy-consuming or more easily recyclable) can lead to lower costs. More environmentally friendly transportation.	New components may offer the potential for cost reductions. The same goes for alternative ways of transportation from the plane to the ship.	Marginal
Resource substitute or diversification	The shift to new means of transportation that take more time requires a bigger and more decentralized stock of material.	The diversification of stock material in different locations reduces cluster risk and increases flexibility in cases of natural disasters on production sites or transportation.	Noticeable
Customer partnerships become more influenced by the common ESG journey	Demand from investors in line with the EU taxonomy increases investments in companies with sustainable products.	Strengthened customer relations: Ascom is focusing on ESG Activities that provide customer value.	Noticeable
Capital availability		Ascom's ESG commitment, especially regarding environmentally friendly products and repair services, increases attractiveness for investors.	Significant

Strategic elements to enhance climate-related opportunities for Ascom

Ascom aims to boost efficiency and revenue while limiting its environmental impact. The strategy prioritizes sustainable products to address climate risks and seize new opportunities. Innovative, high-quality, durable products are an essential part, with eco-design principles enabling less material use, reduced waste, and more reusable or recyclable packaging. This approach balances environmental benefits and economic efficiency.

Integration of ESG and climate-related metrics in remuneration

To date, Ascom has not integrated ESG or climate-related performance metrics into the remuneration schemes. For further information, please refer to the Remuneration Report (page 93 ff) in the Annual Report 2025.

Greenhouse gas emissions, measures and targets

Ascom's Sustainability Report 2025 details its greenhouse gas emissions. Aligned with the defined Materiality topics, specified in the Materiality Matrix (page 22), targets, progress, and outlooks have been reported. The report provides key performance indicators and objectives related to sustainability and greenhouse gas (GHG) emissions within the Ascom Sustainability Report 2025. Information on Ascom's climate-related metrics and targets is available in the "Ascom's Key Ambitions and KPIs" (page 23) as well as in the sections "Planet" and "Products" of the report (page 25–37).

Ascom's total CO₂e emissions in 2025 is 19,922 tCO₂e. This resulted in an intensity of 14.0 tCO₂e per employee.

In 2025, Ascom achieved several notable milestones, advancing product sustainability and compliance:

- Ascom introduced a new Environmental Data tool, supporting a more efficient data collection process on one side, but also an improved data validation.
- Ascom registered to SBTi. The validation is planned for 2027.
- A majority of Class 1 EMS/ODM service partners are now sharing their CO₂ emission numbers, which has significantly increased transparency and enabled more accurate tracking of supply chain emissions.
- 43% of Ascom's spending is with one single supplier that is registered to the Science-Based Targets initiative (SBTi), demonstrating a clear shift toward partners with ambitious climate targets.
- The successful implementation of new repair standards for all DECT/VoWiFi handsets and pagers resulted in a 25% reduction in cover exchanges and the elimination of unnecessary replacements, which led to significant material savings in high-volume markets.
- Ascom successfully implemented two key EU regulations: Delegated Regulation 2023/1669, which supplements Energy Label Regulation (EU) 2017/1369 regarding the energy labelling of smartphones and slate tablets, and Commission Regulation (EU) 2023/1670, which establishes eco-design requirements for smartphones, mobile phones other than smartphones, cordless phones, and slate tablets under the Eco-Design Directive 2009/125/EC. The successful introduction of Energy Labels for Myco 4 enabled customers to make more informed, energy-conscious choices.

GENERAL NOTE

Regulatory basis

The Ascom Sustainability Report 2025 has been prepared

- in accordance with Art. 964 CO ff “Reporting on non-financial matters” and the Federal Ordinance “Reporting on climate matters.”
- in accordance with the GRI Standards. This report applies to the Universal Standards 2021, General Disclosures 2021, and the 2016, 2018, and 2020 version of the Global Reporting Initiative (GRI) Standards.

This Sustainability Report 2025 is based on rules and regulations to be followed as set out in:

- the Swiss Code of Obligations
- the Ordinance on Climate Disclosures
- the Articles of Association of Ascom Holding AG (dated 16 April 2025)
- the Organizational Regulations of Ascom Holding AG (dated 19 January 2022)
- the Ascom Code of Ethical Business Conduct (dated 1 January 2021)
- the GRI Standards

Sources of the greenhouse gas emission factors

In the Greenhouse Gas accounting 2025, emission factors from the following institutions (amongst others) were used:

- Federal Office for the Environment (CH)
- Department for Environment, Food and Rural Affairs (UK)
- Carbon Footprint Ltd.
- Verein mobitool

The organizational boundaries of the 2025 GHG footprint were determined using the financial control consolidation approach by the GHG Protocol. All relevant greenhouse gases are included, i.e. in addition to carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), sulfur hexafluoride (SF₆), nitrogen trifluoride (NF₃), hydrofluorocarbons (HFCs), and perfluorocarbons (PFCs), and are shown in CO₂ equivalents (CO₂e).

Approval of the Board of Directors

The Board of Directors of Ascom Holding AG approved this Sustainability Report (Report on Non-Financial Matters) according to Art. 964a ff. Swiss Code of Obligations on 27 February 2026.

Disclaimer

The content of this Sustainability Report has been developed based on current information, estimates, beliefs and assumptions. Ascom does not undertake to update any such statements, information or data contained in this content, nor to inform the reader if any statements, data, or information contained herein change in future. The information and data in this content have not been audited or assured. Some of the information and data in this content may have been obtained from public, internal or other third-party sources.

This Sustainability Report contains forward-looking statements relating to Ascom. Because these forward-looking statements are subject to risks and uncertainties, the reader is cautioned that actual future results may differ from those expressed in or implied by the statements, which constitute projections of possible developments. All forward-looking statements are based only on data available to Ascom at the time of preparing the Sustainability Report.