



# LÜDI SWISS AG Sustainability Report 2025

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## 1. Foreword from the CEO

Dear Sir or Madam,

We are pleased to present the 2025 Sustainability Report of LÜDI SWISS AG. As a family-owned SME and a world-leading manufacturer of extruded and deep-drawn small and micro metal parts primarily for thermal, organic, and inorganic elemental analysis, we act responsibly toward the environment, society, and the economy.

In 2025, we continued to strengthen our sustainability approach by building on existing measures and further improving transparency across our operations. Our focus remains on efficient use of resources, high-quality and reliable production processes, safe working conditions and responsible business conduct throughout our value chain.

This report provides an overview of our activities, progress and ongoing commitment to continuous improvement. Sustainability is not a separate initiative for us, but an integral part of our daily decision-making and long-term orientation as a Swiss manufacturing company.

We would like to thank our employees, partners and customers for their trust and support on this journey.

Kind regards,



Adele Lüdi  
CEO

## 2. LÜDI SWISS AG

### 2.1 Company Profile

Date of establishment: 1916

Location: Flawil, Switzerland

Number of employees: 22

Markets: international, research and development, quality assurance, life science, OMEGA

### 2.2 Values and Vision

LÜDI SWISS AG understands sustainability as both a value-based commitment and a strategic enabler for long-term competitiveness. Responsible business conduct, respect for people and the environment, and integrity in decision-making form the foundation of the company's approach to sustainability.

These principles are defined in the Code of Conduct "BeBlue", which reflects the company's core values of responsibility, quality, innovation and sustainability. The Code of Conduct provides clear guidance for ethical behaviour, responsible resource use and accountable cooperation with employees, business partners and society.

Building on this values-based framework, environmental, social and governance (ESG) considerations are systematically integrated into leadership and management processes. This ensures that sustainability is not treated as a standalone initiative, but as an integral part of strategic planning, operational execution and risk management.

Targeted ESG measures are implemented to translate strategic principles into practical action. Progress is regularly reviewed and evaluated, enabling transparency, accountability and continuous improvement. Through this structured approach, LÜDI SWISS AG strengthens its resilience, manages risks proactively and enhances its long-term competitiveness while remaining aligned with its corporate values.

### 2.3 Sustainability strategy

LÜDI SWISS AG's sustainability strategy is based on three fundamental pillars:

- I. **Environmental:** Responsible use of resources and contribution to climate protection
- II. **Social:** Responsibility towards employees, communities and society
- III. **Governance:** Transparent, accountable and ethical corporate management

### **3. Achievements 2025**

#### **3.1 Environmental**

In 2025, LÜDI SWISS AG continued to strengthen its environmental performance through targeted analyses, operational improvements and employee-driven initiatives.

As part of its energy management activities, the company conducted a structured analysis of electricity peak loads. Monthly evaluations were based on the highest monthly peak, the average monthly peak level and the most frequent peak load range (mode). In addition, daily peak events were monitored to better understand operational patterns. The results indicate that higher peaks mainly occur due to the temporal overlap of energy-intensive processes rather than continuous high consumption. This analysis provides a sound basis for peak-smoothing measures planned for 2026.

Beyond energy management, LÜDI SWISS AG implemented several practical measures to further reduce its environmental footprint and improve resource efficiency. Packaging processes were optimized through the introduction of alternative cushioning materials that are easier to recycle and contributed to lower material consumption. Logistics efficiency was increased by optimizing the collection of reusable containers, resulting in fewer transport journeys and corresponding emissions.

In addition, employee engagement and education played an important role in environmental initiatives. Sustainable mobility was promoted by encouraging participation in programmes such as Bike to Work, helping to raise awareness of environmentally friendly commuting options.

Furthermore, the company introduced LÜDI LOOP, an internal exchange platform that enables employees to share and reuse both work-related materials and private items. By extending the life cycle of resources and reducing waste, LÜDI LOOP promotes a circular mindset and strengthens sustainability awareness in everyday working life. This people-driven initiative reflects LÜDI SWISS AG's commitment to practical environmental innovation and responsible resource use.

#### **3.2 Social**

As part of its social responsibility, LÜDI SWISS AG continued to support a range of charitable and social organisations at local, national and international level in 2025. Contributions focused on initiatives promoting social inclusion, health, sports, cultural heritage and community support.

Supported organisations included Schweizer Tafel, Stiftung Solidarität mit der Welt, Special Olympics, Sporthilfe, PluSport, Spitex Flawil, the Wildparkgesellschaft, and the Verein Ortsmuseum Flawil. Through these engagements, the company aims to support disadvantaged people, promote equal opportunities in sports, strengthen local communities and contribute to social cohesion.

These activities reflect LÜDI SWISS AG's commitment to social responsibility beyond its core business and to making a positive contribution to society.

#### **3.3 Governance**

In 2025, LÜDI SWISS AG further strengthened its governance framework by systematically embedding ESG principles into its organisational structures and management processes.

An ESG responsible role was formally defined and integrated into the organisational chart, ensuring clear accountability and transparency for sustainability-related topics. This step supports effective coordination and reinforces the importance of ESG considerations across the organisation.

In addition, the company's core management process was expanded to include ESG-related objectives. By integrating sustainability goals into this key process, ESG considerations are now more closely linked to strategic decision-making and day-to-day management.

Furthermore, ESG objectives and principles were derived from the Code of Conduct and translated into governance and management goals. This approach helps clarify expectations regarding responsible business conduct and supports consistent ethical behaviour throughout the organisation.

Together, these measures represent an important step towards a more structured and transparent governance approach and provide a solid foundation for the continued integration of ESG topics.

## **4. Outlook and Goals for 2026**

### 4.1 Environmental:

LÜDI SWISS AG will continue to improve environmental performance through a pragmatic and data-driven approach. Building on the analyses and measures implemented in 2025, the focus remains on increasing transparency, optimising resource use and identifying further efficiency potential in line with the company's size and operations.

- a. Further development of electricity and energy monitoring
- b. Implementation of operational measures to smooth electricity load profiles
- c. Reduction of avoidable electricity peak loads compared to 2025
- d. Continued optimisation of packaging materials and logistics processes
- e. Strengthening employees' awareness of energy-saving behavior
- f. Encouragement of sustainable mobility options where feasible

### 4.2 Social:

The company remains committed to providing a safe, inclusive and supportive working environment. Social responsibility will continue to focus on employee well-being, occupational safety and engagement with the local community.

- a. Continued focus on occupational health and safety
- b. Ongoing internal communication and awareness-raising on ESG and social topics
- c. Continued support of social, cultural and sports-related organisations
- d. Promotion of employee engagement in sustainability initiatives

### 4.3 Governance:

LÜDI SWISS AG aims to further embed ESG considerations into its governance framework and management processes. The focus remains on clarity, accountability and proportionate implementation aligned with the company's organisational structure.

- a. Further integration of ESG objectives into leadership and management processes
- b. Regular review of ESG responsibilities and internal coordination
- c. Strengthening the documentation, training, and transparency of ESG-related measures
- d. Continued alignment of business conduct with the principles of the Code of Conduct
- e. Preparation for future ESG and customer reporting requirements

## 5. Appendix

### 5.1 Reporting Scope and Methodology

This Sustainability Report covers the activities of LÜDI SWISS AG for the reporting year 2025. The scope includes the company's own operations at its Swiss location. Data collection is based on internal records, operational monitoring and management documentation. Where estimates or assumptions were required, these are based on best available information and applied consistently.

Electricity consumption in 2025 was analysed with a focus on peak load behaviour. For each operating day, the four highest electricity peak loads were recorded, including timestamp and energy value (kWh). In addition, monthly evaluations were conducted using three key indicators:

- Highest electricity peak per month
- Average monthly peak load
- Most frequent peak load range (mode group)

This approach allows differentiation between exceptional peak events and typical operating conditions. The analysis focuses on identifying temporal load overlaps rather than continuous consumption levels and provides a basis for operational optimisation measures.

### 5.2 Contact

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