



MOTOREX-BUCHER GROUP

# SUSTAINABILITY REPORT 2024



**“WE SEE SUSTAINABILITY  
AS A DEVELOPMENT  
OPPORTUNITY. RESPON-  
SIBILITY GUIDES US,  
INNOVATIONS DRIVE US.”**

Hansruedi Scherer, Chairman of the Board of Directors

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#### Note on the scope and terms used

In this Sustainability Report, “MOTOREX” stands for the whole MOTOREX-BUCHER GROUP AG. This includes all legal entities of the MOTOREX-BUCHER GROUP as well as the MOTOREX, YORK and SPECTRO brands. The report considers all of the Group’s relevant activities, locations and products.

CO<sub>2</sub> equivalents (CO<sub>2</sub>e) are shown as CO<sub>2</sub> in running text and include all greenhouse gases regulated in the Kyoto Protocol (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub> and NF<sub>3</sub>) in accordance with the GHG Protocol.

# RESPONSIBILITY MEANS DEVELOPING SOLUTIONS AND HELPING TO SHAPE THE FUTURE

An insight into the attitude, progress and perspectives of our sustainability strategy.

Dear Readers,  
Sustainability is not a new topic for MOTOREX, but it is one that has once more risen in importance. We are responsible for meeting the increasing technical requirements and for producing and selling our products in a safe, resource-saving and sustainable manner. Our lubricants ensure the functionality, longevity and efficiency of vehicles, machines and industrial systems. At the same time, we need to design our products to be as resource-saving, safe and future-proof as possible in terms of their manufacture, use and disposal.

## Change as a driving force for innovation

Technology, regulation and the markets are changing rapidly. New forms of mobility, climate protection requirements, global environmental goals and changing customer expectations are challenging us – and also opening up new opportunities. As a developer and producer of specialised lubricant solutions, we want to be part of the solution to these challenges. We make targeted investments in research and development, and reduce environmental impacts along our value chain internally and, where possible, externally too. We also focus on maximum quality, safety and environmental compatibility.

Our employees are also at the heart of this change – they contribute new knowledge, take on responsibility and actively help to shape changes. MOTOREX supports them with further

training, promotes an open learning and corporate culture and ensures a safe, fair and healthy working environment.

## Sustainability in practice

One example of sustainability in practice is our growing range of biodegradable products – developed for applications where direct contact with the environment cannot be ruled out. In production, we work with energy-efficient processes, use solar power from our own roof and reduce product losses through innovative cleaning technologies. We are also making a targeted effort to find improved solutions in logistics and packaging and in dialogue with our suppliers. The Group-wide Code of Conduct provides us with a binding ethical foundation – both within the company and vis-à-vis external partners.

## Strategic orientation

Last year, we further developed our sustainability strategy on the basis of a materiality assessment conducted in line with the European Sustainability Reporting Standards (ESRS). This strategy helps us to prioritise relevant topics and to systematically manage our objectives in the dimensions of environment, social and governance. This report shows how MOTOREX sees its responsibility, embeds sustainability within the Group and makes progress measurable and transparent. We invite you to take a look at our thinking, our actions and our next steps.

Yours sincerely,  
Edi Fischer, CEO



# MOTOREX- BUCHER GROUP

**45,000**  
tonnes of annual production



**13,500,000**  
litres of depot capacity for base oils and additives

since **1917**

**400+**



employees  
worldwide

**3000**



formulations



MOTOREX – our profile

Our production sites

The four business areas –

MOTOREX PRODUCT LINES

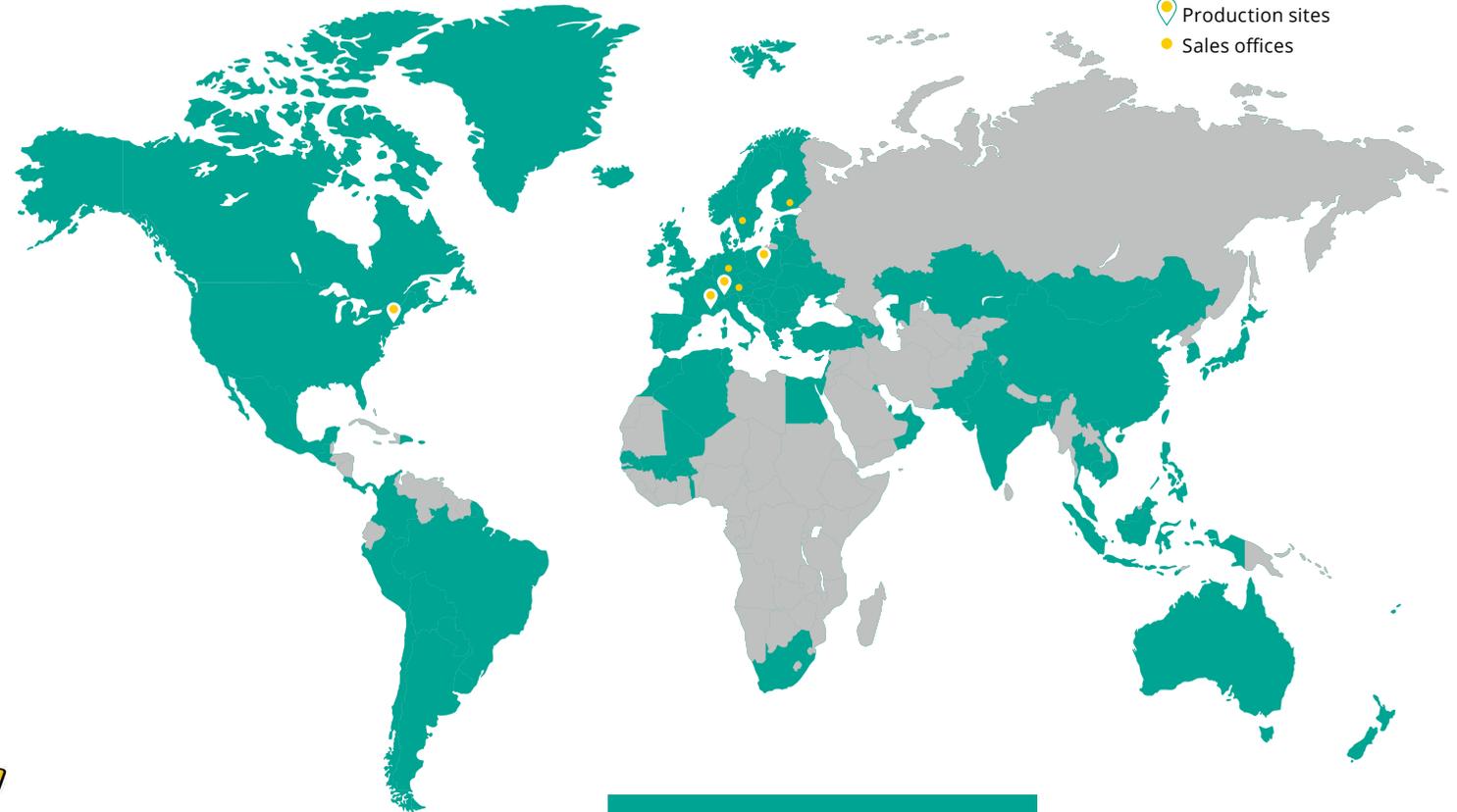
Everything from a single source –

MOTOREX products

Research and Development

# MOTOREX – OUR PROFILE

The MOTOREX-BUCHER GROUP AG, a public limited company with its registered office in Langenthal (Switzerland), operates internationally as a manufacturer of lubricants and chemical technique products. The extensive product range is continuously developed in close collaboration with manufacturers, customers, industry partners, sports teams, universities and other research institutes. With production sites in Switzerland, France, Poland and the USA and a distribution network in over 94 countries, MOTOREX has a global presence – and is therefore close to customers. More than 400 employees from 38 countries work hard every day to ensure outstanding product quality and customer focus. The combination of innovative strength and flexibility enables MOTOREX to operate successfully in the face of global competition.



**3 brands**



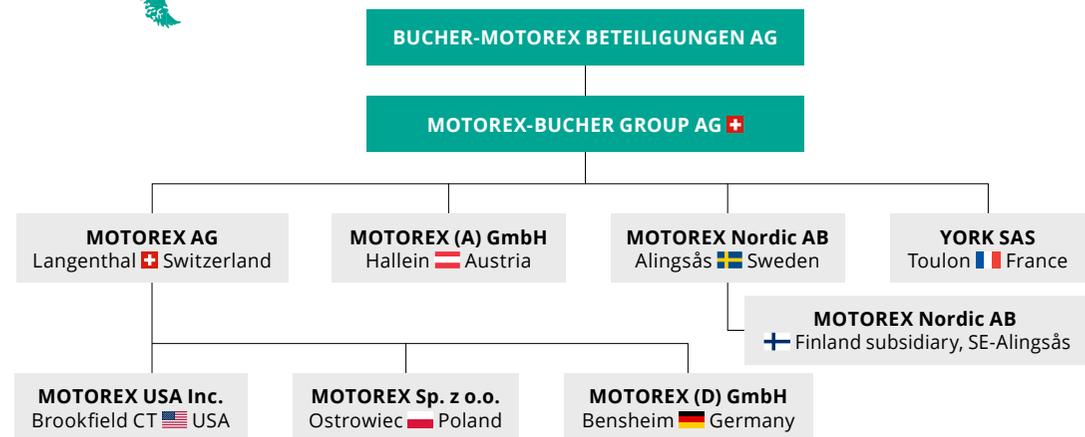
**4 production sites**

- Langenthal, Switzerland
- Ostrowiec, Poland
- Brookfield, USA
- Toulon, France

**94+**  
countries

**150+**  
sales partners

**8**  
sales offices



# OUR PRODUCTION SITES



**MOTOREX AG**  
Headquarters, Langenthal  Switzerland  
Founded in 1917



**YORK SAS**  
Toulon  France  
Since 2015



**MOTOREX Sp. z o.o.**  
Ostrowiec  Poland  
Since 2017



**MOTOREX USA INC.**  
Brookfield CT  USA  
Since 2023



# THE FOUR BUSINESS AREAS – MOTOREX PRODUCT LINES

MOTOREX divides its business into four market segments: Heavy Duty (FTC), Powersports, Industry and Automotive. This structure forms the basis for product development, the market approach and operational implementation. Each segment has specific requirements in terms of performance, safety, environmental protection and ease of use.



The Heavy Duty segment (Farm & Forest, Truck, Construction, Alpine) comprises lubricants for alpine tourism infrastructure, forestry and agriculture, construction and transport by road and rail. The products are developed for extreme loads and long periods of use under demanding conditions – for example, in extreme climatic conditions such as heat or cold. The focus is on robustness, environmental friendliness, maximum machine availability and lower operating costs.

**I ALPINE LINE**

**I FOREST LINE**

**I FARMER LINE**

**I CONSTRUCTION LINE**

**I TRUCK LINE**



The Powersports segment comprises lubricants and care products for the Bike, Moto and Marine sectors. The product lines for sports leisure and racing vehicles are developed for extreme thermal and mechanical loads and offer maximum performance, protection and safety of use on the road, off-road and on the water. Racing sets a high bar here.

**I BIKE LINE**

**I MOTO LINE**

**I MARINE LINE**



The Industry segment comprises lubricants and processing agents for the metal working industry and mechanical engineering. The focus is on process-secure, user-friendly solutions with long service lives and low consumption. In conjunction with this, MOTOREX develops systems with comprehensive on-board measurements, automated filtration, mixing and re-dosing as well as other targeted control measures. The requirements for occupational safety, health protection and environmental compatibility are particularly high in this area. The range has been expanded to include specialised lubricants for the food and feed industry.

**I FLUID MANAGEMENT**

**I INDUSTRIAL LINE**

**I FOOD LINE**



In the Automotive segment, MOTOREX supplies lubricants, operating fluids and cleaning and care products for service companies, retailers and end-users. These include motor oils, gear oils and brake fluids for vehicles with conventional and alternative drive systems and for all age classes.

**I CAR LINE**

**I CLASSIC LINE**

EVERYTHING FROM A SINGLE SOURCE

# MOTOREX PRODUCTS



MOTOR OILS



GEAR OILS



HYDRAULIC OILS



UNIVERSAL OILS



COOLANTS



CUTTING OILS



GREASE



BRAKE FLUIDS



SPRAYS



ADDITIVES



DETERGENTS



WATER-MISCIBLE COOLING LUBRICANTS



CLEAN & CARE



WINDSCREEN CLEANERS



DISINFECTANTS



SKINCARE



EQUIPMENT

# RESEARCH AND DEVELOPMENT

Research and development (R&D) is a key tool for reconciling technological leadership and sustainability.

The aim is to develop innovative lubricants that combine high technical performance with environmental and social responsibility. The focus is on:

- Reducing environmental impacts over the entire life cycle, e.g. through biodegradable products and regenerative raw materials
- Boosting occupational safety through ingredients that are not harmful to health
- Ensuring and increasing the technical performance of fluids

R&D activities are coordinated across all sites. Standard quality, analysis and testing procedures guarantee reliable results and continuous optimisation in terms of performance, environmental friendliness and safety of use – for example in safety-critical applications such as mountain railways. Integrating findings from practical fields such as mechanical engineering, food technology or motorsport makes it possible to create market-oriented solutions with specific sustainability benefits. In addition, MOTOREX systematically ensures compliance with regulatory requirements such as REACH and ongoing updates to the MSDS.



**USA BROOKFIELD**  
Test for determining the flowability

**3000**  
formulations

**4**  
own laboratories: Brookfield (USA),  
Langenthal (Switzerland),  
Ostrowiec (Poland),  
Toulon (France)

**17**  
chemists

**10,000**  
fluid analyses per year



**PLA OSTROWIEC**  
Analysis of raw materials  
and finished products



**CH LANGENTHAL**  
Determination of element contents  
in customer samples



**FR TOULON**  
Density measurement  
of a used additive

# STRATEGY AND MANAGEMENT

**“WE DEVELOP LUBRICANTS FOR A CHANGING WORLD – IN AN EFFECTIVE, RESPONSIBLE AND FORWARD-LOOKING MANNER.”**

Dr Markus Kurzwart, Head of R&D

Strategy – change under the banner of responsibility

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# STRATEGY – CHANGE UNDER THE BANNER OF RESPONSIBILITY

## EXISTING SITUATION

MOTOREX is an internationally active niche supplier of high-quality lubricants. These lubricants make a decisive contribution to the efficiency, service life and operational safety of vehicles, machines and systems.

## CONSEQUENCES FOR MOTOREX

Fossil fuels and conventional combustion technologies are part of global environmental issues. MOTOREX deliberately pursues solutions that focus on environmental effectiveness, technical excellence and all-round responsibility.

The company recognises the potential resulting from new technologies and changing market needs and aligns its product development and business strategy accordingly.

- | Future machine and vehicle fleets will also require high-performance, safe and resource-saving lubricants.
- | MOTOREX is responding to structural change in industry with innovative strength, technical expertise and entrepreneurial foresight.
- | MOTOREX sees itself as part of the solution as a responsible chemical company.

# MOTOREX IS PART OF THE SOLUTION.



# THREE DIMENSIONS OF SUSTAINABILITY

MOTOREX's sustainability strategy is based on three key dimensions: environment, social and governance. They form the structural framework for our ESG activities and objectives.

**ENVIRONMENT**  
Resource efficiency, reducing CO<sub>2</sub> emissions, biodegradable products and the circular economy are key approaches for MOTOREX when it comes to reducing its environmental impact.

**SOCIAL**  
MOTOREX is committed to fair working conditions, health protection, training and development, and a culture of diversity and inclusion – within our company and along the value chain too wherever possible.

**GOVERNANCE**  
Integrity, compliance, transparent responsibilities and risk-based sustainability management ensure the long-term governance of MOTOREX and reinforce our stakeholders' trust.

# SUSTAINABLE DEVELOPMENT: MOTOREX AS A TECHNOLOGY DRIVER

The requirements for lubricants are changing due to new drive technologies, increasing pressure on efficiency, growing environmental awareness and regulatory requirements. At the regular innovation meeting, Product Management, Purchasing, Sales, the Development Team, Customer Service and Production discuss ongoing developments in the innovation funnel. Innovation applications can be submitted from all departments. As a result, our innovation work is defined by the following priorities: technological, functional and in terms of sustainability.



New materials and changing applications, such as electrification, alternative fuels or new material combinations, constantly place new demands on lubricants. MOTOREX develops solutions to accompany these developments, bearing in mind their environmental impact, functionality and safety of use.

- I New materials
- I New applications
- I Innovations



Increasing requirements in terms of service life, robustness and productivity, as well as the need to reduce consumption and CO<sub>2</sub> emissions, mean that lubricants are being tailored more and more precisely to the unit and system performance. Power reserves and optimisation of friction behaviour are crucial for delivering customer benefits, whether in industrial systems or in powersport.

- I Cost reduction
- I Reduction of energy consumption
- I Reduction of CO<sub>2</sub> emissions



Energy prices and the scarcity of resources demand more compact, lighter and more powerful machines. MOTOREX products make it possible to operate systems more reliably, more precisely and more economically, with lower consumption and less maintenance.

- I More precise
- I Faster
- I More reliable
- I Safer
- I Stronger

## SUSTAINABILITY EMBEDDED SINCE 2005

MOTOREX takes a systematic approach to integrating sustainability into product development and corporate practice. Technical solutions should not only be efficient, but also safe, resource-saving and environmentally friendly. Since 2005, MOTOREX has incorporated the following areas of focus into its strategy, always bearing in mind compliance with environmental guidelines.



MOTOREX is helping to reduce emissions with products that work efficiently, minimise friction losses and enable longer service intervals. This reduces fuel consumption, energy requirements and the associated emissions. In addition, MOTOREX is reducing its own operational emissions by using renewable energy in production.

**I Consistent performance with lower energy and resource input**

**I Use of renewable energy**

**I Lower emission values/reduced nitrogen oxide emissions**



Sustainability begins with product formulation: MOTOREX focuses on biodegradable formulations, renewable raw materials and sustainable packaging. Many of these formulations offer technical potential for several use cycles and extended service intervals. This reduces resource consumption over the entire life cycle.

**I Biodegradable products**

**I Renewable raw materials**

**I Sustainable packaging**

**I Recycling**

**I Longer service life/longer service intervals**



MOTOREX develops products that are as safe as possible for people and the environment. The aim is to minimise the health risks from using the products – for example through skin-friendly formulations, products not requiring any special labelling (“clean label” and the forward-looking avoidance of any ingredients of concern).

**I Occupational health and safety for professional and private users**

**I Clean label products**

**I H1 lubricants for the food industry**

# EMBEDDING SUSTAINABILITY IN THE ORGANISATION

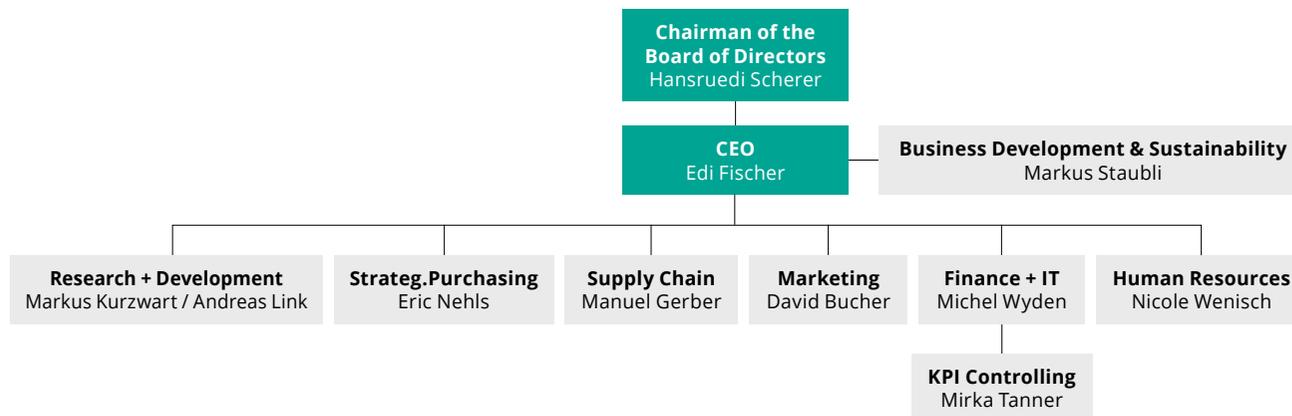
MOTOREX manages its sustainability activities via clearly defined roles and processes at all levels of the company. The Board of Directors bears ultimate responsibility. It entrusts the CEO with the operational implementation of the sustainability strategy.

The Executive Board, consisting of the CEO and the heads of Human Resources, Marketing, Finance and IT, and Supply Chain, presents relevant topics, assesses them and makes the relevant decisions. The Executive Board is additionally supported in this work by the heads of Research and Development, Strategic Purchasing and the Head of Controlling, who provide reliable evaluations of the KPIs at least once a year.

The Business Development and Sustainability function is responsible for the technical coordination. It brings together the relevant company divisions of Research and Development, Purchasing, Production, Marketing, Finance and HR and ensures that sustainability goals are systematically integrated into company processes.

Responsibility for individual subject areas lies with the relevant specialist functions on a decentralised basis. They have the necessary expertise in their areas of responsibility. Management is carried out via processes, target systems and key figures, as also shown in the section "Management of material topics".

The Board of Directors consists of five other independent members in addition to the company owners. They have experience in various specialist fields. The BoD has overall responsibility. It signs off the sustainability strategy and approves the corresponding investments. Sustainability is officially placed on the agenda of the BoD's Finance Committee at least once a year, where it reviews the extent to which the objectives have been achieved.



# MATERIALITY ASSESSMENT

In order to address the topic of sustainability in a systematic way, MOTOREX carried out a double materiality assessment in 2024.

This analysis is based on the requirements of the European Sustainability Reporting Standards (ESRS) and considers how MOTOREX’s business activities impact people and the environment. It covers both the direct impacts of the company’s own business activities and, to some extent, those that arise in the supply chain (inside-out<sup>1</sup> perspective). Both positive and negative impacts that have already occurred or might occur were analysed. In addition, MOTOREX assessed financial risks and opportunities arising from sustainability topics (outside-in<sup>1</sup> perspective).

### Procedure/process

A detailed list of possible relevant impacts, risks and opportunities for our company was compiled on the basis of context analyses, workshops with management and individual meetings with experts, and taking into account standards such as SASB, TCFD and GRI. The impacts, risks and opportunities were then assessed and prioritised in workshops with representatives of the senior management team.

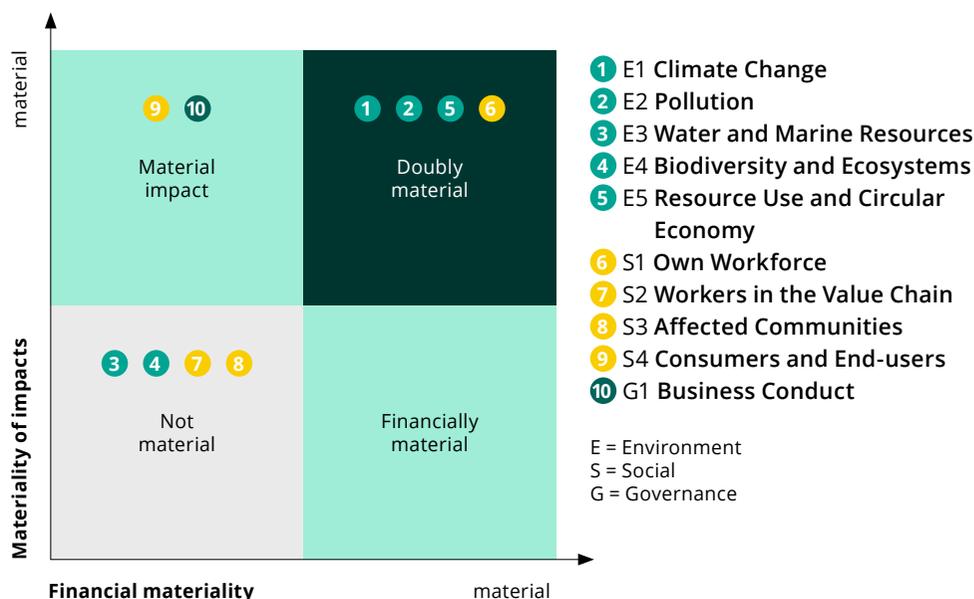
The assessment was based on standardised criteria. Impacts were assessed on the basis of how severe they are, how many people or areas are affected, how irreversible they are (for negative impacts only) and how likely they are to occur (for potential impacts only). In the case of risks and opportunities, the possible financial extent and probability of their occurrence were assessed. Both the current and future financial impact on MOTOREX was taken into account (short-term: 1 year; medium-term: 2–5 years; long-term: more than 5 years).

The key impacts were discussed with a broader group of internal and external stakeholders. Internal stakeholders were involved via an online survey, and external stakeholders via an online survey and individual interviews (online survey: with 35 external and 12 internal stakeholders; individual interviews: with 3 external stakeholders). The final assessment was carried out by the internal managers responsible for the individual subject areas.

Finally, the materiality thresholds were defined and the results approved by the senior management team. A sustainability topic has been classified as material if at least one related impact, risk or opportunity has been classified as material.

### Materiality matrix

The materiality matrix is used to classify and prioritise the ten sustainability topics from the company’s perspective.



### Result

In the materiality matrix, MOTOREX has classified the following six topics as material or doubly material:

- 1 E1 Climate Change
- 2 E2 Pollution
- 5 E5 Resource Use and Circular Economy
- 6 S1 Own Workforce
- 9 S4 Consumers and End-users
- 10 G1 Business Conduct

<sup>1</sup> Inside-out: significant impact of business activities on people and the environment; outside-in: financial materiality for the company

# MANAGEMENT OF MATERIAL TOPICS

The sustainability strategy is implemented in the specialist departments at MOTOREX on the basis of clearly defined responsibilities. For each topic that is classified as material, the person responsible for monitoring the topic is clearly defined, as well as the measures, tools or systems that will be used for this.

## ENVIRONMENT

### Material topic

### Responsibilities and management approach

#### Climate change

- | Energy consumption
- | Renewable energies
- | Our solution: reducing the environmental impact together with customers

The Head of Supply Chain is responsible for the environmental topics of 'Climate change' and 'Circular economy'. Interdepartmental coordination and definition of the necessary measures are needed to achieve the objectives set, particularly with the Research and Development, Strategic Purchasing and Supply Chain departments.

#### Pollution

- | Expansion of biodegradable product solutions
- | Safe storage of hazardous substances
- | Product carbon footprint (PCF)
- | Code of Conduct (COC) for Business Partners

The Head of Business Development and Sustainability is responsible for implementing the objectives in the area of 'Pollution'. Measurable results are compiled and published in the Sustainability Report.

#### Circular economy

- | Less waste as a result of circular systems
- | Use raw materials responsibly
- | Sustainable packaging solutions
- | Taking back of used oil and packaging

## SOCIAL

### Material topic

### Responsibilities and management approach

#### Own workforce

- | Health and safety
- | Staff development and retention
- | Equal opportunities, gender equality and work-life balance

The 'Own workforce' topic is the responsibility of the Head of Human Resources (HR). Together with the department heads in management roles, they ensure equal opportunities and gender equality as well as the implementation of strategies and measures for staff development and retention.

#### Consumers and end-users

- | Responsibility up to the final product

Chemical technique products are subject to strict regulations and rules. The Head of R&D and the person responsible for registrations and chemical data ensure that these are implemented and complied with correctly. In addition to Sales, Customer Service and Marketing are also playing an increasingly important role in internal consultations. Targeted communication helps to create an important knowledge base.

## GOVERNANCE

### Material topic

### Responsibilities and management approach

#### Corporate policy

- | Responsibility starts with us

'Corporate policy' is put into practice at all levels as a general management task; responsibility for this lies with the CEO. The company's philosophy and the Code of Conduct form an important backbone for this. Profitable growth and financial stability start with moderate and feasible budgeting. IT, Finance and Controlling provide the Executive Board and the entire management team with the relevant key figures, which are regularly reviewed and evaluated.

# CONTRIBUTION TO THE GLOBAL SUSTAINABILITY GOALS (SDGs)

In 2015, the UN member states adopted a total of 17 Sustainable Development Goals (SDGs). As part of its sustainability strategy, MOTOREX makes a specific contribution to the following SDGs.

Goal	Implementation by MOTOREX
 <p><b>SDG 8 – Decent work and economic growth</b> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p><b>Monitoring of progress</b> Section <a href="#">Own workforce</a></p>
 <p><b>SDG 9 – Industry, innovation and infrastructure</b> Build resilient infrastructure, promote inclusive and sustainable industrialisation, and foster innovation</p>	<p><b>Monitoring of progress</b> Section <a href="#">Circular economy</a> Section <a href="#">Consumers and end-users</a></p>
 <p><b>SDG 12 – Responsible consumption and production</b> Ensure sustainable consumption and production patterns</p>	<p><b>Monitoring of progress</b> Section <a href="#">Circular economy</a> Section <a href="#">Consumers and end-users</a></p>
 <p><b>SDG 13 – Climate action</b> Take urgent action to combat climate change and its impacts</p>	<p><b>Monitoring of progress</b> Section <a href="#">Climate change</a></p>

MOTOREX aligns its measures with those SDGs that are particularly closely linked to its own core topics, products and processes. The table shows how MOTOREX is involved in the target areas identified – with reference to existing activities and strategic objectives.

**“FORESIGHT AND  
COMMITMENT TO  
OUR ENVIRONMENT.”**

Manuel Gerber, Head of Supply Chain

# ENVIRONMENT

Climate change  
Pollution  
Circular economy

# CLIMATE CHANGE

MOTOREX is committed to the Paris Agreement with its target of net-zero by 2050. The focus is on exploiting potential savings through optimisations.

## ENERGY CONSUMPTION

### GOAL #01

By 2030, we will reduce our energy consumption per tonne of finished products sold by 20% compared to 2024.

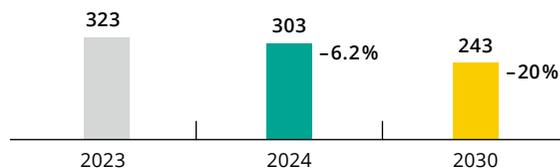
The use of energy is vital for the production of our chemical products. Energy consumption is systematically recorded and analysed, broken down into the categories electricity, process heat, building heating and energy for transport. The resulting findings form the basis for efficiency measures and strategic decisions in energy management.

To reduce operational energy consumption in the long term, the company focuses on several strategic levers. The focus is on:

- Optimisation of process energy in production
- Formulation optimisations
- Gradual conversion of building heating to electric heat pumps

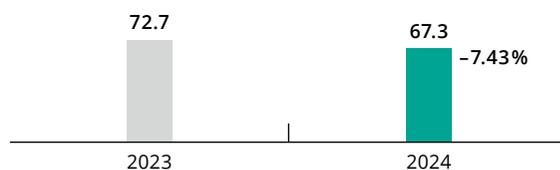
To make it easier to compare and monitor the figures, MOTOREX focuses its analysis not on absolute energy consumption, but particularly on the energy consumed per volume produced. Targeted measures such as optimised heat management in the depots and optimised heating curves in the mixing process have helped to reduce the consumption of heating oil. As a result, the increase in energy consumption was significantly lower than the tonnage increase on the output side.

Energy consumption Scope 1 & 2 in kWh (Per tonne of finished products sold)



MOTOREX's energy consumption was 303 kWh in 2024 and was therefore around 6.2% lower than in the previous year (323 kWh in 2023).

Greenhouse gas emissions Scope 1 & 2 in kg CO<sub>2</sub>e/t

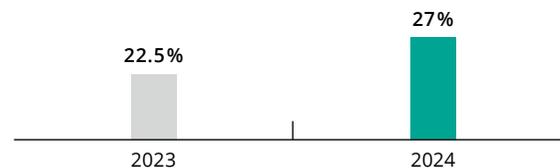


Greenhouse gas emissions from Scope 1 & 2 amounted to 67.7 kg CO<sub>2</sub>e/t in 2024 – around 7.43% less than in 2023 (72.7 kg CO<sub>2</sub>e/t). The calculation methodology is described on page 46. We have made a deliberate decision not to set targets in the area of greenhouse gases in this first Sustainability Report. We want to understand the interrelationships and mechanisms better to avoid creating incorrect estimates.

### Delivery of raw materials by rail or intermodal transport (combined goods transport e.g. road/rail or road/ship)

As the Group's largest production site, MOTOREX Langenthal focuses on energy-efficient transport solutions for the delivery of raw materials. Where possible, rail transport or intermodal transport is used – the latter is sometimes also used to ship finished products to selected customers. In 2024, rail and intermodal deliveries accounted for 27% of the total procurement volume (2023: 22.5%). In absolute figures, the road-only transport of all raw materials delivered to Langenthal was reduced by more than 1,300 tonnes despite an increase in procurement volume.

Proportion of rail and intermodal transport in procurement



Proportion of deliveries by rail and intermodal transport of the total procurement volume

**-1,300 t**  
less road transport in spite of higher procurement volumes (vs. 2023)

### Local-for-local production

MOTOREX follows the principle of local production for local markets. Production is carried out locally at four strategically selected locations – in Switzerland, France, Poland and the USA. The aim is to minimise transport distances and thus reduce the environmental impact of long supply chains.

### Further positive effects due to the ongoing EnAW (Swiss Energy Agency for Industry) programme at the Langenthal site

In 2024, 40,600 kWh was saved by replacing old fluorescent tubes with LED lights. Compressed air systems are checked for leaks every six months and sealed where necessary. The resulting savings amounted to 13,235 kWh in 2024.

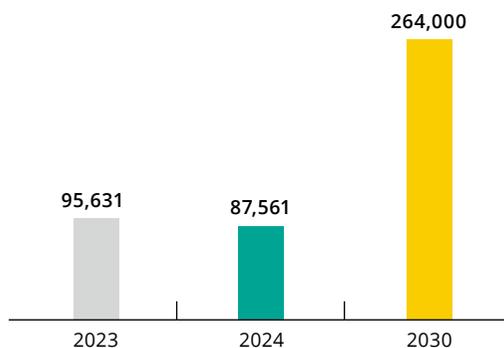
# RENEWABLE ENERGIES

## GOAL #02

By 2030, solar power production will be increased by 300% compared to 2024.

MOTOREX relies on renewable energy sources – both through the production of its own energy using photovoltaics and through the targeted use of sustainable technologies in its energy supply for buildings and systems. A particular focus is placed on the use of solar power.

Solar power production in kWh



In 2024, the PV system generated around 87,561 kWh of electricity. Since it was started up in 2017, the system has produced more than 700,000 kWh of solar power in total.

At the centre of the strategy is the photovoltaic system on Gaswerkstrasse in Langenthal, which was installed in 2017 as part of the construction of the new production and office building. Since then, the electricity generated has been used directly in operation wherever possible and helps to reduce the use of conventional energy. In 2024, for example, 92% of the company's own solar power was used internally.

### Planned expansion of photovoltaics

The plan is for future new buildings to have photovoltaic systems installed on their roofs. Based on the projects currently planned, it will be possible to significantly increase the proportion of self-generated solar power in the medium term.



# OUR SOLUTION: TO REDUCE THE ENVIRONMENTAL IMPACT TOGETHER WITH OUR CUSTOMERS

## GOAL #03

By 2030, at least 10%  
of our industrial customers  
will have FLUIDLYNX  
equipment.

MOTOREX uses innovative solutions to help its customers lower their energy consumption, reduce emissions or comply with statutory environmental requirements – without sacrificing performance or efficiency.

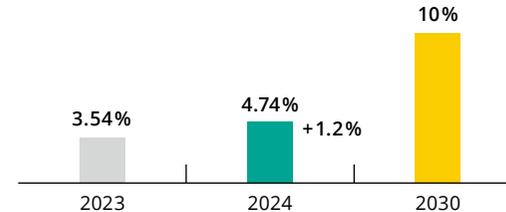
### FLUIDLYNX intelligent fluid management: less consumption, longer service lives

FLUIDLYNX is a modular system for fluid management in metal working that MOTOREX has developed in recent years. Depending on the machine configuration, the systems are equipped with on-board sensors that monitor coolants and cutting oils in real time, automatically re-dose if necessary and keep fluid parameters within tight limits through a range of other control measures such as fine filtration.

This has been shown to extend the service life of the coolants and cutting oils used by 15 to 30%. The consumption of fresh liquid is reduced accordingly – with at least the same levels of productivity.

At the same time, the use of biocides is reduced, as potential contamination can be detected and prevented at an early stage. This reduces environmental pollution and minimises the risk of adverse health effects from biocides.

### Development of the FLUIDLYNX systems in use



In 2024, 4.74% of our industrial customers had equipment from the FLUIDLYNX range. This equates to an increase of 1.2% compared to 2023. Depending on the equipment standard, the units monitor fluid volumes ranging from 2,000 to 70,000 litres – with corresponding potential savings in the consumption of coolants.

**15–30%**  
longer service life for the  
coolants and cutting oils used



**GOAL #04**

By 2030, we will increase the sales of motor oils that demonstrably reduce CO<sub>2</sub> by a further 30% compared to 2024.

**CO<sub>2</sub>-reducing motor oils with certificates**

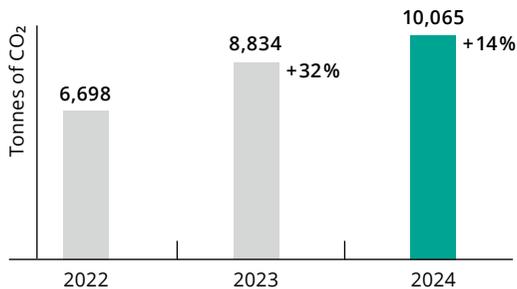
Under “Opération n° TRA-EQ-113”, the French government subsidises the use of motor oils which, through their formulation, contribute to a demonstrable reduction in fuel consumption and thus CO<sub>2</sub> emissions during operation.

Five MOTOREX products meet the requirements of the French programme for energy-saving certificates (CEE – Certificats d’Économies d’Énergie) and are listed there as eligible motor oils.

As part of the CEE programme, fleet owners’ reduced CO<sub>2</sub> emissions are systematically recorded and certified. These are CO<sub>2</sub> savings achieved by customers. MOTOREX sells these motor oils throughout Europe and expects to be able to increase their sales volumes by a further 30% by 2030.

Commercial and municipal fleet operators thus benefit from having documented proof of emissions. This solution is particularly aimed at companies that are obliged to transparently report their emissions or that want to systematically reduce their company’s climate impact.

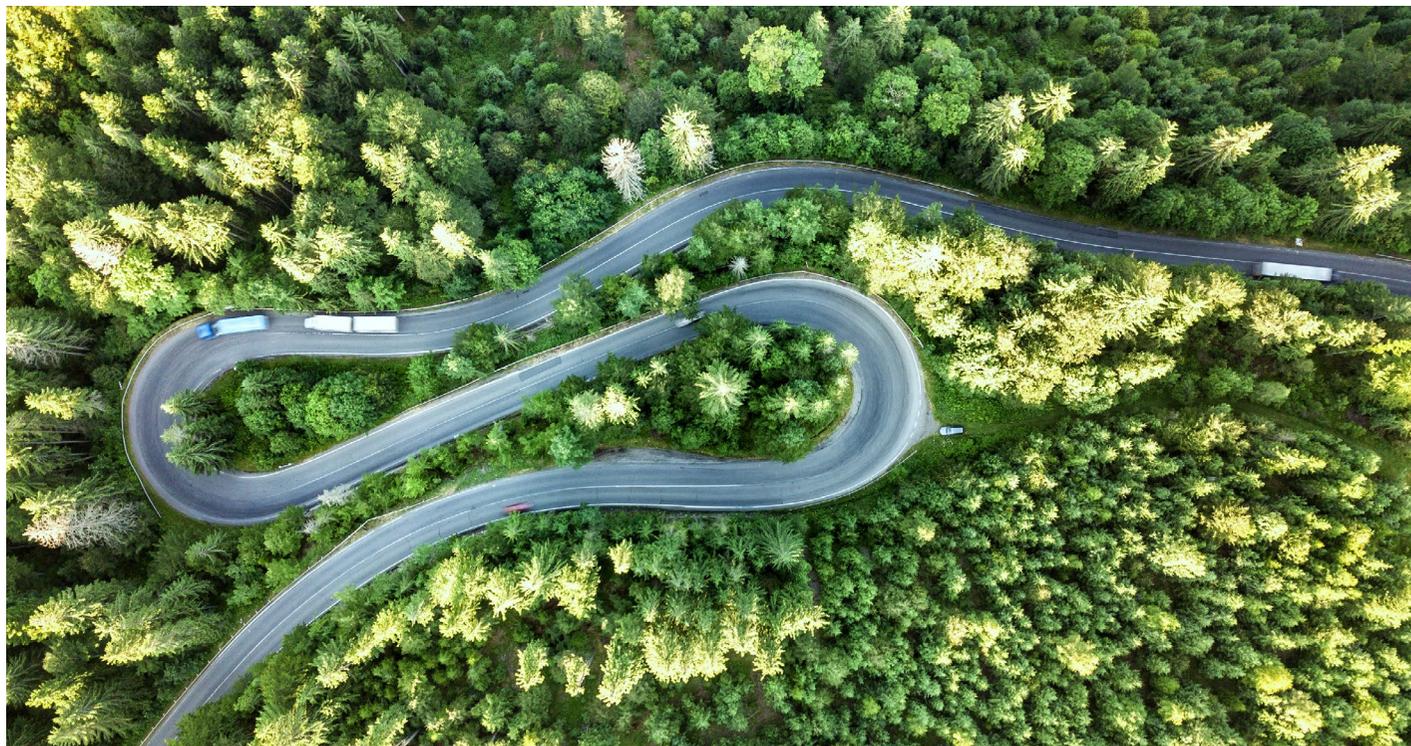
**Customers in France have achieved the following CO<sub>2</sub> savings with MOTOREX certified motor oils:**



Since 2022, the French government has been promoting the use of CO<sub>2</sub>-reducing motor oils. MOTOREX is one of the few manufacturers with these types of motor oils. The CO<sub>2</sub> savings these customers have been able to achieve over the past three years have steadily increased and promise even more potential in the future.

**5**

MOTOREX products meet the requirements of the French programme for energy-saving certificates CEE.



# POLLUTION

## EXPANSION OF BIODEGRADABLE PRODUCT SOLUTIONS

### GOAL #05

By 2030, we will increase the share of sales of all biodegradable products to 30%.

MOTOREX aims to reduce the environmental impact of its products throughout their entire life cycle. The development and sale of readily biodegradable products is a strategic focus here.

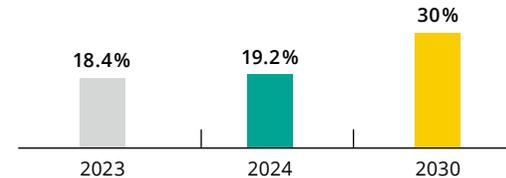
Today, the range comprises more than 160 quickly biodegradable formulations, including hydraulic oils, gear oils, chain oils, detergents and greases.

Our products are developed for applications where direct contact with the environment cannot be ruled out – such as in agriculture and forestry, on construction sites or with bicycles and motorcycles.

The focus is on products that are not only technically efficient, but also ecotoxicologically safe. MOTOREX relies on readily biodegradable base oils, made from regenerative raw materials where possible, and reduces potentially hazardous ingredients through appropriate reformulations and new formulations. Packaging and application safety are also taken into account.

Biodegradable fluids make an important contribution to protecting the environment and nature. They are a key element of product stewardship at MOTOREX.

Proportion of readily biodegradable products of total production



The proportion of readily biodegradable products of total production was 19.2% in 2024. Compared to the previous year, this corresponds to growth of 13.8%.

By way of comparison, the rest of the product range grew by 8.4% over the same period.

More than **160** products (continuously being expanded)

- SPRAYS
- CABLE LUBRICATION
- TURBINE OILS
- CHAIN OILS
- AIR FILTER PRODUCTS
- CUTTING OILS
- CLEAN & CARE
- TRANSMISSION OILS
- DETERGENTS
- HYDRAULIC OILS
- HAMMER DRILL OILS
- GREASES
- RELEASE AGENTS

**BIO DEGRADABLE**

**MOTOREX**

BIO GUARD PLUS  
AIR FILTER CLEANER  
BIKE PROTECT  
ECOVENT  
MOTO CLEAN  
RACING BIOTECH FILTER OIL  
INSECT CLEANER

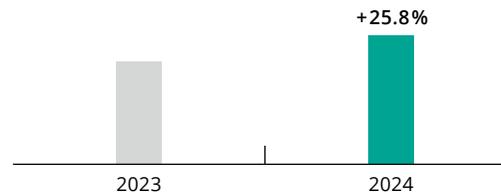
### Readily biodegradable hydraulic oils

MOTOREX has been carrying out specific research and development in the field of readily biodegradable hydraulic oils for over 20 years. It complies with the important OECD 301 Guideline here. MOTOREX even offers a range of technologies in all commonly used viscosities under the product names ECOSYNT HEES, ECOSYNT HEPR and ECOSYNT PAO.

The strategic importance of these hydraulic oils continues to grow – especially in view of the long-term decline in the number of internal combustion engines and the associated changes in lubricant requirements. Depending on the application, ECOSYNT products offer two to five times longer service lives than conventional mineral-oil-based hydraulic oils. Selected formulations also contain up to 25% regenerative raw materials.

These characteristics not only reduce product consumption, but also the number of oil changes required, thus helping to conserve resources and reduce operational environmental impact.

### Increase in the sales volumes for ECOSYNT HEES, HEPR and PAO products



The sales volume of readily biodegradable hydraulic oils increased by 25.8% in 2024 compared to the previous year. The values include all three ECOSYNT product lines.



Fully synthetic hydraulic oils that are classified as readily biodegradable in accordance with OECD 301.

Selected formulations contain up to **25%** regenerative raw materials.



## CERTIFIED ENVIRONMENTAL FRIENDLINESS (LABELS)

How MOTOREX documents the environmental friendliness of its products with standardised test procedures and recognised environmental labels.

The environmental friendliness of products is systematically tested by MOTOREX. One key method is the Sturm Test (OECD\* 301B), in which biodegradability is measured by CO<sub>2</sub> emissions over 28 days. Complete degradation means decomposition into non-hazardous basic substances such as carbon dioxide, water and biomass. Products that meet these requirements may be labelled with recognised eco-labels such as the EU Ecolabel, the Blue Angel or the Swedish eco-label. These labels strengthen transparency and credibility vis-à-vis customers, authorities and the public.



Rapid biodegradability according to OECD\* 301 of > 60% within 28 days



EU Ecolabel (EEL 2011/381/EU)



German environment label Blue Angel RAL-ZU 178



Swedish eco-label

\* OECD = Organisation for Economic Co-operation and Development

## SAFE STORAGE OF HAZARDOUS SUBSTANCES

MOTOREX offers a comprehensive range of storage solutions for the safe and legally compliant storage of hazardous substances.

The range includes standardised and individually configurable solutions such as hazardous material containers, hazardous material cabinets, drip trays, fire protection storage, environmental cabinets, shelving systems and other accessories for operating and storage equipment.

These storage solutions support customers from industry, commerce, municipalities, retail and the DIY sector with the legally compliant and environmentally friendly temporary storage of hazardous substances.

### Sales units in Switzerland



In 2024, 321 storage solutions were sold. The products are used for the legally compliant storage of hazardous substances in a range of different sectors.

## PRODUCT CARBON FOOTPRINT (PCF)

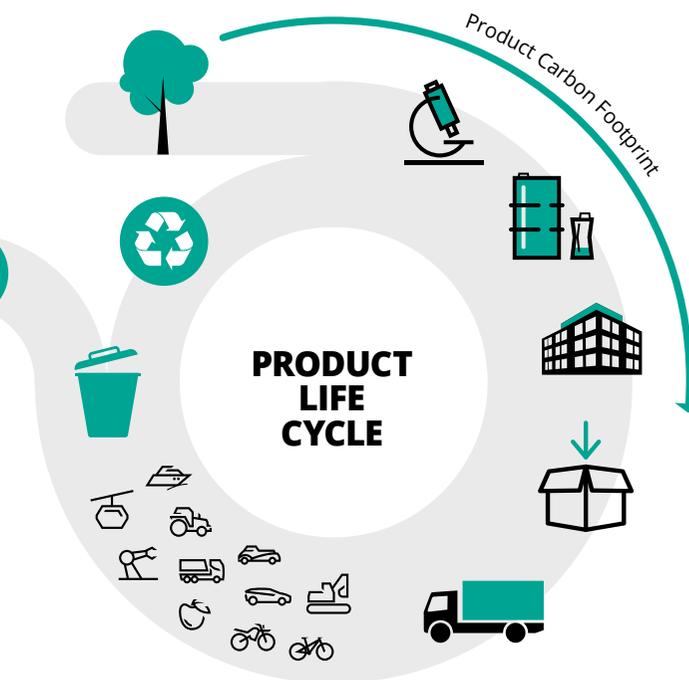
### GOAL #06

MOTOREX is committed to ensuring that customers receive comparable PCF data within the lubricants industry.

The product carbon footprint (PCF) of products and services is becoming an important parameter for purchasing decisions and decisions on use. The PCF essentially includes the raw materials and the manufacturing process, which is often referred to as “cradle-to-gate”.

MOTOREX is working intensively on preparing a reliable, comparable calculation formula for the product carbon footprint (PCF). This calculation system is to be based on current industry standards and supplier information. With the help of associations such as UNITI (Bundesverband EnergieMittelstand e. V.) and VSS (Verband der Schweizerischen Schmierstoffindustrie), the aim is to create a fair, transparent situation for our customers industry-wide.

We are investigating the applicability of the GRI-compliant calculation in accordance with ISO 14067, which is also supported by ATIEL (Technical Association of the European Lubricants Industry) and UEIL (Union of the European Lubricants Industry).



## PCF

At present, CO<sub>2</sub> accounting is based on the cradle-to-gate approach – the full calculation method for product life cycle values is not yet available.

The considerations for selected products are already going beyond this. A product life cycle calculation should also be possible in the medium or long term. However, there is not yet a definite timescale for this.

# CODE OF CONDUCT (COC) FOR BUSINESS PARTNERS

## GOAL #07

By the end of 2026, every supplier with an annual volume of more than CHF 50,000 will be required to comply with our COC for Business Partners.

A responsible supply chain process is crucial for sustainable development at MOTOREX. We focus on two main aspects here.

### Firmly anchoring sustainability standards

The aim is to ensure that our Code of Conduct (COC) is binding for all suppliers with annual sales in excess of CHF 50,000, which corresponds to around 80% of our procurement volume.

The COC for Business Partners is sent to suppliers with a corresponding request for compliance and is explicitly addressed as part of the annual supplier meetings or in the evaluation of new suppliers.

### Developing collaboration in the supply chain

We strive for closer collaboration with strategic suppliers in order to jointly develop environmental and social standards. This includes knowledge sharing, process optimisation and resource efficiency measures, such as examining the possible uses of recycled materials in our formulations or

increasing the service life of our products through the targeted selection of qualified raw materials.

In this way, we are strengthening the shared understanding of values in the supply chain and meeting increasing requirements for responsible business, for example as part of EcoVadis.



Together with our suppliers, we implement environmental and social standards.



# CIRCULAR ECONOMY

## LESS WASTE AS A RESULT OF CIRCULAR SYSTEMS

### GOAL #08

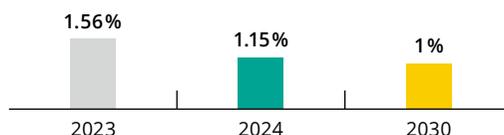
By 2030, we will reduce the consumption of flushing oil per tonne of fresh oil produced to < 1%.

Waste and by-products are generated in every production process. In the case of liquids, these are recorded at MOTOREX as flushing oils. MOTOREX has succeeded in significantly reducing its consumption of flushing oil per tonne of fresh products produced through consistent separation using a new triage concept, reprocessing and direct reuse. This triage concept will be further developed in the future in order to be able to generate new, additional flushing oil savings.

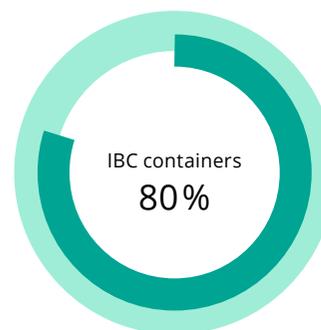
Consistent separation of different flushing oils increases reusability and reduces the amount of waste disposed of. Further implementation of the in-house triage concept enabled a reduction to 1.15% in 2024, which corresponds to a reduction of more than 20% compared to 2023. With its complex processes, our production facility in Langenthal acts as a pioneering and test operation.

With containers too, we focus on direct reuse wherever possible. Direct reuse is by far the highest for 1,000-litre IBC containers. These containers undergo a cleaning and inspection process before being refilled – a process known as container reconditioning.

Proportion of flushing oil per tonne of fresh products produced



In 2024, the proportion of flushing oil was reduced by 26.3% to 1.15% compared to 2023.



The proportion of reconditioned IBC containers is already 80%.



## USE RAW MATERIALS RESPONSIBLY

MOTOREX's goal is to minimise environmental impacts throughout the entire life cycle of its products and to invest in the circular economy. That's why we opt for base oils made from recycled raw materials.

### Less CO<sub>2</sub> thanks to recycled base oils

Technological advances in the collection and processing of used lubricating oils make things possible today that seemed impossible just a few years ago. In 2024, we used a total of 3,512 tonnes of base oils made from recycled materials to produce high-quality lubricants.

The use of recycled materials therefore makes an important contribution to conserving resources and reducing our carbon footprint.

The necessary information and calculation formulas are provided by the "Care for Climate" organisation and/or the "Heidelberg Institute for Energy and Environmental Research (ifeu)" and are backed up by certificates.

In 2024,  
**3,512**  
tonnes of base oils made from recycled materials were used.



This helped to save around

**2,586**  
tonnes of CO<sub>2</sub>.



# SUSTAINABLE PACKAGING SOLUTIONS

## GOAL #09

By 2030, MOTOREX will set up systematic recording of packaging materials with recycled content that meet the technical conditions.

Fewer primary raw materials and more closed loops for packaging solutions. Another way MOTOREX is reducing the use of resources is with sustainable packaging solutions, which marks another step towards more closed loops along the entire value chain.

### More recycled content in packaging and transport materials

We are also increasingly opting for packaging and transport materials made from recycled raw materials. We are particularly using HDPE plastics (for IBC containers and small containers) and cardboard for the outer packaging. The recycled content of new steel drums is currently around 25–30%. In the case of plastic packaging, the proportion of recycled raw materials can vary. There are plans to increase this proportion but we are restricted here by the limited availability of recycled raw materials.

### BIKE LINE example: closed-loop thinking in products and packaging

MOTOREX has been developing the lubricants and care products in its BIKE LINE with environmental friendliness in mind for many years. Almost all the products in this line are now biodegradable. With new packaging made from fully recycled material, which itself can be recycled, we are taking the next step towards closed product cycles.

The recycled content of new steel drums is currently around

# 25–30%



## TAKING BACK OF USED OIL AND PACKAGING

MOTOREX is committed to the nationwide take-back of used oil and packaging materials. The aim is to return these to a recycling loop as far as is technically possible.

In all countries with direct sales, i. e. where MOTOREX is active with its own sales units, the company ensures the structured return of used oils and packaging materials. In doing so, MOTOREX is helping to relieve the burden on customers and close material loops.

In the Swiss market, the majority of oil take-back schemes operate in close cooperation with a professional waste disposal company. IBC containers and steel drums are taken back by our own logistics department when fresh oils are delivered. In 2024, for example, around 50,000 empty drums were taken back from customers in Switzerland alone.

In France, we are a founding partner of the company CYCLEVIA, which has specialised in collecting and treating used oils since 2022. In Germany (GVÖ), Austria (ARA) and Sweden (TMR), licence partnerships exist with the responsible take-back systems. In all other countries, returns are organised by local MOTOREX distribution partners.

Return used oil and packaging responsibly – for closed

## MATERIAL LOOPS



**“AT MOTOREX, HEALTH AND SAFETY IS NOT JUST A LEGAL OBLIGATION, BUT A LIVED RESPONSIBILITY – FROM THE FIRST WORKING DAY.”**

Nicole Wenisch, Head of Human Resources

**SOCIAL**

Own workforce  
Consumers and end-users

# OWN WORKFORCE

## HEALTH AND SAFETY

### GOAL #10

MOTOREX USA will be certified to ISO 9001 by the end of 2025.

MOTOREX sees itself as a responsible employer with safe and progressive working conditions, a modern infrastructure and a family-friendly corporate culture. As a manufacturing company in the chemical technique sector, we bear a special responsibility for the health and occupational safety of our employees.

### Occupational safety – top priority

For MOTOREX, occupational safety and health protection are integral components of a responsible working environment. As a manufacturing company with a high turnover of goods, our aim is to systematically minimise risks and promote the well-being of our employees over the long term.

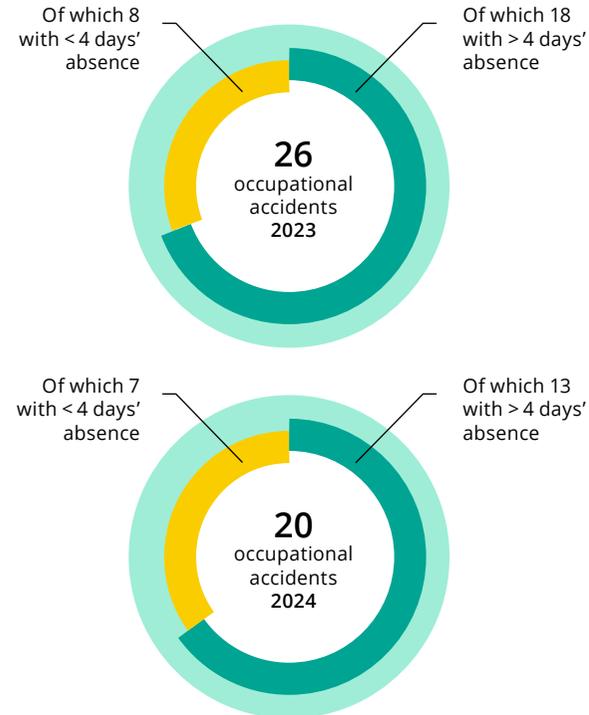
Our health and safety management is based on applicable laws, the requirements of the Swiss Federal Coordination Commission for Occupational Safety (FCOS) and the ASA system. Our facilities in Switzerland, France and Poland are already ISO 9001 certified. Certification in accordance with ISO 9001 is planned for the US site at the end of 2025. An internal safety organisation, consisting of a safety officer and a CPOS organisation (contact person for occupational safety) at departmental level, monitors strict compliance with and implementation of safety-relevant requirements.

External specialists are also called in for needs assessments or for training purposes. At all locations, however, great importance is attached to consistent implementation of the applicable national regulations.

### Safety management in practice

MOTOREX's health and safety management system is aimed at all employees and aims to create safe workplaces and avoid work-related injuries or illnesses.

### Key figures on occupational safety



A total of 20 occupational accidents were recorded in 2024, 13 of which involved more than four days' absence and 7 of which involved shorter absences. There were no fatalities.

MOTOREX aims to continuously reduce the number of accidents – with the long-term aim of being able to work completely without accidents.



### Safety tours and training

On their first day at work, all new employees go on a mandatory safety tour during which they are informed of potential hazards, prevention rules and the correct behaviour in exceptional situations. They are also provided with a safety flyer.

### Clearly defined responsibilities

In Switzerland, every department has a CPOS contact person who acts as the first point of contact for questions about occupational safety.

### Crisis manual and emergency drills

A company-wide crisis manual provides information on how to behave in an emergency. A hard copy of this is available at all relevant locations and is updated on an ongoing basis. Practical exercises are carried out with the involvement of employees at regular but not fixed intervals.



**100%**  
of employees  
completed  
a safety tour.



A crisis manual provides information about how to behave in an emergency.



# STAFF DEVELOPMENT AND RETENTION

## GOAL #11

Attractive range of internal and external training, and education and continuing development.

The development of our employees is a key success factor for MOTOREX. By investing in education and training, we create the basis for quality, innovation and long-term retention. We support our employees in continuously developing their skills, regardless of their role or location. As a committed and certified training company, we also actively support the next generation. Our goal is to ensure apprentices are optimally prepared for the world of work and to provide them with sustainable development prospects. The following initiatives are already being implemented or are in the planning stage:

### Further training for employees

Empowering employees and nurturing talent are key to our long-term success. In 2024, 408 employees took part in further training courses supported by MOTOREX in the context of their work – for example, specialist training, coaching, and safety and sustainability training.

We additionally offer employees internal language courses in German, English and French at various levels. The courses are provided at lunch-times or outside peak working hours and can be incorporated into employees' day-to-day work.

### Apprentices, career entry and internships

In 2024, MOTOREX employed 11 apprentices, interns and trainees in the fields of commercial training (KV), laboratory training and logistics. Commercial apprentices spend time working in various departments such as Internal Sales, Purchasing, Accounts, Marketing and Export. This enables them to familiarise themselves with different areas, discover their strengths and ensure they are ideally prepared for working life.

Each department has a qualified contact person for the apprentices. Two apprentices were employed on a permanent basis in 2024 after completing their apprenticeships.

MOTOREX also offers internships and provides an opportunity for one Namibian laboratory student to complete a three-month internship at its headquarters in Langenthal every year as part of the "B360 education partnership". This work strengthens the international transfer of knowledge between European professionals and African students.

### International experience and knowledge sharing

MOTOREX promotes the sharing of knowledge across locations. For example, laboratory and product management employees are deployed to other production sites on a weekly basis and sales teams from different countries receive training in joint meetings. These activities promote personal development and an understanding of different markets and cultures. This also helps to broaden employees' horizons and ensures that promising ideas and solutions from individuals can be utilised by the entire Group.

### Staff retention

MOTOREX values long-term working relationships and a stable working environment. In 2024, the average length of service was 8.3 years in Switzerland and 5.8 years across the Group as a whole. The fluctuation rate was 12.0%.



"The many positive experiences I gained in Switzerland will be instrumental in my future. Thank you so much!"  
Justina K. Ilonga, intern from Namibia



816 days of paid continuing education

408

employees completing internal or external training

11

apprentices, interns and trainees

# EQUAL OPPORTUNITIES, GENDER EQUALITY AND WORK-LIFE BALANCE

## GOAL #12

Carry out another equal pay analysis in Switzerland by the end of 2025.

Fairness and diversity are some of MOTOREX's strengths and are firmly embedded in our corporate culture. At all locations, in Switzerland and internationally, equal opportunities, gender equality and a work-life balance are core values that we actively embrace and continuously develop. Existing measures and planned initiatives focus on the following areas:

### Equal pay

MOTOREX values gender-neutral equal pay. An analysis in accordance with the Logib standard was last carried out in 2021 for the Swiss site and showed an adjusted gender-specific wage gap of 1.3%. This figure is below the threshold for statistical significance. The next equal pay analysis is scheduled for 2025.



### Gender equality

MOTOREX is committed to equal treatment of women and men in all areas of the company – from recruitment and development to remuneration. The current gender ratio in the group is around 29.3% women and 70.7% men. The proportion of women on the Board of Directors, as the highest governance body, is currently 20%. We are working to further increase the representation of women, especially in technical and managerial positions – for example, through gender-neutral job advertisements.

### Part-time work

MOTOREX offers flexible working time models for a better work-life balance. In the year under review, 13.3% of employees worked part-time, including both women and men. Part-time work is possible in all functional areas and is agreed on an individual basis.

### Diversity and inclusion

MOTOREX currently employs staff from 38 different nationalities with diverse cultural, linguistic, and professional backgrounds. This diversity is an integral part of our international profile and enriches our teams with different perspectives and skills.

We promote an inclusive working environment that involves and strengthens all employees regardless of their background, gender, age or life situation, and encourages them to develop their potential, e. g. through education and training.



29.3%

women



70.7%

men

38

nationalities

13.3%

part-time employees

# CONSUMERS AND END-USERS

## RESPONSIBILITY UP TO THE FINAL PRODUCT

### GOAL #13

Current technical data and safety data sheets (TDS/MSDS) freely available in digital form on the MOTOREX website, for all products.

MOTOREX assumes responsibility for the safe application, responsible handling and sustainable use of its products – throughout their entire life cycle. As a manufacturer of chemical technique products, we are obliged to guarantee the protection of people and the environment by providing transparent and up-to-date information with regard to prescribed safety standards.

The latest technical data sheets and safety data sheets for all MOTOREX products on the market are available to download on the company's website, with the safety data sheets available in the relevant country version. Through this step, MOTOREX fulfils in the first place the legal requirements, and does so at a standard that is far above the average for the industry. Most competitors hide this data in a protected area, meaning it is only available on request, which results in valuable time being lost in an emergency, especially outside office hours and at weekends.

#### Product safety and legal obligations

MOTOREX systematically provides up-to-date technical data sheets (TDS) and safety data sheets (MSDS) for all products – they can be accessed freely on the company website and on the online customer platform. Through this step, we meet the requirements of the REACH Regulation and provide our customers with reliable information on safe handling, storage, disposal and emergency measures.

Safety data sheets contain information on fire-fighting, human and environmental exposure, and any other potential hazard characteristics.

#### Country-specific product registers for chemicals

Various countries also maintain their own product registers for chemicals, known as inventory lists. In Switzerland, for example, a register of this kind is maintained by the Swiss Federal Office of Public Health (FOPH) under the abbreviation RPC (Chemicals Product Register). MOTOREX also regularly and reliably provides these lists with the necessary up-to-date information and documents. In the event of an emergency, this

saves valuable time and ensures that rapid and efficient rescue and relief measures can be reliably defined.

#### Ease of use and environmental aspects

Many of our cleaning and care products are biodegradable, solvent-free and formulated as clean label products that do not require any special labelling. This combines health aspects for the user with environmental friendliness. In addition, MOTOREX offers H1-certified lubricants for the food industry, for particularly sensitive applications where the focus is on safety in terms of human health and product safety.

#### Safety of use in practice

MOTOREX supports end customers in the safe use of its products by providing practical information and accompanying advice. This includes, for example:

- | Appropriate warehouse organisation to avoid product mix-ups
- | Loading aids in intralogistics
- | Provision of oil binding agents to prevent accidents
- | Recommendations for professional waste oil disposal (partly co-financed by MOTOREX)

MOTOREX also offers a wide selection of container sizes for different uses with tamper-proof features that meet the varying requirements of small and large consumers as well as end-users. If stored properly, many of these special products can be used safely for several years.



#### Digital services and access to information

MOTOREX prioritises transparent communication by providing digital access to safety-relevant product information. Customers can access up-to-date data at any time, whether this is in order to assess risks, for internal training purposes or in an emergency.

The current safety data sheets can be found at



[motorex.com](https://www.motorex.com)

**“OUR ACTIONS ARE  
BASED ON CLEAR  
PRINCIPLES – FOR  
INTERACTING WITH  
OTHERS RESPONSIBLY  
WITHIN AND OUTSIDE  
THE COMPANY.”**

Edi Fischer, CEO

# GOVERNANCE

Corporate policy

# CORPORATE POLICY

## RESPONSIBILITY STARTS WITH US

### GOAL #14

All employees are familiar with the Code of Conduct and have signed it by the end of 2025.

Integrity, fairness and transparency are MOTOREX's core principles. Our ethical standards apply to all employees – regardless of role and location – and form the basis for our responsible corporate conduct.



### Values that guide us: our Code of Ethics at MOTOREX

MOTOREX's corporate culture is based on a value-based self-image of the company. The Code of Ethics, which was updated in 2024, describes these shared basic attitudes. It acts as a mission statement and guidance for day-to-day thinking and actions within the company and interactions with our stakeholders.

The Code of Ethics emphasises the importance of building relationships based on trust, having an attitude of integrity and respect for the law, appreciating diversity, communicating openly, promoting innovation and dealing with mistakes constructively. This is complemented by a commitment to safety, ecologically responsible practices and sustainable profitability. The Code of Ethics therefore clearly sets out the values that shape our corporate culture.

The MOTOREX Code of Conduct has been based on the Code of Ethics and contains binding rules for responsible conduct

Our Code of Conduct includes key topics such as:

- ▮ Respect for human rights
- ▮ Integrity and compliance with the law
- ▮ Environmental protection and conservation of resources
- ▮ Health and safety
- ▮ Data protection and confidentiality
- ▮ Fair competition and prevention of corruption
- ▮ Sanctions in the event of violations and the ombudsman's office (external reporting office)



Up until 2023, the Code of Conduct was signed again each year by employees in management positions and in the external sales team. In 2024, it was extended to all employees in Switzerland. The Code of Conduct will be mandatory for all MOTOREX employees from 2025.

**Reporting professional wrongdoing (whistleblowing) to the ombudsman’s office**

MOTOREX maintains an independent external ombudsman’s office for all employees of the Group. It acts as a confidential point of contact for information on possible breaches of the law, internal guidelines and key topics in our Code of Conduct. The ombudsman’s office can be contacted in three languages, is organised in a way that is neutral and guarantees whistleblowers protection against reprisals.

In the 2024 reporting year, 0 reports were made.

Reports to the ombudsman’s office	2023	2024
Violations reported		0
Reports processed		–
Sanctions imposed		–

**Enterprise risk management (ERM)**

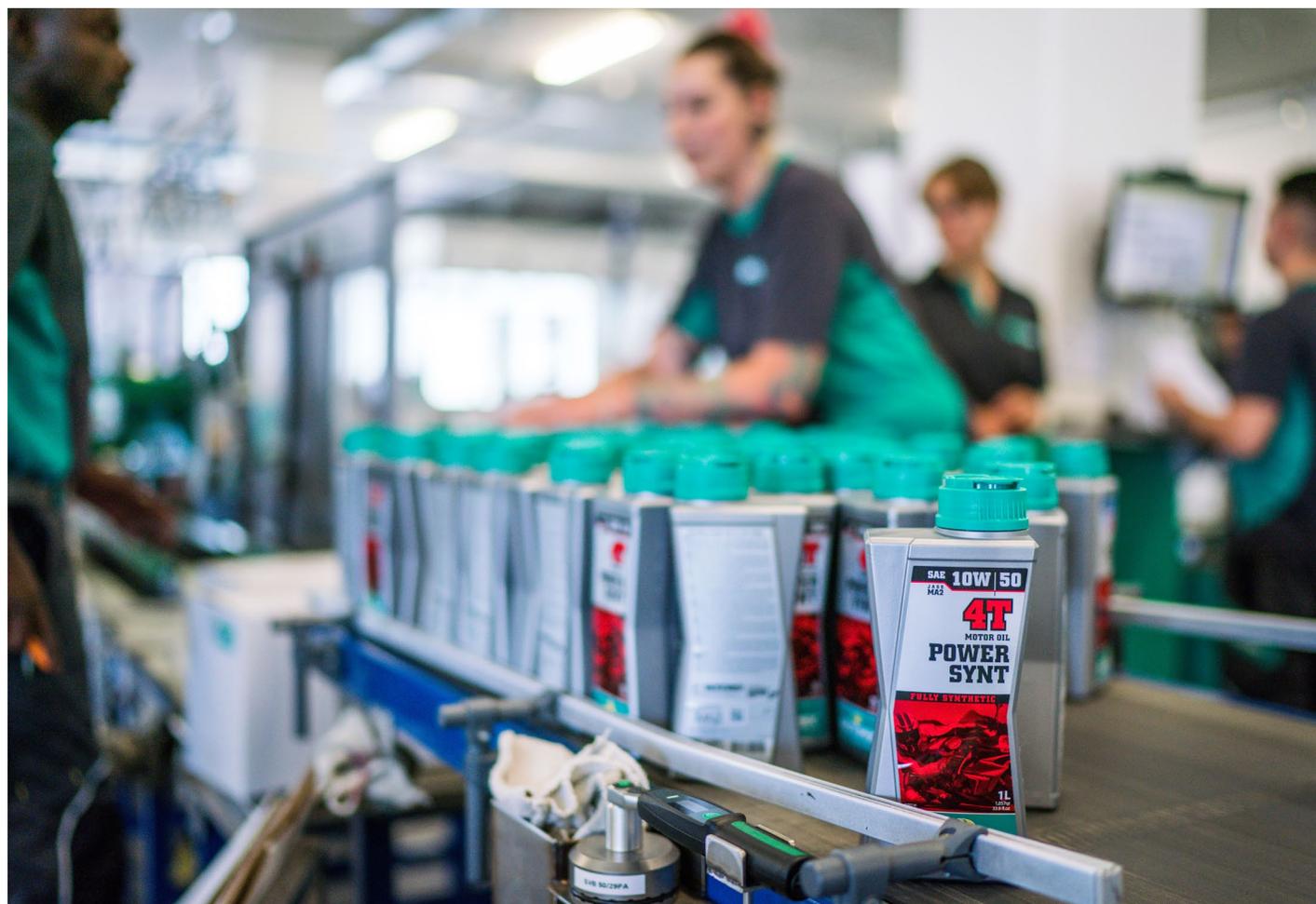
Objective risk management is part of a stable long-term corporate strategy. In addition to the internal control system (ICS), which is mandatory for a company of our size, we also have a comprehensive enterprise risk management system. Every year, the Executive Board and the management team examine current risk exposures and assess their potential impact on the company and our business activities. Depending on their probability, preventive measures are also defined to eliminate or at least mitigate weak points in advance as far as possible.

**75%**

At the end of 2024, all MOTOREX employees in Switzerland had signed the Code of Conduct

**0**

reports to the ombudsman’s office in 2024 (Switzerland)



**"TRANSPARENCY CREATES TRUST  
AND MAKES OUR INITIATIVES ON  
SUSTAINABILITY ISSUES VISIBLE."**

David Bucher, Head of Marketing and Sales Support

# OVERVIEW

Facts and figures

Description of carbon footprint methodology

GRI Index

# FACTS AND FIGURES

## SALES VOLUMES

Volumes and shares	2023	2024	Delta to previous year
Total sales volume, all products in tonnes (t)	40,000	45,000	+12.5%
Top 5 countries: Switzerland, France, USA, Germany, Austria		✓	

## ENVIRONMENT

"t delivered" means that the figures are per tonne (t) of new products delivered

Energy	2023	2024	Delta to previous year
Total energy consumption as an absolute figure in MWh	13,054	13,384	+2.5%
Proportion of renewable energy	1.1%	1.3%	+18.2%
Energy consumption Scope 1 & 2 in kWh/t delivered	323	303	-6.2%

Emissions	2023	2024	Delta to previous year
Total emissions as an absolute figure in t CO <sub>2</sub> e	2,886	2,909	+0.8%
Total emissions Scope 1 as an absolute figure in t CO <sub>2</sub> e	93.0%	94.1%	+1.2%
Total emissions Scope 2 as an absolute figure in t CO <sub>2</sub> e	7.0%	5.9%	-15.7%
CO <sub>2</sub> emissions Scope 1 & 2; kg CO <sub>2</sub> e/t delivered	72.70	67.3	-7.43%

Waste	2023	2024	Delta to previous year
Oily process waste in litres/t delivered	18.2	13.4	-26.4%
Oily process waste in kl/t delivered	15.6	11.5	-26.4%
Recyclable waste (cardboard, metals, wood, PET) in kg/t delivered * 2023 based on approximate values	3.2*	4.7	+46.9%*
Non-recyclable waste in kg/t delivered	5.6	5.2	-7.1%

## SOCIAL

Employees	2023	2024	Delta to previous year
Number of Group employees	429	457	+28
of which female	124	134	+10
of which male	305	323	+18

## SOCIAL

Employees	2023	2024	Delta to previous year
Employees with permanent contracts	404	435	+31
Employees with fixed-term contracts	25	22	-3
Full-time employees	379	396	+17
Part-time employees	50	61	+11
Apprentices, interns, trainees	9	11	+2
Nationalities	37	38	+1

Employment incl. apprentices and interns	2023	2024	Delta to previous year
New hires	67	74	+7
Hiring rate	15.6%	16.2%	+0.8%
of which women	29.9%	33.8%	+3.9%
of which men	70.1%	66.2%	-3.9%
Staff turnover	15.4%	12.1%	3.3%

Employees who have received regular performance reviews and career development discussions	2023	2024	Delta to previous year
Percentage of all employees who have received a review	100%	100%	0%

Work-related injuries	2023	2024	Delta to previous year
Fatalities due to work-related injuries	0	0	0
Work-related injuries with serious consequences* * Reporting covers all injuries with an absence of more than 4 working days	18	13	-5
Total work-related injuries (incl. injuries with serious consequences)	26	20	-6
Accident rate according to SUVA standard (per 1 million hours)	30.18	21.95	-8.23

## GOVERNANCE

Reports to the ombudsman's office	2023	2024	Delta to previous year
Violations reported	0	0	0
Reports processed	0	0	0
Sanctions imposed	0	0	0

# DESCRIPTION OF CARBON FOOTPRINT METHODOLOGY

This methodology explains how Scope 1 and 2 emissions were calculated for the 2024 calendar year. This was done with the aim of creating a comprehensible and transparent basis for MOTOREX's emissions calculations.

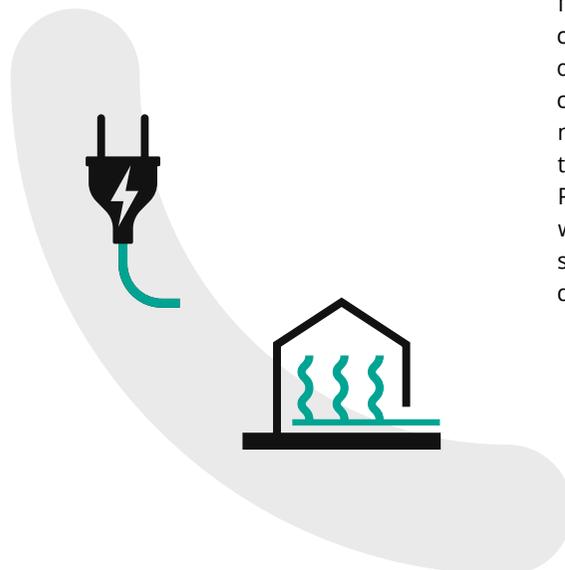
## SCOPE 1

Direct emissions



## SCOPE 2

Indirect emissions



### System boundary

Emissions are accounted for in accordance with the Greenhouse Gas Protocol (GHG Protocol). The "operational control" method was chosen for the definition of the system boundary. The analysis includes all MOTOREX locations over which MOTOREX has operational control.

### Greenhouse gas balance

In accordance with the GHG Protocol, MOTOREX's greenhouse gas emissions have been subdivided and recorded as follows:

### Scope 1 (direct emissions)

This category includes emissions resulting from the generation of heat, fuel consumption of vehicles and the loss of refrigerant from refrigeration and air conditioning systems. MOTOREX does not have any process-related emissions that would be relevant under the Kyoto Protocol. At office locations abroad without in-house production, heat consumption was not included in Scope 1 due to a lack of operational control.

### Scope 2 (Indirect emissions from energy procurement)

This category includes all emissions resulting from the purchase of electricity and district heating. Unless stated otherwise, the "location-based" method was used to calculate the emissions. The relevant national standard electricity mix was used where the exact electricity mix was not known. Electricity consumption at purely office locations abroad without in-house production was not included in Scope 2 due to a lack of operational control.

### Data basis

The data covers a calendar year from 1 January to 31 December. Data is collected directly at the locations.

As refrigerants are not refilled annually, the annual leakage was calculated based on IPCC estimates: 2.5% of the filling volume for equipment up to 10.5 kWh and 5% for larger equipment.

### Emission factors

Scope 1 and 2 emissions were calculated using emission factors from the following sources: DEFRA (2021), Ecoinvent v3.10, Intep (2022).

# GRI INDEX

## Declaration of use

GRI 1: Foundation 2021	MOTOREX-BUCHER GROUP AG has reported the information specified in this GRI Index for the period from 1 January 2024 to 31 December 2024 with reference to the GRI Standards.
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## General information

### The organisation and its reporting practices

GRI 2: General Disclosures 2021	2-1 Organizational details	MOTOREX – our profile	<a href="#">P. 5</a>
	2-2 Entities included in the organization's sustainability reporting	Contents Legal notice	<a href="#">P. 2</a> <a href="#">P. 47</a>
	2-3 Reporting period, frequency and contact point	Legal notice	<a href="#">P. 47</a>
	2-4 Restatements of information	Legal notice	<a href="#">P. 47</a>
	2-5 External assurance	Legal notice	<a href="#">P. 47</a>

### Activities and workers

	2-6 Activities, value chain and other business relationships	The four business areas	<a href="#">P. 7</a> <a href="#">P. 8</a>
	2-7 Employees	Facts and figures	<a href="#">P. 43</a>

### Governance

	2-9 Governance structure and composition	Embedding sustainability in the organisation	<a href="#">P. 15</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	Embedding sustainability in the organisation	<a href="#">P. 15</a>
	2-13 Delegation of responsibility for managing impacts	Embedding sustainability in the organisation	<a href="#">P. 15</a>
	2-14 Role of the highest governance body in sustainability reporting	Embedding sustainability in the organisation	<a href="#">P. 15</a>
	2-16 Communication of critical concerns	Corporate policy Facts and figures	<a href="#">P. 41</a> <a href="#">P. 43</a>

### Strategy, policies and practices

	2-22 Statement on sustainable development strategy	Foreword Strategy – change under the banner of responsibility Three dimensions of sustainability	<a href="#">P. 3</a> <a href="#">P. 11</a> <a href="#">P. 12</a>
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	2-23 Policy commitments	Sustainable development Embedding sustainability Contribution to the global sustainability goals Climate change Corporate policy	<a href="#">P. 13</a> <a href="#">P. 14</a> <a href="#">P. 18</a> <a href="#">P. 20</a> <a href="#">P. 40</a>
	2-24 Embedding policy commitments	Climate change Pollution Circular economy Own workforce Consumers and end-users Corporate policy	<a href="#">P. 20</a> <a href="#">P. 24</a> <a href="#">P. 29</a> <a href="#">P. 34</a> <a href="#">P. 38</a> <a href="#">P. 40</a>
	2-25 Processes to remediate negative impacts	Climate change Pollution Circular economy Own workforce Consumers and end-users Corporate policy	<a href="#">P. 20</a> <a href="#">P. 24</a> <a href="#">P. 29</a> <a href="#">P. 34</a> <a href="#">P. 38</a> <a href="#">P. 40</a>
	2-26 Mechanisms for seeking advice and raising concerns	Corporate policy	<a href="#">P. 41</a>

### Material topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality assessment	<a href="#">P. 16</a>
	3-2 List of material topics	Materiality assessment Management of material topics	<a href="#">P. 16</a> <a href="#">P. 17</a>
	3-3 Management of material topics	Management of material topics	<a href="#">P. 17</a>

### Climate change

GRI 3: Material Topics 2021	3-3 Management of material topics	Climate change Management of material topics	<a href="#">S. 20</a> <a href="#">P. 17</a>
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Climate change / Energy consumption Facts and figures	<a href="#">P. 20</a> <a href="#">P. 43</a>
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate change / Energy consumption Facts and figures	<a href="#">P. 20</a> <a href="#">P. 43</a>
	305-2 Energy indirect (Scope 2) GHG emissions	Climate change / Energy consumption Facts and figures	<a href="#">P. 20</a> <a href="#">P. 43</a>

# GRI INDEX

<b>Pollution</b>			
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<b>Circular economy</b>			
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GRI 306: Waste 2020	306-3 Waste generated	Facts and figures	<a href="#">P. 43</a>
	306-4 Waste diverted from disposal	Facts and figures	<a href="#">P. 43</a>
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<b>Own workforce</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Own workforce Management of material topics	<a href="#">P. 34</a> <a href="#">P. 17</a>
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Facts and figures	<a href="#">P. 43</a>
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Own workforce / Health and safety	<a href="#">P. 34</a>
	403-5 Worker training on occupational health and safety	Own workforce / Health and safety	<a href="#">P. 35</a>
	403-8 Workers covered by an occupational health and safety management system	Own workforce / Health and safety	<a href="#">P. 34</a>
	403-9 Work-related injuries	Own workforce / Health and safety Facts and figures	<a href="#">P. 34</a> <a href="#">P. 43</a>
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Own workforce / Staff development and retention	<a href="#">P. 36</a>
	404-3 Percentage of employees receiving regular performance and career development reviews	Facts and figures	<a href="#">P. 43</a>
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Own workforce / Equal opportunities, gender equality and work-life balance	<a href="#">P. 37</a>
	405-2 Ratio of basic salary and remuneration of women to men	Own workforce / Equal opportunities, gender equality and work-life balance	<a href="#">P. 37</a>

<b>Consumers and end-users</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Consumers and end-users Management of material topics	<a href="#">P. 38</a> <a href="#">P. 17</a>
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Consumers and end-users / Responsibility up to the final product	<a href="#">P. 38</a>
<b>Corporate policy</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate policy Management of material topics	<a href="#">P. 40</a> <a href="#">P. 17</a>

### **The Sustainability Report**

This report is MOTOREX-BUCHER GROUP AG's first Sustainability Report and covers the 2024 calendar year. The reporting period corresponds to that of the financial report. No information from previous reports has been corrected or restated. The report was prepared without an external audit and will be published every two years in future. In the intervening years, the relevant key figures (KPIs) will be reviewed internally and up-to-date figures will be published exclusively in digital form.

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All the information in this Sustainability Report has been provided by the MOTOREX-BUCHER GROUP and its affiliated companies and is used solely for information purposes. No liability or warranty is accepted for the accuracy of the information provided.

### **Digital versions**

The MOTOREX-BUCHER GROUP Sustainability Report is also published in English and French. The German version takes precedence. The language versions and further information about the MOTOREX-BUCHER GROUP can be found online at: [www.motorex.com](http://www.motorex.com)

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