

Confirmation of mid-term guidance 2026 Adjusted for FX

Financial		
	per CMD 2021	per CMD 2023
Annual organic growth (CAGR 2021 – 2026)	> 5% p.a.	> 3.5% (> 5%) ¹
Group EBITDA (excluding M&A)	> CHF 200 M	> CHF 170 M ²
Capex in % of revenues (maintenance and growth)	4-5%	< 4%
Cash Conversion Ratio (FCF in % of net profit)	> 100% (as of 2024)	> 100% (as of 2024)
Pay-out		
	per CMD 2021	per CMD 2023
Annual dividend growth	15% (as of financial year 2022)	15% ³
Innovation		
	per CMD 2021	per CMD 2023
Revenues from new products in % of total revenues (over last three years)	> 20%	> 20%
ESG		
	per CMD 2021	per CMD 2023
CO ₂ reduction targets for Scope 1 & 2 emissions based on the Science Based Targets initiative	Communication of targets in Sustainability Report 2021	Avg. CO ₂ reduction of 4.2% per year (Scope 1 and 2)
Scope 3 emissions	N.A.	Reporting of relevant Scope 3 emissions as of 2023

¹ excl. financial year 2023

² adj. for FX CMD 2021 EUR/CHF 1.10 and CZK, PLN, RUB

³ CAGR until 2026