

Sustainability report 2025



Foreword

At Chain IQ, responsible value creation is embedded in how we do business. In 2025, we achieved meaningful progress across climate action, sustainable procurement and management systems while continuing to strengthen the foundations that support sustainable business performance.

A key milestone was the achievement of our first multi-site ISO 9001 and ISO 14001 certification for our integrated management system. These certifications reinforce our commitment to quality, environmental stewardship, risk management and continuous improvement.

We also delivered our most significant emissions reduction to date. Through expanded renewable electricity sourcing supported by Energy Attribute Certificates (EACs), we reduced our market-based Scope 2 greenhouse gas emissions by approximately 60% compared to the previous year, marking an important step towards our ambition of achieving net-zero Scope 2 emissions by 2030.

Responsible and sustainable sourcing remains central to our business model. We continue to apply a risk-based supplier management approach and maintain a zero-tolerance stance towards corruption, modern slavery and child labour. During the year, we further strengthened supplier oversight, expanded the collection of supplier sustainability data and reinforced sustainability governance through our Integrated Management System and supplier risk management processes.

For the fourth consecutive year, Chain IQ participated in the CDP Climate Change disclosure process and continued to enhance the transparency and relevance of its sustainability reporting through alignment with the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) framework and the United Nations Sustainable Development Goals (SDGs).

While we are proud of the progress achieved, we remain focused on continuous improvement and delivering measurable outcomes for our clients, suppliers, employees and wider stakeholders.

Marcel Stalder



Sustainability at Chain IQ

1 About Chain IQ

2 Business model and services

3 Sustainability strategy

4 Material and sustainability topics

5 Stakeholders

About Chain IQ – Your strategic partner

Global AI-driven indirect procurement managed services partner

Global footprint

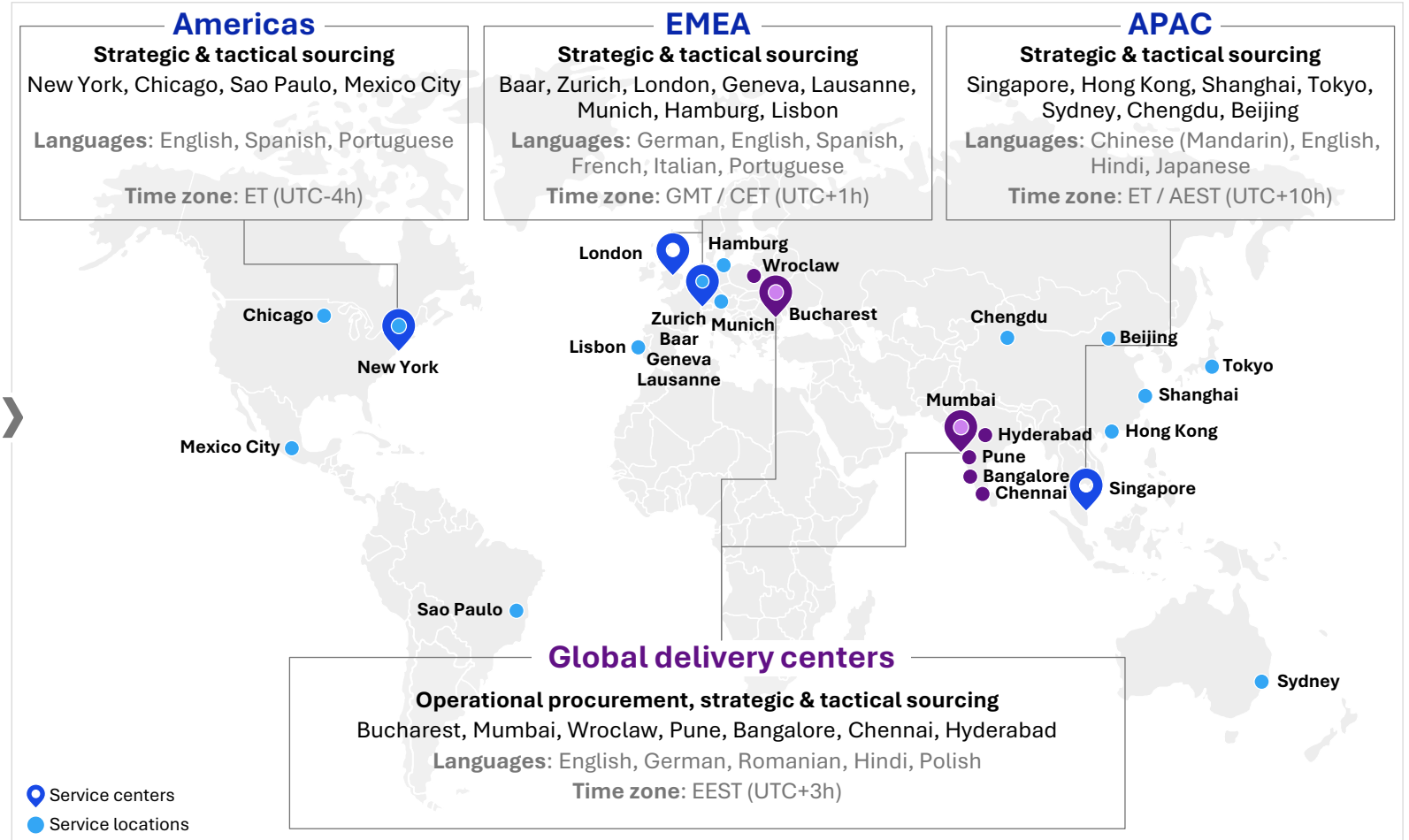
- Headquartered in Switzerland, with a presence in
- 26 locations worldwide**
- Serving **60+ clients** in **50+ countries**, **11 languages**

Market intelligence & purchasing power

- Leveraging **market intelligence** from **USD 70 bn** total contract value (**USD 28 bn** annual spend in scope) across our client base
- Significantly increasing **purchasing power** for our clients
- Deep **category expertise** across **800+ global procurement specialists**

Digital & operational excellence

- Orchestrate our AI-powered procurement ecosystem** for **autonomous S2P processes** that combines agentic automation, proprietary intelligence, and ecosystem connectivity to drive value creation and competitive advantage
- Significant **ESG, risk management** and **regulatory experience**



Significant above market savings – committed – ‘Non-core for you, core for us’

2. Business model and services

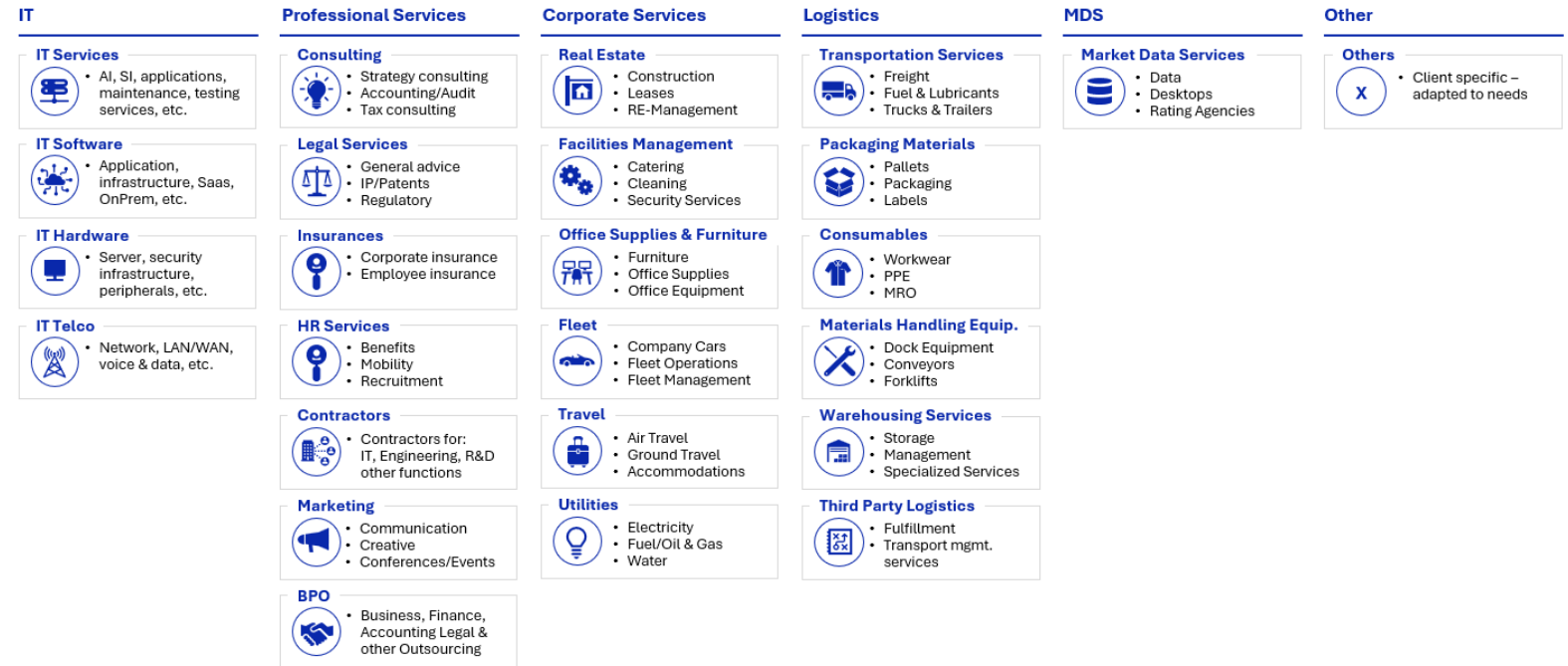
Chain IQ has a proven above market cost reduction capability derived from its market insights, large growing strategic procurement talent pool, digital excellence & capabilities such as e-auction & marketplace as well as the volume bundling and consortia buying capabilities across the client structure.

Chain IQ understands the regulatory environment and supports adherence to the highest compliance, risk, regulatory, data security and ethical standards driven by our experience from large Swiss & foreign cross-industry clients onboarding and servicing. We focus on our clients' business and their strategy whilst applying the latest risk management, sustainability, and social responsibility practices.

Chain IQ operates with leading digital ecosystem partners leveraging latest best of breed digital capabilities such as digital marketplace, latest procurement data analytics, AI based sourcing techniques and e-auctions. In addition, Chain IQ runs its own innovation and digital lab supported by a high caliber digital advisory board to generate inhouse capabilities, such as the Smart Connect Portal and AI driven chat bots. Multiple digital projects support our strategy to further automate processes and provide advanced data analytics capabilities.

Sustainability is integrated into both Chain IQ's internal operations and its procurement services, enabling the company to manage its own impacts while supporting clients in addressing sustainability-related risks and opportunities across their supply chains.

Range of categories managed by Chain IQ



3. Sustainability strategy

Commitment to the Sustainable Development Goals (SDGs)

Chain IQ seeks to meet the needs of the current generation without jeopardizing the ability of future generations to meet their own. Our sustainability approach is anchored in the United Nations’ 2030 Agenda and the 17 Sustainable Development Goals (SDGs). To ensure a clear, credible and measurable contribution, we have reduced our focus from 11 SDGs to a smaller set of priorities. For 2025, we have concentrated on six core SDGs aligned to our most material impacts and levers, complemented by two supporting SDGs addressed through targeted initiatives.

Our sustainability strategy is informed by ongoing dialogue with stakeholders, including employees, clients, suppliers and governance bodies, and by monitoring regulatory and industry developments to keep our priorities current. We engage clients regularly through meetings, surveys and client-requested social and environmental assessments, and we monitor global trends to anticipate regulatory and industry expectations.

In 2025, sustainability management was further strengthened through the implementation and certification of Chain IQ's Integrated Management System (IMS), integrating quality, environmental management and continuous improvement across the organisation. We will continue to refine our goals, actions and performance indicators over time.

Core focus (2025)

3

GOOD HEALTH AND WELL-BEING

Good health and well-being: Ensure safe and healthy working conditions for our workers and in our value chain.

8

DECENT WORK AND ECONOMIC GROWTH

Decent work and economic growth: Ethical and inclusive value chains.

5

GENDER EQUALITY

Gender equality: Promote diversity among employees and ensure an inclusive workplace.

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

Responsible consumption and production: Responsible sourcing and sustainable materials as well as client procurement transformation.

7

AFFORDABLE AND CLEAN ENERGY

Affordable and clean energy: Achieve net-zero Scope 1 & 2 by 2030 and 100% renewable electricity.

13

CLIMATE ACTION

Climate action: We enable supply-chain decarbonization through procurement.

Supporting SDGs

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

Industry, innovation and infrastructure: Advancing sustainable procurement through AI and technological innovation.

16

PEACE, JUSTICE AND STRONG INSTITUTIONS

Peace, justice and strong institutions: Mandatory Code of Conduct training for all employees.

SUCCESS

2025 Key Achievements:

- Multi-site ISO 9001 & ISO 14001 certification
- - 60% in market-based Scope 2 emissions

4. Material topics – Materiality Matrix as a baseline of our strategy

Corporate sustainability

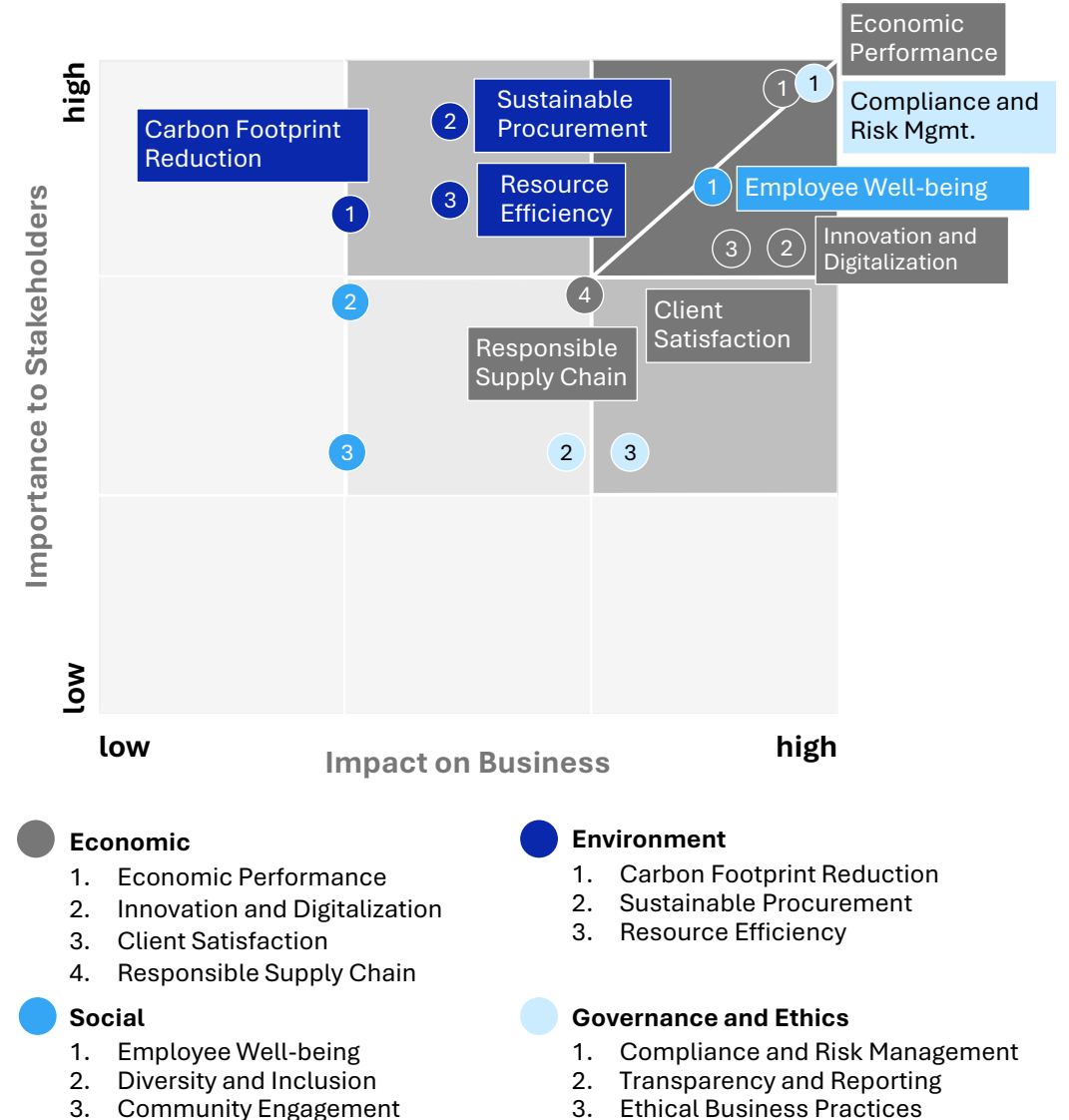
Chain IQ is committed to sustainable growth that creates long-term value while protecting the environment and supporting people across our operations and value chain.

In 2023, we conducted a materiality assessment with members of the Group Executive Board, senior management and key stakeholders to identify the sustainability topics most relevant to our business and stakeholders. The resulting material topics guide our priorities and reporting:

- **Economic Performance** (e.g., value delivered through cost optimisation and productivity gains for clients).
- **Innovation and Digitalization** (e.g., automation and AI-enabled sourcing, analytics and workflow tools).
- **Client Satisfaction** (e.g., continuous improvement driven by account reviews, surveys and service performance management).
- **Carbon Footprint Reduction** (e.g., decarbonising our operations and enabling client Scope 3 reductions through procurement).
- **Compliance and Risk Management** (e.g., data protection, anti-corruption controls and risk-based supplier due diligence).
- **Employee Wellbeing** (e.g., learning and development, engagement initiatives, health & safety and wellbeing support).
- **Sustainable Procurement and Responsible Supply Chain** (e.g. responsible sourcing and client transformation)

The outcomes are considered within Chain IQ's ISO 9001/14001-certified Integrated Management System and support the identification and assessment of sustainability-related risks and opportunities. From 2026, they are integrated into the group-wide risk management framework established under the Group Risk Policy.

We review and update our materiality assessment as sustainability expectations evolve and plan the next revision in 2026.



4. Material sustainability topics – link to global frameworks: GRI & SDG



Material topics



GRI standard



Contribution to the SDGs



Material topics



GRI standard



Contribution to the SDGs

Corporate Governance

Governance, Ethics & Compliance

- GRI 205 Anti-corruption
- GRI 418 Customer privacy

Environment

Emissions and Energy

- GRI 302 Energy
- GRI 305 Emissions

Social

Employees, Diversity, and equal opportunity

- GRI 401 Employment
- GRI 406 Non-discrimination
- GRI 405 Diversity and Equal Opportunity
- GRI 407 Freedom of Association and Collective Bargaining

Occupational Health and Safety

- GRI 403 Occupational Health and Safety

Training and Education

- GRI 404 Training and Education



Sustainable Services

Supply chain

- GRI 308 Supplier Environmental Assessments
- GRI 414 Supplier Social Assessments



5.Stakeholders

Approach

At Chain IQ, stakeholder engagement is an iterative process that informs our corporate strategy, risk management, and service innovation. We prioritize meaningful dialogue to ensure our global operations align with market trends and the evolving expectations of our ecosystem. By integrating diverse perspectives into our decision-making, we foster long-term trust and institutionalize transparency across our value chain.

Engagement Mechanisms

We utilize tailored communication channels to capture high-quality, actionable feedback. These include:

- Direct Consultation:** Ongoing discussions with employees and suppliers.
- Quantitative Insights:** Comprehensive customer surveys and market analysis.
- Global Representation:** Leveraging our international footprint to ensure diverse voices shape our service offerings.

Memberships

- Lucerne Dialogue
- Swiss American Chamber of Commerce
- SwissCham Network (incl. chapters in China, India, Japan and Singapore)
- UNGC United Nations Global Compact

Systematic Stakeholder Identification

To ensure a comprehensive view of our impact, Chain IQ employs a cross-functional approach to stakeholder identification. This process leverages expertise from **Sourcing, Human Resources, Legal, IT, and Marketing**, overseen by **Senior Management**. This collaboration ensures we accurately identify and prioritize stakeholders who either significantly influence or are impacted by our operations across five core categories:

	Customers	Employees	Suppliers	Regulatory bodies	Communities and NGOs
Description or example	End customer	All company employees	Partners or vendors of services and technologies or products	Government agencies, industry regulators	Local communities, environmental NGOs
Key topics	• Service quality and client satisfaction • Transparency in procurement processes • Compliance with industry standards • Data security and privacy	• Employee engagement and development • Fair labor practices • Health and safety standards • Diversity and inclusion	• Compliance with procurement regulations • Transparency of supplier relationship • Ethical sourcing practices	• Regulatory compliance • Ethical business practices • Industry-specific regulations	• Corporate social responsibility initiatives • Environmental impact of business practices
Interaction	• Regular client meetings • Service performance reviews • Client feedback surveys	• Internal communications • Training sessions • Performance evaluations	• Regular audits • Compliance reviews • Direct negotiations	• Compliance reporting	• Community engagements • Environmental impact assessment • Reports on CSR activities

Corporate and governance

1 Governance, ethics & compliance

2 Board of Directors

3 Sustainability governance

4 Responsible business conduct

5 Ethics, compliance and data privacy



Governance, ethics & compliance

Chain IQ Group is committed to transparent and fair corporate governance. Our group's actions are determined by ethical principles and respectful use of resources.

Our group implemented robust policies to safeguard human rights, precisely to prevent child and forced labor, corruption and other criminal acts. These policies are designed to prevent violations, guide responsible decision-making, and ensure that both our employees and business partners operate with integrity and respect of these fundamental rights.



Positive and negative impacts (inside-out)

Chain IQ Group is committed to human rights through its strict no-tolerance stance on child labor and by implementing a tiered risk and supplier assessment framework based on SASB principles. Taking this approach, we aim to improve our social impact across the value chain and improve working conditions and welfare in high-risk contexts.



Risks and opportunities (outside-in)

Evolving laws, regulations, and societal expectations continually shape our business practices. In response, we actively manage legal and reputational risks and work to keep our sourcing and operations remain responsible, ethical, and aligned with stakeholder expectations.



Measures

Our Code of Conduct and Supplier Code of Conduct (SCoC) establish guidelines for business practices within Chain IQ.

Strict Data Protection Policy and high standards on business integrity are reinforced through regular mandatory trainings and employee engagement.

The SCoC supports the protection of human rights, verified through external and internal assessments. We regularly assess key risks, enabling early detection of environmental, safety, and health issues, allowing for targeted prevention measures. By continuously monitoring legal changes in our operating countries, Chain IQ Group works to maintain compliance with applicable laws and regulations, including those related to environmental, social, and safety standards.

In 2025, these controls were further strengthened through implementation of Chain IQ's ISO 9001 and ISO 14001 certified Integrated Management System (IMS), providing a structured framework for risk management, compliance and continuous improvement.



Indicators

Business Integrity

Data Security & Privacy



Metrics

Material fines, penalties or settlements related to professional integrity recorded during the reporting period.

% of employees completed compliance training.

Substantiated complaints concerning privacy breaches



Targets

0

100%

0

Board of Directors

Good corporate governance

We recognize that strong corporate governance and transparent reporting are key drivers of long-term sustainability. Chain IQ Group maintains a lean, transparent governance structure designed to ensure long-term sustainability and rigorous compliance. Our governance framework facilitates strategic oversight while promoting continuous improvement across our global operations. The Board of Directors and executive management regularly review governance, risk management and compliance practices to support continuous improvement.

The Board of Directors is responsible for overseeing the strategic direction, supervisory control, and accountability of the company, the Group Executive Board is responsible for operational management tasks, in which it is supported by the Group Operational Board.

Board Composition and Leadership

The Board of Directors (BoD) defines our strategic direction and exercises supervisory control. To ensure objective evaluation of management and avoid conflicts of interest, the Board is led by a non-executive Chairman & Founder, supported by independent committee chairs.

Composition: 7 members characterized by high professional diversity.

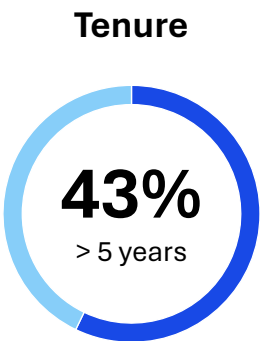
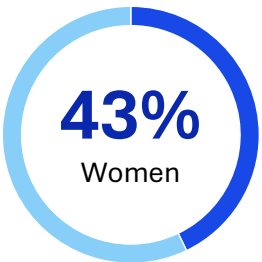
Gender Diversity: 43% female representation.

Tenure: 43% of members have served for over 5 years, balancing fresh perspectives with institutional stability.

Specialized Committees: Audit & Risk; Nomination & Compensation; Digital & Innovation; and the Employee Stock Purchase Plan Committee.

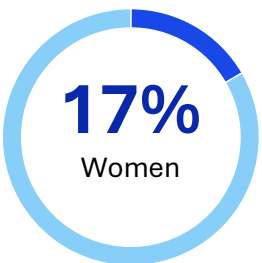
Board of Directors

Diversity



ESG Advisory Board

Diversity



* The ESG Advisory Board was established in 2022

Sustainability governance and reporting

Sustainability governance

The Board of Directors holds ultimate responsibility for overseeing the management of Chain IQ’s environmental and social impacts. Authority is delegated through a structured hierarchy to ensure operational integration:

Group Executive Board (GEB)

Responsible for embedding sustainability into the corporate strategy and setting specific targets. The GEB formally reviews and approves the annual Sustainability Report. Two of eleven Group Executive Board members are on the ESG Advisory Board.

ESG Advisory Board

Comprised of independent global thought leaders, this body provides external stewardship and meets bi-annually to challenge and enhance our ESG initiatives.

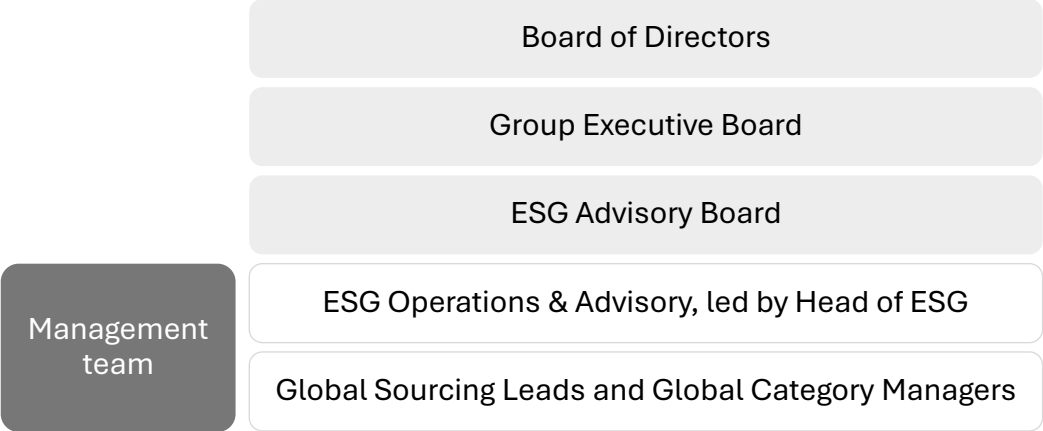
ESG Operations & Advisory

Led by the Global Head of ESG, this team is responsible for the implementation of the company’s sustainability strategy and to achieve net-zero Scope 1&2 by 2030. It drives implementation of policies, ensures compliance with standards and conducts audits. It answers questions and requests from internal and external stakeholders. The team consolidates the sustainability data for the group and prepares Chain IQ’s sustainability report.

Sustainability performance is managed through the Integrated Management System (IMS), which integrates ISO 9001 and ISO 14001 requirements into business processes and management review activities.

Global Sourcing Leads and Global Category Managers

The Chain IQ Group’s Global Sourcing Leads and Global Category Managers expertise is leveraged per category to implement best in class environmental and social requirements.



Responsible business conduct

Policy Commitments

Chain IQ Group's commitment to ethical conduct is anchored in international benchmarks, including the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (UNGPs), the ILO Standards, and the UN Global Compact.

The Supplier Code of Conduct

The SCoC is the primary mechanism for supporting ESG compliance across our value chain. Reviewed regularly and approved by the Group Executive Board, it is integrated via contractual clauses into our agreements with suppliers.

- In accordance with the UNGPs, where national laws and international human rights standards differ, Chain IQ prioritizes the most stringent standard.
- The code mandates legal compliance, environmental protection, the eradication of child and forced labor, non-discrimination, diversity, equity, inclusion, fair wages, regulated working hours, and workplace safety.
- All Chain IQ Group employees and suppliers can access this code online at <https://chainiq.com/esg>.

Labor Practices, Human Rights and Supply Chain Transparency

Due to our focus on professional services, we employ a highly skilled workforce. We therefore maintain rigorous safeguards to prevent involvement in human rights abuses:

- **Hiring Integrity:** We employ a multi-stage recruitment process governed by the "four-eye principle" and mandatory background checks.
- **Supply Chain Transparency:** We require suppliers to respect workers' rights to freedom of association, third-party consultation, and collective bargaining.
- **Human Rights:** Based on our current operations and processes, we have no indication of direct involvement in child labour, forced labour or compulsory labour. Human rights considerations are integrated into Chain IQ's policy framework, supplier requirements and risk management processes. As part of our commitment to continuous improvement, we continue to evaluate opportunities to strengthen our Human Rights Due Diligence approach and governance framework.

Chain IQ core values



Our values shape our identity, guide our people, and embed **efficiency and effectiveness** in all we do.

- **Integrity, discipline and responsiveness.** We demonstrate respect, care and teaming
- **Energy, enthusiasm and a positive can-do mentality**
- **Focus and flexibility** with the courage to **lead**, make **decisions** to execute and **deliver results**

We are ONE Chain IQ

Ethics, compliance and data privacy

Integral Culture and Compliance

At Chain IQ, we foster an Integral Culture where integrity is the standard and excellence is the result. This culture is maintained through rigorous accountability and a shared understanding of ethical conduct across all levels of the organization:

- **Mandatory Training:** To institutionalize these values, all employees—including part-time staff and contractors—are required to complete annual Compliance Training. This program uses real-world examples to empower our workforce to mitigate risks effectively.
- **Performance:** We achieved a 100% completion rate for Compliance Training in 2025, including full participation from the Group Executive Board. No material fines, penalties or settlements related to professional integrity were recorded during the reporting period.
- **Code of Conduct Refresh:** To remain ahead of evolving regulatory challenges, we completed the refresh of our Code of Conduct in 2025.

Anti-Corruption and Ethical Standards

The trust of our clients and business partners is paramount. Chain IQ maintains a zero-tolerance policy toward all forms of bribery, corruption, fraud, and money laundering:

- **Policy Enforcement:** We require employees, business partners, and intermediaries to comply with our anti-corruption policies as detailed in our Employee Manual, Code of Conduct, and Supplier Code of Conduct.
- **Monitoring and Reporting:** At the time of this report, Chain IQ is not aware of any confirmed cases of corruption or unlawful advantages occurring during the reporting period.
- **Grievance Mechanisms:** Ethical violations can be reported through designated channels, ensuring whistleblower protection and immediate internal review.
- **Continuous improvement:** Chain IQ periodically reviews corruption-related risks and updates controls, training and policies to address evolving regulatory and business requirements.

Data privacy and information security

Safeguarding data is a critical responsibility and a cornerstone of our stakeholder relationships. Our approach emphasizes transparency, security, and accountability in accordance with global regulations:

- **Governance and Oversight:** The Board of Directors maintains ultimate oversight of information technology risk exposures, including cybersecurity. Execution and operational responsibility sit with the Chief Technology Officer (CTO).
- **Regulatory Compliance:** We adhere to the EU General Data Protection Regulation (GDPR) and relevant regional laws. All employees hold a personal responsibility to practice effective data management under our Data Protection Policy, supported by regular refresher trainings. 100% of employees completed mandatory cybersecurity awareness training in 2025.
- **Chain IQ protects information and personal data** through a comprehensive information security and data protection framework, regular risk assessments, and technical and organizational measures ensured by a dedicated internal IT Security team along with external SOC provider to ensure 24x7 security monitoring. These include physical and logical access controls based on the least-privilege principle, encryption in transit and at rest, vulnerability management, malware and data-loss protection, logging and monitoring, backup and recovery procedures, secure data deletion, and mandatory training.

In 2025, Chain IQ experienced one cybersecurity incident involving unauthorized exposure to data. The incident was contained within 8 hours and 45 minutes and managed in accordance with applicable legal and regulatory requirements as further detailed in the company's [public statement](#) regarding the incident. No lasting impact to operations or client services occurred.

In 2025, no substantiated complaints concerning breaches of customer privacy were received by Chain IQ from regulatory bodies.

Environment

1 Emissions and energy

2 Chain IQ's greenhouse gas footprint



Emissions and energy

Chain IQ is committed to achieving net-zero Scope 1 and Scope 2 emissions by 2030 and transitioning to 100% renewable electricity across office locations. In 2025, we achieved our most significant operational climate milestone to date, reducing market-based Scope 2 emissions by approximately 60% through expanded renewable electricity sourcing supported by Energy Attribute Certificates (EACs). We continue to improve emissions transparency, environmental performance and value-chain engagement across our operations.



Decarbonization Strategy

Scope 1 & 2 Strategy

Chain IQ's operational emissions primarily relate to electricity consumption, heating and refrigerant leakage in leased office locations. Our approach focuses on renewable electricity sourcing, energy efficiency and engagement with landlords and facility management providers where operational control is limited, supporting our ambition to achieve net-zero Scope 1 & 2 emissions by 2030.

Scope 3 Strategy

Scope 3 emissions represent the largest share of Chain IQ's carbon footprint and are primarily driven by purchased goods and services, business travel and employee commuting. Our focus is on improving emissions transparency, strengthening supplier sustainability data and identifying opportunities to reduce value-chain emissions over time.



Risks and Opportunities

Regulatory developments, stakeholder expectations, emissions data quality and supply chain transparency continue to shape Chain IQ's climate-related risks and opportunities. Strengthening environmental management, sustainability reporting and supplier sustainability oversight supports regulatory readiness, client trust and long-term value creation.



Measures

Our decarbonization approach prioritizes direct emissions reductions where operational control and contractual arrangements allow.

Key measures include renewable electricity sourcing, energy efficiency initiatives and environmental considerations within facility management processes.

Renewable electricity is sourced directly where feasible and complemented by Energy Attribute Certificates (EACs) in line with GHG Protocol guidance.

Environmental performance is governed through Chain IQ's ISO 14001-certified Integrated Management System (IMS).



Indicators

CO2 Emissions

Renewable Energy

Supplier Engagement

Business Travel



Metrics

Scope 1
Scope 2
Scope 3

% of renewable electricity consumed by offices

Coverage of sustainability monitoring across priority suppliers

Business travel emissions (tCO₂e)



2030 Targets

Net-zero
Net-zero
Reduction pathway under development

100%

Ongoing expansion

Reduction of travel emissions/employee

Chain IQ’s greenhouse gas footprint

Chain IQ’s 2025 carbon footprint

Chain IQ calculates its greenhouse gas emissions in line with the Greenhouse Gas (GHG) Protocol using the operational control approach. Emissions are reported across Scope 1, Scope 2 and relevant Scope 3 categories, with selected Scope 1, Scope 2 and Scope 3 emissions subject to limited external assurance under ISAE 3000 in 2025.

Scope 1 and Scope 2 emissions arise primarily from electricity consumption, heating and refrigerant leakage in office locations, while Scope 3 emissions are mainly driven by purchased goods and services, business travel and employee commuting. As Scope 3 represents 96% of Chain IQ's total market-based carbon footprint, supplier engagement and value-chain transparency remain key priorities (SDG 12: Responsible Consumption and Production).

In 2025, Chain IQ achieved its most significant operational climate milestone to date, reducing market-based Scope 2 emissions by approximately 60% compared to 2024 through expanded renewable electricity sourcing supported by Energy Attribute Certificates (EACs), contributing to our ambitions under SDG 7: Affordable and Clean Energy and SDG 13: Climate Action.

Business travel emissions are managed through internal travel controls and digital collaboration measures. Chain IQ has compensated business travel emissions through carbon offset projects since 2014. For emissions generated from business travel in 2024, the company purchased 892 tCO₂e of carbon offsets.

Scope 3 emissions represent 96% of the Group’s total carbon equivalent. These Scope 3 categories are contributing as follows to total Scope 3 emissions:

- 59% are associated with the purchase of goods and services (Category 1 in GHG Protocol). These are largely related to the purchase of indirect procurement products
- 27% are associated with business travel (Category 6 in GHG Protocol)
- 2% are associated with fuel and energy related activities not included in Scope 1 and 2 (Category 3 in GHG Protocol)
- 12% are associated with employee commuting (Category 7 in GHG Protocol)

	Supply chain Scope 3	96%
Purchased Goods and Service		1,633 tCO ₂ e
Fuel- and Energy Related Activities (not included in Scope 1 and 2)		44 tCO ₂ e
Business Travel		753 tCO ₂ e
Employee Commuting		317 tCO ₂ e

	Chain IQ’s operations Scopes 1 and 2	4%
Energy consumptions (market based)		101 tCO ₂ e
HFC leakage		27 tCO ₂ e

Chain IQ's greenhouse gas footprint

Roadmap to reducing our emission intensity

Chain IQ is progressing its approach to managing and reducing emissions across operations and the value chain. Our focus is on improving emissions data quality, strengthening monitoring capabilities and implementing targeted reduction measures where the greatest opportunities exist. Accurate emissions data supports informed decision-making and helps identify priority reduction areas.

Consistent with recognized best practice, we prioritise direct emissions reductions where operational control and contractual arrangements allow. Renewable electricity sourcing, energy efficiency measures and supplier engagement form the foundation of our approach. Market-based instruments are used where direct measures are not yet feasible, supporting transparency and consistency in reporting.

To further shift from compensation-based measures towards in-sector emissions reductions, Chain IQ plans to transition a defined portion of business flight emissions from carbon offsetting to Sustainable Aviation Fuel (SAF) purchases from 2026 onwards, subject to availability and scope definition.

Supplier Collaboration

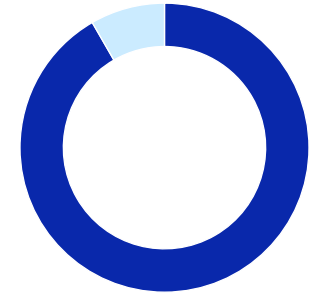
Alongside our internal efforts, we continue to improve supplier emissions transparency and support suppliers in reducing their carbon footprint over time. Strengthening supplier sustainability data will improve Scope 3 reporting quality and support future emissions reduction efforts across the value chain (SDG 12: Responsible Consumption and Production).

Energy consumption

Energy consumption relates primarily to electricity and heating across Chain IQ's office locations. Where feasible, electricity is sourced directly from renewable suppliers and complemented through Energy Attribute Certificates (EACs) in line with GHG Protocol requirements. During 2025, renewable electricity consumption amounted to 725,099 kWh, representing 92% of total electricity consumption on a market-based basis and contributing to our ambitions under SDG 7: Affordable and Clean Energy and SDG 13: Climate Action.

Renewable Electricity

Other electricity sources 8% [kWh]



Electricity from renewable sources 92% [kWh]



Chain IQ’s greenhouse gas footprint

Scope 1 emissions

(tCO ₂ e)	2025	2024	2023
Emissions from R-134A refrigerants	20	13*	12*
Emissions from R-410A refrigerants	6	13	13
Emissions from R32 refrigerants		1	
Emissions from R22 refrigerants	0.2		
Total Scope 1	27	27*	25*

Scope 2 emissions

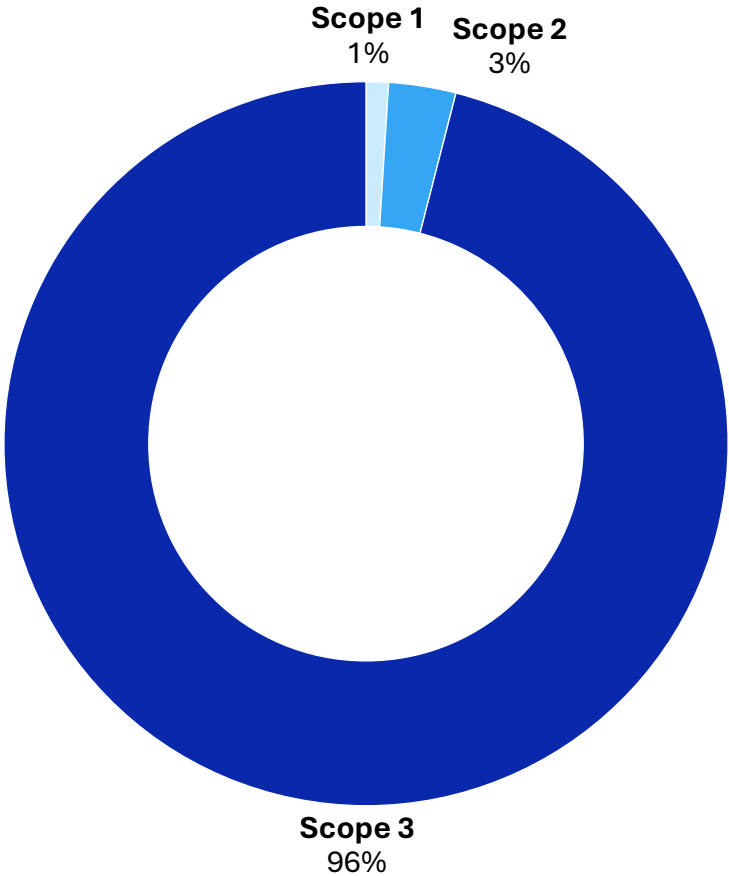
(tCO ₂ e)	2025	2024	2023
Location based	300	313	309
Market based	101	251	252

Scope 3 emissions

(tCO ₂ e)	2025	2024	2023
Total Scope 3	2,747	2,790*	2,291*
Total Scope 1+2+3 (location based)	3,074	3,130*	2,625*
Total Scope 1+2+3 (market based)	2,874	3068*	2,568*

*The restated figures reflect a correction in prior year data. For a detailed explanation, please refer to the Appendix p.36 & 37.
Note: Individual values may not sum exactly to the totals due to rounding.

GHG emissions – Scopes 1, 2 (market based) and 3 (tCO₂e)



Chain IQ's greenhouse gas footprint

Scope 3 emissions

Chain IQ Group calculates its total Scope 3 emissions detailing GHG emissions not associated with the purchase of electricity, steam, heating or cooling. Scope 3 emissions encompass purchased goods and services, fuel- and energy related activities (not included in Scope 1 and 2), business travel, and employee commuting.

Business flight emissions decreased partly due to updated UK government emission factors for air travel (see p.37).

On a like-for-like basis, business travel emissions would otherwise have increased due to heightened business activity. Nonetheless, business travel emissions intensity per employee decreased on a like-for-like basis amounting to 1.02 tCO₂e per employee, compared with 1.27 tCO₂e per employee in 2024.

Scope 3 Category 1 emissions are not fully comparable with prior years due to a methodological update (USEEIO v1.2 to v1.3), with the current focus placed on improving accuracy and decision-usefulness over strict year-on-year comparability (see p. 37 for details).

Category	Definition	2025(tCO ₂ e)	2024 (tCO ₂ e)	2023 (tCO ₂ e)
1 Purchased goods and services	Emissions from the production of products purchased or acquired. Products include both goods (tangible products) and services (intangible products).	1,633	1,565	1,224
3 Fuel- and energy-related activities (not included in Scope 1 or 2)	Emissions from upstream emissions associated with the production, extraction, and transportation of fuels and energy that a company consumes.	44	37	29
6 Business travel	Emissions from the transportation of employees for business-related activities in vehicles owned or operated by third parties, such as aircraft, trains, buses and passenger cars	753	892	829
7 Employee commuting	Emissions from the transportation of employees between their homes and their worksites	317	296*	209*
Total Scope 3		2,747	2,790*	2,291*

*The restated figures reflect a correction in prior year data. For a detailed explanation, please refer to the Appendix p.38.

Social

1 Employees, diversity and equal opportunities

2 Occupational health and safety

3 Training and education



Employees, diversity and equal opportunities

Chain IQ is a multi-national independent company with 738 employees worldwide and 18 offices in 11 countries. We serve a global client base >55 in 49 countries supporting a total of 10 languages.



Positive and negative impacts (inside-out)

Chain IQ promotes diversity and equal opportunities as a core aspect of its corporate culture. The company views diversity not only as a strength but also as a valuable opportunity, integrating it into its corporate culture to enhance inclusivity and equal opportunity. By promoting these principles, Chain IQ actively contributes to a more diverse and equitable work environment, aligning with its social commitments.



Risks and opportunities (outside-in)

Navigating the evolving expectations for diversity and equal opportunities presents both challenges and opportunities for our organization. By proactively embracing these values, we not only mitigate risks but also enhance our attractiveness as an inclusive employer.



Measures

Chain IQ is committed to non-discrimination and equal opportunities. Measures to enforce this include clear policies, regular training, and a confidential reporting system with non-retaliation protections. We provide an accessible grievance mechanism to address concerns promptly, and a structured remediation process ensures corrective actions are taken when necessary.



Indicators

Diversity

Training and Development

Engagement



Metrics

Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees.

% of employees with regular development reviews

(1) Voluntary and (2) involuntary turnover rate for employees.

Employee engagement as a percentage.



Annual Target

n/a

100%

n/a

>60%

Employees, diversity and equal opportunities

Workforce diversity, equity, and inclusion

As a global company with employees representing more than 38 nationalities, Chain IQ considers diversity one of its strengths and is committed to fostering an inclusive workplace. We recognize the importance of diversity, equity and inclusion across our company. We believe that treating each other with respect, dignity, and fairness. This is fundamental to us and is also anchored in our Chain IQ Code of Conduct, which includes our principles of integrity and respect for each other. These principles guide us to do the right thing for all our stakeholders.

These principles are supported through regular training, targeted communications and ongoing discussions across all management levels. They are also reflected in our processes for recruiting, talent development and performance management.

The diversity of our workforce is largely a reflection of the countries we have an office location. Women made up approximately 47 percent of our employees and hold 38 percent of management positions. This represents an increase of 5 percentage points in women holding management positions compared to the previous year. Employee engagement remained strong in 2025, with a score of 74% in the Great Place to Work® Engagement Index, reflecting sustained employee commitment and organisational culture.

We base our employment decisions on valid business reasons, such as qualifications, talents, and achievements, and comply with local and national employment laws. We select job candidates most likely to help Chain IQ achieve its goals, including, but not limited to, diversity considerations. We are committed to providing a work environment that is free of unlawful discrimination and harassment. Our policies prohibit unlawful discrimination based on race, colour, religion, sex, and gender, among others. Regular gender pay gap analyses have not identified any statistically significant differences and confirm compliance with applicable local requirements.

Compensation and benefits

Chain IQ's compensation function is managed through our Head HR, Talent Management & Group CEO Office leveraging frameworks and tools that support pay equity and operate without bias or discrimination. Salary and incentive structures are developed on the basis of local market pay data taking into account specific role and skill sets that each position requires. Compensation is reviewed regularly, taking into account factors such as an employee's proficiency, experience, potential, and level of performance, location and role.

Reporting concerns and transparency

At Chain IQ, we are committed to maintaining the highest standards of integrity and ethical conduct across our organization and are dedicated to an environment of transparency and trust where our employees can openly raise concerns without facing any retaliation. As part of that Chain IQ encourages employees to speak up safely and confidently if they see, experience or become aware of inappropriate behavior or suspected wrongdoing, including fraud, harassment, discrimination, unethical behavior, or any violation of company policies or legal requirements. For that purpose, Chain IQ has its own Integrity Hotline operated by an independent external service provider since 2019 where employees can raise concerns related to potential violations of laws, regulations, policies or our Code of Conduct anonymously and confidentially. There have been no substantial concerns or material complaints reported. It is our firm's standard that raised concerns are reviewed and retaliation is strictly prohibited. Breaches of our Code of Conduct or policies may result in disciplinary measures, including termination, if necessary.

Workplace protection for employees

At Chain IQ we primarily employ a well-educated and highly skilled workforce due to the nature of our service business. We have well established recruiting and human resource policies and practices in place, covering topics including age, working conditions, wages, and hours worked. We have a multi-stage hiring process in place involving the four-eye principles and background checks during the process. Based on our current operations and processes, we have no indication of direct involvement in child labour, forced labour or compulsory labour. In locations where we employ minors in apprenticeships or 'summer jobs', we strictly follow local protective regulations particular to this age group.

We respect our worker's rights to freedom of association, third party consultation, and collective bargaining. The HR department oversees cooperation with the regional, functional, and operational teams.

Employees, diversity and equal opportunities

Talent attraction

At Chain IQ we understand the importance of attracting and retaining top talent.

The majority of our locations globally have received employer awards, including our Business Units in China, Poland, Romania, Singapore, Switzerland, the United Kingdom and the United States of America. These locations received the Great Place To Work® Certification™ employer-of-choice recognition that our company aspires to achieve in all locations globally. The award is based entirely on employee feedback and measures our workplace culture through factors like trust, respect, fairness, and pride. At Chain IQ we have conducted the great-place-to-work survey since 2019, evaluated results, and developed strategies to improve employee's workplace conditions. This is a testament to our efforts to create a positive, engaging environment that supports employee well-being, satisfaction, and productivity. We believe a positive workplace culture is essential to attracting and retaining top talent, and we are committed to contributing our efforts to create a great workplace environment for our employees. We strive to create an inclusive workplace culture that provides opportunities of professional growth and development. By doing so we aim to attract top talent who contribute to our organizational success and provide customers with exceptional service.



Our workforce (in FTE) numbered 738 at the end of 2025, compared with 700 in the previous year. Of these, 503 are in EMEA, 54 in the Americas, and 181 are in Asia and other countries.

Additional workforce demographic information is shown in below tables and graphs.

Information on the workforce by gender and employment type

Headcounts	Women	Men	Total
Total 2025	349 47%	389 53%	738
Full time [#]	322 46%	379 54%	701
Part time [#]	27 73%	10 27%	37
Permanent [#]	343 47%	384 53%	727
Trainees [#]	2	2	4

Our workforce growth over the years is organic. In 2025 we experienced an average degree of 7.3% of involuntary and 18.4% voluntary turnover which is in line with the professional services industry. A total of 1'131'564 h were worked, 73% of which billable.

Employees, diversity and equal opportunities

Information on the workforce by age

Headcounts	< 30 years	30-50 years	> 50 years	Total
TOTAL 2025	108 15%	524 71%	106 14%	738
New hires	53 24%	143 66%	21 10%	217

Information on the workforce by region

Headcounts	Europe	Americas	APAC	Total
TOTAL 2025	503 68%	54 7%	181 25%	738
Full time [%]	469 67%	54 8%	178 25%	701
Part time [%]	34 92%	0 0%	3 8%	37
Permanent [%]	485 67%	56 8%	186 26%	727
Fixed term [%]	5 71%	0 0%	2 29%	7
Trainees [%]	4 100%	0	0	4

Diversity in controlling bodies and the workforce

Headcounts	< 30 years	30-50 years	> 50 years	Women	Men	Total
Board of Directors	0	2 29%	5 71%	3 43%	4 57%	7
Executive Group	0	6 55%	5 45%	2 18%	9 82%	11
Senior management	0	15 58%	11 42%	4 15%	22 85%	26
Middle management	0	24 86%	4 14%	11 39%	17 61%	28
Lower management	1 2%	48 83%	9 16%	29 50%	29 50%	58
Total management	1 1%	95 73%	34 26%	49 38%	81 62%	130
Without management role	107 18%	428 70%	73 12%	300 49%	308 51%	608

Incidents of discrimination and corrective measures taken

Headcounts	Total incidents	Status		Measures		
		Open	Closed	Warning	Dismissal	Mediation
TOTAL 2025	0	0	0	0	0	0

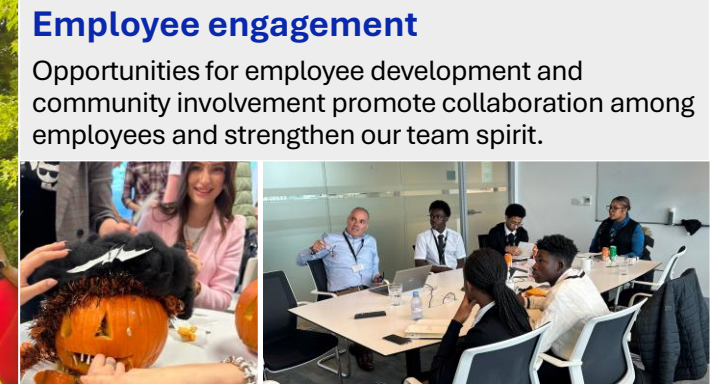
Employees, diversity and equal opportunities

Developing and retaining employees

At Chain IQ, we invest in the continuous development, engagement and wellbeing of our people. Employees have access to a range of learning opportunities, including internal and external training, LinkedIn Learning, mentoring and personalised development support. Knowledge-sharing and cross-functional collaboration further support a culture of continuous learning across the organisation. Employee wellbeing is supported through initiatives such as regular mindfulness sessions and other employee-led activities. As part of our Talent Management and Retention Program, employees also benefit from recognition and development opportunities, including CEO Dinners, regional CEO Breakfasts, awards and partially paid sabbaticals. Together, these initiatives support professional growth, employee engagement and long-term retention.

Employee Share Participation Plan

The Employee Share Participation Plan (ESPP) at Chain IQ has become a cornerstone of our inclusive and forward-looking corporate culture. Introduced in 2023 and now firmly established, the ESPP offers employees the opportunity to become shareholders and actively participate in the company's long-term success. By aligning individual and organizational interests, the plan fosters a strong sense of ownership and strengthens cross-border collaboration across our global teams. Participants benefit from both short- and long-term incentives: they receive cash dividends and can realize capital gains as the company grows. In addition, the plan includes an annual opportunity to sell up to one-third of their shares back to Chain IQ at fair market value.



Employee engagement

Opportunities for employee development and community involvement promote collaboration among employees and strengthen our team spirit.

Community engagement and team building

Community engagement and charitable activities form an important part of our social responsibility approach. Our local business units support their communities through initiatives tailored to local needs, including annual charity campaigns in India, litter-picking activities in China, the "Giving Cupboard" program in Romania, mentoring and school support initiatives in the United Kingdom, and volunteer and donation programs in the United States. These activities contribute to positive social outcomes while fostering employee engagement and collaboration.

Occupational health and safety

Occupational health and safety

Our employees are the foundation of our success, and we are deeply committed to their physical, mental, and emotional well-being.

The health and safety of our employees remains a priority across all Chain IQ locations. We maintain workplace safety measures appropriate to our office-based operations, including emergency preparedness activities such as designated first responders, fire drills, evacuation procedures and workplace safety awareness measures.

Beyond workplace safety, we support employee wellbeing through company-wide health and wellness initiatives. Employees have access to a science-based wellbeing platform, complemented by regional initiatives such as fitness activities, wellbeing programs and support for healthy lifestyles.

Engaging flexibility for individuals

We are committed to fostering a flexible and inclusive work environment that supports both individual needs and business goals. Employees can participate in flexible work arrangements, including part-time schedules and remote work, where operationally feasible.

As part of our talent and retention program, we also offer top talents the opportunity to take a sabbatical. This time away supports personal growth and renewal and reflects our appreciation for exceptional commitment.



Training and education

Developing our colleagues

Chain IQ emphasizes skills-based development that focuses on feedback, hands-on experiences and opportunities for professional and personal growth. We utilize a variety of analytical tools and surveys to assess how effectively we are supporting employee development goals.

To deliver continuous learning of our colleagues we have dedicated, and self-built internal trainings delivered by internal and external trainers as well as offer LinkedIn Learning & CIPS Digital Academy that enables a self-paced learning to a diverse variety of topics. Through this we provide colleagues in every role the opportunity to grow, build their skills, and meet performance expectations in a supportive, collaborative and engaging environment.

Average hours of training per year per employee

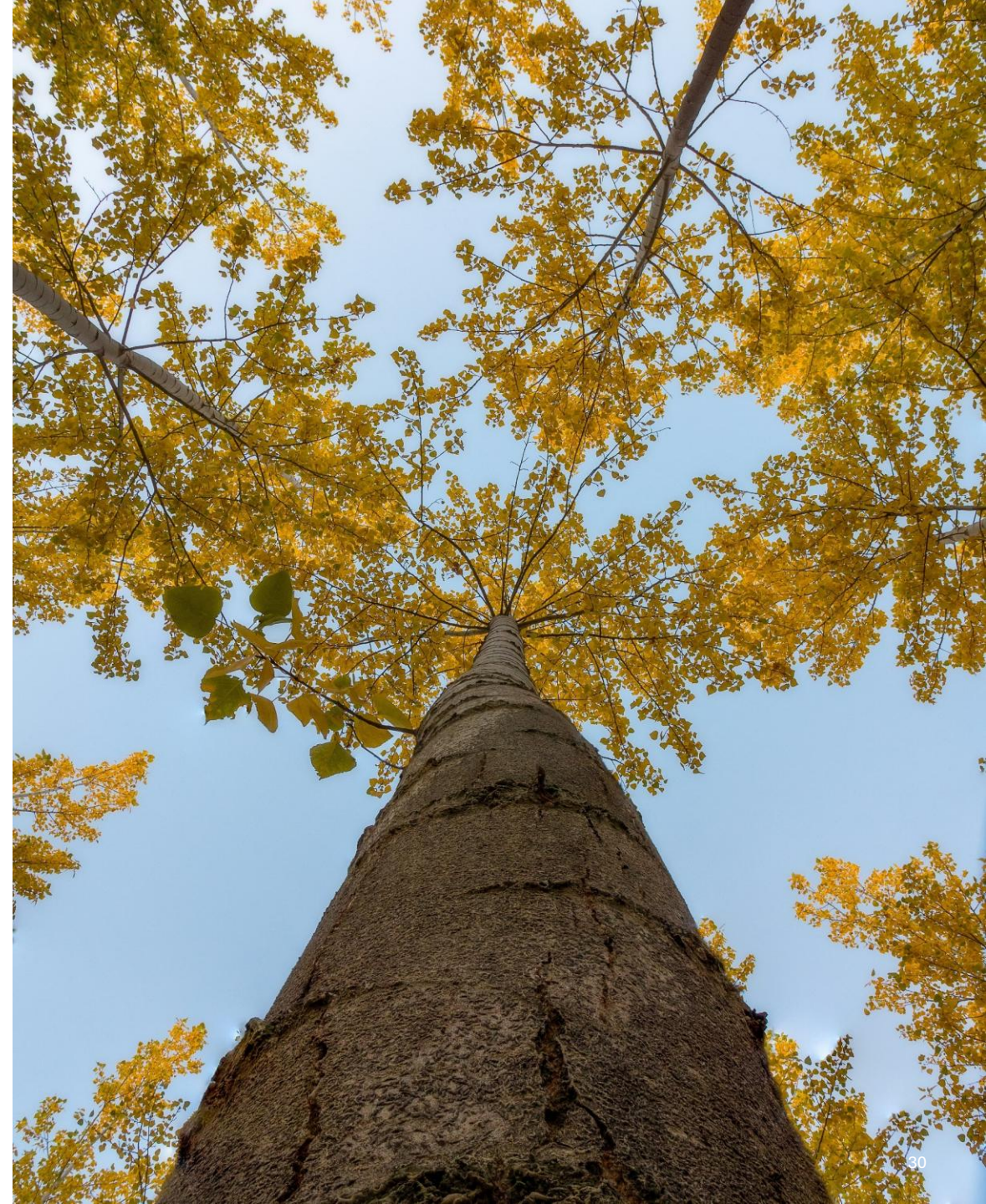
Headcount	Women	Men	Total
Total employees	349	389	738
Total training hours	4,422	4,996	9,418
Total training hours per employee - internal	4,285	4,777	9,062
Total training hours per employee – external	137	219	356
Average training hours per employee - total	12.8	12.8	12.8

Employees receiving regular performance and career development reviews

Headcount	Women	Men	Total
Percent employees receiving regular performance and career development reviews	100%	100%	100%
Percent employees with access to career or skills related training	100%	100%	100%

Supply Chain

- 1** Sustainable supply chain and services
- 2** Managing supply chain risks
- 3** Chain IQ's impact with clients



Sustainable supply chain and services

As a global AI-driven procurement services provider, Chain IQ has a dual responsibility: managing sustainability risks and opportunities within its own supply chain while supporting clients in building more resilient, transparent and responsible supply chains. Sustainable procurement is embedded within Chain IQ's Integrated Management System (IMS) and implemented through risk-based supplier segmentation, sustainability screening, supplier due diligence and the Supplier Code of Conduct (SCoC).



Positive and negative impacts (inside-out)

Through our own sourcing activities and procurement services, Chain IQ can influence environmental, social and governance outcomes across supply chains. Positive impacts include promoting responsible business practices, strengthening supplier transparency, supporting emissions reduction efforts and encouraging higher sustainability standards. Potential negative impacts may arise where suppliers do not meet expected standards, making risk-based supplier management and ongoing oversight important.



Risks and opportunities (outside-in)

Increasing sustainability regulation, stakeholder expectations and supply chain transparency requirements create operational, reputational and compliance risks for both Chain IQ and its clients. At the same time, growing demand for sustainable procurement services creates opportunities to strengthen client value creation, enhance supplier resilience and support value-chain decarbonization.



Measures

Chain IQ addresses this topic through two complementary approaches.

Internally, we apply a risk-based approach to supplier management, including supplier segmentation, sustainability-related screening and the Supplier Code of Conduct (SCoC).

Externally, we support clients through sustainable procurement, supplier risk operations, ESG advisory, supplier assessments, tools and analysis to support carbon footprint reduction and engagement activities. Together, these activities help strengthen transparency, resilience, compliance and responsible sourcing across value chains.

Progress is monitored through supplier risk and sustainability screening coverage, implementation of sustainable procurement activities and client-specific program objectives.



Indicators

Supplier risk management

Client Sustainable Procurement



Metrics

Risk-based supplier segmentation, requirements and sustainability screening

% of spend covered by supplier risk and ESG framework



2030 Target

Full risk-based implementation across priority suppliers

Client specific

Managing Supply Chain Risks

Supplier Risk Assessments

At Chain IQ, we conduct risk-based assessments of high-impact and high-risk suppliers. These suppliers are identified through a combination of spend analysis and risk factors, including environmental and social risk exposure. To support supplier due diligence activities, we utilize external risk intelligence* and ESG data sources to assess environmental, social and governance (ESG) risks.

ESG considerations are integrated into sourcing, supplier onboarding and supplier management processes. Our approach is supported by the Supplier Code of Conduct (SCoC), which is incorporated into contractual agreements and establishes expectations for suppliers and their subcontractors regarding legal compliance, environmental protection, human rights, labor standards, workplace health and safety, non-discrimination, diversity and inclusion, fair working conditions, ethical business conduct, anti-corruption and whistleblower protection.

Chain IQ continues to enhance the integration of supplier sustainability data into its risk management processes to further strengthen transparency, oversight and future reporting capabilities related to environmental and social supplier assessments.

Through this framework, Chain IQ seeks to identify, assess and manage environmental and social risks within its supply chain while promoting responsible business practices and continuous improvement among suppliers.

The SCoC is reviewed periodically to reflect evolving regulatory requirements, stakeholder expectations and industry best practices.

Risk Management

Risk management is embedded within Chain IQ's Integrated Management System (IMS), certified to ISO 9001 and ISO 14001. We proactively identify, assess and manage potential supply chain risks, including supply disruptions, environmental impacts and social issues. Our approach applies a tiered supplier due diligence framework, supported by periodic risk assessments and targeted mitigation measures where relevant.

By combining supplier risk assessments, ongoing monitoring and strong supplier relationships, we strengthen supply chain resilience and support responsible sourcing practices. Continuous monitoring and improvement help us adapt to evolving risks and promote a resilient and sustainable supply chain.



*Such as FactSet | Leading Financial Data, Market Analysis & Insights: <https://www.factset.com/>

Chain IQ's impact with clients

Our approach

By combining procurement expertise, sustainability knowledge and data-driven insights, we helped clients strengthen the resilience, transparency and sustainability of their supply chains.

Carbon footprint measurement and management remained a key focus area of our service offering, supporting clients in their decarbonization journeys and helping them address regulatory and stakeholder expectations. In parallel, supplier sustainability and ESG risk assessments and helped clients identify environmental, social and governance risks, strengthen supply chain transparency and prioritize engagement with higher-risk suppliers.

Through these activities, Chain IQ contributed to responsible sourcing practices, increased supply chain transparency and the integration of sustainability considerations into procurement and supply chain decision-making.

Integrating ESG supply chain due diligence for our clients in a modular way



Appendix

1 Report scope

2 GRI content index

3 Limited assurance report on selected sourcing disclosures

4 Contact

Report scope

About this report

We align our reporting with leading ESG standards and frameworks. The Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards for this reporting period and in alignment with SASB principles. Since 2023, we have obtained external limited assurance on selected reported metrics, including Scope 1 and 2 greenhouse gas (GHG) emissions and selected Scope 3 GHG emissions according to ISAE 3000 Assurance Engagements. Scope 3 includes purchase of goods and services (Category 1 in GHG Protocol), and business travel (Category 6 in GHG Protocol), while fuel and energy related activities not included in Scope 1 and 2 (Category 3 in GHG Protocol) and employee commuting (Category 7 in GHG Protocol) are included in the calculation but were not audited. We intend to continue conducting such an external assurance on an annual basis.

Periods

All information reflects Chain IQ's global operations, covering the period from January 1, 2025, to December 31, 2025, in alignment with our financial reporting. Employee key figures relate to the same period, with a reference date of December 31, 2025. Data presented in the Report was collected, structured, and analyzed in-house by our ESG team. We plan to regularly report on our sustainability progress and plan to publish an ESG report every year.

Reporting boundary and data quality

This report covers all Chain IQ Group entities. Environmental indicators are calculated using methodologies appropriate to each disclosure, as described in the respective sections. Where underlying activity or consumption data was unavailable, estimates were applied using location-specific assumptions or company averages. Unless stated otherwise, reported environmental indicators represent at least 95% of Chain IQ's total estimated environmental impact. No material operations or emission sources have been excluded from the reporting boundary.

We value your feedback

Please contact us if you have questions or comments about our report or about sustainability at Chain IQ Group. You write to the Global Head ESG Advisory and Operations at Chain IQ Group, Neuhofstrasse 24, 6340 Baar, Switzerland, or at info@chainiq.com.

Restatement of information

In 2025, we made several database and process improvements leading to greater transparency for 2025 calculation. This also led to restatements for certain 2024 and 2023 datapoints further detailed on p. 36 and 38 of this Appendix.

Emissions from previous years are subject to restatement if a significant change—such as a merger, methodological update, or error correction—causes a cumulative change of more than 5% in any individual scope's total emissions.

Report scope

Greenhouse gas emissions

Method for calculating greenhouse gas emissions

The method for calculating greenhouse gas emissions (Scope 1, Scope 2 and Scope 3) is based on the GHG Protocol.¹

Scope 1, Scope 2 and Scope 3 emissions are reported in tonnes of CO₂ equivalent (tCO₂e) and include the greenhouse gases covered by the Kyoto Protocol: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃). Emissions are calculated using recognised CO₂e emission factors that incorporate the relevant greenhouse gases in accordance with the GHG Protocol. Refrigerant leakage emissions are calculated based on the specific refrigerant gases used.

Scope 2 emissions are calculated using the location-based and market-based method.

Scope 1

In order to calculate Scope 1 emissions from air condition leakage, the Global Warming Potential (GWP) values provided by the United States Environmental Protection Agency (EPA) are applied². To determine emissions from refrigerant leakage, actual data on total amount and type of refrigerant in air condition installations was retrieved per location for all locations, where air condition installations did exist. For emission calculations a leakage percentage of 5% was assumed, as referenced by industry standards³. No biogenic emissions are applicable in Scope 1. The following table shows the key conversion and emissions factors.

Refrigerant Type	GWP
R-134A refrigerants	1430
R-410A refrigerants	2088
R32	675
R22	1810

Note on Restatement of 2024 and 2023 Scope 1 Data

Scope 1 emissions for 2024 and 2023 have been restated to reflect the inclusion of previously unaccounted emission sources related to air conditioning systems at the Zurich office (notably refrigerant-related emissions).

This restatement ensures a more complete and accurate reflection of the organization’s direct emissions and aligns with the applied reporting boundary and methodology.

Scope 2

Data used for location-based electricity emission factors from EMBER⁴ are used. The factors are collected from multi-country datasets (EIA, Eurostat, BP, UN) as well as national sources(e.g., China data from the National Bureau of Statistics).

For market-based emission calculations, we prioritize the most precise emission factors in alignment with table 6.3 in the GHG Protocol guidelines considering the respective energy generation method (solar and hydro)⁵ or supplier specific emission factors where available. Location-based emission factors were considered where supplier data was unavailable⁶.

Emissions from heating are reported under Scope 2 (rather than Scope 1), as we lease our office spaces and lack operational control over the central heating systems.

Heating emissions are calculated based on actual consumption. Where no data was available assumptions and extrapolations were made based on number of FTE, office space and similar considerations.

1: [GHG Protocol](#)
2: [Technology Transitions GWP Reference Table | US EPA](#)
3: [Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression, and Industrial Gases \(epa.gov\)](#)
4: [Yearly electricity data | EF derived from Ember](#)
5: [Scope 2 Guidance | GHG Protocol](#)
6: https://www.carbonfootprint.com/international_electricity_factors.html

Report scope

Scope 3

No biogenic emissions are applicable in Scope 3.

Category 1 – Purchased goods and services

For Scope 3 purchased goods and services category calculation, the spend-based method was applied. Spend data was mapped according to the Chain IQ category taxonomy (Level 1–Level 3), which in turn is mapped to the Net Zero Cloud (NZC) spend categories in Salesforce. Emission factors from the latest US Environmentally-Extended Input-Output (USEEIO) model were applied to the NZC categories. Where available, supplier-specific emission factors were used. Accumulated spend >10 k USD per financial year was considered for analysis.

Scope 3 Category 1 emissions are not directly comparable with prior years due to a methodological update. While the USEEIO model continues to be applied, the underlying dataset was updated from version 1.2 to 1.3, introducing more granular sector classifications and revised emission factors. These changes impact reported emissions independently of underlying spend.

In line with GHG Protocol guidance on spend-based methodologies, results represent estimates and are inherently limited in capturing changes in supplier mix or sourcing practices.

Accordingly, the current focus is on improving the accuracy and robustness of emissions estimates rather than ensuring strict year-on-year comparability, with the objective of progressively enhancing their relevance for emissions management and decision-making.

Going forward, Chain IQ intends to enhance data quality through the adoption of regionalized emission factors (e.g., CEDA) and, where feasible, transition to supplier- and product-level emissions data. Company-specific emission factors based on revenue intensity are applied where available.

Category 2 – Capital goods

Capital goods are excluded from calculation because Chain IQ Group relies on leased or shared spaces and does not own or control any buildings or physical assets that fall under capital goods.

Category 3 – Fuel- and energy-related activities (not included in Scope 1 or 2)

Emissions were calculated by applying location-specific transmission and distribution (T&D) loss emission factors from the CaDI database to the electricity consumption reported under Scope 2.¹

Category 4 - Upstream transportation and distribution

Chain IQ Group's service-oriented nature results in minimal transportation and distribution emissions and is considered non-material at this time.

Category 5 - Waste Generated in Operations

Given that Chain IQ Group primarily provides services rather than producing goods, the emissions from waste generated in our operations are minor. Waste is mainly limited to office supplies and general operational refuse, and we do not consider it a significant source of emissions. Nevertheless, we are committed to reducing our environmental impact by implementing waste reduction initiatives, recycling programs, and encouraging responsible disposal practices among employees. Moving forward, we aim to further assess opportunities to improve our waste management processes.

Category 6 – Business travel

For Scope 3 business travel category the spend-based method was used (with the exception of business flights). Spend data was mapped according to the Chain IQ category taxonomy L1-L3, which are mapped to the Net Zero Cloud (NZC) spend categories from Salesforce. Emissions factors from the US Environmentally-Extended Input-Output (USEEIO) were leveraged and mapped against the NZC spend categories in the NZC tool. Data includes items like hotel bookings, ground transportation and meals during business trips.

For business travel from flights, actual air travel distances and related GHG emissions were taken into account and mapped against the UK emission factors.²

The 2025 update notes that air-travel factors fell by 16% to 42% per passenger-kilometer because the previous factors were based on COVID-impacted 2021 data with unusually low aircraft load factors; as load factors normalised, emissions per passenger-kilometer declined.

1: CaDI: [Carbon Data Intelligence](#)

2: 2025 UK Government GHG Conversion Factors for Company Reporting

Report scope

Scope 3

Category 7 – Employee commuting

Based on actual number of employees and regional assumptions for distances travelled based on publicly available local data for commute distance to work, share of remote work, and means of transportations. Emission factors for transportations mode were mapped against the UK emissions factors¹ for all locations globally.

Note on Restatement of 2024 Employee commuting data

Scope 3.7 emissions for 2024 and 2023 have been restated to reflect updated data on employee commuting in the geographies where we operate. This restatement ensures a more complete and accurate reflection of the organization's direct emissions and aligns with the applied reporting boundary and methodology.

Category 8 – Upstream leased assets

Since our company does not own any buildings or office spaces, the emissions associated with leased assets are minimal. Additionally, any energy consumption and related emissions from our leased office spaces are captured and reported under Scope 1 and 2 emissions. As such, we do not consider Scope 3 Category 8 to be a material source of emissions for our operations at this time. We will continue to engage with our landlords to ensure sustainable practices are in place within the spaces we lease.

Category 9 – Downstream transportation and distribution

As a service company, Scope 3 Category 9 emissions are not material to our business, as we do not manufacture or distribute physical goods.

Category 10 – Processing of sold products

As a service company, we do not produce or sell physical goods that require additional processing by third parties. Therefore, emissions under Scope 3 Category 10 are not applicable to our business operations.

1: 2025 UK Government GHG Conversion Factors for Company Reporting

Category 11 – Use of sold products

We do not produce or sell physical products that would generate emissions during their use by customers. Therefore, Scope 3 Category 11 is not applicable to our operations.

Category 12 – End-of-life treatment of sold products

Scope 3 Category 12 does not apply to our operations.

Category 13 – Downstream leased assets

Scope 3 Category 13 is not applicable to our business operations, as we do not own or lease any assets to other parties.

Category 14 – Franchises

Scope 3 Category 14 is not relevant to our operations, as we do not own or operate any franchises.

Category 15 – Investments

Scope 3 Category 15 is not applicable to our company, as we do not have any significant financial investments or equity holdings in external projects, subsidiaries, or joint ventures.

GRI index

Chain IQ has reported the information cited in this GRI index for the period January 1, 2025, to December 31, 2025, in accordance with the GRI Standards.

GRI used: GRI Foundation 2021

GRI standard	Disclosure title	Location of Chain IQ disclosure
GRI 1(2021)	Foundation	
GRI 2(2021)	General Disclosures	
The organization and its reporting practices		
2-1	Organizational details	Page 4
2-2	Entities included in the organization’s sustainability reporting	Page 35
2-3	Reporting period, frequency and contact point	Page 35 , Page 48
2-4	Restatements of information	Page 35
2-5	External assurance	Page 46-47
Activities and workers		
2-6	Activities, value chain and other business relationships	Page 5
2-7	Employees	Page 25-26
2-8	Workers who are not employees	Chain IQ Group has no workers who are not employees according to the definition of GRI 2-8.
2-9	Governance structure and composition	Pages 12-13
2-10	Nomination and selection of the highest governance body	Page 12

GRI index

GRI standard

Governance

2-11

2-12

2-13

2-14

2-15

2-16

2-17

2-18

2-19

2-20

2-21

Disclosure title

Chair of the highest governance body

Role of the highest governance body in overseeing the management of impacts

Delegation of responsibility for managing impacts

Role of the highest governance body in sustainability reporting

Conflicts of interest

Communication of critical concerns

Collective knowledge of the highest governance body

Evaluation of the performance of the highest governance body

Remuneration policies

Process to determine remuneration

Annual total compensation ratio

Location of Chain IQ disclosure

[Page 12](#)[Pages 6-7, Page 13](#)[Pages 6-7, Page 13](#)[Pages 6-7, Page 13](#)[Page 14](#)[Page 14, Page 24](#)

The Board of Directors engages with various stakeholders on economic, environmental, and social issues, actively participating in key sustainability decisions. The Board is committed to enhancing its robust, collective understanding of the sustainability matters pertinent to the Chain IQ Group.

Currently, the Chain IQ Group Board of Directors does not conduct self-evaluations regarding the company's progress in sustainable development.

[Page 24](#)[Page 24](#)[Page 24](#)

Not all disclosures are reported due to confidentiality constraints

GRI index

GRI standard	Disclosure title	Location of Chain IQ disclosure
Strategy, policies, and practices		
2-22	Statement on sustainable development strategy	Page 2
2-23	Policy commitments	Page 11 , Pages 14-15 , Page 24
2-24	Embedding policy commitments	Details for how we embed our policy commitments are included throughout our report for relevant material topics.
2-25	Processes to remediate negative impacts	Page 9
2-26	Mechanisms for seeking advice and raising concerns	Page 9
2-27	Compliance with laws and regulations	Page 15
2-28	Membership associations	Page 9
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Page 9
2-30	Collective bargaining agreements	Page 24

GRI index

GRI standard	Disclosure title	Location of Chain IQ disclosure
GRI 3 (2021)	Material Topics	
3-1	Process to determine material topics	Pages 7-8
3-2	List of material topics	Pages 7-8
3-3	Management of material topics	Page 11 , Page 17 , Page 23 , Page 32
Anti corruption		
205-2	Communication and training about anti-corruption policies and procedures	Page 15
205-3	Confirmed incidents of corruption and actions taken	Page 15
Energy		
302-1	Energy consumption within the organization	Page 18-20
Emissions		
GRI 305: emissions (2016)		
305-1	Direct (Scope 1) GHG emissions	Pages 18, 20, 36
305-2	Energy indirect (Scope 2) GHG emissions	Pages 18, 20, 36
305-3	Other indirect (Scope 3) GHG emissions	Pages 18, 20, 21, 36, 37, 38

► Indication that this KPI is assured for 2025. For Scope 3 ‘Purchased Goods and Services’ (Category 1) and ‘Business Travel’ (Category 6) are in scope of the assurance

GRI index

GRI standard

Disclosure title

Location of Chain IQ disclosure

Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	Page 32
308-2	Negative environmental impacts in the supply chain and actions	Page 32
Employment		
401-1	New employee hires and employee turnover	Page 25
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 26
Occupational Health and Safety		
403-1	Occupational health and safety management system	Page 28
403-6	Promotion of worker health	Page 28
Training and Education		
404-1	Average hours of training per year per employee	Page 29
404-2	Programs for upgrading employee skills and transition assistance programs	Page 29
404-3	Percentage of employees receiving regular performance and career development reviews	Page 29

GRI index

GRI standard	Disclosure title	Location of Chain IQ disclosure
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Page 26
405-2	Ratio of basic salary and remuneration of women to men	Page 24
Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	Page 26
Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 24
Supplier Social Assessment		
414	New suppliers that were screened using social criteria	Page 32
Data Breaches		
418	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 15

SASB index

Chain IQ has reported the information cited in this SASB index for the period January 1, 2025, to December 31, 2025, in accordance with the SASB Professional & Commercial Services Standard under the IFRS Foundation.

SASB Index	Disclosure title	Location of Chain IQ disclosure
Data Security		
SV-PS-230a.1	Description of approach to identifying and addressing data security risks.	Page 15
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information.	Page 15
SV-PS-230a.3	(1) Number of data breaches, (2) percentage that involve customers' confidential business information and (3) number of customers and individuals affected are partially reported	Page 15
Workforce Diversity & Engagement		
SV-PS-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees.	Page 26
SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees.	Page 25
SV-PS-330a.3	Employee engagement as a percentage.	Page 25
Professional Integrity		
SV-PS-510a.1	Description of approach to ensuring professional integrity.	Page 24, Page 15
SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity.	Page 15
Activity Metrics		
SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract.	Page 25
SV-PS-000.B	Employee hours worked, percentage billable.	Page 25

Assurance statement



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To the Management of
Chain IQ Group AG, Baar

Zurich, 8 September 2026

Independent Assurance Report on selected non-financial information in the Sustainability report 2025

We have been engaged to perform assurance procedures to provide limited assurance on selected disclosures and indicators (including GHG emissions) included in Chain IQ Group AG's and its consolidated subsidiaries' (the Group's) Sustainability report as of 31 December 2025 (the Report).

Our limited assurance engagement focused on the following selected disclosures and indicators (including GHG emissions) presented in the GRI index and marked with the check mark ►:

- GHG Scope 1 (GRI 305-1)
- GHG Scope 2 (GRI 305-2)
- GHG Scope 3, Purchased goods and services (Cat.1) (GRI 305-3)
- GHG Scope 3, Business travel (Cat. 6) (GRI 305-3)

We did not perform assurance procedures on other information included in the Report, other than as described in the preceding paragraph, and accordingly, we do not express a conclusion on that information.

Applicable criteria

The Group defined as applicable criteria (the Applicable Criteria):

- Global Reporting Initiative Sustainability Reporting Standards (GRI Standards)

A summary of the standards is presented on the GRI homepage.

Inherent limitations

The accuracy and completeness of selected disclosures and indicators (including GHG emissions) are subject to inherent limitations given their nature and methods for determining, calculating and estimating such data. In addition, the quantification of the non-financial matters indicators is subject to inherent uncertainty because of incomplete scientific knowledge used to determine factors related to the emissions factors and the values needed to combine, e.g., emissions of different gases. Our assurance report should therefore be read in connection with the section "Report scope", its definitions and procedures on non-financial matters reporting therein.



2

Responsibility of the Management

Management is responsible for the selection of the Applicable Criteria and for the preparation and presentation, in all material respects, of the selected disclosures and indicators (including GHG emissions) in accordance with the Applicable Criteria. This responsibility includes the design, implementation, and maintenance of internal control relevant to the preparation of the selected disclosures and indicators of the Sustainability report that are free from material misstatement, whether due to fraud or error.

Independence and quality management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies ISQM 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibility

Our responsibility is to express a conclusion on the selected disclosures and indicators (including GHG emissions) based on the evidence we have obtained.

We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the selected disclosures and indicators (including GHG emissions) are free from material misstatement, whether due to fraud or error.

Summary of work performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

The Greenhouse Gas (GHG) quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs. Additionally, GHG procedures are subject to estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.



- Our limited assurance procedures included, amongst others, the following work:
- Assessment of the suitability of the Applicable Criteria and their consistent application
 - Interviews with relevant personnel to understand the business and reporting process, including the sustainability strategy, principles and management
 - Interviews with the Group's key personnel to understand the sustainability or non-financial reporting system during the reporting period, including the process for collecting, collating and reporting the disclosures and indicators
 - Checking that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Applicable Criteria
 - Analytical review procedures to support the reasonableness of the data
 - Identifying and testing assumptions supporting calculations
 - Testing, on a sample basis, underlying source information to check the accuracy of the data

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusions.

Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the selected disclosures and indicators (including GHG emissions) in the Report of the Group have not been prepared, in all material respects, in accordance with the Applicable Criteria.

Ernst & Young Ltd



Marc Hegetschweiler
(Qualified Signature)
Executive in Charge



Leandra Wolf
(Qualified Signature)
Senior Manager

Enclosure

- Sustainability Report 2025

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Global Head ESG Advisory & Operations

The Chain IQ Group sustainability report is published annually in English.

September, 2026

Photos courtesy: A Sea of Color and Wind and Churning in the Chukchi Sea (nasa.gov);
Matteo Piscioneri, Daniela Kokina, Dan Carlson, Noah Usry, Mark Basarab, Suganth (Unsplash)



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