u-blox

u-blox
Sustainability
Report for 2024

"u-blox envisions a precise, smart, and sustainable future and keeps innovating to make it happen."

Stephan Zizala, Chief Executive Officer, u-blox

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Foreword by our Chief Executive Officer

2024 was a catalyst to transform u-blox into a more focused and resilient company. After a record-breaking 2022 and 2023, we faced a challenging 2024, with revenue and profitability impacted by overstocking and continued market softness, particularly in industrial and automotive sectors.

"Meeting the needs of the present without compromising the ability of future generations to meet their own needs," was the definition of sustainability by the UN in 1987. We believe that this is a very desirable target. Additionally, our business benefits from various aspects of sustainability, such as the long-term trend towards higher efficiency and increased automation: Those trends drive demand for our Locate and Connect solutions. We are also convinced that diverse thoughts and experiences lead to the best innovation, an important factor for us as a high tech company.

As a smaller listed company, we follow the developments and discussions in EU and Switzerland around ESG legislation, and acknowledge the challenges and time required to navigate the complex regulatory frameworks associated with sustainability legislation today. While this is a considerable investment, we believe that streamlining and minimizing efforts for topics where our contribution is limited would allow us to better allocate our resources. By focusing on areas where we can make a substantial impact, we can drive meaningful change. We are hopeful that governments and regulatory authorities will support us in this endeavor, enabling us to contribute even more effectively to sustainability goals.

The semiconductor industry has a crucial role to play in climate change mitigation and adaptation. We believe technology can be a powerful catalyst for positive change. Our mission at u-blox is to develop cutting edge positioning and wireless communication technologies to support our customers in launching innovative products that may improve quality of life in areas such as health, safety, and mobility and environmental challenges.

Looking back on our sustainability milestones during the past financial year, I am proud to highlight our key achievements in our fourth sustainability report.

We introduced our new vision and mission in 2023, and this past year, our employees provided input on what unique values tie u-blox together. This led us to the core values that help guide our actions and shape our identity: customer focus, innovation, speed, teamwork, and trust – the essence of who we are as we promote innovation, collaboration, and sustainable progress at every level across u-blox.

In 2024, we took a step forward and embarked on our journey to estimate our innovations' social and environmental impact. Inside this report, you will see the initial results of the assessment of our existing product portfolio

and learn more about how we quantify impact.

We continued to reduce our carbon emissions throughout the year. For example, the installation of 168 solar panels covering an area of ~325m^2 on the roof on our site in Sgonico, Italy. With this, we are now generating 70,140 kWh per year. Harvesting energy from onsite solar panels or other green energy initiatives is part of our roadmap to become net zero for Scope 1 and 2 by 2040.

Inclusion is a fundamental part of our values at u-blox and inspired our goal of achieving between 10–15% more women in management by the end of 2024. As of year-end, women represented 14% of management, and our Executive Management team welcomed Camila Japur as our new Chief Financial Officer. Our Diversity, Equity, and Inclusion (DE&I) Council, established in 2023, progressed, and among other initiatives, completed our first annual DE&I survey with valuable insights.

We are dedicated to safeguarding our company, technology, and intellectual property (IP) from potential cybersecurity threats and vulnerabilities. In 2024, we made significant progress on our roadmap to achieve ISO 27001 compliance across our global Corporate Security and IT Operations activities and conducted comprehensive training for all employees.

Like many other publicly listed companies, we face growing regulatory demands regarding our environmental and social management practices. However, we are fortunate to have a robust sustainability governance and management foundation supported by clear targets and ambitions that guide our efforts. In this sustainability report for 2024, u-blox is publishing information on climate-related risks and opportunities for the first time in accordance with the requirements of the Task Force on Climate-related Financial Disclosures (TCFD).

At u-blox, we invest in communities through our employee volunteering program, STEM, product donations to NGOs that make a social or environmental impact, and corporate philanthropy initiatives that reflect our values. We continued to support community projects throughout 2024 and are proud of the achievements we helped bring to fruition.

We have made significant strides, as evidenced by our improved ESG ratings from ISS, EcoVadis, and other rating agencies. This recognition underscores our commitment to transparency and helps us stay aligned with stakeholder expectations.

At the same time, the difficult business situation required cost saving measures in 2024. While we met important environmental, social, and governance targets, we had to adjust the timeline to the economic situation.

u-blox remains committed to its long-term ESG objectives and is optimistic about future improvements as market conditions stabilize.

We have an exciting journey ahead and recognize, in collaboration with our customers and partners around the globe, that we have a monumental opportunity to help create a more responsible and inclusive world.

I look forward to sharing our future progress.

Stephan Zizala, Chief Executive Officer

u-blox at a glance

- Leading Internet of Things (IoT) technology enabler
- 2024 revenues of CHF 263 million
- Listed on SIX Swiss Exchange since 2007
- About 1,150 employees worldwide
- 30 locations across 5 continents
- 17 R&D centers
- Serving thousands of customers across 66 countries
- 3 key markets: Automotive, Industrial, Consumer
- Signatory to the 10 principles of the United Nations Global Compact since 2012
- Signatory to the GSMA Digital Declaration since 2020 – a set of aspirational principles to guide activity in the digital age to build a secure digital future

Our business

About us

u-blox provides semiconductor chips, modules, and data services that reliably locate and connect every thing. Our cutting edge solutions drive innovation for the car of the future and the Internet of Things (IoT). Headquartered in Thalwil (Zurich), Switzerland, we have a global presence of approximately 1,150 experts who enable our customers to build solutions for a precise, smart, and sustainable future.

Inspired by the potential of IoT to improve sustainability, we believe IoT is positively impacting our world with precise and smart solutions to many of our global sustainability challenges. The IoT describes physical objects embedded with sensors and actuators that communicate – allowing the physical world to be digitally monitored, augmented, or even controlled. Research by the World Economic Forum indicates that 84% of IoT deployments are currently addressing, or have the potential, to address the UN Sustainable Development Goals (SDGs). They have also found that IoT is undoubtedly one of the largest enablers for responsible digital transformation. It is estimated that industrial IoT alone can add $14 trillion in economic value to the global economy by 2030 (World Economic Forum, "Internet of Things, Guidelines for Sustainability," 2018).

Vision

The future with us is precise, smart, and sustainable.

Mission

Leading the world to reliably locate and connect every thing.

Innovation at our core
We are a fabless semiconductor manufacturer, relying on solid partnerships with our suppliers based on shared respect and compliance with established international standards for human rights, employee welfare, the environment, business ethics, and management systems.

We are an asset light company with our greatest asset being our diverse team of approximately 1,150 innovators spread across the globe. This is important because our markets, customers, and partners are global. We offer semiconductor chips, modules, and services to our ingenious customers, addressing our world's opportunities and challenges. These include megatrends such as climate change, resource constraints, data transparency, demographics, urbanization, and geopolitics.

Our products and services
We offer products and services that help industries tackle complex IoT challenges. Our portfolio includes high-precision GNSS modules, cellular and short-range communication solutions, and value-added services. All are designed to deliver reliable and accurate positioning and connectivity.

u-blox's positioning chips and modules set industry performance benchmarks. These solutions are used in things like in-car navigation, autonomous driving, and unmanned vehicles. High-precision GNSS technology is essential for autonomous driving and ADAS. It enables lane-level accuracy, anti-spoofing, and real-time reliability. Innovations in accuracy, anti-spoofing, power efficiency, compact size, and cost effectiveness distinguish u-blox's products in the market. They empower next generation mobility and IoT solutions.

Our short-range products include Bluetooth and Wi-Fi modules for reliable wireless communication in many applications. These solutions are optimized for industrial IoT, healthcare, smart home, and automotive environments. They provide seamless integration, low latency, and exceptional range. With features like mesh networking, Bluetooth Low Energy (LE) capabilities, and dual-band Wi-Fi, our short-range solutions enable secure and efficient wireless connectivity. They are ideal for applications requiring scalability and resilience.

Our cellular connectivity solutions support 2G, 3G, 4G LTE, LTE-M, and NB-IoT networks, making them ideal for a wide range of IoT applications. These modules provide strong connections, more coverage, and use less power. They can be used for things like tracking assets, smart meters, and industrial automation. With security, global roaming, and easy connections, u-blox's cellular solutions help businesses use reliable IoT devices around the world.

We also offer services to improve device performance and make IoT deployments easier. The AssistNow service is a strong A-GNSS solution that offers real-time online assistance and predicted data, improving GNSS acquisition performance and reducing power consumption for devices, even in scenarios with limited or no network connectivity. PointPerfect is a high-precision GNSS augmentation service for industrial and automotive applications, including autonomous driving and ADAS. It delivers centimeter-level accuracy, low latency, and global scalability through a secure and efficient delivery model, making it ideal for applications demanding real-time precision.

We are committed to ensuring that our customers are completely satisfied
At u-blox, we make customer satisfaction our top priority. We began our journey in autumn 2023 with 10 individual customer interviews and have since transitioned to regular online satisfaction surveys. In the second quarter of 2024, we surveyed our top 50 customers, and we planned to expand our reach to include approximately 250 more customers.

Our surveys gather comprehensive insights. Customers rank their market priorities, rate their satisfaction with our services using the Net Promoter Score (NPS), and provide open-ended feedback. We share the results with our business units and sales regions to drive continuous improvement.

We will conduct these surveys annually with the same customers to effectively measure satisfaction development and ensure we track progress and address any emerging needs promptly.

Our business model

By turning in depth market and application understanding into salient solutions featuring innovative functionality, better cost/performance ratios, lower implementation risk, and faster time to market, u-blox creates value for customers, shareholders, employees, partners, and communities around the world. Our IoT products, services, and solutions are embedded into millions of devices designed by our ingenious customers and partners around the world. They enable the location and connection of objects in support of efficiency, human safety, environmental protection, health, and well-being, among many other beneficial use cases.

u-blox recognizes the environmental and societal implications inherent in its role as a
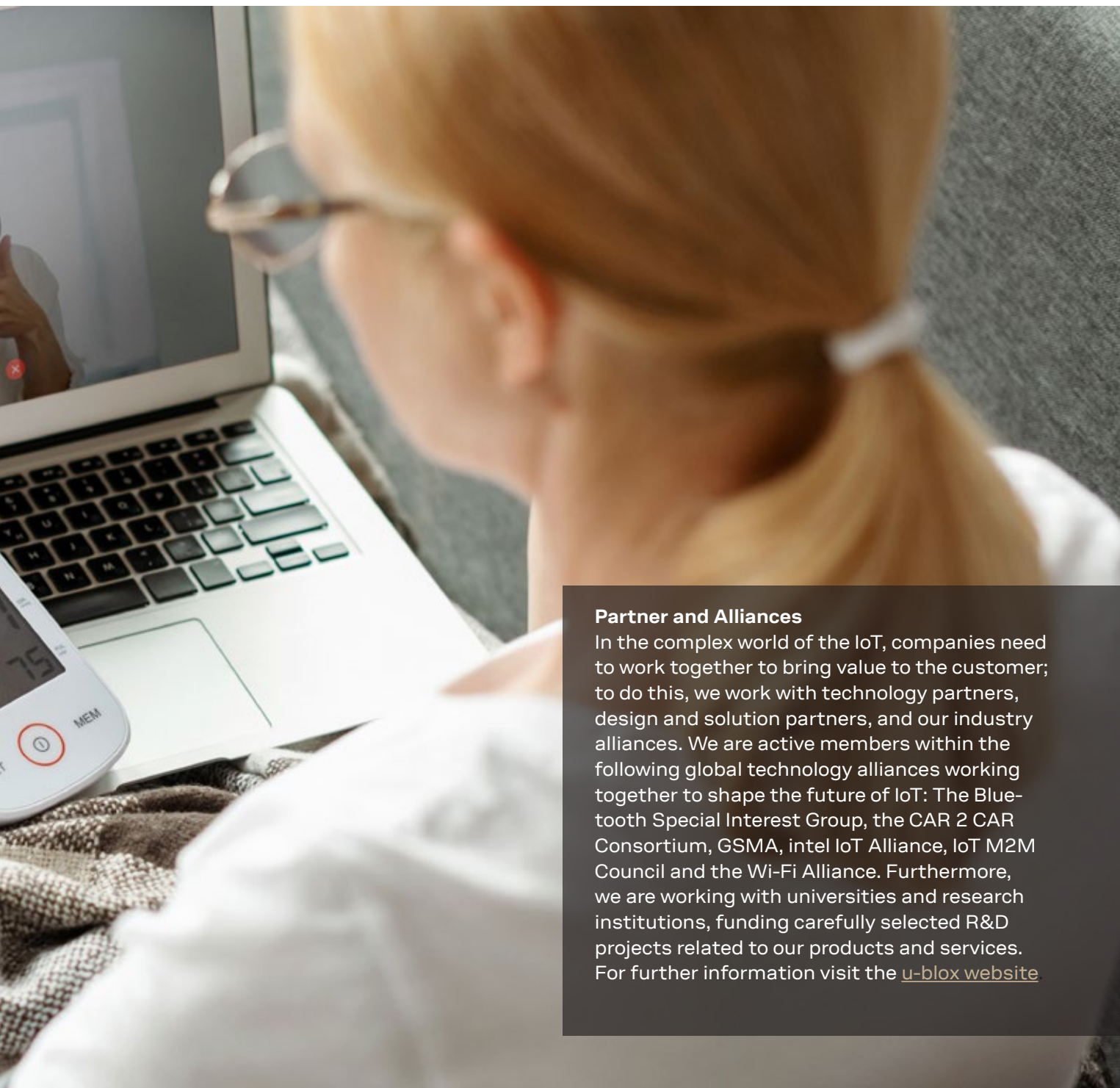
Partner and Alliances

In the complex world of the IoT, companies need to work together to bring value to the customer; to do this, we work with technology partners, design and solution partners, and our industry alliances. We are active members within the following global technology alliances working together to shape the future of IoT: The Bluetooth Special Interest Group, the CAR 2 CAR Consortium, GSMA, intel IoT Alliance, IoT M2M Council and the Wi-Fi Alliance. Furthermore, we are working with universities and research institutions, funding carefully selected R&D projects related to our products and services. For further information visit the u-blox website.

fabless semiconductor manufacturer. Generally, the energy intensive nature of semiconductor production, alongside the use of hazardous chemicals and substances of concern, may present challenges in terms of sustainability and safety. Additionally, sourcing minerals critical to manufacturing processes, often from regions with potential human rights concerns, underscores the importance of our responsible supply chain management. These factors contribute to environmental footprints and social impacts that u-blox is committed to addressing through dedicated efforts to improve supply chain transparency, reduce resource consumption, and ensure ethical standards are upheld in every aspect of our operation.

Our key markets

We provide our semiconductor solutions for the automotive, industrial, and consumer markets. We expect the most significant growth to be within four primary application areas: automated driving, asset tracking, healthcare and industrial automation and monitoring. Within these three markets, and four application areas, many applications can have the potential to positively impact multiple SDGs. Beyond these areas, u-blox products are used in a broad range of applications with possible impact such as metering, smart cities, micromobility, and mobile robotics. Research by the World Economic Forum indicates that 84% of IoT deployments are currently addressing, or have the potential, to address the UN Sustainable Development Goals (SDGs). They have also found that IoT is undoubtedly one of the largest enablers for responsible digital transformation. (World Economic Forum, "Internet of Things, Guidelines for Sustainability," 2018).

Our key markets	Impact	UN SDGs
Automated driving	• Increased safety and collision prevention to reduce the number of accidents • Less traffic jams to optimize fuel consumption and possibly reduce carbon emissions • Automated parking to reduce the need for street parking and improve urban mobility • Route guidance to bypass congestion, optimize traffic flow and driving patterns to possibly reduce carbon emissions, enhance mobility	*(SDG icons: 3 Good Health and Well-Being, 7 Affordable and Clean Energy, 11 Sustainable Cities and Communities, 13 Climate Action)*
Asset tracking	• Asset tracking to enable management of resources to reduce waste • Optimized supply chains to make the most efficient use of assets and transportation, possibly reducing the total amount of greenhouse gases generated per unit of cargo • Optimized freight routes to reduce energy consumption • Livestock tracking to reduce the need for infrastructure and enable better monitoring and protection of natural resources and wildlife	*(SDG icons: 8 Decent Work and Economic Growth, 9 Industry, Innovation and Infrastructure, 11 Sustainable Cities and Communities, 12 Responsible Consumption and Production, 13 Climate Action)*
Healthcare	• Connected assisted living devices to enable a longer self determined life • Connected healthcare devices to increase early detection and prevention of diseases, leading to better health outcomes • Connected healthcare devices to enable participation in society despite serious illness or disabilities • Instant, secure communication to save lives • IoT health solutions to improve access to healthcare services, especially in remote or underserved areas	*(SDG icons: 3 Good Health and Well-Being, 8 Decent Work and Economic Growth, 10 Reduced Inequalities)*
Industrial automation and monitoring	• Connected sensors to protect, monitor and improve the quality of water, air, and soil • Smart, connected factories, to increase productivity, improve worker safety, lower energy consumption, and reduce cost • Smart grids to manage traffic, optimize energy usage, and improve urban operations and services	*(SDG icons: 6 Clean Water and Sanitation, 7 Affordable and Clean Energy, 8 Decent Work and Economic Growth, 9 Industry, Innovation and Infrastructure, 12 Responsible Consumption and Production, 14 Life Below Water, 15 Life on Land)*

u-blox at a glance

Cork, Ireland

Cambourne, Reigate, and Bour-
nemouth, UK

Leuven, Belgium

Corporate headquarters
Thalwil, Switzerland

Berlin, Chemnitz, and Hannover, Germany

Sgonico, Italy

Malmö, Sweden

Athens, Greece

Espoo and Tampere,
Finland

Phoenix,
AZ, USA

San Diego,
CA, USA

Salem,
OR, USA

Americas head office
Reston, VA, USA

Global outreach to customers
30 locations, near the talent pools,
and close to the customers

Beijing, China

Seoul, Korea

Tokyo, Japan

Osaka, Japan

Shanghai, China

Wuhan, China

Taipei, Taiwan

Shenzhen, China

APAC head office
Singapore

Melbourne, Australia

Lahore, Pakistan

Bangalore, India

Sales office

R&D center
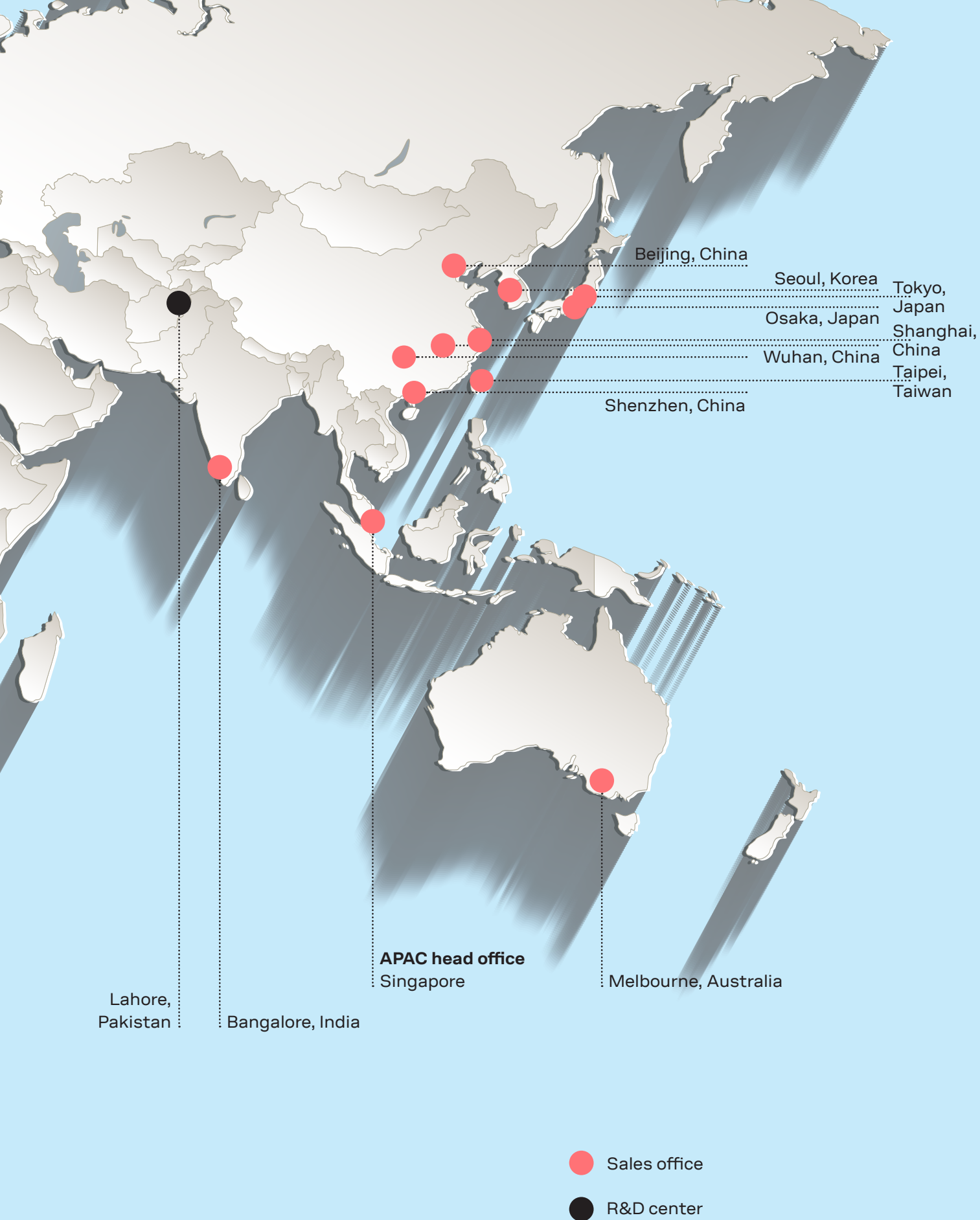
Our value chain

Our growth within the IoT value chain is accelerating primarily because our unrivalled core technologies combine positioning and connectivity. u-blox is one of the few companies able to offer essential connectivity technologies (positioning, cellular, and short-range) optimized with services from one company. Additionally, we partner with our customers to deliver complex technology solutions, accelerating time-to-market.

2

Manufacturing

1

Product research and development

Designing to last

At u-blox, we believe that component longevity makes sense. The u-blox chip team designs for zero defects, robust life span, optimal form factor, and minimum energy consumption. This is good for our customers, their customers, and better for our planet. We work very closely with our key customers early in the development phase to respond, whenever possible, with tailored solutions, to their specific energy, form factor, and other technical design requirements. Some innovators are rolling out solutions to tackle many of the environmental and social challenges society faces today.

Transparent and binding Environmental Management System

u-blox specializes in designing, developing, and selling services, positioning chips, cellular, short-range and positioning modules. As a fabless company, u-blox relies on suppliers for the upstream part of the value chain, including manufacturing and assembly. As a fabless company, u-blox itself is not ISO 14001 certified. We are, however, committed to ensuring that our products are produced responsibly. We work exclusively with suppliers who hold ISO 14001 certification, and we embrace the environmental compliance and governance of our transparent and binding Environmental Management System (EMS). We adhere to international regulations and standards that restrict and control hazardous substances and aim to enforce these standards throughout our supply chain. All suppliers must remain dedicated to responsible business practices, uphold human rights, and ensure the well-being of their workers. All u-blox partners are expected to operate in line with our Supplier Code of Conduct (SCoC), based on the Responsible Business Alliance (RBA) Code of Conduct, and require adherence from their suppliers. The majority of u-blox suppliers are RBA-members.

3

Sales and distribution

Partnership and trust

Our products are marketed worldwide through 18 of our locations and a global network of trusted distribution partner companies. We do business with integrity and expect the same from our partner companies. All u-blox employees, contractors (nonregular employees), and distributors are subject to our anti-bribery policy and anti-corruption guidelines. Several years ago, we began to apply a regular, periodic audit schedule for critical distribution partners as part of our anti-corruption risk management. All u-blox partners have access to and are encouraged to use our Speak Up integrity line to report concerns.

4

Product integration and end use

Making a meaningful contribution

Our products are then incorporated into our thousands of customers' products in millions of IoT devices around the world. We align our efforts with the 17 Sustainable Development Goals (SDGs) established by the United Nations. We aim to contribute to these goals through our product offerings. Additionally, we prohibit the sale of our products for use in weapons and weapon systems, including systems for target identification, and do not sell to Arms Embargoed countries. Further information can be found in Pillar 1, Business Ethics, Privacy, and Data Security.

Our people

Our strength comes from our people
Innovation begins with people. At u-blox, our employees come from a variety of backgrounds and cultures, and we do not always see things in the same way. This is our strength. By sharing and combining what makes us different, we spark ideas that help us innovate for our customers.

65% of our employees are dedicated to R&D at u-blox – working closely with our partners in the market across the IoT ecosystem delivering first-of-kind product and service innovation.

Total number of employees*	2022	2023	2024
Americas	74	80	50
APAC	206	213	113
EMEA	985	1,098	1,028
Total	**1,265**	**1,391**	**1,191**

* These figures refer to full time and part time employees.

Values

Everything we do is founded on five core values.

- Customer focus
- Innovation
- Speed
- Teamwork
- Trust propelling us forward

These values provide a profitable and long-term framework for growth, enabling us to create commercially attractive products that genuinely make a positive difference.

Sustainability at u-blox

Our sustainability strategy

We are shaping IoT with responsible business practices

At u-blox, we do business with integrity, care for our employees and communities, protect our planet for future generations and are committed to producing our products ethically and responsibly. And together with our innovative customers and partners, we are addressing many of humanity's challenges with beneficial IoT solutions. As a signatory of the United Nations Global Compact (UNGC) for over a decade, our sustainability strategy continues to be shaped by the 10 UNGC principles and the 17 UN Sustainable Development Goals (SDGs).

Our sustainability strategy is based on five pillars: Business Ethics, Privacy, and Data Security, People and Communities, Environmental Responsibility, Responsible Supply Chain, and u-blox Innovations. It is designed to ensure sustainability considerations feed into our actions.

UN Global Compact

u-blox became a UNGC signatory in 2012. We are committed to doing business responsibly and aligning our strategies and operations with the 10 universal principles of the UNGC on human rights, labor norms, the environment, and anti-corruption.

By incorporating these principles, we establish a culture of integrity and take action to contribute to sustainable development.

Sustainable Development Goals
We are committed to the SDGs, the global framework for our most pressing economic, societal, and environmental needs.

As a global company, we are convinced that we have a responsibility and role to help achieve these goals. Our technology enables our customers to deliver solutions that address most of the 17 goals. Read more in Pillar 5, u-blox Innovations.

Pillar 1

Pillar 2

Our five pillars
We report on the policies, management approaches and activities in each pillar and set out our targets and progress related to the Environment, Social, and Governance (ESG) issues within each pillar every year in our annual sustainability report.

Pillar 1: Business Ethics, Privacy, and Data Security
We believe in doing business the right way. Conducting ourselves with honesty and integrity – and maintaining high standards around privacy and security – is essential if we are to win and maintain the respect of our customers, investors, business partners, and the communities where we operate.

Pillar 2: People and Communities
Our strength comes from our people. We strive to give our employees an environment in which to collaborate, innovate, learn, and grow. We encourage diversity, promote a culture of inclusion and we care for our employees' health and safety. We believe in building resilient communities around the world and collaborate and support them in many ways.

Pillar 3

Pillar 4

Pillar 5

Pillar 3: Environmental Responsibility
We are committed to protecting our planet for future generations. We will do this by continually seeking ways to make the use and impact of our products as well as our operations more environmentally friendly.

Pillar 4: Responsible Supply Chain
As a fabless company it is our responsibility to ensure we create our products in ways that do not harm individuals, communities, or the environment and that minerals and other materials are sourced in compliance with regulatory requirements.

Pillar 5: u-blox Innovations
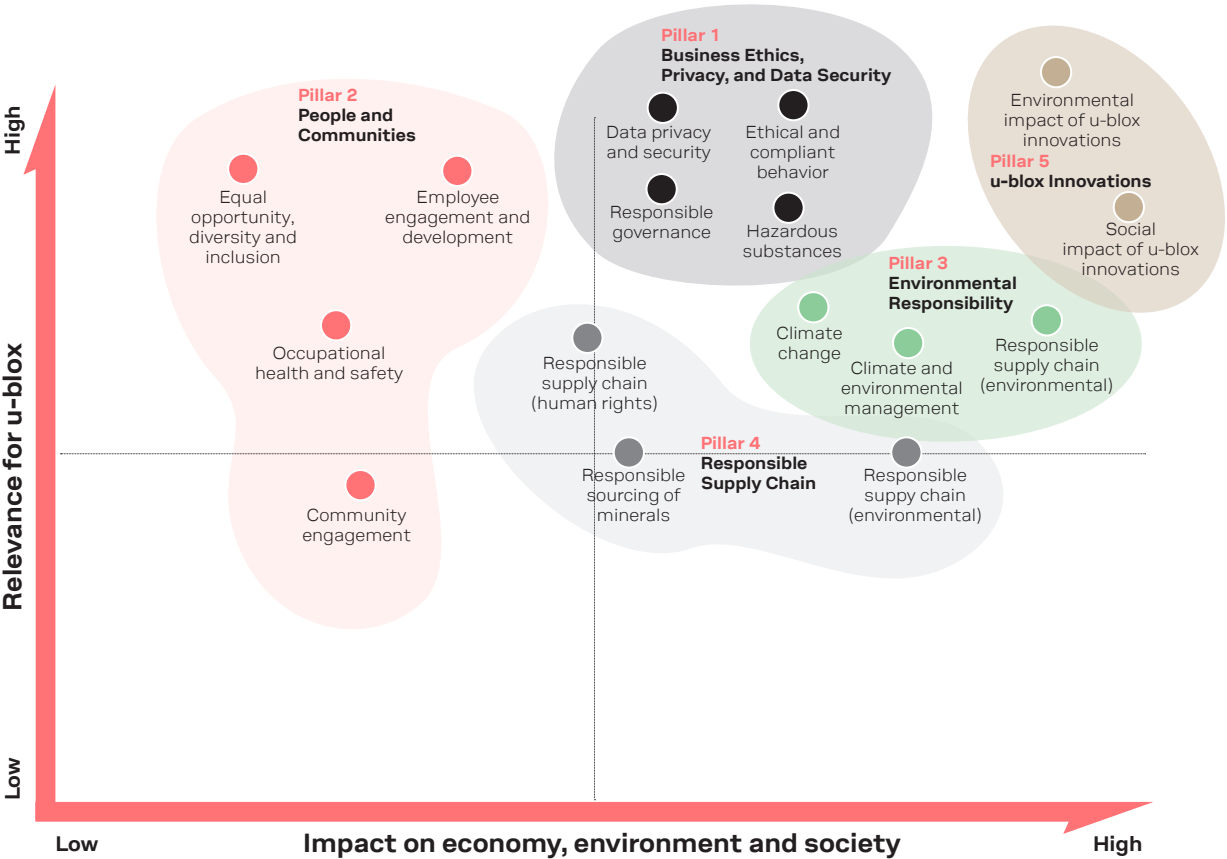Our IoT products, services, and solutions are embedded into millions of devices designed by our customers and partners around the world. Many of them can have a positive impact on sustainability, e.g., the environment, and improve communities' health and well-being. Through our continuous R&D work, we are always looking for new and better solutions, better ways to develop, manufacture, distribute, and maintain our products.

Materiality process and matrix

Every other year, we conduct a formal materiality assessment to ensure we prioritize issues with the greatest impact on our business, communities, and the environment. Our most recent materiality assessment was carried out in 2023, where we reassessed non-financial risks with respect to their impact on the company, society and the environment in accordance with the Global Reporting Initiative (GRI) Standards to align with the Swiss Code of Obligations, Article 964, considering the concept of "double materiality" promoted by the European Union. Our materiality assessment was updated in 2024, to include climate risks. Our next materiality assessment will take place in 2025.

Our continuous stakeholder engagement informed our identification of potentially material topics. Representatives from a variety of functions and levels of u-blox evaluated both the business relevance of the topics for u-blox (financial materiality) and their impact on the economy, environment, and society, leading to our materiality matrix. Our matrix features 16 material topics grouped into five pillars. Climate risks and their assessment were introduced for the first time in 2024 and can be found in the TCFD report in the appendix.

Pillar 1
Business Ethics, Privacy, and Data Security
- Data privacy and security
- Ethical and compliant behavior
- Responsible governance
- Hazardous substances

Pillar 2
People and Communities
- Equal opportunity, diversity and inclusion
- Employee engagement and development
- Occupational health and safety
- Community engagement

Pillar 3
Environmental Responsibility
- Climate change
- Climate and environmental management
- Responsible supply chain (environmental)

Pillar 4
Responsible Supply Chain
- Responsible supply chain (human rights)
- Responsible sourcing of minerals
- Responsible suppy chain (environmental)

Pillar 5
u-blox Innovations
- Environmental impact of u-blox innovations
- Social impact of u-blox innovations

Relevance for u-blox (High / Low)

Impact on economy, environment and society (Low / High)

Our targets: achievement and status
As part of our sustainability strategy process in 2023, we defined 2025 targets for each pillar. These targets have been further developed and aligned with the overall u-blox strategy and contain both base and optimum targets. We also set a 2030 greenhouse gas (GHG) reduction target and committed to net zero by 2040 for our Scope 1 and 2 emissions.

Sustainability targets are part of u-blox Executive Committee performance-based compensation. Each year, the Nomination, Compensation, and Sustainability Committee (NCSC) proposes quantifiable one-year short term sustainability targets (base and optimum) for each pillar to the Board. At the end of the period, the NCSC evaluates the achievement of these sustainability targets (maximum 150%) as part of the short-term incentive (STI) calculation. Please see the 2024 u-blox Annual Report for further information.

2025 and 2030–2040 targets

Targets	**Pillar 1** **Business Ethics, Privacy and Data Security**	**Pillar 2** **People and Communities**
2025 targets (base)	By end 2025, we will be certified to ISO 27001 Information Security Management Systems standard for the scope of Corporate Security Management and Global IT Operations for two locations and pass the first maintenance audit for the certification with no major or critical findings. We will also upgrade our network security at two additional u-blox sites.	By end of 2025 achieve 15% women in Management. End 2024: 14%
2025 targets (optimum)	By end 2025, we will extend our ISO 27001 Information Security Management System to an additional scope, e.g., Business Units Positioning, Services, or ICS, with committed certification timelines. We will furthermore upgrade our network security at one additional site, and for the automotive market, we also aim to be compliant with TISAX requirements within the rollout scope of our ISMS.	By end of 2025 achieve 16% women in Management. Support four organizations/ or activities for inspiring kids and young students to pursue education in STEM.

2030–2040 targets only for Pillar 3

Pillar 3
Environmental Responsibility

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By end 2025, we will reduce our Scope 1 and 2 emissions by at least 25% compared to 2022 base year.

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By end 2025, we will reduce our Scope 1 and 2 emissions by 35% compared to 2022 base year.

In 2025, we will engage with key suppliers to build a Scope 3 reduction plan and establish Scope 3 reduction targets.

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2030
By end 2030, we will reduce our Scope 1 and 2 emissions by 50% compared to 2022 base year.

2040
By end 2040, we will become net zero. Net zero commitment refers to Scope 1 + 2. Before committing to net zero for Scope 3, u-blox needs to improve its Scope 3 data base to make sure that such a target is feasible.

Pillar 4
Responsible Supply Chain

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By end 2025, we aim to reduce the total number of nonconformities reported among all material RBA audited contract and wafer manufacturer suppliers by 50%.

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By end 2025, we aim to reduce the total number of nonconformities reported among all material RBA audited contract and wafer manufacturer suppliers by 60%.

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Pillar 5
u-blox Innovations

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By end of 2025 – more than 95% of our product portfolio assessed in terms of sustainable impact.
(Base year 2023: 0% assessed)

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Detailed information about the targets can be found in the each of the five pillar chapters.

Sustainability targets status as of end December 2024
We reached 5 of our 6 ESG base goals, and 2 of our 6 optimum ESG goals in 2024. The difficult business situation, budget restrictions and less employees made it necessary to put a few ESG projects on hold. Despite these adverse circumstances, we have been able to progress with activities in all areas. An insight to our achievements can be found in the pillar chapters. For further information, please see the Corporate Governance and Compensation Report in the u-blox 2024 Annual Report.

Targets	Pillar 1 **Business Ethics, Privacy, and Data Security**	Pillar 2 **People and Communities**
Targets Base = 100% Optimum = 150%	• Base: By 2024, we will be compliant with ISO 27001 Information Security Management Systems standard for the scope of Corporate Security Management and Global IT Operations. For two locations: Thalwil, Sgonico • Optimum: By 2024, we will be compliant with ISO 27001 Information Security Management Systems standard for an additional scope, e. g., Product Centers • Positioning, ICS, Cellular At two locations: Thalwil, Sgonico • Committed certification timeline	• Base: By end of 2024 total increase of +10% women in management by 2024 • Optimum: By end of 2024 total increase of +15% women in management by 2024 • Base: Support three organizations for inspiring kids and young students to pursue education in STEM • Optimum: Support four organizations for inspiring kids and young students to pursue education in STEM
Target status End December 2024	**Partially achieved**	**Partially achieved**

Pillar 3
Environmental Responsibility

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- Base: By end 2024, we will reduce our Scope 1 and 2 emissions by at least 10% compared to 2022 base year
- Optimum: By end 2024, we will reduce our Scope 1 and 2 emissions by 15% compared to 2022 base year and define criteria to improve the quality of our Scope 3 data base

Achieved

Pillar 4
Responsible Supply Chain

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- Base: In 2024, we will conduct a supplier risk analysis and review the compliance of our Tier 1 suppliers (contract manufacturers, wafer manufacturers and key component suppliers) with the Supplier Code of Conduct
- Optimum: In 2024, in addition to the supplier risk analysis, we will conduct one supplier audit of a non-RBA (Responsible Business Alliance) member

Not achieved

Pillar 5
u-blox Innovations

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- Base: By end of 2024 – product portfolio contributing 50% of our volume assessed in terms of sustainable impact
- Optimum: By end of 2024 – product portfolio contributing more than 50% our volumes assessed in terms of sustainable impact
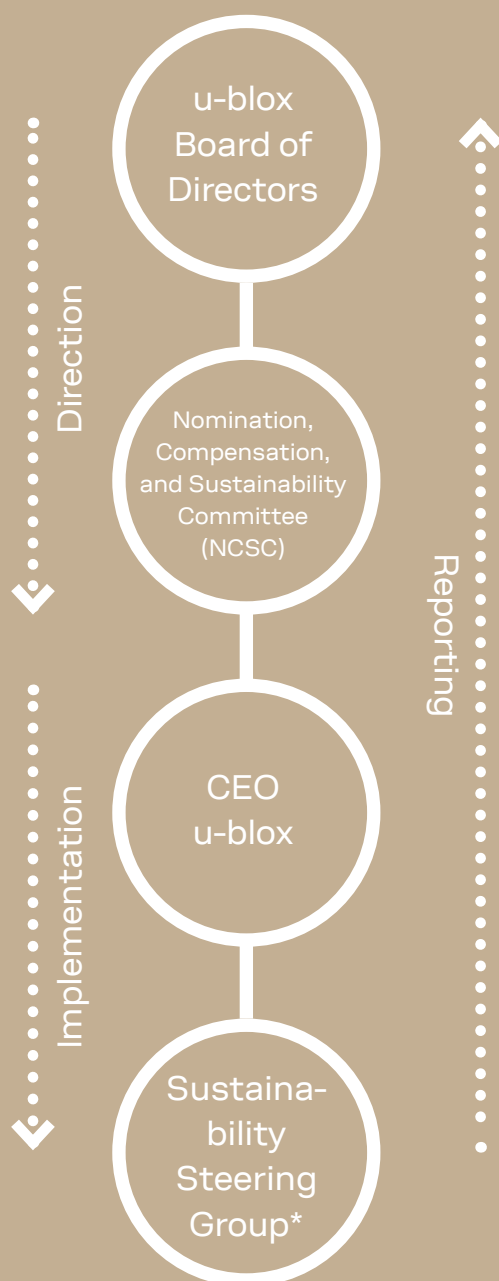
Achieved

Sustainability governance at u-blox

Direction

Implementation

Reporting

u-blox Board of Directors

Nomination, Compensation, and Sustainability Committee (NCSC)

CEO u-blox

Sustainability Steering Group*

* Executive Committee, sustainability manager, subject matter experts in environment, supply chain, people, security and innovation.

The Nomination, Compensation, and Sustainability Committee (NCSC) comprises two members of our Board of Directors. The Committee oversees u-blox's impact on the economy, people, and the environment and monitors sustainability activities and ambitions. Moreover, it discusses and approves the organization's strategy and goals based on regular sustainability updates from the Steering Group. The NCSC does not specifically engage with stakeholders on sustainability topics.

Our Chief Executive Officer, Stephan Zizala, is responsible for global sustainability at u-blox and chairs our Sustainability Steering Group.

The Sustainability Steering Group is responsible for setting the u-blox Environmental, Social, and Governance sustainability strategy, implementing key processes, and coordinating data collection.

The composition of the steering group includes members of the Executive Committee, the sustainability manager, and subject matter experts.

The Sustainability Steering Group meets four times yearly and reports to the NCSC. At each meeting, the Sustainability Steering Group is informed both on the progress against ESG targets, climate targets, and readiness for upcoming regulatory requirements (including climate regulation), in addition to receiving updates on selected topics. For further details on the NCSC, see the 2024 Corporate Governance Report.

Stakeholder engagement

Open dialog with u-blox stakeholders

With a global presence in all regions, the u-blox stakeholder community is vibrant and diverse. Our employees, customers, investors, partners, the communities we live and work in, and other organizations and entities that can affect or be affected by our activities all have a stake in u-blox.

We actively seek opportunities on an ongoing basis to communicate with and gather input across multiple channels with our global stakeholder community.

We welcome an open dialog with stakeholder engagement along our journey to a more resilient future.

Stakeholders	Dialog with stakeholders	Key areas of sustainability interest
Our customers and distributors	• Customer surveys conducted by third parties • Customer support • Direct sales connection to all our customers and their applications • Exhibitions and seminars • Face to face • Key account system • Technical expertise • u-blox website, forum, and portal	• Compliant and environmentally friendly products • Human rights and labor compliance • Resource efficiency • Responsible sourcing • Security in data connectivity
Our investors	• 1-to-1 meetings • Annual general meeting • Capital markets day • Corporate website • Full year and half year IFRS based reporting • Press releases and IR mailings • Responses to investors' questions and feedback collection • Roadshows • Press releases	• Business focus on applications supporting sustainability • Compliant products • Ethical behavior • Greenhouse gas emissions • People management • Supply chain management • Sustainability targets in compensation • Weapons ban

Our manufacturing partners and suppliers	• Direct exchange with manufacturing partners (e.g., quarterly business/technical reviews)
	• Direct exchange with suppliers (e.g., supplier days)
	• Ongoing product/process compliance monitoring
	• Re-qualification of suppliers
		• Responsible supply chain management according to u-blox Supplier Code of Conduct regarding:
		  • Environmental
		  • Ethics
		  • Health and safety
		  • Labor

Our people	• Bi-annual development dialog • Interactive monthly staff meeting • Intranet resources • Monthly all hands meeting • Open doors and transparency • Quarterly anonymous employee surveys • Speak Up hotline • Supportive dialog • Training program • Weekly / bi-weekly jour fixe	• Diversity • Equal pay/equal opportunities • Ethics • Health and safety • Nondiscrimination • Training and education • Work-life balance • Working conditions • Women in tech
National and local authorities	• Audits • Corporate website • Dialog with government institutions • Legislative and regulation requirements	• Anti-corruption • Greenhouse gas emissions and climate change • Community engagement • Compliant products • Non-financial compliance
Communities and the public	• Participation in industry associations • Partnerships and programs • Press releases • Social media	• Education and training • Environmental protection • Ethical behavior • Greenhouse gas emissions • Legal compliance • Regulation compliance • Working environment

Risk management

The u-blox Risk Management Program builds resilience while protecting u-blox operations, business continuity, and our strategic and financial objectives within an ever changing, and dynamic global business landscape. Effective risk management also helps us meet objectives, enhance performance, and seize new opportunities.

Aligned with ISO 31000, our risk management framework is systematic, yet highly responsive and overarching across our global organization and is integrated into our daily decision making. We can identify existing and potential risks early, assess them, and manage them systematically to avoid, mitigate, or treat the risk – and minimize possible negative impact.

Continuous risk monitoring
Risk Management at u-blox is overseen by our executive leadership and the audit committee. The Corporate Risk Management team, which is led by the Chief Security Officer / Head of Risk Management, who oversees the process, ensures that risks are properly assessed, documented, monitored, that treatment is defined, and that top risks are reviewed and reported at least twice a year for the executive committee. Working closely with the function heads of various departments across the company and conducting risk assessments for all corporate functions, the Risk Management team ensures a broad coverage of all types of risks affecting
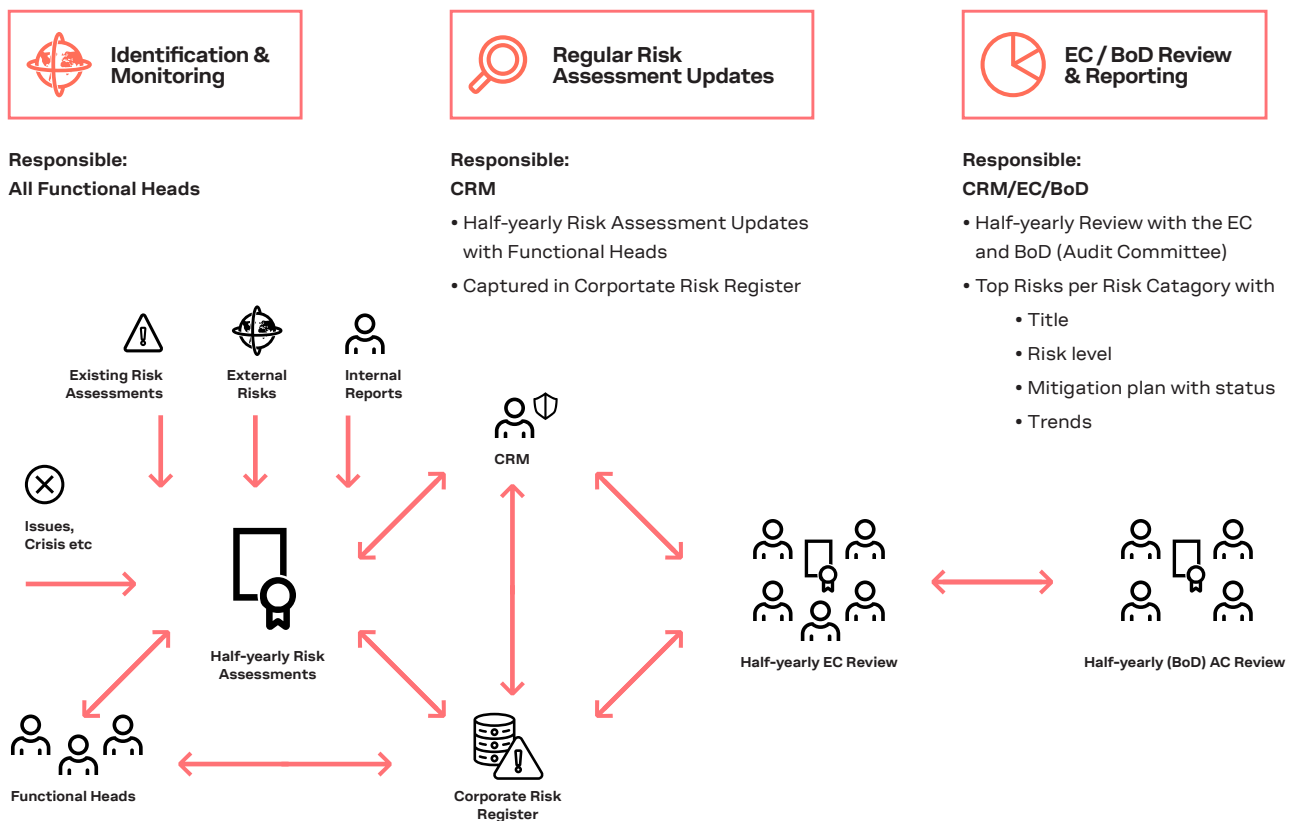
our company and our stakeholders. This includes, but is not limited to:

- Financial risks
- Business and market risks
- Legal risks
- Operational risks
- Cybersecurity risks related to products and infrastructure
- Sustainability and climate-change risks
- Supply chain and third-party risks
- Business continuity risks

To identify unacceptable risks and determine appropriate treatment, the EC determines the impact on u-blox (e.g., financial and reputation impact) and our stakeholders (e.g., safety impact for users of our products) and then rate severity and likelihood for each risk to determine the risk level. This enables us to focus our resources on addressing the most important risks with adequate priority.

Risk reporting and review
A Corporate Risk Register is maintained to capture all corporate risks, and key performance indicators (KPIs) that track the top current risks, overall risk levels, and trends since the last report. Through these steps, our framework supports resilient, informed decision making that aligns with our strategic goals. Regular half-yearly reports are prepared for the Executive Committee and the Board of Directors via

Identification & Monitoring

Responsible:
All Functional Heads

Regular Risk Assessment Updates

Responsible:
CRM
• Half-yearly Risk Assessment Updates with Functional Heads
• Captured in Corportate Risk Register

EC / BoD Review & Reporting

Responsible:
CRM/EC/BoD
• Half-yearly Review with the EC and BoD (Audit Committee)
• Top Risks per Risk Catagory with
   • Title
   • Risk level
   • Mitigation plan with status
   • Trends

Existing Risk Assessments

External Risks

Internal Reports

Issues, Crisis etc

CRM

Half-yearly Risk Assessments

Functional Heads

Corporate Risk Register

Half-yearly EC Review

Half-yearly (BoD) AC Review

the Audit Committee, featuring a risk dashboard, updates on the top risks, and insights from each responsible Executive Committee member. Resources are also continuously allocated to support and strengthen the risk management process throughout the company.

Any employee or third-party can identify and report risks which are directed to the relevant Functional Head, EC member, or Corporate

Risk Management team. Each identified risk is assigned a clear risk owner to ensure accountability. If ownership spans multiple functions, the Executive Committee, or the CEO if needed, designates a single owner.

Through this approach, we ensure that identified corporate risks cover all levels of the organization, and that ownership is taken at the appropriate level.

Risk assessment process

Our risk assessment process includes the following steps and outlines our approach for identifying, assessing, prioritizing and managing our climate risks and opportunities:

1. Identification
2. Risk analysis
3. Risk evaluation
4. Prioritization (Risk treatment): We prioritize climate risks and opportunities based on materiality considerations.
5. Action planning and execution (Risk Treatment Plan and Residual Risk): We define and act on appropriate actions to manage material climate risks and opportunities.
6. Risk monitoring

Risk treatment

For each identified risk, we apply a range of treatment options to address it effectively.

- Avoidance: We may change our approach or activities to eliminate certain risks.
- Mitigation: We implement measures to reduce the likelihood or impact of risks where possible.
- Transfer: When appropriate, we shift the responsibility for certain risks to third parties, such as through insurance.
- Acceptance: For risks within our tolerance levels and risk appetite, we may decide to retain and monitor them, documenting this decision carefully.

The u-blox Risk Management framework ensures that risk management ownership is taken at the appropriate level and remains a core component of our corporate strategy, aligned with our commitment to stability and sustainable growth. You can find further details about the risk management approach at u-blox on our website. The climate risks and opportunities can be found in the TCFD report in the Appendix.

Top enterprise risks	Risk Level Low, Medium, High, Critical	Our measures in 2024	Our plan for 2025+
Difficult business situation for BU Cellular	High	Increased efficiency and reduced cost in BU Cellular.	Continue work on efficiency increases and cost reduction. Phase out CEL business.
Business situation leads to increased cash flow risk	High	Implemented cost saving measures across u-blox.	Increase focus on operational efficiency.
Increasing stronger competition for BU Positioning may impact market share	High	Streamlined communication and increased focus on customer needs.	Focussing strategy on mid- and long-term trends.
Geopolitical decoupling impacts ability to sell in key markets	High	Assessed the impact of the geopolitical situation on our supply chain.	Re-modelling the supply chain to enable sales in both western and eastern markets.
Keeping pace with increasing product security compliance requirements	High	Implemented a Product Cyber-security Management System that complies with relevant regulations. (See chapter "Security")	Cybersecurity Certification of Management System and Products.

Pillar 1
Business Ethics, Privacy, and Data Security

Conducting ourselves ethically with honesty and integrity and maintaining high standards around privacy and data security are important to doing business the right way every day at u-blox. Our reputation and success are a result of our collective behavior.

The key material topics include responsible governance, ethical and compliant behavior, including anti-corruption, and privacy and data security. The u-blox Executive Committee leads all aspects of corporate governance, ethical and compliant behavior, anti-corruption, and privacy and data security worldwide across our organization.

Targets

2025 target base

By end 2025, we will be certified to ISO 27001 Information Security Management Systems standard for the scope of Corporate Security Management and Global IT Operations for two locations and pass the first maintenance audit for the certification with no major or critical findings.

We will also upgrade our network security at two additional u-blox sites.

2025 target optimum

By end 2025, we will extend our ISO 27001 Information Security Management System to an additional scope, e.g., Business Units Positioning, Services, or ICS, with committed certification timelines.

We will furthermore upgrade our network security at one additional site, and for the automotive market, we also aim to be compliant with TISAX requirements within the rollout scope of our ISMS.

In 2024 we have progressed on our roadmap to achieve ISO 27001 compliance across our global Corporate Security and IT Operations activities. In December 2024 we passed the ISO 27001 certification audit on the Information Security Management System (ISMS) in Corporate Security and IT operations with no identified non-conformities and are expecting to receive the certification in January 2024. Our goal for 2025 is to extend our ISMS to cover an extended scope including Business Units, and additional sites.

Another 2025 sustainability target is to commit to an ISO27001 certification roadmap that enables iterative growth of the certification scope. Our Security and IT teams on the global and site levels in Thalwil and Sgonico are actively pursuing and benchmarking these 2024 sustainability targets.

Responsible governance

This topic relates to good and transparent corporate governance, including principles and regulations applied to effectively and efficiently manage, verify, and monitor the structures and behavior of u-blox management. Responsible governance provides the foundation for strong and accountable institutions and a peaceful and inclusive society based on equal participation of all people.

Further information on responsible governance can be found in the section on Sustainability Governance and in the Corporate Governance Report.

Ethical and compliant behavior

This topic includes compliance with international and national laws and regulations, industry specific standards as well as business integrity aspects such as anti-corruption or bribery, among others. It further comprises the legal requirement regarding the use of hazardous substances in electrical and electronic equipment (RoHS) and the registration, evaluation, authorization, and restriction of chemicals (REACH) to protect the environment and human health. As a global IoT technology leader with a worldwide presence, ethical and compliant behavior is important for the success of u-blox and the protection of our employees, customers, society, and the environment. We do business responsibly and ethically, we respect the needs of the individual, society, and the environment. We do not use hazardous substances according to the RoHS Directive in our products and are committed to developing products that are REACH and Halogen-Free compliant.

Impact
As a pioneering company within the IoT industry, u-blox serves as a role model known for its innovative and reliable products, due diligence, compliance to international regulatory standards, and fair and ethical business practices. u-blox has built trust across its global stakeholder community as a result. By complying and embedding global regulatory best practice it has embedded an ethical approach to doing business throughout its global value chain reducing the risk and negative impact of unethical behavior while bringing economic benefit to the markets and communities it serves and operates in.

Code of Conduct and annual business ethics training

The u-blox Code of Conduct is an important resource that sets forth our fundamental commitment to conducting business ethically and honestly. The Code of Conduct is based on the 10 principles of the UNGC, anchored in precautionary principle, and summarized in five core principles. These core principles are ethical business behavior, protecting company assets, a positive work environment, environmental protection, and engaging with society.

The u-blox Code of Conduct applies to all employees and sets the ethical expectations that our employees must embrace and exemplify to ensure our company vision and mission, maintain a fair and healthy workplace, protect them and u-blox from harm, and extend the foundational u-blox values of integrity and respect in the company's daily interactions.

Established and approved by the u-blox Executive Committee, the Code of Conduct is updated on a regular basis, most recently in November 2023. Employees are informed of each update and required when joining the company to successfully complete the Code of Conduct training. Additionally, all employees are required to repeat and successfully complete the Code of Conduct training every other year.

In the reporting year, there were no fines or monetary sanctions resulting from noncompliance with laws and/or regulations. Further information about human rights can be found in Pillar 4, Responsible Supply Chain.

Speak Up at u-blox

Our Speak Up whistleblower program provides a safe and easy way for employees and third parties such as customers and suppliers to report potential misconduct related to our business. Complaints can be made directly through an externally provided service, which allows reporting anonymously. Our Compliance Committee (General Counsel and Head of People) will investigate all reports and has the power to set binding actions that require the relevant manager or superior to follow. The binding advice can only be overruled by a majority of the Executive Committee. These could include organizational measures to protect against similar occurrences in the future and individual disciplinary action. Further, the whistleblower program protects reporting individuals against dismissal, demotion, and other forms of retaliation. The Compliance Committee reports to the Audit Committee of the Board of Directors. Maintaining the trust and confidence of our stakeholders is crucial. Therefore, we also encourage our customers, suppliers, partners, contractors (nonregular employees) and other stakeholders concerned about a (suspected) violation of laws or regulations to use the Speak Up program. The Corporate Governance Report provides details on the Speak Up notifications in 2024.

Zero tolerance for bribery and corruption

A key aspect in the u-blox Code of Conduct is our zero tolerance for bribery and corruption. Both are the antithesis of doing business the right way. We do not give or accept bribes and have clear guidelines for employees to follow regarding gifts and entertainment.

All u-blox employees are subject to our anti-bribery policy and anti-corruption guidelines as part of their business ethics training. Our Code of Conduct forbids our employees to offer, promise, grant, or authorize giving or giving anything of value to anyone in connection with business dealings to obtain an improper advantage. Employees in commercial market-facing roles (sales and sourcing) receive mandatory anti-bribery and anti-corruption training annually. Several years ago, we began to apply a regular, periodic audit schedule for critical distribution partners (third parties) as part of our anti-bribery risk management.

With a large worldwide network of product and service distribution partners, the risks associated with corruption fall primarily into the areas of bribery and conflict of interest and have the potential to undermine the trust our stakeholders have in us while violating international and national laws and regulations. Our zero tolerance corruption policy, comprehensive business ethics training, Speak Up whistleblowing program, and a clear anti-corruption enforcement policy

help us minimize such risk. The 2024 u-blox Corporate Governance Report provides details on the Speak Up notifications in 2024.

No weapons or weapon systems

Sometimes, IoT technologies developed to benefit humanity can also be used to cause harm. One of the central pillars of the u-blox Code of Conduct is our prohibition of the sale of our products for use in weapons and weapon systems – including systems for target identification.

Our global sales teams are regularly trained on u-blox's restrictions and distributors are contractually obliged to adhere to these:

We do not sell any products when the intended use is for integration into weapons or weapon systems, including:

- Guns, cannons, or weapon systems, e.g., systems for identifying or localizing targets
- Systems for the guidance of missiles, bombs, or bullets
- Military drones, military unmanned vehicles, or military robots

We do not sell to Arms Embargoed countries, including Belarus, Iran, North Korea, Sudan, Syria, Cuba, Russia, and the territories occupied by Russia in Ukraine. At the beginning of 2023, we added all members of the Eurasian Economic Union because its members are in a free trade zone with Russia and Belarus.

The no weapons or weapons systems sales prohibition is part of the u-blox sales policy and all u-blox employees working in a sales capacity are kept up to date and trained on the latest u-blox Sales Restrictions and Export Control requirements.

Conflict of interest policy
In 2023, we developed and rolled out our Conflict of Interest Policy to all employees worldwide. Every year, a training is given to all employees on the subject. The Conflict of Interest Policy training is also an essential part of new employee onboarding. A separate training is provided to the Board of Directors of u-blox and the policy is reflected in the rules of procedure of the board. Our policy states that a conflict of interest exists when an employee's private interests could possibly compromise or bias their judgment or action. The company expects each employee to avoid any situation in which a conflict of interest might arise and to proactively inform in case a conflict of interest arises.

Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO)
Our efforts on due diligence and transparency in relation to conflict minerals and child labor are covered in Pillar 4, Responsible Supply Chain.

Privacy

Data privacy at u-blox falls under the mandate of the u-blox General Counsel and the Corporate Legal team. Our data privacy policy focuses primarily on employee data as u-blox products are not designed to hold customer data or personal information as defined in data privacy laws. Everyone at u-blox must comply with both u-blox corporate and national statutory regulations on data protection. Third-party service providers who access employee data (e.g., salary administration) are contractually bound by obligations as required under mandatory provisions of data protection laws. u-blox has a robust IT system in place which ensures that data, including personal data, is well protected from third-party intrusion. The robustness of the system is continuously improved.

We process personal data only where needed to operate our business, to the extent permitted by law and following u-blox data protection policies.

We do not collect or use the personal data of our employees or third parties for any business purposes.

We protect personal data as defined by the policies and procedures in our Information Security Management System (ISMS).

In 2024, we are not aware of any unauthorized third-party access to data protected by privacy laws.

Security

At u-blox, we are committed to ensuring and continually improving the security of our information assets (including assets shared by customers or suppliers), products, sites and services to protect them from cyberattacks, and we ensure full compliance with requirements from cybersecurity and data protection laws, regulations and standards that apply to our business.

To achieve these commitments, we have established:
*   A cross functional security organization led by the Corporate Security, Continuity & Risk Management team, that drives activities regarding information security for our data and IT Systems, security of our products and services, physical security of our sites, supply chain security, business continuity management and corporate risk management. Additional security experts in IT, the business units and local sites that are close to the business and support implementation of security processes and measures.
*   An Information Security Management System based on ISO 27001 and NIS2 requirements, including security policies, processes and standards that clarify roles and responsibilities and provide security rules and guidance for implementation.
*   A Product Cybersecurity Management System based on ISO 21434 requirements, to provide assurance to customers regarding secure development and maintenance throughout the product lifecycle.
*   Quarterly management review and steering by the Executive Committee and quarterly reporting of identified cybersecurity risks to the Executive Committee and Board of Directors.
*   Regular internal security audits and reviews to ensure applicable internal and external standards are met.

Protecting our and our partners' Information, IT Infrastructure and Systems
Security controls we implement to protect our Information, IT infrastructure, and Systems are selected based on common security principles (including four-eye approval for business-critical security decisions and actions, least privilege access, secure-by-default IT systems) and based on relevant industry standards and guidelines (e.g., ISO 27002, NIST).

To ensure we can detect and stop cyberattacks, our Information Security Team is reinforced by an external Security Operation Center and a comprehensive security monitoring toolchain.

In 2024, we have made further improvements to our Security Control Framework, e.g., by improving our network security architecture, improving security governance processes and closing identified gaps in the ISO 27001-based Information Security Management System (ISMS), and further developing Business Continuity- and Disaster Recovery Plans.

To enable our employees to help achieve our security goals, we are continuously working to establish and maintain a Security Culture at u-blox:

- Protecting us and our customers from cyber-attacks is one of the principles in our Code of Conduct, which every employee is trained on annually and must adhere to.
- Every u-blox employee must attend the mandatory annual Security Policy- and Awareness e-learning program, which has undergone a complete rework for 2024 to enhance clarity and coverage of topics such as Business Continuity Management or Risk Management.
- We run security awareness exercises, i.e., phishing simulations, to test and monitor as a KPI what the click rates are and how often we could have been hacked had there been an actual security breach.
- Our security experts maintain and expand their security skills with external certifications and training.
- We have a "Security Champions" program that enables employees from non-security functions to build their security skills with sponsored security training and spread the knowhow in their respective teams.
- We provide frequent security updates, e.g., on the latest attacks or policy and standard updates, through internal communication channels such as the intranet or staff meetings.

Ensuring Business Continuity

To ensure continued product and service delivery to our customers, we proactively identify threats to our business continuity and adequately prepare to address these scenarios.

In 2024, the maturity of our Business Continuity program and Management System based on ISO 22301 requirements, that aims to prepare us for foreseeable disasters and ensure that we can continue to supply products and provide services to our customers during times of crisis, has increased.

We reworked our framework for crisis management, and further developed and refined of our Business Continuity Plans for critical business functions and processes, Additionally, we developed more detailed Disaster Recovery Plans for our critical IT infrastructure enabling us to react faster to crisis scenarios like cyberattacks and loss of critical suppliers.

In 2025 we will focus on further extending and refining our plans, and conduct training and exercises to ensure our staff is prepared and ready to react in case a crisis occurs. These initiatives strengthen our operational foundation and solidify our position as a reliable and trustworthy partner.

Providing secure products and services

At u-blox, we are committed to providing secure products and services for our customers. Furthermore, we acknowledge and actively

contribute to addressing cybersecurity risks in our target markets, such as in automotive solutions, industrial OT, or consumer IoT. To protect our customers – and the users of their products – against the many and varied threats their devices and data face in the connected world, it is our focus to create secure products. IoT security is complex, fast-moving, and multifaceted. To address this challenge, u-blox has established product standards based on industry requirements and best practices for the secure design and production of products and services, to form a foundation for building new generations of secure devices.

Our Product Security Management team, Business Unit Security Experts, and an internal network of Security Champions among the developers, help our product teams to provide secure products that fulfil these requirements.

We are continuously monitoring security require-ments in critical markets such as Operational Technology (OT) and automotive. Furthermore, we monitor and adopt requirements from mandatory regulations, such as the EU Cyber Resilience Act, UN ECE R.155, the updated Radio Equipment Directive (RED) with cybersecurity requirements, and relevant industry standards. In 2024, we have established and rolled out our Product Cybersecurity Management System based on ISO/SAE 21434 requirements, and are preparing for certification, which we plan to achieve in 2025.

As undiscovered vulnerabilities in our products and services may expose our customers and users of their products to cyberattacks, we are working on implementing industry best practices for product security vulnerability management.

To proactively identify and address vulner-abilities in our products, services, and IT infrastructure, we include security testing in our development process, and engage external security testing experts, e.g., penetration testing or certification.

Additionally, we run an invite only Bug Bounty on selected customer services, and we have a Responsible Disclosure Policy published on our website to enable individuals or organizations to report product and service vulnerabilities to us in a controlled way.

Cybersecurity information sharing with custom-ers, suppliers, and industry peers
We also acknowledge the importance of our vendors in achieving our security and business continuity goals. Therefore, we strive to ensure security throughout our supply chain, and we always seek to establish a close and con-structive collaboration with our suppliers and subcontractors.

To achieve this, we integrate Security and Business Continuity requirements in the supplier lifecycle. Depending on the supplier type and criticality, our Supply Chain Security Manager

and Security Experts assess the Security and Business Continuity posture of suppliers based on our internal and external standards and ensure with the sourcing department that respective requirements are considered during supplier selection and contract negotiation.

In 2024, u-blox has continued to strengthen security collaboration with our most critical contract manufacturing partners and other critical suppliers. We have concluded further Security Agreements with our key suppliers to ensure an adequate control level and fulfilment of ISO/IEC 27001 and ISO/SAE 21434 requirements.

For 2025, we plan to continue this collaboration by monitoring the performance of these providers over time and strengthen our third-party risks management by ensuring the coverage and treatment of relevant security risks affecting our critical suppliers.

In addition, we have also worked closely with our customers' security teams to align security requirements towards u-blox products and infrastructure, concluded security agreements to enable collaboration security concerns, coordinated security issue handling, and shared information on current security issues and threats.

Furthermore, to stay up to date regarding the latest threats, vulnerabilities, and best practices, our Security Experts maintain close ties with standardization organizations such as ISACA, the Bluetooth Special Interest Group, and local and international industry peer groups through membership and collaboration in various working groups.

Impact
In 2024, we continue to be confronted with risks such as cyberattacks from cyber criminals, e.g., ransomware gangs, consequences of geopolitical issues, fraud and other privacy and security threats.

Cyberattacks on our products and services could cause negative economic repercussions and loss of trust in the sector with the associated negative impact on customer satisfaction. There were no major cyberattacks with relevant impact on u-blox or our stakeholders in 2024.

To maintain a good security status, we continue to invest in privacy and data security to protect our employees and our company from the impact of cyberattacks, help our customers to achieve their security goals, and build secure devices. This enables us to contribute to a more secure digital world with our products and services. Further information can be found at our website.

Pillar 2
People and Communities

Targets

Our strength comes from our people. We strive to give our employees an environment fostering collaboration, innovation, learning, and growth. We encourage diversity and promote a culture of inclusion, and we care for our employees' health and safety. We believe in building resilient communities around the world and collaborate and support them in many ways. The key

material topics include employee engagement and development, equal opportunity, diversity, equity and inclusion, occupational health and safety and community engagement.

2025 target base

By end of 2025 achieve 15% women in Management.
End 2024: 14%

2025 target optimum

By end of 2025 achieve 16% women in Management.

Support four organizations/or activities for inspiring kids and young students to pursue education in STEM.

We believe that we achieve better outcomes through diversity of thought and experience. We are proud of our diversity, with 67 nationalities working worldwide at u-blox. We continue to aim to improve our gender diversity and are taking action.

From June 2023 (target base) to December 2024, the share of women in management increased by 0.5% to approximately 14%.

Moving forward, we will continue to build on our 2024 achievement, striving for even greater inclusivity and female representation within our management team and in other leadership positions throughout u-blox.

Employee structure

Employees by gender*	Female 2022	2023	2024	Male 2022	2023	2024
Americas	17	16	11	57	64	39
APAC	26	29	22	180	184	91
EMEA	176	213	196	809	885	832
Total	**219**	**258**	**229**	**1,046**	**1,133**	**962**

Employees by age*	Under 30 2022	2023	2024	30–50 2022	2023	2024	50+ 2022	2023	2024
Americas	3	2	0	37	40	24	34	38	26
APAC	40	34	7	148	158	84	18	21	22
EMEA	113	129	87	641	713	685	231	256	256
Total	**156**	**165**	**94**	**826**	**911**	**793**	**283**	**315**	**304**

Employees by contract*	Full time >80% 2022	2023	2024	Part time <80% 2022	2023	2024	Contractors (Nonregular employees) 2022	2023	2024
Americas	72	79	49	2	1	1	0	0	0
APAC	205	212	113	1	1	0	1	2	2
EMEA	957	1072	1005	28	26	24	73	77	74
Total	**1,234**	**1,363**	**1,167**	**31**	**28**	**25**	**74**	**79**	**76**

Employees by role*	Female 2022	2023	2024	Male 2022	2023	2024
Business enablement	77	85	86	162	149	145
R&D	97	123	103	727	806	673
Sales	45	50	40	157	178	144
Total	**219**	**258**	**229**	**1,046**	**1,133**	**962**

Employees by Mgmt. level*	Female 2022	2023	2024	Male 2022	2023	2024
Board	2	2	2	5	4	4
Executive Committee and Executive Management	2	2	3	39	35	35
Management	29	31	27	167	172	150
Professional	137	180	167	821	908	764
Para professional	51	45	32	19	18	13
Total	**221**	**260**	**231**	**1,051**	**1,137**	**966**

Employees turnover*	2022	2023	2024
Twelve months average	12.6%	8.5%	11.2%

* These figures refer to full time
   and part time employees.

Employee engagement and development

This topic covers all issues relating to employment and employee retention as well as the recruitment of new employees. Key aspects include employee development and training, working environment, as well as work-life balance. We strive to give our people a dynamic environment supporting collaboration, innovation, learning, and growth. We want all our people to feel well, supported, and inspired at u-blox so that they can reach their full potential. Mutual trust, competitive and fair rewards, an agile culture, and a flat organizational structure make working with us attractive to our highly specialized and diverse workforce. A positive work environment is critical to productivity, efficiency, turnover, and joint success.

Impact
u-blox provides a safe, inspiring, and attractive workplace for its employees across 30 sites around the world and strives to role model responsible employment. We offer our people exciting roles, continuous career development, training opportunities, and various local benefits to help them succeed. Investments in future talent are also made through apprenticeship opportunities in Switzerland, engaging and innovative student thesis projects, and a variety of internships across our different sites.

A positive work environment
We treat each employee with dignity and respect and are committed to creating a work environment without discrimination and harassment, and one in which diversity is encouraged. It is our responsibility to provide an environment for our people to thrive and reach their full potential. Forced, compulsory, and child labor are prohibited. These principles are embedded in the Code of Conduct and also apply to our suppliers. Further information is available in Pillar 4, Responsible Supply Chain.

The u-blox Global People Policy serves as the company employment policy, setting binding guidelines and processes to create a positive work environment. The Local Employment Policies are anchored to the Global People Policy. Each employee receives the Global People Policy and the associated Local Employment Policy during onboarding.

u-blox employees can associate freely as per local regulations. We currently have collective bargaining agreements in Finland, Italy, and Belgium. We also work with work councils where those are in place.

As a knowledge based company with a unique internal pace and high volume of innovations, the vast majority of our staff has permanent work contracts. We also believe this gives our people stability in their lives and work.

Our thriving open culture
We have a thriving open culture, making u-blox a dynamic and innovative place to work. u-blox leaders create a safe and healthy environment that supports the well-being of everyone ensuring it is also a great place to work.

In 2024, we continued offering Nonviolent Communication (NVC) training by embedding it into our Learning Management System. The training is now available online making it accessible to all our employees at any time for self-paced learning. NVC helps us improve our collaboration by speaking up for things that are important to us (honesty) and listening carefully, without judgment, to what is important to others.

Mutual trust and respect combined with an agile approach support decision making and help keep our organization flat. Our Digital Workplace makes it easy to collaborate with colleagues and partners around the globe and stay connected and up to date. And our ingenious customers around the world keep us moving and inspired.

In 2024, we rolled out our new global onboarding approach, which was designed in 2023. This approach continues leveraging our Digital Workplace platform and offers modular, systematic content. With this roll-out, we ensure that new employees smoothly transition into their new roles and embrace u-blox's company culture. In addition to introducing recruits to u-blox policies, procedures, and expectations, our global onboarding also provides a comprehensive understanding of our mission, vision, strategy, objectives, and global activities. This initiative helps us to keep early turnover rates low.

Our values
u-blox's core values play a pivotal role in defining the company's identity, guiding strategic decisions, and aligning employees toward shared objectives. These values foster a collaborative and cohesive culture, enhancing employee engagement and solidifying u-blox's reputation, which builds trust and motivation among both

staff and stakeholders. At u-blox, values are at the heart of our People strategy.

In 2024, u-blox introduced a new set of core values: Customer Focus, Innovation, Speed, Teamwork, and Trust. These values were the result of an inclusive, global initiative involving employees from diverse departments and locations. Through an extensive survey, u-blox gathered over 3,000 individual statements from employees who were asked to describe the current company culture, propose values they believed would support future success, and identify which values resonated most with them – all through concise, open-ended responses. This initiative reflected feedback highlighting the need for clearer, more relatable guiding principles. Led by the Chief Executive Office and the Talent Development team, a thorough analysis of the survey data was conducted, incorporating insights from the Executive Committee. This process ultimately led to the selection of the five new core values. These values were chosen to unify the company's culture, steer strategic decision making, and promote innovation, collaboration, and sustainable progress at every organizational level.

Following their definition, the new values were introduced to employees through a dedicated communication video and visually engaging materials. They were swiftly embedded into Management Training programs and our Grow@u-blox talent development framework as well as into our recruiting activities, ensuring that they became an integral part of professional development and daily operations across u-blox.

Career development
u-blox recognizes that career development will mean different things to different people and perhaps be different at other points in their lives. As a result, we have designed a career development strategy that caters to a broad range of employee developmental needs to help them grow and reach their individual goals. In 2021, we changed our employee bonus program to a company performance-based bonus, which

allows us to share the company's success with our people. We want all u-blox employees to focus on their personal development and growth for better performance.

With Grow@u-blox, our forward-looking career development review, employees work with their managers to define personal and professional growth targets. Through regular development reviews, Grow@u-blox fosters ownership, diverse growth, and a supportive feedback culture. It empowers employees to set meaningful goals aligned with intrinsic motivations, while leaders coach with an emphasis on autonomy, reflection, and impactful career development. The GROW model is central to our approach, aligning individual goals with company objectives through a process of discovery rather than directive guidance. This involves setting a clear goal, assessing the current reality, exploring growth options, and creating a concrete plan, enabling employees to uncover their own solutions and development pathways.

Managing and developing our people has taken on a whole new dimension at u-blox with Grow@u-blox. The leadership team has actively committed to internal talent development by offering extensive management training that supports regular employee dialog. Furthermore, u-blox leaders are committed to ensuring that staff know of open positions. We want people to reach their highest potential and take the opportunity to grow personally and professionally.

Our learning environment
Since implementing our learning management system and e-learning strategy at u-blox, our employees now have access to over 90 inhouse modules created by subject matter experts, each tailored to share u-blox's unique expertise. Our centralized learning strategy logs all training activities in a learning library, where managers can assign training and employees can monitor their progress, while also choosing optional modules based on personal interests. This system allows u-blox to track training on specific corporate goals, including Code of Conduct,

NVC, and Security and IT policy training. Additionally, our cross functional team of experts can create and host inhouse trainings in our learning system, supporting internal knowledge sharing and providing our employees with expert content in particular areas.

Additionally, u-blox offers a comprehensive external e-learning portfolio with over 25,000 courses, and external training is supported as budgets allow. Recognizing the abundance of knowledge within u-blox, knowledge transfer remains vital for our collective success and individual fulfilment, reinforced by our corporate training commitment encouraging employees to engage in at least 40 hours of learning annually. Additionally, sales staff benefit from bi-annual training, ensuring at least 32 hours of development every year. Our modern, data-driven approach personalizes the learning experience, with positive social impacts seen globally as employees expand their skills and knowledge. Accessible anytime, anywhere, this flexible learning system supports employees in pursuing both professional needs and personal growth.

As u-blox continues to evolve, all employees must embrace new ways of working. In response, our People Department has launched a comprehensive change management training program, which combines on demand learning, on the job practice, and team coaching to prepare our workforce for an agile, impactful future.

New management training portfolio
In 2023, as part of Grow@u-blox, we developed a new management training portfolio of offerings for all managers. u-blox managers can begin by learning online and through actual practice on the job. They can then opt for additional coaching individually or with their team accompanied by a coach to work on real team challenges. In 2024, we expanded our management training portfolio by incorporating a comprehensive new training framework dedicated to change management.

Investment in our future talent

We are always looking for young talents to join our global team. u-blox offers an apprenticeship program at our global headquarters in Thalwil, Switzerland. We also offer international internships across our organization worldwide, and ongoing opportunities to become a candidate for one of our many open thesis projects that can be found here.

u-blox digital workplace

Crossborder collaboration is flourishing at u-blox thanks to our Digital Workplace, which enables data exchange, interactive meetings, decision making, and collaborative work. We have also developed several additional internal communication channels that help us campaign, inform and communicate across the u-blox organization. This keeps our employees around the world connected and up to date with timely information with a high level of transparency and access.

Quarterly employee engagement survey

u-blox started with quarterly anonymous employee engagement surveys in 2023. These short "pulse checks" cover topics such as empowerment, communication, belonging, and satisfaction. This approach allows us to gain organizational insight, benchmark within our industry, and address key issues promptly, enabling action at both the corporate and team levels. Managers are encouraged to discuss the survey results promptly within their team, identify pain points, and address them in a timely manner to keep team members engaged and ensure that all voices are heard. The response rate for the 2024 Employee Engagement Surveys reached an average of approximately 65%.

Work-life balance

We hire people who are passionate about what they do. However, we encourage a healthy work-life balance. Alongside their annual leave allowance, all employees are entitled to time off to care for dependents and for other special reasons according to local legislation. At u-blox, we support further types of leave beyond the legal requirements, e.g., parental leave, whenever possible without disrupting business continuity. In various countries and in accordance with local regulations and contractual possibilities, we also offer employees up to two months of unpaid sabbatical leave every five years for their personal activities and development.

Similarly, many of our employees also have the option to reduce their working time to accommodate family needs or to pursue education relevant to their roles at u-blox. Additionally, we offer a range of local benefits across our 30 sites, supporting various sports and leisure activities for our employees.

Finally, we have a Remote Work Guideline in place – a flexible hybrid work model whereby employees can be offered the possibility to work up to 40% from home. This flexible model is another significant contribution to supporting our employees' work-life balance with less commuting and a positive impact on our carbon footprint and dependent care.

Work abroad policy

The new Work Abroad Policy was introduced in 2023 offering additional flexibility to our employees. The freedom that working abroad offers can contribute to work-life balance, overall job satisfaction, and increased talent retention and dependent care. Currently, the offer is for employees based in EU/EFTA/UK (80% of our employees), to work 10 days abroad per year. We will continuously monitor changes and review more opportunities for our people at u-blox.

Rewards and RSUs

Our rewards strategy at u-blox centers on fair and competitive compensation, regularly adjusted to align with local market data. In 2023, we introduced Restricted Share Units (RSUs) as a long-term incentive, replacing our previous Employee Stock Option plan. RSUs are considered highly attractive in the technology sector, as they provide guaranteed gains and enable employees to share directly in the company's success.

Employee retention

Facing a challenging business situation characterized by a significant revenue drop and a significant loss, u-blox implemented a wide range of cost optimization measures to ensure a sustainable business operation. Those measures included reduction of external spending (e.g., travel, advertisement), external consultants, and a reduction in staff of approximately 200 employees. u-blox had to implement staff reductions to safeguard its strategic and profitable growth areas while reducing more in non-core or highly loss-making areas. The measures were carried out in compliance with local regulations, involving employee representatives where applicable, and affected employees were supported by social plans or severance packages to mitigate the impact. These actions are part of broader efforts to enhance efficiency, reduce costs, and better position the company for future growth.

Diversity, equity and inclusion

We encourage diversity and promote a culture of inclusion among our employees. Our varied backgrounds, ideas, and experiences are critical to our success. Fostering a truly inclusive organizational culture helps us attract and retain the best talent.

Impact

Our ethos at u-blox concerning diversity, equity, and inclusion significantly impacts the social cohesion, attitudes, and behavior of our employees. Our responsibility is to be a role model and build capacity to ensure a positive impact on inclusion and equality within society and local communities. As a role model employer within the IoT industry, we can change social norms, help remove prejudices and barriers and provide opportunities for disadvantaged people and people affected by discrimination in the labor market. We can provide long-term employment over various life phases and ensure economic security that positively impacts our employees, their families, and communities.

Diversity, equity, and inclusion at u-blox

u-blox is an international company, and wherever we operate and across every aspect of our businesses, we strive to create an inclusive culture in which diversity is recognized and valued. By bringing together people from diverse backgrounds and allowing them to contribute with their knowledge, skills, experience, and perspectives, we create shared values and innovation can flourish for u-blox and its stakeholders.

u-blox's vision is to be and remain an open and inclusive employer, where every employee feels a sense of belonging and inclusion – principles recognized as essential to our success as an organization. This means that u-blox is committed to promoting diversity and equal opportunities, defending nondiscrimination, and ensuring an inclusive climate in our working relationships within the company and with our contractors (nonregular employees), suppliers, and other stakeholders.

DE&I are also fundamental to, and form a cornerstone of, the u-blox Code of Conduct, which every new employee receives and is trained in every other year.

In 2023, we established a global DE&I Council of nine employees from diverse backgrounds. The Council's vision is to cultivate a culture at u-blox where diversity is celebrated, equity is ensured, and inclusion is deeply rooted in our daily practices. In 2024 the council met on a quarterly basis to discuss initiatives. By promoting DE&I, the Council aims to enhance innovation, collaboration, and excellence through a wide range of perspectives. In 2024, our newly appointed CFO took on the role as DE&I sponsor in the Council with the role to set clear directions and amplify the role of diversity and inclusion as a key enabler and aligning with the company overall strategy. The first initiative in 2024, was a global DE&I survey to assess the current state of DE&I within the company. This survey gathered in depth insights into employees' experiences, perspectives, and needs and highlighted both our strengths but also areas where there is room for

improvement. The survey insight will guide and shape our future DE&I initiatives. In 2024 a first initiative was established: Employees established a Women's Book Study group encouraging personal and professional growth, dialog, and networking. Building an equitable and inclusive environment is a long-term initiative, and we will continue to implement more initiatives in 2025 and beyond, including an awareness training in the areas where we acknowledged weaknesses. Also, as an ongoing activity, we will continuously create awareness of DE&I through communication campaigns.

Grievance procedures are outlined in our Global People Policy and further detailed in local policies to align with country specific labor laws. These processes are managed with the utmost seriousness, monitored closely and handled with the highest level of confidentiality.

Gender diversity
Women make up 19% of our global workforce, and we are committed to making significant strides in hiring more women at all our locations worldwide. u-blox partners with educational organizations actively working with the Swiss Federal Government and academia to inform, inspire, recruit, train, and mentor youth for STEM related study paths and careers. Several of these are focused on recruiting young women to study STEM with a view to a STEM related career path. We also actively encourage all employees, regardless of gender, to engage with their peers in forums and other external industry association roles to help take IoT forward.

Female colleagues hold 14.3% of our Executive and Management positions. Many engineering roles at u-blox are filled by male colleagues, with the majority of female colleagues working in business enablement roles. Two out of six members are women at the Board of Directors level.

Gender pay equality
In December 2018, the Swiss Federal Government adopted an amendment to the Gender Equality Act, which resulted in all Swiss companies with 100 or more employees being required to carry out a wage equality analysis by the end of June 2021. u-blox carried out this analysis of the key data for employees based in Switzerland as of January 31, 2021, utilizing the "Logib" standard analysis tool provided by the Swiss Federal Government. u-blox AG fully complies with the requirement of gender pay equity in Switzerland.

Occupational health and safety

This topic covers the impact of business activities on the physical and mental well-being of employees. The health and safety of our people is our number one priority. We provide all employees working under our direction with a healthy and safe work environment and continuously strive for improvements.

Impact
At u-blox, we emphasize the importance of mental health and well-being, understanding its impact on employees' economic security, prosperity, and on the healthcare and social security systems within their communities. By promoting a healthy work-life balance, we can support our employees' overall health and well-being.

Promoting health and safety
It is our responsibility to safeguard the health and safety of all u-blox employees and contractors (nonregular employees) worldwide as they carry out their work activities at u-blox. Promoting the health and safety of our employees is a core principle of our Code of Conduct.

We are equally concerned with the health and well-being of employees in our partners' factories. Our standards for suppliers (Supplier Code of Conduct) are therefore in line with international standards (Responsible Business Alliance) and based on internationally agreed principles. Further information is available in Pillar 4, Responsible Supply Chain.

In 2023, we published our Global Health and Safety Policy as part of our Global Health and Safety Management system aligned with international standards outlining our Health and Safety structure with the respective responsibilities, targets, and objectives. In parallel, a more detailed Local Health and Safety Policy was rolled out, which each site adapted according to local rules and regulations. At each location, we have a health and safety steward who is responsible for overseeing all issues related to health and safety. Employees can find the Global Health and Safety Policy on the u-blox intranet on the Global People Page. The local policies are published on the local People intranet sites. All u-blox employees undertake health and safety training as part of their onboarding process.

In 2024, we expanded our Employee Assistance Program (EAP) to include our employees in Switzerland through a partnership with Lyra Schweiz GmbH. Lyra's EAP provides u-blox employees with 24/7 confidential support for personal, emotional, and work-related challenges through consultations with licensed specialists in multiple languages, including English, German, French, and Italian. The EAP emphasizes self-empowerment by offering targeted solutions that help employees proactively address health risks and maintain well-being, in full compliance with data protection standards.

In our Thalwil offices, we implemented a specialized risk assessment for pregnant employees in 2024 to evaluate appropriate work conditions and ensure their safety and well-being. When pregnancy poses health risks, additional protective measures are applied and regularly reviewed, and pregnant employees may be restricted from certain areas if safety standards are not met. For tasks that are hazardous or strenuous, employers are required to transfer pregnant or breastfeeding employees to safer roles. Employers must document risks and protective measures using a specialist provided template, clarifying safety protocols for standard situations. This risk assessment is reviewed and signed by the employee, and a medical professional then determines if she can continue working or if work restrictions are necessary.

Ongoing health and safety activities
We conduct regular local health and safety training at all u-blox sites according to local rules and regulations. Each u-blox site has a team of dedicated first aid responders trained and equipped to support the health and safety of our employees in case of any onsite emergency. u-blox understands the importance of an ergonomic workplace and has a policy to provide our staff with the individual ergonomic support they require. On demand webinars and other training on personal health, mental health, resilience, and well-being are available to all staff, for example,

virtual yoga drop-in sessions. We also encourage our employees to bring potential health and safety issues to our attention, and we respond openly to any concerns raised.

In 2024, we also launched a globally accessible intranet page that hosts data sheets for all chemicals used in our laboratories. These data sheets are regularly updated to ensure accuracy and relevance. Additionally, we have implemented stringent safety measures to secure the handling and storage of all chemicals. Our staff receive comprehensive training to ensure they are well-versed in the proper use and management of these substances. In the event of any incidents, clear emergency procedures are in place to swiftly and effectively address safety concerns. Furthermore, we adhere to strict protocols for the safe and environmentally responsible disposal of chemicals.

Illnesses
For the years 2021, 2022, 2023, and 2024, we are pleased to report that there have been no serious work-related injuries or accidents. As we are a fabless semiconductor manufacturer with no factories, our employees work primarily in office-type environments with little risk for work-related injury.

Community engagement

Impact

We have a footprint in communities all around the world as they provide our workforce, supply the raw materials that make up our products, and are home to our employees, partners, and customers. We create rewarding work opportunities, apprenticeships, and internships, resulting in a positive economic impact while nurturing future generations. As a fabless semiconductor manufacturer, we recognize our value chain's potential negative impacts on the environment and the communities where the raw materials for our products are sourced. Therefore, we carefully select our suppliers and develop strong partnerships with companies that share our environmental values and sustainability best practices.

We could not do business without the support of these communities in all corners of the world, and we believe it is important that we support them in return. Our people's expertise, coupled with our technologies' capabilities, means we can make a meaningful difference to communities in ways few other organizations can.

Our community strategy

The u-blox Community Strategy is delivered through four key programs that we combine wherever appropriate to create maximum benefit:

- uGive employee volunteering
- Product donation
- Corporate giving
- STEM education

uGive employee volunteering

Our uGive volunteering program at u-blox helps employees raise funds for the charities they care about. If they volunteer between 10 and 40 hours per year to a qualifying charity, uGive will offer the charity a 200–800 CHF grant. Our employees volunteered hundreds of hours in 2024 through uGive with various charitable organizations in their communities across the world.

Product donation

Each year u-blox contributes to helping build resilient communities through product donations to IoT innovators around the globe – supporting them as they leverage the power of IoT to help others. Support is offered to various purposes, ranging from NGOs to students. One example is the talented SKA Robotics Team from the Warsaw University of Technology's student's space Association. Over the past four years, this dedicated group of 29 students has been developing the Sirius 2 Rover, now upgraded with u-blox GNSS technology to boost GPS accuracy from 1 meter to an impressive 3 cm! The team competed in the European Rover Challenge, Europe's largest space and robotics event, taking place in Poland from September 6–8, 2024.

Corporate giving

We are committed to creating resilient communities through partnerships, below are two examples:

Over the past 10 years, u-blox co-funded the construction of schools in remote regions of Northern Ghana in support of Savannah Education Trust, giving hundreds of children the opportunity to gain formal education. The Trust's latest project is a new teacher training and conference center which provides support and training resources for local teachers, aiming to continuously improve the quality of education for both children and adults in the area.

Another example is our partnership with ADES, an NGO based in Madagascar, which began 14 years ago. Together, we have made a lasting impact by directly contributing to over 4,000 energy efficient cookers currently in use, saving each household 500 hours gathering firewood annually and cutting the country's CO_2 emissions by 67,000 tons. In a country where 92% of the population lives on less than two US dollars per day and 85% has no access to electricity, the work of ADES makes a big difference.

STEM education

As engineers are critical to our future success – and not enough are coming through our education systems – we partner with local and international organizations dedicated to STEM education. An example is the "Electronics4you" workshop, an educational initiative by OST (Eastern Switzerland University of Applied Sciences) designed to introduce teenagers to the world of electronics. Through hands-on projects, participants learn about electronic components, circuits, and measurement tools, while also gaining theoretical knowledge. The program aims to spark interest in technology and technical applications, and it provides valuable insights into the career of an electronics technician.

With the intention to spark curiosity and passion around technology, we opened our exhibition for young people at the Immaginario Scientifico Museum in Trieste, Italy, where kids can learn about IoT in an exploratory way.

Another example is the >>venture>> Foundation dedicated to supporting and empowering young entrepreneurial Swiss students and startups as they turn their innovative business or impact-driven idea into reality, where in 2023, u-blox Chief Executive Officer Stephan Zizala joined the Advisory Board. In addition to providing networking, workshops, coaching and mentoring for future entrepreneurs, >>venture>> holds an annual competition awarding half a million CHF each year.

Community engagement highlights 2024

We believe in building resilient communities around the world. And u-blox is contributing in numerous ways: we provide our technology, we make financial contributions, we encourage (and incentivize) our people to offer their expertise, and we work with educational organizations to support learning and STEM.

uGive employee volunteering

u-blox staff volunteered hundreds of hours in 2024 through uGive with various charitable organizations in their communities across the world:

- United Kingdom, Rennie Grove Peace Hospice Care
- Ireland, Tour de Munster
- United Kingdom, British Heart Association
- Switzerland, Pink Ribbon Charity Walk, and Muddy Angels
- Finland, Scouts of Finland

Corporate giving

- In the last 14 years, together with ADES, u-blox has saved over 67,000 tons of CO_2 by directly contributing to over 4,000 energy efficient cookers and reforestation projects. They have also provided environmental education to over 100,000 school children.
- In 2024, as with each year since u-blox funded the construction of the Mettoh school in Ghana in 2013, hundreds of school children were fed and educated.

Product donation

- In partnership with No Isolation AV1 technology robots embedded in schools, hospitals, and homes across 12 countries reduced social isolation and school absenteeism for thousands of students in 2024.
- u-blox and charity: water teamed up in 2021 to leverage the power of IoT sensors to reliably bring clean drinking water to people. In 2024, Charity:water tested the new Afridev remote sensor in Malawi. The sensors are performing well so manufacturing of the first 500 units was made, the majority of which will be deployed on hand pumps throughout Malawi, protecting water access for over 200,000 people.

STEM education

u-blox inspires the next generation of innovators and provides them with hands on opportunities to experience IoT by working with local and international STEM education initiatives:

- Electronics4you, Switzerland
- Immaginario Scientifico Museum, Italy
- Advisory Board to >>venture>> Foundation, Switzerland
- Inviting students from the Universita degli Studi in Trieste, engineering department to our office
- Girls day in our offices in Germany, celebrating the International Day of Girls in ICT
- Children at Workplace Day, Finland

Pillar 3
Environmental Responsibility

We are committed to protecting our planet for future generations. We will do this by continually seeking ways to make the use and impact of our products as well as our operations environmentally friendly.

The key material topics include climate and environmental management, climate change, greenhouse gas emissions, and product compliance.

Targets

u-blox acknowledges the environmental impact of its business and products. We believe that environmental responsibility is integral to achieving long-term success and we are committed to reducing greenhouse gas (GHG) emissions.

In 2022, we calculated the baseline for our greenhouse gas (GHG) emissions after determining the sources. In 2023, knowing our baseline, we committed to reducing our Scope 1 and 2 emissions by 10–15% by the end of 2024 from our 2022 levels. By focusing on the top three locations i.e., Sgonico, Italy, Thalwil, Switzerland, and Athens, Greece, accounting for ~75% of our emissions, we achieved a reduction of 15.5% in GHG emissions as compared to our 2022 level.

In pursuing our targets, we have made significant advancements in our GHG inventory methodology and accounting. As a major step forward, we committed to a dedicated GHG Protocol and ISO 14064-1 certified professional tool for greenhouse gas accounting and provided training and support to the users to streamline the data collection. This made the emissions calculation more accurate, transparent and efficient, and in compliance with international standards. Accurate data will enable us to provide holistic insight into our emissions and help us to achieve our targets. We gathered environmental data from our sites in Athens, Berlin, Cambourne, Chemnitz, Cork, Espoo, Hannover, Lahore, Leuven, Malmö, Reigate, Seoul, Sgonico, Singapore, Taipei, Thalwil and Tokyo. The analysis covered 86% of our staff, enabling a more complete, accurate and transparent assessment of our emissions.
Our target for 2025 and beyond intensifies

this effort with the aim to reduce Scope 1 and 2 emissions by 25–35% and develop a Scope 3 reduction plan for 2026–2030 with key suppliers. By 2030, our targets escalate to a 50% reduction in Scope 1 and 2 emissions. These efforts are crucial for us to achieve our target of net zero for Scope 1 and 2 emissions by 2040. For Scope 3, we continued to track emissions for five out of 15 categories. As is the case for many fabless companies, the collection of Scope 3 emissions data is challenging, nonetheless, we are committed to addressing this issue in 2025. Detailed information about our achievements is available in this chapter. We have made good progress and with continued commitment and innovation, u-blox can continue to minimize its direct and indirect impact on the environment.

2025 target base

By end 2025, we will reduce our Scope 1 and 2 emissions by at least 25% compared to 2022 base year.

2025 target optimum

By end 2025, we will reduce our Scope 1 and 2 emissions by 35% compared to 2022 base year.

In 2025, we will engage with key suppliers to build a Scope 3 reduction plan and establish Scope 3 reduction targets.

2030 target

By end 2030, we will reduce our Scope 1 and 2 emissions by 50% compared to 2022 base year.

> Scope 2 refers to the market-based calculations.
> Remark: For the next decade 2031–2040, we will present a net zero plan including Scope 3

2040 commitment

By end 2040, we will become net zero

> Net zero commitment refers to Scope 1 and 2. Before committing to net zero for Scope 3, u-blox needs to improve its Scope 3 data base to make sure that such a goal is feasible.
> Swiss climate and innovation act: companies are obliged to become net zero by 2050 (at least for Scope 1 and 2). However, external stakeholders (particularly investors) expect a clear commitment and strategy regarding net zero before 2050.

Climate and environmental management

This environmental pillar addresses how u-blox's business activities, including our supply chain and our own operations, affect climate change, and elaborates on its strategy to reduce C02 emissions. It also covers our commitment to managing resources responsibly and efficiently, with a particular focus on water, energy, and greenhouse gas (GHG) emissions. We are looking for ways to make our products and operations more environmentally friendly all over the world. As a fabless semiconductor manufacturer, our supply chain is dynamic. Strong partnerships built on good relationships with suppliers, distributors and customers that share our environmental values are crucial to helping us protect the environment and align with our sustainability goals.

At u-blox, we recognize the extensive impact our environmental initiatives have – extending far beyond our immediate operations. We understand that climate change poses a significant challenge for society, requiring a collective effort to effectively mitigate its impact. u-blox utilizes the framework established by the Task Force on Climate-Related Financial Disclosures (TCFD) to articulate its strategy for evaluating and addressing climate-related risks and opportunities. This approach encompasses governance, strategy, risk management, and the use of specific metrics and targets. For a detailed overview, please see the appendix. The production of semiconductors requires substantial

energy, and u-blox acknowledges the significant impact and risks associated with energy dependency and greenhouse gas emissions on climate change. As a fabless semiconductor company, u-blox experiences minimal direct risk from climate change. However, our manufacturing partners face various challenges and risks due to climate change. These risks can be physical, such as extreme weather events, or transitional, such as new legislative requirements, depending on the location of the manufacturing facilities.

Measuring our carbon footprint
Recognizing our role as a global company with a presence in various regions, we understand the importance of every company, organization, and individual contributing to the reduction of greenhouse gas emissions. In line with this commitment, in 2022 we have established a baseline for our GHG emissions. In 2023, we defined our GHG emission reduction targets both short and long-term and will continue to detail our strategies to achieve these.

We measure our carbon footprint according to the GHG Protocol (Corporate standards), a set of internationally recognized standards for quantifying and reporting GHG emissions and in line with and the recommendations of the Task Force on Climate-Related Financial Disclosures. We report on all three of the protocol's defined categories: Scope 1 (direct emissions), Scope 2 (indirect emissions), and partial Scope 3 (other

indirect emissions such as purchased goods and services, upstream transportation, business travel and employee commuting).

Our major Scope 1 and 2 emissions come from stationary combustion (heating and cooling of our offices), mobile combustion with our cars (Scope 1), and the emissions resulting from the generation of electricity (Scope 2). Our dedicated effort to reduce emissions within our office buildings contributes to combating climate change. We are investing in renewable energy and working to make our facilities more energy efficient. We have begun installing solar panels in Sgonico (IT). These measures aim to decrease our carbon footprint and set an example across our value chain. By showcasing effective and practical practices, we are supporting and encouraging our suppliers and customers on their own decarbonization paths.

Our Scope 3 emissions, primarily the Scope 1 and 2 emissions of our suppliers upstream, are at present challenging to calculate accurately. Still, we are tackling this task together with our suppliers going forward and we will establish an engagement plan with our suppliers in 2025. We are also committed to adding more categories to Scope 3, which includes 15 distinct categories of emissions.

We have defined that 2022 would serve as the baseline year for GHG emissions across Scope 1, 2 and 3 for our target setting efforts. Regarding the emissions reduction target of Scope 1 and 2 emissions for 2025, we have decided that, rather than taking emissions at locations with more than 50 employees, as done in 2023 – to raise the target threshold – we will take the emissions of all locations as our baseline reference.

Environmental Management System
Since its establishment in 2009, the u-blox Environmental Management System (EMS) has continued to evolve, setting guidelines for our employees and suppliers alike. In 2024, our dedicated environmental team has further expanded its scope to manage and supervise our

environmental protection efforts. This includes checks on environmental compliance among our parts and service suppliers, meticulous product material compliance reporting, and ongoing internal training programs.

However, this journey comes with some challenges. For smaller sites, particularly those with fewer than 10 employees, gathering comprehensive data remains challenging. In these cases, heating and energy consumption are estimated based on office and lab square footage, using standardized calculations from the Swiss Society of Engineers and Architects (SIA). While this methodology is not ideal, it serves as a practical interim solution until direct data becomes available. Our data collection processes are steadily improving. In 2022 we had reliable data from our largest 8 sites; in 2023 we successfully included data from 15 sites, and in 2024, we gathered data from 17 sites, globally.
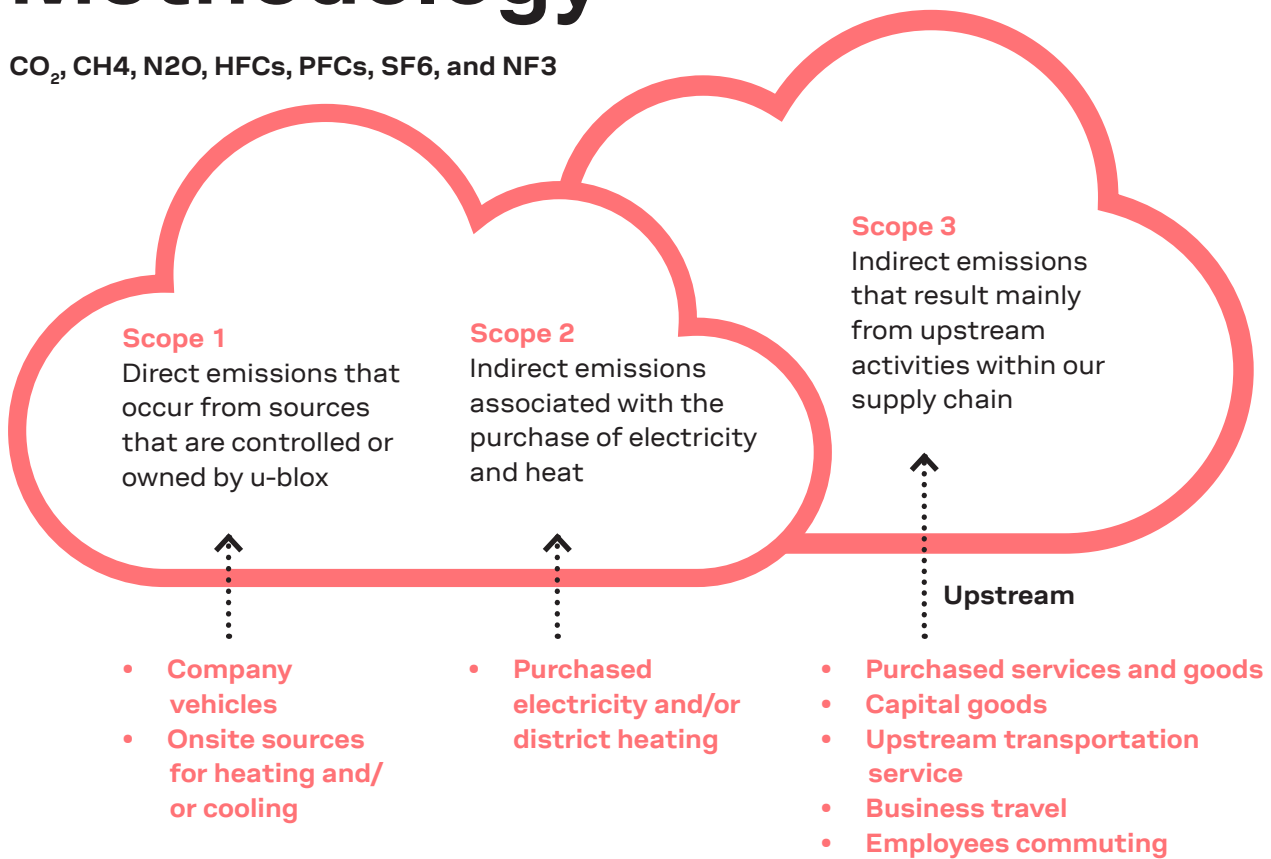
As an active member of IPC (ipc.org), a nonprofit member driven organization and a leading authority for industry standards and advocacy in electronics manufacturing, u-blox remains at the forefront of implementing environmental best practices. IPC's resources, encompassing over 3,000 member companies globally, provide us with critical insights and tools necessary for upholding environmental product compliance, particularly in design, manufacturing, assembly, and testing within the electronics industry.

Our environmental team's efforts in 2023 were focused on regularly benchmarking and verifying our performance to meet the diverse environmental requirements. We understand that our customers often have specific environmental concerns and require assurance that these standards are being met. This year, we have placed a greater emphasis on these, not only adhering to international environmental standards, but also addressing the unique regional or country specific requirements that come with our expanding global presence.

Methodology

CO_2, CH4, N2O, HFCs, PFCs, SF6, and NF3

Scope 1
Direct emissions that occur from sources that are controlled or owned by u-blox

Scope 2
Indirect emissions associated with the purchase of electricity and heat

Scope 3
Indirect emissions that result mainly from upstream activities within our supply chain

Upstream

- **Company vehicles**
- **Onsite sources for heating and/ or cooling**

- **Purchased electricity and/or district heating**

- **Purchased services and goods**
- **Capital goods**
- **Upstream transportation service**
- **Business travel**
- **Employees commuting**

Environmental training on product compliance
At u-blox, we take caring for the environment seriously. This is clearly stated in our u-blox Code of Conduct. Every new person joining us must read this document, and everyone already working here reviews it yearly.

We continue our online training program to teach new and current employees about the u-blox EMS. This program is on our company's e-learning site and targets stakeholders, e.g., project and product managers and sales personnel.

Engagement with suppliers
Reaffirming our commitment to the SDGs relating to the environment, we continue to aim to produce responsibly. In 2024, we continued to intensify our engagement with suppliers, working exclusively with those who fully embrace the environmental compliance and governance standards of our transparent and binding Environmental Management System (EMS). This approach aligns with our broader strategy to decarbonize our supply chain, enhance Scope 3 data accuracy, and actively contribute to global efforts against climate change. To understand our complete and accurate Scope 3 emissions, we need to foster further our exchange and close communication with our suppliers, which is an activity we already began in 2023.

Our EMS manual in 2024 continues to provide essential guidelines for our team, aligning our operations with our sustainability objectives. This manual is not only a guiding document for our staff but also serves as an informative resource for our customers, distributors, and partners, showcasing the integration of their environmental standards into our operational processes.

Greenhouse gas emissions

Scope 1

Scope 1 emissions encompass all direct emissions from u-blox. In alignment with the Greenhouse Gas Protocol standard, our initial step involved distinguishing between direct and indirect emissions linked to our operations. This distinction guided our approach to accounting and reporting indirect emissions. In 2024, we gathered data from sites covering 86% of our staff. As a fabless semiconductor manufacturer, u-blox does not engage in production processes that directly emit CO_2. Consequently, the bulk of our emissions arise indirectly, primarily during the generation of the energy we purchase. As such, Scope 1 emissions for u-blox are relatively limited, stemming mainly from sources like office heating and company vehicles. Furthermore, at many u-blox sites, we do not use our own heating systems, but rather purchase district heating, making it a Scope 2 emission.

Compared to previous years, in 2024, we registered almost no changes in our Scope 1 emissions. Looking ahead to 2025, we aim to implement targeted actions to further manage and reduce our direct emissions. These actions will focus on enhancing energy efficiency in our operations and exploring renewable energy options for our direct energy consumption.

Our priorities for Scope 1 emissions include:

- Implementing energy efficient practices in all our office locations to reduce direct energy consumption.
- Transitioning to low emission vehicles for our company fleet, thereby reducing emissions from transportation.
- Engaging in employee awareness and training programs to promote energy conservation and reduce emissions at an individual level.

Through these initiatives, we aim to make meaningful strides to reduce our direct environmental impact, aligning with our overall commitment to sustainability and responsible corporate practices.

Scope 2

Scope 2 emissions at u-blox encompass indirect greenhouse gas emissions resulting from purchased electricity and heating. We gathered primary data from 17 sites representing 86% of our staff. For our recalculated 2022, 2023, and newly calculated 2024 GHG inventories, we applied location-based power emission factors from internationally recognized sources, including the UK Department for Environment, Food & Rural Affairs (DEFRA, last version per 30 October 2024), and the International Energy Agency (2023). We also incorporated market-based power emissions where renewable energy sources are verified. Where 2024 data
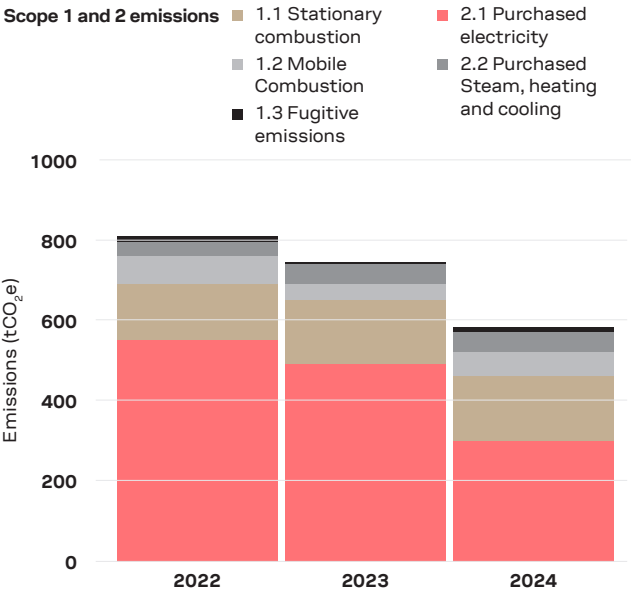
was unavailable by January 2025, a conservative approach was adopted, using the location-based emission factors to ensure robust and accountable reporting.

Compared to previous years, in 2024, we successfully managed a reduction in the absolute Scope 2 emissions in terms of both location and marked-based emissions. In our Scope 2 emissions, because the portion of purchased heating did not change significantly, such emissions reduction resulted in a lower weight of the purchased electricity portion versus the purchased heating.

Our Scope 1 and 2 2024 achievements:

- As part of a project which was launched in 2022, we have successfully installed solar panels on the roof of our Sgonico, Italy office building. They are now up and running and represent a significant step towards carbon neutrality on our sustainability roadmap. The installation consists of 168 solar panels, covering an area of ~325m^2 generating 70,140 kWh which is expected to cover 10–15% of our Sgonico site's yearly energy consumption. The solar panels are just the beginning of our journey towards green energy, paving the way for a more sustainable future. Additionally, this initiative is projected to result in significant (energy) cost savings over the coming years, contributing to our long-term financial health. Our next goal is to transition to fully green energy in Italy by the end of 2025.

- Our headquarters in Thalwil, Switzerland, u-blox's largest site, is already fully powered with green (hydro) electricity. Beginning in September 2023, more efficient lighting was installed, and the heating and cooling systems were optimized to further reduce energy consumption.
- Since January 1, 2024, our electricity source – which covers heating and cooling systems as well – was switched to renewable wind powered energy at our Athens, Greece site.
- Where appropriate, we have also invested in the transition to lower emission vehicles in our company fleet by reducing the number of diesel and gasoline fuelled vehicles altogether and adopting electric vehicles.

Scope 1 and 2 emissions

- 1.1 Stationary combustion
- 1.2 Mobile Combustion
- 1.3 Fugitive emissions
- 2.1 Purchased electricity
- 2.2 Purchased Steam, heating and cooling

Emission category	2022	2023	2024
	(tCO$_2$e)	(tCO$_2$e)	(tCO$_2$e)
Scope 1 – Direct Emissions from operations	**213.2**	**212.0**	**215.1**
1.1 Stationary combustion	139.0	140.3	139.2
1.3 Mobile combustion	62.7	67.3	67.3
1.2 Fugitive emissions	11.5	4.3	8.3
Scope 2 – Indirect emissions from the use of purchased electricity, steam, heating, and cooling	**593.3**	**544.4**	**339.6**
2.1 Purchased electricity market based	557.6	499.6	293.5
Purchased electricity location based	585.7	522.2	346.9
2.2 Purchased steam, heating, cooling	35.7	44.8	46.2
Total Scope 1 + Scope 2	**806.5**	**756.4**	**554.7**
Total Scope 1 + Scope 2 (only 8 largest sites)	461.3		389.7

As we move into 2025, our action plan for further addressing Scope 2 emissions is centered on several key initiatives.

Our priorities for Scope 2 emissions include:
- Increasing the procurement of energy from renewable sources for our electricity and heating needs. This could involve entering renewable energy purchase agreements or investing in onsite renewable energy generation.
- Implementing energy efficiency measures across all major office locations, focusing on reducing electricity consumption through modern, energy efficient lighting, heating, and cooling systems.
- Offering remote work up to 60%, to limit emissions due to travel and reduce the energy demand of our office spaces.

These steps are part of our broader commitment to environmental stewardship and reflect our ongoing efforts to operate more sustainably. By actively managing our Scope 2 emissions, we are taking concrete steps towards reducing our environmental impact and promoting a more sustainable future.

Scope 3
Scope 3 emissions, often the most significant part of an organization's carbon footprint, encompass all indirect emissions that occur in a company's value chain. These include emissions related to business travel, employee commuting, the extraction and production of purchased materials, and the end-of-life treatment of sold products. At u-blox, understanding and managing these emissions is a complex task due to their extensive and varied nature. In 2025, u-blox intends to expand the Scope 3 GHG inventory to cover more Scope 3 categories and better align with the GHG Protocol.

Today, we cover five Scope 3 categories.

Category 1 and 2: Purchased goods and services/ Capital goods
This category encompasses emissions from the production of u-blox products by outsourced manufacturing suppliers, as well as emissions from non-production-related procurement associated with company operations during the reporting year. u-blox employs a "spend-based" calculation method, as outlined by GHG Protocol, using emission factors from publicly available databases. Emissions from capital goods are associated with investments in office and laboratory equipment, machinery, and certain software procurements during the

reporting year. Purchased goods and services/ Capital goods constitute the largest share of u-blox's GHG emissions. In 2024, this category accounted for 90% of the company's total GHG emissions, with manufacturing processes alone contributing approximately 65% of the overall emissions.

Category 3: Fuel and energy-related activities

This category includes upstream emissions from fuel and energy generation. u-blox didn't use a spend-based approach like in the previous years. This is also the reason why emissions are lower this year in comparison to the two previous years. It seems that the spend-based method has overestimated our category 3 emissions. Emission factors are drawn from publicly available databases, the UK Department for Environment, Food & Rural Affairs (DEFRA, last version per 30 October 2024). This category accounts for less than <1% of u-blox's GHG inventory in 2024.

Category 4: Upstream transportation and distribution

This category captures emissions from transporting semi-finished goods from wafer foundries to assembly sites, facilitated by third-party logistics providers. u-blox uses a spend-based calculation method, leveraging emission factors from publicly available databases, including exiobase (version 3.8.2). Like Category 3, this category constitutes a share of u-blox's GHG inventory of 4.3% for 2024.

Category 6: Business travel

Emissions from business air travel are reported, as this mode of travel has the largest impact compared to other forms of business travel.

This category constitutes a small portion of u-blox's total GHG inventory, accounting for 2.83% in 2024.

The following three categories are not applicable for u-blox and will not be considered in the future:

Category 13: Downstream leased assets

This category is not applicable. u-blox does not possess any downstream leased assets, nor does its own any assets (such as factories, vehicles, or office spaces) that are leased to other entities.

Category 14: Franchises

This category is not applicable. u-blox does not have any franchise operations.

Category 15: Investments

This category is not applicable. u-blox is not an investment company.

From 2023 to 2024, our Scope 3 emissions reported a sharp decrease (60%), mainly driven by the fact that we reduced our spending volume to downsize inventories. All reported Scope 3 categories registered a decrease in greenhouse gas emissions except for the category 3.6 which registered an increase due to increased accuracy with the adoption of spend-based rather than activity-based measurement.

Looking ahead to 2025, we are committed to implementing a robust strategy to address our Scope 3 emissions reduction objective between 2026 and 2030. This will involve a multifaceted approach, targeting various aspects of our value chain.

Emission category		2022	2023	2024
		(tCO$_2$e)	(tCO$_2$e)	(tCO$_2$e)
Scope 3 – Indirect emission in the value chain Upstream		**102,999.32**	**73,841.56**	**29,218.61**
3.1 + 3.2	Purchased goods and services and Capital goods	100,996.02	71,664.38	27,263.42
3.3	Fuel- and energy-related activities	203.80	195.19	136.92
3.4	Upstream transportation and distribution	1,190.38	1,265.42	975.32
3.6	Business travel	609.12	716.56	842.95

	Unit	Total 2022	Total 2023	Total 2024
Greenhouse Gas emissions		**2022**	**2023**	**2024**
Total Scope 1 emissions	tCO_2e	**213.2**	**211.9**	**215.1**
Total Scope 2 (Location-based) emissions	tCO_2e	621.4	566.9	393.1
Total Scope 2 (Market-based) emissions	tCO_2e	593.3	544.4	339.6
Total Scope 3 emissions	**tCO_2e**	**102,999.3**	**73,841.6**	**29,218.6**
Total Scope 1, 2 (Location-based), 3 emissions	**tCO_2e**	103,833.9	74,620.4	29,826.8
Total Scope 1, 2 (Market-based), 3 emissions	**tCO_2e**	103,805.8	74,597.9	29,773.3
Intensity per FTE (all Scopes, market-based)	tCO_2e/FTE	82.06	53.63	25.0
Intensity per square meter of workspace	tCO_2e/m^2	3.8	2.7	1.1
Intensity per M revenue (CHF)	tCO_2e/ MCHF	166.4	129.3	113.2
Energy per M revenue (CHF)	GJ/MCHF	71.7	71.5	138.3
Energy Scope 1 & 2 and 3 (only Fuel & Energy Related)	GJ	44,733	41,275	36,363
Share of renewable / non-renewable energy	%	26.7/73.3	27.5/72.5	40/60
Number of employees (full time and part time) a.k.a. FTE	#	1,265	1,391	1,191
Revenue	MCHF	623.8	576.9	262.9

Our priorities for Scope 3 emissions in 2025 include:

- Expanding the Scope 3 GHG inventory to cover more Scope 3 categories and better align with GHG Protocol.
- Enhancing supply chain sustainability by collaborating closely with our suppliers to encourage and support their efforts in reducing emissions.
- Implementing policies to minimize business travel emissions, such as promoting virtual meetings and prioritizing travel options with lower carbon footprints.
- Developing and promoting products that are more energy efficient in use.
- Engaging with key suppliers to build a Scope 3 reduction plan and establish Scope 3 reduction targets.

By focusing on these areas, u-blox aims to significantly reduce its Scope 3 emissions, reinforcing our commitment to a sustainable future and the well-being of our planet. These efforts are integral to our overarching sustainability strategy, reflecting our dedication to not only minimizing our environmental impact but also leading by example in our industry.

Reducing our CO_2 emissions as a fabless manufacturer
u-blox partners with top tier manufacturers in our industry with leading environmental compliance and governance systems in place to minimize our indirect impact on the environment.

Scope 3 emissions
- 3.1 and 3.2 Purchased goods and services
- 3.3 Fuel and energy related activities
- 3.4 Upstream transportation
- 3.6 Business travel
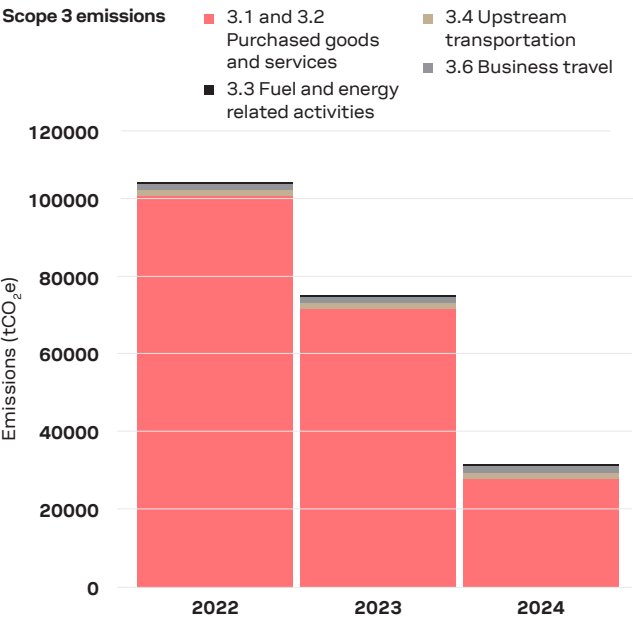
As a fabless semiconductor manufacturer, our direct impact on CO_2 emissions is low compared to a traditional semiconductor manufacturer fabricating inhouse. However, we understand that much of our environmental footprint comes from indirect CO_2 emissions through the manufacturing of our products by our manufacturing partners. In u-blox's value chain, a significant portion of greenhouse gas emissions, over 90%, stems from outsourced manufacturing. Purchased goods and services account for 91.5% of our calculated Scope 3 emissions (See table). For our supply chain, we actively encourage, monitor, and support our key suppliers in reducing their emissions. The intensity per FTE, the intensity per square meter of workplace, and the intensity per revenue decreased due to the sharp decrease of Scope 3 emissions.

Minimizing business travel emissions
We actively measure our emissions from business travel and our employees' transportation choices and continue to encourage more sustainable options. In 2024, u-blox advanced its "Prevent, Minimize, Offset" sustainability strategy, a pivotal component of our commitment to environmental responsibility. In 2023, we created a Green Business Travel Policy (effective

December 2023) giving guidance and encouragement to minimize the CO_2 impact of travel. In 2024, we continued to reinforce our Green Business Travel Policy and have among other changes hosted large internal events online. At the end of 2024 and beginning of 2025, we started to introduce the Global Travel Management System, a significant step towards enhancing our efforts. This innovative system empowers our travellers to make choices by providing options that minimize environmental impact. The global Travel Management System enables us to track and manage our carbon footprint across various travel activities, including flights, hotels, and car hires. By leveraging the system, we are committed to tracking, reducing CO_2 emissions, and promoting sustainable travel practices within our organization. In 2024, we did not only used the spend-based method to assess our emissions, but also the activity-based method. Spend-based business travel calculations for 2024 underestimated activity-based calculations by roughly 20% because they did not account for travel activities not directly tied to financial transactions. While in previous years the spend-based method was sufficient, we are pleased to now use activity-based data, which reflects improved data collection processes and provides a more accurate representation of travel in 2024.

Energy
As a fabless company, u-blox is not ISO 50001 certified, and does not yet have site specific energy consumption data, including a breakdown of non-renewable and renewable sources; we can only calculate a total consumption of energy. In 2024, this consumption amounted to 36,363 GJ (44,733 GJ in 2022) resulting in an energy intensity of 138.3 GJ/MCHF (71.7 GJ/MCHF in 2022). The ratio of energy consumption to revenue is higher in 2024 than in 2022 due to the strong decrease in revenue relatively to the energy consumption.

Water
As an organization active in the semiconductor industry we recognize the importance of water as a key resource in semiconductor manufacturing, especially in the fabrication of wafers. The global demand for water is likely to increase, which could lead to increased water stress. We will continue to monitor these developments. Climate-related physical risks can be found in appendix.

u-blox wafer suppliers, GlobalFoundries (GFS) and Taiwan Semiconductor Manufacturing Company (TSMC) are both very committed to minimizing their impact on the environment, driving positive change, and creating value through corporate responsibility.

They are both members of the Responsible Business Alliance (RBA) whose Code of Conduct, among other things, focuses on water management. As such they have implemented water management programs that document, characterize, and monitor water sources, use and discharge.

Semiconductor manufacturing processes use water, specifically ultrapure water (UPW). UPW is further purified from incoming fresh water or recycled from UPW previously used in the manufacturing process, specifically in wafer cleaning processes. Availability of sufficient amounts of good quality freshwater is therefore important to their operations for direct and indirect use, e.g., ultrapure wet chemicals in defined high purity grades.

Hence, GFS and TSMC seek opportunities to conserve water and control channels of contamination with all waste water characterized, monitored, controlled, and treated as required prior to discharge or disposal. They also conduct routine monitoring of their performance in terms of wastewater treatment and containment systems to ensure optimal performance, regulatory compliance and reporting to their local authorities as well.

Roadmap

Short-term: 0–5 years, 2025–2030

		Climate Transition Plan	By end 2030 reduce Scope 1 and 2 emissions by 50% compared to 2022
Decarbonize our operations Scope 1 & 2	Scope 1	Stationary combustion (on-site heating, Cat 1.1)	Run energy audits for the sites accounting (at least) to 80% of the fossil fuels for heating to identify opportunities, and implement transition and/or conservation measures. Implementing energy efficient practices in all our offices with stationary combustion* to reduce direct energ consumption. *Thalwil (CH), Cambourne (UK), Berlin & Hannover (DE)
		Mobile combustion (Company vehicles, Cat. 1.3)	Start transitioning to lower/zero emission vehicles* for on-site and/or leased fleet to reduce usage of fossil fuels. *Thalwil (CH), Leuven (BE), Sgonico (IT), Taipei (TW), Chemnitz (DE) and Tampere (FI)
		Fugitive emissions (Air Condition Cat. 1.2)	Run maintenance and proper on-site* checks of ACs to limit/eliminate filling-up refrigerant gas* (e.g., R32, R410-A). *Sgonico (IT), Tokyo (JP), Thalwil (CH)
	Scope 2	Increasing the procurement of energy from renewable sources for our electricity and heating needs (purchased heating and/or electricity, Cat. 2.1/2.2)	Entering renewable energy purchase agreements where feasible to increase the sourced portion of our green energy. Consider to purchase cost-competitive, and reliable RE100-approved EACs/RECs, or equivalent alternatives, to cover the non-renewable portion of our electricity consumption by 2030.
		Implement energy efficiency measures across all major office locations (purchased heating and/or electricity, Cat. 2.1/2.2)	Focusing on reducing electricity consumption through optimized/modern, Offering remote work up to 60%, to reduce the energy demand of our office
Decarbonize our operations Scope 3	Upstream Scope 3	With the biggest contributors of u-blox total emissions falling under Scope 3 (e.g., Cat 3.1, 3.2) our capability to define and meet our reduction goals is dependent on our supply chain	A significant portion of our Scope 3 GHG emissions is attributed to our Our suppliers and their data are hence key to improve our understanding Influencing, empowering and partnering with key (material) suppliers that
	Downstream Scope 3	The other key contributor to our Scope 3 emissions is dependent on the product, and its final application at the end customer	Support customers in their decarbonization journey through the provision Keep investing in R&D technology and innovation to produce low-power and resource intensity of u-blox products without compromising its quality Liase and engage with customers directly and indirectly to support and Furthermore, increase transparency e.g., via CDP, and then adopt a sound

Mid-term: 5–10 years, 2031–2035	Long-term: >10 years, 2035–2040
By end 2035 reduce Scope 1 and 2 emissions by 75% compared to 2022	**Become net zero for Scope 1 and 2 by 2040**
Consider to adopt district-heating whereas feasible and convenient. Where energy conservation, electrification, and other energy sources are unavailable, investigate the adoption of renewable natural gas (RNG). *Thalwil (CH), Cambourne (UK), Berlin & Hannover (DE)	Make sure that all viable solution to decarbonize the stationary combustion for the heating of our offfices have been implemented and kept maintained.
Keep going the transitioning to lower/zero emission vehicles* for on-site and/or leased fleet to further reduce usage of fossil fuels. *Thalwil (CH), Leuven (BE), Sgonico (IT), Taipei (TW), Chemnitz (DE) and Tampere (FI)	Complete the transitioning to lower/zero emission vehicles* for on-site and/or leased fleet to eliminate completely the usage of fossil fuels. *Thalwil (CH), Leuven (BE), Sgonico (IT), Taipei (TW), Chemnitz (DE) and Tampere (FI)
Run maintenance and proper on-site* checks of ACs to limit/eliminate filling-up refrigerant gas* (e.g., R32, R410-A). Consider to replace ACs, whereas feasible and convenient, with a gas-free models. *Sgonico (IT), Tokyo (JP), Thalwil (CH)	Run maintenance and proper on-site* checks of ACs to limit/eliminate filling-up refrigerant gas* (e.g., R32, R410-A). *Sgonico (IT), Tokyo (JP), Thalwil (CH)
Whereas viable invest in on-site renewable energy genera-tion, or alternatively through external (off-site) solutions. Keep purchasing RE100-approved EACs/RECs or equivalent alternatives to cover the non-renewable portion left of our electricity consumption by 2035.	Complete the transition to full decarbonization of our electricity and heating sources to minimize as much as possible the purchase of EACs/RECs.

energy efficient lighting, heating, and cooling systems.
spaces.

supply chain, mostly to the purchasing of product's components and materials as well as manufacturing services.
and reduce environmental impact.
commit to science-based target to decarbonize u-blox supply chain is our main objective.

of innovative products and solutions enabling them to achieve their net zero target.

solutions, and adopt materials and processes that aim to reduce the energy, waste
and reliability.

promote solutions helping customers' product decarbonization efforts.
product carbon footprint methodology.

GFS and TSMC publicly report on yearly basis their water usage through the "Water Security" detailed section of CDP (cdp.net). For the year 2022, the last one scored by CDP TSMC got a score "A" (leading score), while no score was available for GFS.

As a fabless company, u-blox recognizes that in addition to product manufacturing, water availability also impacts the communities where we operate our offices globally. For this reason, we began monitoring our water usage in 2022.

Product compliance

u-blox continually seek ways to make our products and operations worldwide even more environmentally friendly. Solid partnerships with suppliers of parts and services, based on shared values that prioritize and protect the environment are essential for a fabless semiconductor manufacturer. The environmental management team within ESG scope relates to how u-blox strives to meet its environmental responsibilities; the team manages all environmental protection work worldwide, including checks on the fulfilment of our environmental requirements by our suppliers of parts and services, product material compliance reporting, internal training, and continuous improvement.

Product design

Our environmental management system is part of the product life cycle process therefore we ensure that all evidence of compliance has been verified throughout our supply chain prior to releasing products for volume production. Component checklists of banned substances related to the markets addressed are used during the product design phase for this purpose. No component can be used in volume production if it has not been fully released from the environmental management system team.

Product manufacturing

From a product material data perspective, we work closely with our component suppliers and contract manufacturers to investigate and document our product compliance. A full

Material Declaration Sheet (MDS), also called Material Composition Declaration, according to IPC-1752A, is available for every u-blox volume product at the homogeneous material level.

The IPC 1752A establishes a standard reporting format for material declaration data exchange between supply chain participants and supports the reporting of materials, components, printed boards, sub-assemblies, and products.

Our contract manufacturers are required to provide u-blox with a full product material composition declaration which provides a detailed list of all materials, including all homogeneous substances used in the product; to release a product MDS our manufacturing partners must collect the material declaration data of each, and every component listed in the product bill of material, check for compliancy, compile the report, and provide it to our environmental management system team. An effective and very efficient ticketing system is used to track tasks and set priorities with key contract manufacturers.

Supplier requirements

Through rigorous evaluation criteria and industry-specific standards, u-blox can ensure that all suppliers of components and services meet its environmental requirements consistently. Service level expectations are defined for all suppliers through the supplier qualification process and/or ad-hoc supplier quality agreements that outlines the environmental management standards, requirements, expectations, and responsibilities between u-blox and its partners.

Supplier performance monitoring is used to maintain a vigilant and proactive approach in overseeing the environmental service level performance of our suppliers of parts and services, and their capability to fulfil our requirements and contractual obligations. Supplier development programs and auditing are deployed then in case deviation are reported.

Product compliance regulations

We do not use hazardous substances in our

products, as defined by the RoHS Directive, and are committed to developing products that are REACH and whereas applicable also Halogen-Free compliant.

We comply with legal requirements such as the EU Restriction of Hazardous Substances (RoHS) directive, the EU Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) regulation and the linked SCIP database, the Perfluorooctanoic acid (PFOA), and Perfluorooctane sulfonic acid (PFOS) regulations, and whereas applicable to the Halogen-Free content regulation according to IEC 61249-2-21 standard.

Besides customer specific statements, we provide compliance statements for all volume products as follows:
• RoHS statement according to Directive 2015/863/EU
• REACH statement based on the latest Candidate List of Substances of Very High Concern published in Annex XIV of EU chemicals regulation (EC) 1907/2006
• Halogen-Free statement (whereas applicable) according to IEC 61249-2-21
• PFOA and PFOS free statements to according to Regulation (EU) 2019/1021 and Regulation (EU) 2017/1000, respectively

Further regulations and requests
u-blox also checks customer specific environmental requirements for some substances, and their concentration limit values in our products as required to track and verify product compliance in certain countries and region. Among them we find China RoHS, California Proposition 65, EU Directive 94/62/EC for Packaging and Packaging Waste, EU Persistent Organic Pollutants (POP), US Toxic Substances Control Act (TSCA), US Conflict Minerals, and Ozone-Depleting Substances in the Montreal Protocol.

In very few cases u-blox is also requested to provide analytical test reports at component level from third-party laboratories, certified to the ISO/IEC 17025 standard, to support RoHS and/or Halogen-Free compliancy.

In general u-blox strongly relies on its suppliers of components, contract manufacturers and their sub-suppliers and sub-contractors to enable us and our customers to promptly identify and verify materials and substances which are either banned, or worth reporting and monitoring, and use tool, methodology, analytical testing and any other necessary resource to declare to the best of their knowledge that their findings are as much accurate and complete as possible.

Product Compliance Performance

EU RoHS compliance

The RoHS2 Directive (2011/65/EU) restricted the use of Lead (Pb) and other potentially hazardous substances including Cadmium (Cd), Mercury (Hg), Chromium VI (Cr6+), Polybrominated biphenyls (PBB) and Polybrominated diphenyl ether (PBDE) contained in electrical and electronic products. RoHS limits these substances to 0.1% or 1,000 ppm (except for cadmium, which is limited to 0.01% or 100 ppm) by weight of homogenous material. On June 4, 2015, Directive 2011/65/EU was amended by Directive 2015/863 to add 4 new phthalates Bis(2-ethylhexyl) phthalate (DEHP), Butyl benzyl phthalate (BBP), Dibutyl phthalate (DBP) and Diisobutyl phthalate (DIBP), increasing the total number of restricted substances to 10.

All volume products put in the market are EU RoHS compliant, nevertheless u-blox, without impacting technical specifications, customer manufacturing processes and requirements, is aiming to reduce the number of RoHS compliant components and parts in our database below < 10% which use RoHS exemption, by the end of 2025. In 2024 the number of components with RoHS exemption used in the module production is 12.52% (refer to the graph "RoHS Exemptions in Components"). No RoHS exemption is instead reported in any of our chipset products.

RoHS Exemptions in Components

12.52%

87.48%

■ With RoHS exemption
■ Without RoHS exemption
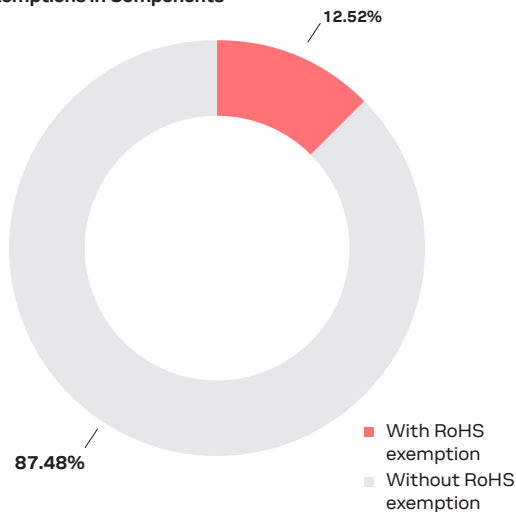
EU REACH compliance

With reference to the EU chemicals regulation (EC) 1907/2006 i.e., the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) its aim is to ensure a high level of protection of human health and environment from chemical substances.

At u-blox only 1.47% of our components and parts used in module production contains EU REACH Substances of Very High Concern (SVHCs) above 0.1% by weight, while most parts are SVHCs-free making our whole product portfolio REACH compliant (refer to the graph "SVHC in articles); furthermore, the Substances of Very High Concern (SVHCs) above 0.1% by weight contained in our products cannot be released under normal application or reasonably foreseeable conditions.

Articles containing SVHC

1.47%

98.53%

■ SVHC > 0.1%
■ SVHC < 0.1%
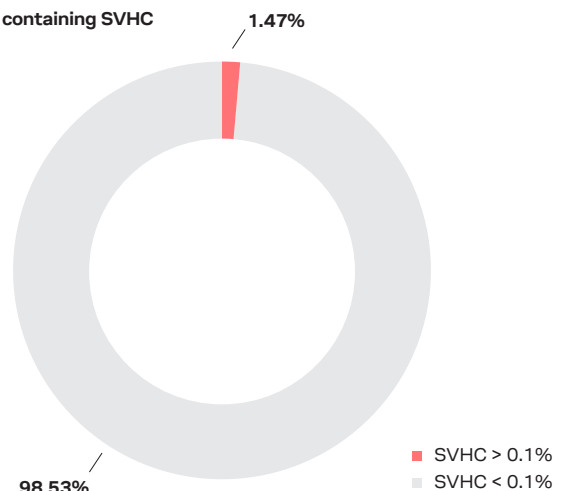
Halogen-free compliance

Halogens are usually added to organic materials as a fire retardant. Halogen free according to the Electronics Industry Standard, IEC 61249-2-21 means that all homogeneous materials within a component or a product, which are designated Halogen free, must comply with the following criteria:

- Max 900 ppm Chlorine
- Max 900 ppm Bromine
- Max 1500 ppm total Halogens (Chlorine + Bromine)

Green Vs RoHS Products

8.57%

91.43%
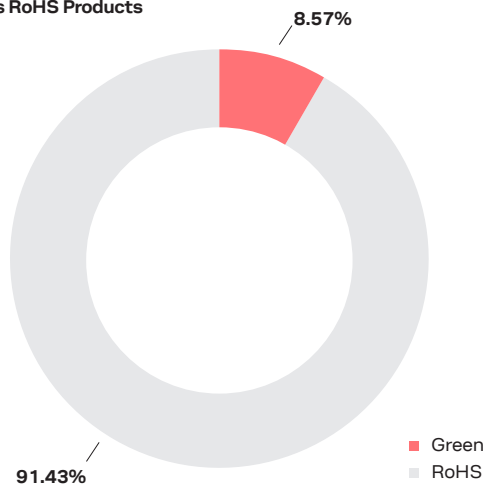
■ Green
■ RoHS

If a u-blox product is declared Halogen free, it is in accordance with the electronics industry standard IEC 61249-2-21. In 2024, 9% of all our products were labelled as "green" i.e., compliant to both the EU RoHS Directive and the Halogen-Free content in the IEC 61249-2-21 standard (please refer to the graph "RoHS vs Green" products).

Pillar 4
Responsible Supply Chain

Our focus is to ensure we design and manufacture our products in ways that do not harm individuals, communities, or the environment and that all minerals and other materials are responsibly sourced. As a fabless semiconductor manufacturer, we rely on solid partnerships with our suppliers based on shared respect and compliance with established international rules for human rights, employee welfare, the environment, business ethics, and management systems.

The key material topics include social and environmental impacts in the supply chain, and responsible sourcing of minerals, as well as prevention of child labor.

Targets

<div>

2025 target base

By 2025, we aim to reduce the total number of non-conformities reported among all material RBA audited contract and wafer manufacturer suppliers by 50%.

</div>

<div>

2025 target optimum

By 2025, we aim to reduce the total number of non-conformities reported among all material RBA audited contract and wafer manufacturer suppliers by 60%.

</div>

Achievements

Based on the last deep supply chain risk analysis data and desk research on our Tier 1 suppliers (i.e., producers of our chipsets and modules), – referred to here below as contract manufacturers, wafer manufacturers, and key component suppliers – three suppliers located in Asia were identified with some risks; one in our chipset supply chain, and two active suppliers in our module supply chain.

We have been working closely with each of them addressing all minor and major non-conformities reported in their Responsible Business Alliance (RBA) Validated Assessment Program (VAP) audit reports, where available. From 2022 and 2024, we were able to record a reduction of both minor and major nonconformities together with an advancement of their RBA VAP audit score.

The supplier in our chipset supply chain managed to reduce the number of total non-conformities by 41% and increase its RBA audit score by slightly more than 30 points (maximum score is 200). One of the two suppliers in the module supply chain reduced total non-conformities by 72% and increased its RBA audit score by slightly more than 50 points.

We have been working with the second supplier in the module supply chain that is not a RBA member since 2023. We have agreed on the terms and conditions of our RBA based Supplier Code of Conduct (SCoC), have collected their

u-blox chipset flow

Raw material suppliers Tier 2	Contract manufacturers Tier 1	u-blox Chip	Distributors optional	Customers	End-users
• Raw material suppliers • Wafer manufacturers	• Product assembly • Product testing • Warehouse				• Automotive • Industrial • Consumer

u-blox module flow

Component & part suppliers	Contract manufacturers Tier 1	u-blox Module	Distributors optional	Customers	End-users
• Raw material suppliers • Consigned components • Non-consigned components	• Product assembly • Product testing • Warehouse				• Automotive • Industrial • Consumer

EcoVadis self-assessment report, and have been addressing gaps.

- 100% of relevant suppliers have completed both the Extended Minerals Reporting Template (EMRT) and the Conflict Mineral Reporting Template (CMRT) for module products.
- More than 90% of relevant suppliers have completed the Extended Minerals Reporting Template (EMRT) for chipset products, while 100% have completed the Conflict Mineral Reporting Template (CMRT).
- 48% of all u-blox Tier 1 suppliers assessed for child labor were located in countries considered not at risk according to the UNICEF Children's Rights in the Workplace Index.

- 73% of u-blox Tier 1 suppliers located in countries considered risky for child labor according to the UNICEF Children's Rights in the Workplace Index were RBA members and reported full compliance to the child labor Code of Conduct.
- All u-blox Tier 1 non-RBA member suppliers located in countries considered risky for child labor according to the UNICEF Children's Rights in the Workplace Index, acknowledged and committed to the u-blox RBA based CoC, and none gave reasons for suspicion of using child labor.
- The total number of nonconformities identified among the top three risky suppliers could be reduced by 56% – from 23 to 10.

u-blox supply chain and business model
In 2023, u-blox went through a reorganization of our sourcing and supply chain to make sure we were getting the most out of our relationships with our suppliers across our supply chain. We now source and spend more efficiently and have intensified the frequency and depth of our communication with our suppliers, resulting in improved relationships.

Based on the last deep supply chain risk analysis data and desk research on our Tier 1 suppliers, (i.e., producers of our chipsets and modules, referred to here below as contract manufacturers, wafer manufacturers, and key component suppliers), three suppliers located in Asia were identified with some risks. By working closely with them, some of the gaps previously identified have been addressed and closed, while those which remain open are tracked via regular reporting and alignment calls to check adherence or gaps in their corrective action plans.

In depth risk analyses are planned to be conducted over a three-year cycle, with the second run originally due in 2024. Due to cost cutting measures directed at reducing external consultancy services we could not meet that objective. However, we have adopted a deeper responsible supply chain desk research analysis by keeping the focus on previously identified risky suppliers. We have enhanced and enriched our internal inventory list of Tier 1 suppliers nonconformity versus our RBA based SCoC.

Our long-term goal remains unchanged. We aim to have all our Tier 1 suppliers have zero major nonconformities by 2030 with reference to our RBA based SCoC.

Responsible supply chain due diligence
Before we buy from them, all new potential u-blox suppliers undergo a comprehensive multistage due diligence process, including a supplier risk assessment. Suppliers are required to complete our self-assessment process, with the supplier's sector, size, geographical location, and the type of work performed to ensure they comply with established international standards, RBA best practices, and the u-blox SCoC on human and labor rights, employee welfare, conflict minerals, the environment, ethics, and management systems.

We then review their responses and feedback on any areas that need improvement, perform onsite audits, and take corrective action if necessary.

Supplier Code of Conduct
The u-blox SCoC based on the RBA Code of Conduct is the bedrock of our commitment and collaborative approach to our responsible supply chain.

Our policy on human and labor rights is quite simple: there should be no abuse of any form taking place during the manufacturing of our products. This means no child labor, no trafficked labor, and no forced labor. Working hours and pay must comply with local laws or the RBA Code of Conduct, whichever is stricter.

As stated in the u-blox SCoC, in conformance with local law, u-blox suppliers shall respect

the right of all workers to form and join trade unions of their choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

u-blox suppliers must also recognize that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention, and morale. u-blox suppliers should also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace. Recognized management systems such as Occupational Health and Safety Assessment Series (OHSAS) 18001 and ILO Guidelines on Occupational Safety and Health were used as references in preparing the Code.

Further information about the u-blox SCoC as it relates to health and safety can be found at the u-blox website.

Adherence to the u-blox Supplier Code of Conduct
In 2024, we did not change our SCoC. The last time we revised it was in 2023, when we shared it with all our contract manufacturers and waferfab suppliers.

We asked them to declare and commit by sending us back a signed letter of acknowledgement. Nine out of 13 acknowledged and committed to our SCoC by sending it back signed. Those that did not sign our declaration have signed the member declaration of the Responsible Business Alliance – the world's largest industry coalition dedicated to responsible business conduct across global supply chains.

We also registered that two suppliers among the SCoC signatories are not RBA members. We worked with them to understand how well they follow our SCoC and asked for evidence. Initially, communication was challenging, but once they knew we were trying to understand and build sustainability capacity together, they began sharing, and the exchange became transparent. As a signatory of the u-blox SCoC, they also committed to undergo an ESG self-assessment (EcoVadis) and share the report and results.

Should non-conformities be identified, u-blox assesses the potential risk or adverse impacts and works with the supplier to build sustainability capacity to prevent or mitigate adverse impacts. We then document and benchmark the actions taken and progress made regarding impacts while communicating the implementation with the appropriate stakeholders as we collaborate with the supplier to build capacity and remediate.

Social and environmental impacts in the supply chain

This topic includes the respect for human rights in the supply chain, particularly the respect for labor rights at our contract manufacturers. It includes prohibition of forced and compulsory labor as well as child labor, nondiscrimination, and health and safety, among others. It also encompasses protecting the environment across the supply chain, such as our suppliers' air emissions, waste, or water management (see Pillar 3, Environmental Responsibility).

Partners with long standing RBA membership u-blox is committed to producing its products ethically and responsibly. As a fabless semiconductor manufacturer, solid partnerships based on shared values help ensure the u-blox supply chain complies with established international rules around human rights, labor, worker health and safety, the environment, ethics, and management systems.

In 2023, we revised and published our SCoC based on the RBA Code of Conduct.

RBA is the world's largest industry coalition dedicated to responsible business conduct across global supply chains. Founded in 2004 by a group of leading electronics companies, the RBA, formerly the Electronic Industry Citizenship Coalition (EICC), is a nonprofit comprised of electronics, retail, auto and toy companies committed to supporting the rights and well-being of workers and communities worldwide affected by global supply chains. RBA members commit and are held accountable to a common Code

of Conduct and utilize a range of RBA training and assessment tools to support continuous improvement in the social, environmental, and ethical responsibility of their supply chains.

We requested our contract and wafer manufacturers to participate in our sustainable supplier program by committing to our RBA based SCoC and provide us with appropriate reporting to prove adherence to our SCoC requirements; that implied sharing internally self-assessment questionnaires (SAQ) and/or externally led audit reports on their business conduct practices. We encouraged our suppliers to embrace this opportunity to benchmark their performance, and through this process, seek out opportunities for improvement.

Most of our Tier 1 suppliers are long standing RBA members who have been role modeling sustainable behavior and building sustainability capacity across the semiconductor sector for decades. Nonetheless, our supply chain has grown in complexity in recent years. Therefore, we must continuously act on environmental responsibility and ethical behavior, build capacity and facilitate knowledge transfer of ethical supply chain management while creating secure employment and local economic development across our supply chain. u-blox has established stable, long-lasting relationships with all our key suppliers by means of regular (quarterly), onsite, or remote, business, and technical review meetings and supplier's day events.

By setting clear expectations in alignment with our executive management, customers, and other stakeholders to manage our supply chain in a responsible manner, u-blox entered a new chapter in its sustainability journey and launched a sustainable supplier program to better monitor and control its impact in the supply chain.

Addressing and mitigating supplier risks
We received the full RBA validated audit report along with the full list of nonconformities from two of the three suppliers identified as risky during our deep supply chain risk analysis, and corrective action plans have been implemented with them to address the gaps identified. The only non-RBA supplier out of those three is classified in the (low leverage) segment and shared its EcoVadis self-assessment report as requested by u-blox. u-blox has established a communication channel with this supplier and is actively addressing the risks identified with this partner.

In 2024, we further assessed all Tier 1 suppliers for child labor within our supply chain. They were again required to sign a legal conformance declaration stating there is no child labor in any part of their operations or within their supply chain, whereas no other evidence of compliance could be provided through a full RBA validated audit report.

Evaluation of our management approach to the supply chain
Our approach helps ensure the u-blox supply chain complies with established international principles around human and labor rights, employee welfare, conflict minerals, the environment, ethics, and management systems.

As for the future, we will continue our journey to help shape our supply chain and IoT responsibly by collaborating with and evaluating all our suppliers to identify and address any gaps relating to our SCoC.

Responsible sourcing of minerals
This topic refers to the impact linked with conflict minerals and is in accordance with Swiss law OR Art. 964. It is imperative to u-blox, that the company does not contribute to any conflict in the world, using conflict minerals.

Due to a long history of conflict in the Democratic Republic of the Congo (DRC), where mining profits have been used to finance violence and wars in the region, the minerals cassiterite, columbite, tantalite, wolframite (and their derivatives Tin, Tantalum, and Tungsten), and gold have been designated internationally as conflict minerals.

We aim to use 100% conflict-free minerals to produce conflict-free products. Our focus is to create products in ways that do not harm individuals, communities, or the environment and that all minerals and other materials are

responsibly procured. To this extent, u-blox is striving to ethically source minerals from responsible suppliers to ensure its supply chain does not contribute to any human rights abuses around the globe nor to finance armed groups, directly or indirectly.

u-blox uses the RMI Extended Minerals Reporting Template (EMRT) for cobalt and mica, Cobalt Reporting Template (CRT), respectively Conflict Mineral Reporting Template (CMRT), relies upon the Responsible Minerals Assurance Process (RMAP) smelter database and Reasonable Country of Origin Inquiry (RCOI) information and implements a due diligence process in accordance with the five step framework of the Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High Risk Areas.

u-blox Tier 1 suppliers are aware of their obligations towards responsible minerals sourcing through our SCoC. Accordingly, they are requested to have a policy to reasonably assure that the minerals they source are conflict-free. They are also expected to exercise due diligence on the source and chain of custody of these minerals and make their due diligence measures available to u-blox upon request.

According to OR 964j (Swiss code of obligations), the use of tin, tantalum, tungsten, gold or other metals from conflict affected and high risk areas must be reported, if offered in Switzerland or if used for production in Switzerland. u-blox does not offer such minerals for sale. u-blox is a fabless company without production activities, either in Switzerland or anywhere else in the world.

Social impact commitment
Besides reducing the environmental impact of our products, we aim to grant responsible sourcing of minerals which are not associated with human rights violations and conflict in any way, anywhere in the world.

To this extent, u-blox is targeting to source Tungsten, Tantalum, Tin, and Gold (3TG) minerals provided exclusively by certified conflict-free smelters and is working closely with production partners and stakeholders to identify the origin of the metals in our products and all smelters in the supply chain. u-box is a fabless company that does not directly purchase such minerals from mining companies or smelters. Therefore, we request our suppliers of components and services to report the smelters that source the minerals we purchase.
u-blox uses the Responsible Minerals Initiative (RMI) Extended Minerals Reporting Template (EMRT) and the Conflict Mineral Reporting Template (CMRT), respectively, and then validates supplier information against the list of conflict-free smelters according to the Responsible Minerals Assurance Process (RMAP).

Suppliers are required to comply with the u-blox Supplier Code of Conduct, which implies that they shall adopt a policy and exercise due diligence on

the source and chain of custody of the conflict minerals in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High Risk Areas.

Should a smelter be identified as nonconformant, u-blox suppliers are committed to suspend any kind of operation with that smelter, keep conducting due diligence, and work closely with u-blox to completely remove that source from the product supply chain.

Responsible Mineral Sourcing Performance
As demonstrated in the table below, 100% of the suppliers have provided a response regarding the CMRT. However, for the EMRT, specifically for Integrated Circuits (ICs), over 90% of the suppliers have submitted feedback.

KPI	Modules	ICs
Percentage of relevant suppliers completing the CMRT survey	100%	100%
Percentage of relevant suppliers completing the EMRT survey	100%	Greater than 90%

Following our due diligence activities, we could report for the first time that 100% of CMRT smelters are either conformant or active, none was nonconformant. Same for the EMRT smelters. CMRT has been regulated by law and has taken years to become well established across the entire industry. In contrast, EMRT, even after its inclusion, has not yet reached the same level of industry wide adoption as CMRT.

Active smelters are those that have committed to undergo an RMAP assessment, completed the relevant documents, and scheduled the onsite assessment. These may be in the pre-assessment, assessment, or corrective action phases of the assessment, while conformant facilities are those that have successfully completed an assessment against the applicable RMI standard.

Prevention of child labor

In accordance with the UN Global Compact, International Labor Organization (ILO) standards, the RBA code of conduct, and our own SCoC, u-blox strictly prohibits the use of child labor in any part of our operations or within our supply chain.

According to OR 964j, companies whose registered office, head office, or principal place of business is located in Switzerland must comply with due diligence obligations in the supply chain and report on this if they offer products or services that are reasonably suspected of having been manufactured or provided using child labor.

No reporting obligations exist, when companies document that the countries from which they source products or services qualify as a low risk. "Low risk" is assumed if the UNICEF Children's Rights in the Workplace Index classifies the risk in the country of manufacture or service as "basic."

Countries generally refer to all countries in the supply chain. However, this is hardly feasible with reasonable effort, especially for products that consist of numerous components from different countries of origin. The risk assessment must therefore be limited to the country of production according to the indication of origin ("made in"). The risk analysis must be carried out annually.

If the review does not reveal any concrete, well founded suspicion of unlawful child labor, the company is exempt from due diligence and reporting obligations relating to child labor.

A suspicion is justified if it is based on a concrete and documented indication or several concrete and documented indications or perceptions that give rise to fears of the use of unlawful child labor in the manufacture of the product or provision of the service.

u-blox reviews the RBA membership of suppliers located in countries which have an increased risk of child labor according to the UNICEF index. When a supplier is in a country which has an increased risk, the review identifies whether the supplier is a member of RBA.
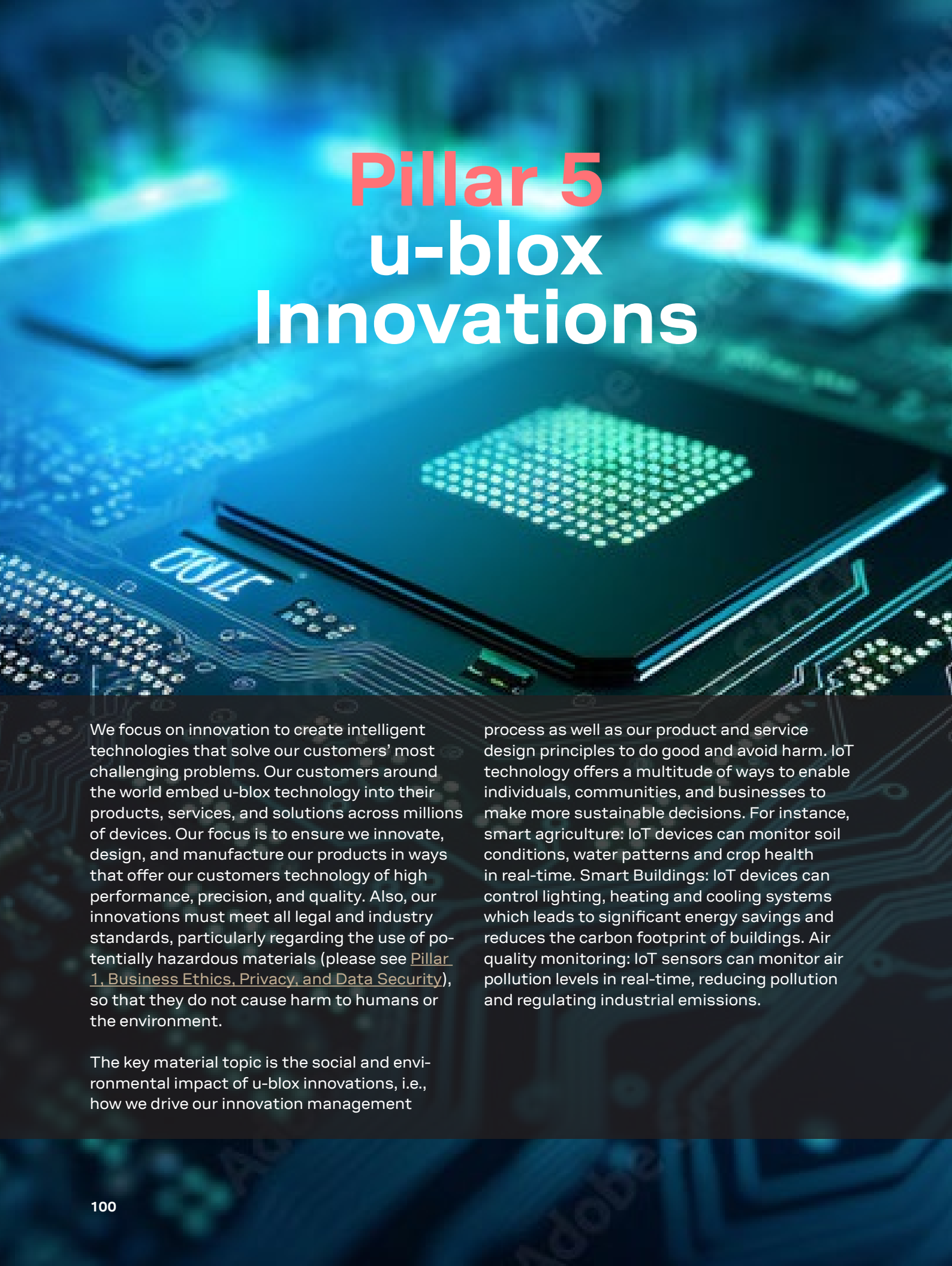
If the supplier is a member of RBA, the audit report is reviewed to identify whether the audit disclosed a risk of child labor. Where the supplier is not an RBA member and there is reasonable suspicion of child labor, the supplier is required to provide a written declaration confirming that the supplier does not use child labor.

In 2024, all u-blox Tier 1 suppliers were assessed for child labor. 52% of suppliers were in countries qualified as "enhanced" risk of child labor according to the UNICEF Children's Rights in the Workplace Index.

73% of companies located in such countries were RBA members. Most RBA members had audit reports performed by RBA. None of the RBA audit reports identified child labor risks. RBA members, which did not yet have an audit performed, gave no reason for suspicion of using child labor.

Suppliers who are not RBA members, were requested to sign a declaration regarding compliance with the prohibition to use child labor. 100% of non RBA member suppliers signed the declaration, and none gave reasons for suspicion of using child labor.

The RBA audit report is our key form of evidence gathering as there is a specific subset of questions relating to child labor.

Pillar 5
u-blox Innovations

We focus on innovation to create intelligent technologies that solve our customers' most challenging problems. Our customers around the world embed u-blox technology into their products, services, and solutions across millions of devices. Our focus is to ensure we innovate, design, and manufacture our products in ways that offer our customers technology of high performance, precision, and quality. Also, our innovations must meet all legal and industry standards, particularly regarding the use of potentially hazardous materials (please see Pillar 1, Business Ethics, Privacy, and Data Security), so that they do not cause harm to humans or the environment.

The key material topic is the social and environmental impact of u-blox innovations, i.e., how we drive our innovation management process as well as our product and service design principles to do good and avoid harm. IoT technology offers a multitude of ways to enable individuals, communities, and businesses to make more sustainable decisions. For instance, smart agriculture: IoT devices can monitor soil conditions, water patterns and crop health in real-time. Smart Buildings: IoT devices can control lighting, heating and cooling systems which leads to significant energy savings and reduces the carbon footprint of buildings. Air quality monitoring: IoT sensors can monitor air pollution levels in real-time, reducing pollution and regulating industrial emissions.

Targets

2025 target base

By end of 2025 – more than 95% of our product portfolio assessed in terms of sustainable impact.
(Base year 2023: 0% assessed)

2025 target optimum

No optimum target

Impact of u-blox innovations

When thinking about the social and environmental impact of u-blox innovations, we distinguish between the technology, which lies in our own hands, and the products and solutions our customers create using this technology.

While we can directly influence how we build our products and the features we add to them, it is the applications our customers enable with our technology that can possibly create a greater impact. See examples at page 14–15

POS
Positioning chips and modules

u-blox provides high-accuracy GNSS-based global positioning products and services to help businesses and organizations track whatever they need, wherever they need it. Rapid delivery of accurate position data enables many beneficial use cases such as environmental monitoring and conservation, transport optimization, precision agriculture and automated driving.

u-blox services can be embedded into IoT devices to enhance the location function of the device and application.

SHO
Short-range modules

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u-blox short-range products help businesses connect their products wirelessly through Wi-Fi and Bluetooth significantly reducing the need for additional network infrastructure. Short-range connectivity is essential for remote healthcare, smart buildings and cities, and the automation and optimization of control systems, intelligent logistics and warehousing – use cases that may positively impact society and the environment with reduced energy consumption, increased human safety, and remote medical care.

CEL
Cellular modules

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u-blox cellular products are based on cellular technologies NB-IoT, LTE-M, LTE Cat 1, LTE Cat 1bis, LTE Cat 4, 3G, 2G, and satellite IoT communication providing reliable global and or regional coverage. Our cellular products are designed to support a wide range of IoT applications that support applications such as remote monitoring and control for water conservation, smart waste management, energy efficiency, emergency response, smart homes and cities, and patient monitoring.

Pillar 5

u-blox technologies, products, and services are embedded in millions of IoT devices, and may positively impact the environmental and social state of our planet and people across the world in support of 13 of the SDGs. (See examples at page 14–15).

POS: Positioning chips and modules
SHO: Short-range modules
CEL: Cellular modules
SER: IoT communication and location services

POS/CEL/SHO/SER for **Precision Agriculture** reducing food scarcity

CEL/SHO/SER for **Smart Energy Grids and Applications**

POS/CEL/SHO/SER for **Remote Patient Monitoring** and **Assisted Living** devices

POS/CEL/SHO/SER for **Smart Factories** benefiting worker safety and economic growth

CEL for **Education Technology** interactive classroom robots for ill and disabled children

POS/CEL/SHO/SER for **Industrial Automation** driving innovation and productivity

CEL/SHO for **monitoring drinking water quality**

POS/CEL for **Connected Healthcare** despite disabilities or underserved location

11 SUSTAINABLE CITIES AND COMMUNITIES

POS for **Automated Driving** with increased safety, accident prevention, less traffic congestion, optimized fuel consumption and reduced carbon emissions

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

POS for **Asset Tracking** – saving fuel consumption

13 CLIMATE ACTION

POS/CEL/SHO/SER for **Asset Tracking, Automated Driving, Smart Cities, Smart Factories, Smart Energy**

14 LIFE BELOW WATER

POS/CEL/SER for **monitoring aquatic life, oceanic flow, and water quality**

15 LIFE ON LAND

POS/CEL for **monitoring and protection of livestock, natural resources, and wildlife**

Impact
Both u-blox technology, as well as our customers' products and solutions, can potentially have a positive impact on our society or the environment. In the following, we dive into how our products can have a social or environmental impact and how we ensure that our products are compliant.

Achievements
In 2024, we embarked on a journey to estimate the potential social and environmental impact of our innovations. We assessed our existing product portfolio, which contributed more than 50% of our volume for impact by the end of 2024. By the end of 2025, more than 96% of our existing product portfolio will be assessed for impact. We are pleased to report we have achieved our 2024 target for Pillar 5 and have assessed the impact of our product portfolio contributing to more than 50% of our volume.

Our products are embedded into millions of IoT devices by our customers across 21 different major applications worldwide. By linking our technology with specific customer products and their respective effects on the sustainability challenges of our time, we gain a better understanding of our strategic priorities.

Methodology
In 2024, u-blox systematically assessed its products for impact on the 17 United Nations Sustainable Development Goals (UN SDGs). The results of this assessment were stored in a database for each product.

Assessing at the product level meant inspiring and involving our product manager and product strategy teams, who are aware of our customer applications and innovations rolling out around the world. Product managers have direct impact on the development priorities and the definition of future products and are therefore in the best position to drive improvement of impact in the product development teams.

The table below reports the impact across our product portfolio contributing to 50% of our volume, as of 31 December 2024. We selected all products that were in initial production or mass production in this assessment round. Products that have been very recently introduced will be assessed in 2025.

We assessed 319 products and have identified those which may impact at least 1 SDG, 3, 5, 7, and 9 or more SDGs, the percentage of products for which we estimate there is no SDG impact, and the percentage of products not yet assessed.

The results are grouped in alignment with the u-blox product portfolio, comprised of 3 business units: positioning chips, modules and services (Locate), short-range and cellular modules (Connect).

Our 2024 assessment resulted in a 100% impact contribution to 1 or more UN SDGs for the 319 products representing more than 50% of u-blox volume. Additionally, 85% contribute to 3 or more, 71% contribute to 5 or more, 47% contribute to 7 or more, and 32% contribute to 9 or more UN SDGs.

% of products assessed that can contribute to number of UN	Connect		Locate	
	SHO	CEL	POS	SER
1 or more	100%	100%	100%	–
3 or more	100%	100%	55%	–
5 or more	100%	87%	27%	–
7 or more	100%	19%	21%	–
9 or more	86%	0%	9%	–
Not assessed	0%	0%	0%	100%
No of products assessed	160	52	107	–

Monitoring wildlife

LOCATE/SERVICES

Cellular Tracking Technologies (CTT) uses u-blox GNSS CloudLocate, aligning with the UN SDG goal "Life Below Water." The CloudLocate positioning service, enables scientists to track and monitor the diving and feeding behavior of Adélie penguins on Ross Island, Antarctica.

The tracking devices used must be lightweight, non-invasive, energy-efficient, and data-efficient to overcome the challenges of monitoring wildlife in such remote and harsh environments. This helps ensure the conservation of marine biodiversity and promotes sustainable management of ocean resources.

Species in danger of extinction

LOCATE/SERVICES

u-blox's positioning and wireless technology can play a role in wildlife conservation, aligning with the UN SDG 15, "Life on Land." By using solutions like CloudLocate and the M10 GNSS module, conservationists can monitor wildlife with precision and minimal battery consumption. These technologies provide valuable data on movement patterns, food sources, breeding cycles, and habitats, helping biologists and conservationists adjust strategies and identify new threats.

For example, in South Africa, Jason Tarr uses u-blox technology to develop tracking collars for animals such as pangolins, elephants, rhinoceroses, and lions. These collars measure altitude, activity, temperature, and location, ensuring a better future for wildlife and our planet.

Smart heating

CONNECT

u-blox is supporting the UN SDG 7, "Affordable and Clean Energy." In collaboration with Nagakawa, u-blox provides the cellular module LENA-R8 and MQTT Anywhere for smart Heating, Ventilation, and Air Conditioning (HVAC) solutions.

These optimize energy consumption and reduce CO_2 emissions in various buildings across Vietnam, including offices, factories, warehouses, and homes. Power consumption data from HVAC systems is sent to an AIoT cloud server for analysis and notifications, helping to manage energy use efficiently. This innovation is crucial for Vietnam, where a significant portion of electricity is still generated from coal.

Agriculture – water savings

LOCATE/SERVICES/CONNECT

Lattech Systems and u-blox are collaborating to enable water conservation by leveraging advanced technology. Lattech Systems utilizes the u-blox SARA-R422 LTE-M module and EVA-8M GNSS receiver, along with an MQTT broker, to create a robust and efficient water management solution.

This integration enables real-time monitoring and precise data collection, ensuring that water resources are managed effectively. Together, they are making significant strides in preserving our most valuable asset – water.

Education technology for inclusion

CONNECT

u-blox has supported No Isolation for 10 years on the robotic avatar AV1 with technology. Designed to enable children who cannot leave home because of long-term illness to join school lessons, parties, and other activities, AV1 streams audio and video in real time so that the children can interact and reduce their sense of isolation. The avatar uses u-blox TOBY-L200 4G modules and is embedded in schools, hospitals, and homes across 12 countries and reduces social isolation and school absenteeism for thousands of students.

Sleep apnea and other respiratory conditions

CONNECT

Continuous Positive Airway Pressure (CPAP) device is a medical device commonly used to treat sleep apnea and other respiratory conditions. It delivers a steady stream of pressurized air through a mask to keep a patient's airways open, preventing interruptions in breathing during sleep. This improves oxygen flow, reduces snoring, and promotes healthier, more restful sleep. CPAP devices are also sometimes used in critical care settings to assist patients with respiratory difficulties.

u-blox worked with leaders in respiratory care to ensure reliable connectivity for CPAP devices, enabling caregivers to remotely monitor, analyze, and adjust treatments for patients. By integrating SARA-R5 and LARA-R6 modules these devices provide secure, uninterrupted data transmission, supporting better patient outcomes and efficient care management.

Product responsibility

An area of focus is to create products that support our customers' requirements and their sustainability goals. We develop innovative products and solutions that reduce power consumption and increase long-term durability.

Material use and product engineering
Our EMS activities are part of the product lifecycle process. Before going into production, we ensure that all evidence of compliance has been checked and recovered throughout our design and manufacturing phases. For more in depth information, please see Pillar 3, Environmental Responsibility and Pillar 4, Responsible Supply Chain.

Power consumption
We have observed a growing demand for products and design principles, particularly in energy-efficient and low-power solutions. For years, we have focused on products and services that meet these requirements and maintain our quality and performance standards. Additionally, u-blox continually seeks to lower the power consumption of its solutions without compromising performance. Examples include our low-power modules that extend battery life and reduce energy consumption and the launch in 2024 of our high precision positioning products at an affordable price to increase accessibility and scale, and our new X20 high precision all band GNSS platform, designed for industrial automation and automotive. Our service offers minimize protocol overhead and use highly optimized protocols such as MQTT-SN to reduce energy consumption while at the same time ensuring high levels of security.

Quality and longevity
At u-blox, we believe that component longevity makes sense from an economical as well as environmental standpoint. Many of our customers' products are manufactured to last and remain in use for more than a decade. Components, therefore, need to be robust, easy to maintain, and, where required, continue to evolve with Firmware Over The Air (FOTA) updates after they leave the factory. Long before our products and services are shipped to market, the u-blox R&D team has invested significant consideration into the value chain with product design, yield improvement, testing, and assembly.

u-blox product lifespans are high, according to an internal survey, due to our intentional design for longevity on our own silicon. We emphasize delivering high quality, reliable positioning, wireless solutions, and products based on stringent standards and industry recognized certifications. Our internal quality control process extends to all our manufacturing partners who adhere to strict processes imposed by international standards, such as ISO9001, ISO/IEC 80079-34, IEC/EN60079X, IATF16949, and ISO 26262. Further information is available here.

We also ensure our products and services are available on the market for a very long time. u-blox designs its products for long-term durability, ensuring that new versions remain compatible with older generations. This backward compatibility allows for seamless integration and upgrades. Additionally, software can be updated over-the-air to introduce new features. These updates enable customers to improve performance and reduce energy consumption of their devices in the field without needing to replace the hardware. This means our customers can keep their products installed and in the market longer, reducing e-waste, transportation, energy consumption, and other potential adverse environmental impacts.

Customer products and solutions
Regarding risks, u-blox innovations face several challenges, ranging from rapid technological advancements to regulatory changes. We address these risks by maintaining a flexible and adaptive approach to our product and services market development. Our teams continuously monitor emerging technologies to stay ahead of the curve. We also engage proactively with regulatory bodies to ensure compliance and anticipate changes.

We have also established several channels to collect customer feedback. This includes direct communication during project development, customer surveys, and ongoing support

interactions. We monitor and analyze this feedback to understand customer satisfaction and areas for improvement in our offering. This feedback is essential to our product development and innovation roadmap. It helps us fine-tune our innovations and align them more closely with customer expectations and sustainability goals.

Based on this knowledge and intelligence, we regularly re-evaluate the markets and our customers' challenges our product portfolio is well suited to solve.

About this report

This Sustainability Report addresses the significant economic, environmental, and social impacts of u-blox and explains our commitment to a sustainable future.

The last publication was March, 2024, for the period from January 1, 2023, to December 31, 2023.

u-blox reports in accordance with the GRI Standards for the period January 1, 2024, to December 31, 2024, in accordance with the regulatory requirements for non-financial reporting in Switzerland (Art. 964a et seq. of the Swiss Code of Obligations) and the Task Force on Climate-related Financial Disclosures (TCFD) framework.

The five pillars Business Ethics, Privacy and Data Security, People and Communities, Environmental Responsibility, Responsible Supply Chain and u-blox Innovations describe how u-blox approaches sustainability management.

The selection of the key figures, activities and impacts portrayed is based on the materiality matrix (see page 26), an analysis based on the Sustainable Development Goals and a series of interviews with internal managers and technical experts in the period from November 2024 to December 2024.

This report represents and addresses all genders and prefers inclusive formulations. In exceptional cases, gender neutral wording has been omitted for the sake of readability.

We are publishing this report for the fourth time because we see it as an important prerequisite for continuous and systematic dialog with our stakeholder groups. Our aim is to present progress and challenges in a transparent, comprehensive, and accessible manner. We are happy to receive questions and feedback via sustainability@u-blox.com.

Appendix

GRI Index

Statement of use: u-blox has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024.

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standards: None

The following GRI index is based on u-blox's materiality matrix (on page 26), which was first established in 2023 and updated in 2024. Relevant information is presented transparently in this sustainability report and in the 2024 Annual Report. The following table shows the association between the relevant GRI Standards, and the subjects evaluated in the materiality process.

AR – Annual Report 2024
SR – Sustainability Report 2024

General Disclosures

1. The organization and its reporting practices (2021)

GRI Indicator	Description	Comments/References
GRI 2-1	Organization details	SR "u-blox at a glance – Our business", p. 8–9, p. 16–17 SR "About this report", p.113
GRI 2-2	Entities included in the organization's sustainability reporting	SR "u-blox at a glance – Our business", p. 16–17 AR "Notes to the consolidated financial statements", p. 45 AR "Report on the Audit of the financial statements", p. 133
GRI 2-3	Reporting period, frequency and contact point	SR "About this report", p.113
GRI 2-4	Restatements of information	This is the first sustainability report according to GRI, therefore there are no corrections or restatements. In this second GRI report, certain previously reported data has been restated to reflect improved data collection methods and refinements in calculation approaches. These updates ensure greater consistency, accuracy, and reliability in our disclosures. Specifically: • Greenhouse Gas (GHG) emissions: GHG emissions data for 2022 and 2023 have been recalculated using a standardized GHG inventory software and updated emission factors. This methodology ensures a consistent and comparable GHG inventory across 2022, 2023, and 2024. • Improved Site Coverage & Estimation Methods: Compared to the previous reporting years (2022 and 2023), more u-blox sites have been included in the GHG inventory. Additionally, we have reduced reliance on estimations based on office and lab space, leading to a more precise and reliable assessment of emissions. • Energy Consumption Data: Corrections have been made to historical energy consumption figures due to improved data collection from additional offices and laboratories. This adjustment impacts Scope 1 and Scope 2 calculations. These restatements align with our commitment to improve data and our sustainability reporting. Where applicable, prior figures have been updated for consistency and comparability.
GRI 2-5	External assurance	The Sustainability Report for 2024 has not been externally audited.

Activities and workers (2021)

GRI Indicator	Description	Comments/References
GRI 2-6	Activities, value chain and other business relationships	SR "u-blox at a glance – Our business", p. 8–19
GRI 2-7	Employees	SR "u-blox at a glance – Our people", p. 21 SR "Pillar 2: People and Communities", p. 54–55
GRI 2-8	Workers who are not employees	SR "Pillar 2: People and Communities", p. 54

General Disclosures continued

Governance (2021)

GRI Indicator	Description	Comments/References
GRI 2-9	Governance structure and composition	SR "Sustainability at u-blox – Sust. gov. at u-blox", p. 33 AR "Corporate Governance – Group structure", p. 41
GRI 2-10	Nomination and selection of the highest governance body	SR "Sustainability at u-blox – Sust. gov. at u-blox", p. 33 AR, "Corporate Governance – Board of Directors", p. 45 Articles of Association, p. 10/11/15
GRI 2-11	Chair of the highest governance body	SR "Sustainability at u-blox – Sust. gov. at u-blox", p. 33 AR "Corporate Governance – Group structure", p. 41
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	SR "Sustainability at u-blox – Sust. gov. at u-blox", p. 33 SR "Pillar 1: Business Ethics, Privacy, and Data Security – Responsible governance", p. 42 AR "Corporate Governance – Internal organization of the Board of Directors", p. 49–50
GRI 2-13	Delegation of responsibility for managing impacts	SR "Sustainability at u-blox – Sust. gov. at u-blox", p. 33 SR "Pillar 1: Business Ethics, Privacy, and Data Security – Ethical and compliant behavior", p. 42–43
GRI 2-14	Role of the highest governance body in sustainability reporting	SR "Sustainability at u-blox – Sust. gov. at u-blox", p. 33 AR "Corporate Governance – Internal organization of the Board of Directors", p. 49–50 Articles of Association, p.10
GRI 2-15	Conflict of interest	SR "Sustainability at u-blox – Sust. gov. at u-blox", p. 33 SR "Pillar 1: Business Ethics, Privacy, and Data Security – No weapons or weapon systems", p. 46 AR "Corporate Governance – Information and control of the Board towards management", p. 52–53
GRI 2-16	Communication of critical concerns	SR "Sustainability at u-blox – Sust. gov. at u-blox", p. 33 SR "Pillar 1: Business Ethics, Privacy, and Data Security – No weapons or weapon systems", p. 46 AR "Corporate Governance – Information and control of the Board towards management", p. 52–53
GRI 2-17	Collective knowledge of the highest governance body	SR "Sustainability at u-blox – Sust. gov. at u-blox", p. 33 AR "Corporate Governance – Internal organization of the Board of Directors", p. 49–50

Governance (2021) continued

GRI Indicator	Description	Comments/References
GRI 2-18	Evaluation of the performance of the highest governance body	AR "Corporate Governance – Internal organization of the Board of Directors", p. 49–50
GRI 2-19	Remuneration policies	AR "Corporate Governance – Compensation policy", p. 62–72
GRI 2-20	Process to determine remuneration	AR "Corporate Governance – Remuneration", p. 74–77
GRI 2-21	Annual total compensation ratio	This information is confidential and will not be disclosed.

General Disclosures continued

Strategy, policies and practices (2021)

GRI Indicator	Description	Comments/References
GRI 2-22	Statement on sustainable development strategy	SR "Foreword by our CEO", p. 6–7 SR "Sustainability at u-blox – Our sust. strategy", p. 22–31
GRI 2-23	Policy commitments	SR "Pillar 1: Business Ethics, Privacy, and Data Security – Code of Conduct and annual business ethics training", p. 44 Code of Conduct Supplier Code of Conduct u-blox adheres to the Organisation for Economic Co-operation and Development (OECD) transfer pricing guidelines for multinational enterprises and tax administration.
GRI 2-24	Embedding policy commitments	SR "Pillar 1: Business Ethics, Privacy, and Data Security – Code of Conduct and annual business ethics training", p. 44 Code of Conduct Supplier Code of Conduct
GRI 2-25	Processes to remediate negative impacts	SR "Pillar 1: Business Ethics, Privacy, and Data Security – Code of Conduct and annual business ethics training", p. 44 Code of Conduct
GRI 2-26	Mechanisms for seeking advice and raising concerns	SR "Pillar 1: Business Ethics, Privacy, and Data Security – Code of Conduct and annual business ethics training", p. 44 Code of Conduct, p. 5/30 Supplier Code of Conduct, p.15 AR "Corporate Governance – Information and control of the Board towards management", p. 52–53
GRI 2-27	Compliance with laws and regulations	SR "Pillar 1: Business Ethics, Privacy, and Data Security – Code of Conduct and annual business ethics training", p. 44
GRI 2-28	Membership associations	Partners and Alliance" on the website. Participation in public policy and lobbying: u-blox does not participate in public policy making or lobbying activities. As a general practice, u-blox does not make any political contributions to political parties, politicians or political campaigns.

Stakeholder engagement (2021)

GRI Indicator	Description	Comments/References
GRI 2-29	Approach to stakeholder engagement	SR "Sustainability at u-blox – Stakeholder engagement", p. 34–35
GRI 2-30	Collective bargaining agreements	SR "Pillar 2: People and Communities – Employee engagement and development", p. 56

Appendix

Specific Disclosures

Material topic	GRI 3 (2021)		
Aspect	**GRI Indicator**	**Description**	**Comments/References/Omissions**
GRI 3-1		Process to determine material topics	SR "Sustainability at u-blox – Our sust. strategy", p. 22–31
GRI 3-2		List of material topics	SR "Sustainability at u-blox – Our sust. strategy", p. 26

Economic Performance

Aspect	**GRI Indicator**	**Description**	**Comments/References/Omissions**
GRI – GRI 201	GRI-201-2	Financial implications and other risks and opportunities due to climate change	SR "TCFD Report" in appendix for climate risks and opportunities, p. 122–130
GRI 201 Economic Performance (2016)	GRI 201-4	Financial assistance received from governments	In 2024, u-blox received the following types and amounts of financial assistance from the governments

Legal entity	Government	Type	Amount in CHF
u-blox Italia S.p.A	Italy	Talent acquisition	1,879
u-blox Espoo Oy	Finland	Payroll support from the Finnish KEHA Center to hiring an unemployed jobseeker	5,958

Pillar 1: Business Ethics, Privacy, and Data Security – Ethical and compliant behaviour

Aspect	**GRI Indicator**	**Description**	**Comments/References/Omissions**
GRI 3-3		Management of material topics	SR "Sustainability at u-blox – Our sust. strategy", p. 22–31 SR "Pillar 1: Business Ethics, Privacy, and Data Security", p. 43–45 SR "Pillar 1: Business Ethics, Privacy, and Data Security – Ethical and compliant behavior", p. 43
GRI 205 Anti-corruption (2016)	GRI 205-1	Operations assessed for risks related to corruption	SR "Pillar 1: Business Ethics, Privacy, and Data Security – Ethical and compliant behaviour", p. 43–45 AR "Corporate Governance – Information and control systems of the Board towards management", p.52–53
	GRI 205-2	Communication and training about anti-corruption policies and procedures	SR "Pillar 1: Business Ethics, Privacy, and Data Security – Code of Conduct and annual business ethics training", p. 44–45 AR "Corporate Governance – Information and control systems of the Board towards management", p.52–53
	GRI 205-3	Confirmed incidents of corruption and actions taken	AR "Corporate Governance – Information and control systems of the Board towards management", p.52–53

Pillar 1: Business Ethics, Privacy, and Data Security – Data privacy and security

Aspect	**GRI Indicator**	**Description**	**Comments/References/Omissions**
GRI 3-3	GRI 418-1	Management of material topics	SR "Sustainability at u-blox – Our sust. strategy", p. 22–31 SR "Pillar 1: Business Ethics, Privacy, and Data Security", p. 47–51
GRI 418 Cos-tumer Privacy (2016)		Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR "Pillar 1: Business Ethics, Privacy, and Data Security – Privacy", p. 47 SR "Pillar 1: Business Ethics, Privacy, and Data Security – Security", p. 48–51

Pillar 1: Business Ethics, Privacy, and Data Security – Responsible governance

Aspect	**GRI Indicator**	**Description**	**Comments/References/Omissions**
GRI 3-3		Management of material topics	SR "Sustainability at u-blox – Our sust. strategy", p. 22–31 SR "Pillar 1: Business Ethics, Privacy, and Data Security", p. 40–41 SR "Pillar 1: Business Ethics, Privacy, and Data Security – Responsible governance", p. 42

Specific Disclosures continued

Pillar 2: People and Communities – Equal opportunity, diversity and inclusion

Aspect	GRI Indicator	Description	Comments/References/Omissions
GRI 3-3		Management of material topics	SR "Sustainability at u-blox – Our sust. strategy", p. 22–31 SR "Pillar 2: People and Communities – Diversity, equity, and inclusion", p. 60–61
GRI 405 Diversity and Equal Opportunity (2016)	GRI 405-1	Diversity of governance bodies and employees	SR "Pillar 2: People and Communities", p. 54–55 SR "Pillar 2: People and Communities – Diversity, equity, and inclusion", p. 60–61
	GRI 405-2	Ratio of basic salary and remuneration of women to men	SR "Pillar 2: People and Communities – Diversity, equity, and inclusion", p. 61

Pillar 2: People and Communities – Employee engagement and development

Aspect	GRI Indicator	Description	Comments/References/Omissions
GRI 3-3		Management of material topics	SR "Sustainability at u-blox – Our sust. strategy," p. 22–31 SR "Pillar 2: People and Communities – Employee engagement and development," p. 56–60
GRI 401 Employment (2016)	GRI 401-1	New employee hires and employee turnover	SR "Pillar 2: People and Communities," p. 54–55 SR "Pillar 2: People and Communities – Employee engagement and development," p. 60
GRI 404 Training and Education (2016)	GRI 404-1	Average hours of training per year per employee	SR "Pillar 2: People and Communities – Employee engagement and development," p. 58
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	SR "Pillar 2: People and Communities – Employee engagement and development," p. 57–58

Pillar 2: People and Communities – Occupational health and safety

Aspect	GRI Indicator	Description	Comments/References/Omissions
GRI 3-3		Management of material topics	SR "Sustainability at u-blox – Our sust. strategy," p. 22–31 SR "Pillar 2: People and Communities – Occupational health and safety," p. 62–63
GRI 403 Occupational Health and Safety (2018)	GRI 403-1	Occupational health and safety management system	SR "Pillar 2: People and Communities – Occupational health and safety," p.62–63
	GRI 403-10	Work-related ill health	SR "Pillar 2: People and Communities – Occupational health and safety," p. 62–63

Pillar 2: People and Communities – Community engagement

Aspect	GRI Indicator	Description	Comments/References/Omissions
GRI 3-3		Management of material topics	SR "Sustainability at u-blox – Our sust. strategy," p. 22–31 SR "Pillar 2: People and Communities – Community engagement," p. 64–67

Pillar 3: Environmental Responsibility – Climate and environmental management

Aspect	GRI Indicator	Description	Comments/References/Omissions
GRI 3-3		Management of material topics	SR "Sustainability at u-blox – Our sust. strategy," p. 22–31 SR "Pillar 3: Environmental Responsibility – Climate and environmental management," p. 72–73 SR "Pillar 3: Environmental Responsibility – Greenhouse gas emissions," p. 75–81
GRI 302 Energy (2016)	GRI 302-1	Energy consumption within the organization	SR "Pillar 3: Environmental Responsibility – Greenhouse gas emissions," p. 79, p. 81
	GRI 302-3	Energy intensity	See SR "Pillar 3: Environmental Responsibility – Greenhouse gas emissions," p. 79, p. 81
	GRI 302-4	Reduction of energy consumption	SR "Pillar 3: Environmental Responsibility – Greenhouse gas emissions," p. 79

Appendix

Specific Disclosures continued

GRI 305 Emissions (2016)	GRI 305-1	Direct (Scope 1) GHG emissions	SR "Pillar 3: Environmental Responsibility – Greenhouse gas emissions," p. 75–77
	GRI 305-2	Energy indirect (Scope 2) GHG emissions	SR "Pillar 3: Environmental Responsibility – Greenhouse gas emissions," p. 75–77
	GRI 305-3	Other indirect (Scope 3) GHG emissions	SR "Pillar 3: Environmental Responsibility – Greenhouse gas emissions," p. 77–81
	GRI 305-4	GHG emissions intensity Reduction of GHG emissions	SR "Pillar 3: Environmental Responsibility – Greenhouse gas emissions", p. 79
	GRI 305-5		SR "Pillar 3: Environmental Responsibility – Greenhouse gas emissions", p. 75–77

Pillar 4: Responsible Supply Chain – Social and environmental issues in the supply chain

Aspect	GRI Indicator	Description	Comments/References/Omissions
GRI 3-3		Management of material topics	SR "Sustainability at u-blox – Our sust. strategy," p. 22–35 SR "Pillar 4: Responsible Supply Chain", p. 90–93 SR "Pillar 4: Responsible Supply Chain – Social and environmental impacts in the supply chain", p. 94–99
GRI 308 Supplier Environmental Assessment (2016)	GRI 308-1	New suppliers that were screened using environmental criteria	SR "Pillar 4: Responsible Supply Chain – Social and environmental impacts in the supply chain," p. 94–99 SR "Pillar 4: Responsible Supply Chain – Responsible sourcing of minerals", p. 95–97
	GRI 308-2	Negative environmental impacts in the supply chain and actions taken	SR "Pillar 4: Responsible Supply Chain – Responsible sourcing of minerals," p. 95–97
GRI 414 Supplier Social Assessment (2016)	GRI 414-1	New suppliers that were screened using social criteria	SR "Pillar 4: Responsible Supply Chain – Social and environmental impacts in the supply chain," p. 94–99
	GRI 414-2	Negative social impacts in the supply chain and actions taken	SR "Pillar 4: Responsible Supply Chain – Social and environmental impacts in the supply chain," p. 94–99

Pillar 4: Responsible Supply Chain – Responsible sourcing of minerals

Aspect	GRI Indicator	Description	Comments/References/Omissions
GRI 3-3		Management of material topics	SR "Sustainability at u-blox – Our sust. strategy," p. 22–31 SR "Pillar 4: Responsible Supply Chain – Responsible sourcing of minerals," p. 95–97

Pillar 5: u-blox Innovations – Environmental impact of u-blox innovations

Aspect	GRI Indicator	Description	Comments/References/Omissions
GRI 3-3		Management of material topics	SR "Sustainability at u-blox – Our sust. strategy," p. 22–31 SR "Pillar 5: u-blox Innovations – Social and environmental impact of u-blox Innovations", p. 102–109

Pillar 5: u-blox Innovations – Social Impact of u-blox innovations

Aspect	GRI Indicator	Description	Comments/References/Omissions
GRI 3-3		Management of material topics	SR "Sustainability at u-blox – Our sust. strategy," p. 22–31 SR "Pillar 5: u-blox Innovations – Social and environmental impact of u-blox innovations", p. 102–109

OR 964 Index

The Article 964 a-c of the Swiss Code of Obligations requires Swiss public companies to report annually on five non-financial matters. The sustainability report of u-blox gives an account of environmental matters, in particular the CO_2 targets, social matters, employee matters, respect for human rights and the fight against corruption. It also contains the information required to understand the course of business, the business results, the situation of the company and the impact of its activities on these matters. The table below is for information purposes.

Task Force on Climate-related Financial Disclosures (TCFD) report

As a global company that prioritizes sustainability and reduction of our carbon footprint, we recognize that climate change poses risks to our company and our supply chain but may also provide opportunities for our business.

To identify and manage these risks and opportunities, we have implemented the recommendations of the TCFD framework to assess and manage climate risks within our enterprise risk management. This index addresses disclosures in the four TCFD pillars: Governance, Strategy, Risk Management, and Metrics and Targets.

1. Governance

Board oversight
The u-blox Board of Directors holds the ultimate responsibility for our climate strategy. They have assigned the overall sustainability supervision to the Nomination, Compensation, and Sustainability Committee (NCSC) and the climate related Risk Management to the Audit Committee (AC). The complete BoD is updated quarterly.

The primary responsibility for the oversight of u-blox climate-related strategy is held by the NCSC (See "Sustainability Governance at u-blox"). The NCSC's responsibilities include:
- Supervising the company's sustainability strategy, including the environmental strategy

- Reviewing and discussing the company's ESG performance annually
- Integrating ESG topics into the compensation plans for the u-blox Executive Committee
- Advising the Board and providing guidance on ESG matters, including climate issues.

The NCSC is informed and updated by the CEO four times per year on progress against targets, including climate-related targets.

Beyond the NCSC, the AC, also plays a role in environmental sustainability. Among others, the AC is responsible for Risk Management, including those related to climate. The AC is informed and updated by the Risk Committee four times per year (See "Risk Management"). The Risk Committee manages the company's risks, covering both physical and transition climate risks.

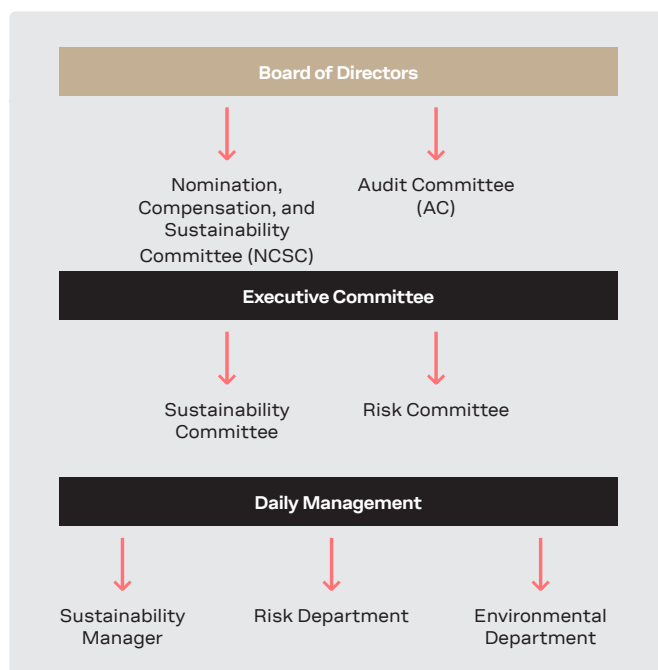More information about the members of these committees can be found in the u-blox Corporate Governance report.

Management oversight
The Chief Executive Officer heads the Executive Committee of u-blox and is tasked with executing the corporate sustainability and environmental sustainability strategy. This includes achieving the company's climate targets.

The Chief Risk Officer ensures that climate

risk is incorporated into our Enterprise Risk Management (ERM) processes and provides quarterly reports to the Risk Committee, covering climate-related physical and transition risks as necessary.

The Sustainability Manager manages ESG initiatives company-wide and oversees the creation of the u-blox ESG strategy, including environmental sustainability. The sustainability Manager collaborates across departments to meet regulatory and ESG rating requirements, with a significant focus on climate-related criteria.

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┌─────────────────────────────────────────────┐
│          Board of Directors                 │
│                                             │
│   ↓                      ↓                  │
│ Nomination,          Audit Committee        │
│ Compensation, and    (AC)                   │
│ Sustainability                              │
│ Committee (NCSC)                            │
│ ┌─────────────────────────────────────┐     │
│ │       Executive Committee           │     │
│ └─────────────────────────────────────┘     │
│   ↓                      ↓                  │
│ Sustainability       Risk Committee         │
│ Committee                                   │
│ ┌─────────────────────────────────────┐     │
│ │        Daily Management             │     │
│ └─────────────────────────────────────┘     │
│   ↓            ↓            ↓               │
│ Sustainability Risk       Environmental     │
│ Manager       Department  Department        │
└─────────────────────────────────────────────┘
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Climate-related risks and opportunities affect other departments as well. The departments involved in assessing climate-related risks and opportunities includes supply chain/logistics, business continuity, our three product business units, and finance.

2. Strategy

Our governance structure embeds climate topics into our strategy, business model, value chain, and financial planning processes. For the first time, in 2024, climate risks were systematically assessed by internal experts and embedded in the methodology of our existing risk management system. We evaluated the impact of climate-related risks on u-blox and its value chain, considering potential financial costs and mitigation strategies. Simultaneously, we explored the opportunities these risks present for driving business value creation.

Our ambitions
In 2024, we implemented various initiatives (see pillar 3, Environmental Responsibility) with the ambition to become net zero by 2040 for Scope 1 and 2. Achieving progress in Scope 3 requires close collaboration with our suppliers. We have collected data since 2022 and improved data collection in 2024. In 2025, we will engage with the most relevant suppliers to collaborate on reducing our Scope 3 footprint and set a net zero target for our Scope 3 emissions.

We have included several ESG targets in our remuneration policy. Among others, these include targets for achieving reductions in Scope 1 and Scope 2. Performance against these targets and compensation are activated through a short-term incentive (STI) plan and is described in the Corporate Governance Report. Decarbonization targets can be found in the "Pillar 3 – Environmental Responsibility".

Risks
Regarding climate risks, u-blox differentiates between physical and transition climate risks in accordance with the guidelines of the TCFD. Material risks and their financial impact will be regularly reviewed and assessed by the u-blox risk management department.

Physical risks
Physical risks are direct consequences of climate change, manifesting as extreme weather events like hurricanes or floods or long-term chronic conditions such as sustained higher temperatures, rising sea levels, and more severe heat waves. These risks can financially impact u-blox through disruptions to operations and supply chains worldwide.

Transitional risks
As the world strives to transition to a lower carbon economy, the escalating challenge of climate change may significantly alter the external environment in which we operate.

Efforts to mitigate and adapt to climate change could result in major policy, legal, technological, and market shifts that may affect our financial position, strategic decisions, and operational methods. Identifying climate-related business impacts and effects is integral to our strategic planning process. As we evaluate the impact of climate-related risks on our company and value chain, we consider the potential financial costs and how we can mitigate them.

Climated-related oportunties
Climate change can also present significant opportunities for a low carbon society, growth, and value creation at the same time. With our strategy and business model, we believe that u-blox is positioned to help the world mitigate and adapt to climate change and create financial value at the same time.

Stratetig tactics for addressing climate-related risks and opportunities
u-blox anticipates that the downstream transition risks associated with the shift to a low-carbon economy could impact its business, particularly within the semiconductor industry. While these developments are of medium-to-long-term significance, they are not currently a high priority for u-blox. Current and future mitigation tactics can be found in the Risk and Opportunity tables below. Nevertheless, u-blox intends to conduct a more detailed analysis of climate-related scenarios to gain a deeper understanding of these risks.

Opportunities due to climate change are already present today and could arise further in the mid-to-long-term. u-blox has recognized the importance of low-power product solutions and is pursuing its strategy to strengthen its own resilience in terms of providing its customers with low-power solutions. In addition, opportunities are opening for u-blox in both existing and new markets:

- **We can help our customers reduce GHG with climate-related product roadmaps**
  Our business strategy is supported by our long-term commitment to innovation and technology leadership in areas such as power consumption and longevity at a product level. By reducing the carbon footprint of electronic devices with lower energy demand, extended device battery, and responsible manufacturing, our products and services can help our customers reduce greenhouse gas emissions. Reducing energy and resource consumption can make them more sustainable and drives increased demand for our products, solutions, and services while contributing to the low carbon transition.
  Our technology can also directly address the causes and impacts of climate change. For example, GNSS and Cellular technology can play a significant role in water management through various innovative applications (see page 109).

- **Climate-impacted markets**
  Climate change also presents opportunities for u-blox across various market over the long-term, contributing positively to global climate challenges while expanding our market presence.
  In the automotive market, u-blox's positioning technology can enhance safety and reduce emissions by optimizing driving patterns and reducing traffic congestion. Our connectivity solutions can support the development of electric vehicle infrastructure, such as smart charging stations. In the industrial market, u-blox's IoT solutions can improve energy efficiency and worker safety in industrial automation and monitoring. Asset tracking technology can reduce waste and optimize resource use, contributing to lower carbon footprints. In the consumer market, short-range modules can enable energy-efficient smart home applications, reducing overall energy consumption. Connected healthcare devices can improve access to medical services, especially in remote areas, and support telemedicine initiatives. Environmental monitoring is another area where u-blox can make a significant impact. Our positioning and connectivity solutions can optimize resource use in agriculture, reducing water and fertilizer consumption, and tracking technology can monitor and protect wildlife, contributing to biodiversity conservation efforts. In

smart cities, u-blox's solutions for smart parking and traffic management may reduce emissions and improve urban mobility, while IoT devices can monitor the health of infrastructure, preventing failures and optimizing maintenance schedules.

We will continue to monitor, identify, and evaluate future climate-related opportunities.

Resilience
We define resilience as our ability to absorb and adapt to a changing environment so we can achieve our objectives, survive, and prosper. At u-blox, resilience includes:
* Identifying and addressing risks and opportunities related to our strategy, markets, finances, product and service portfolio, quality, environment, and changing climate;
* Protecting our company and stakeholders from operational risks such as safety hazards, fraud, ICT outages and supply chain disruptions, cyberattacks, and
* Preparing for crises and emergencies to ensure effective response and business continuity.

This enables us to respond to risks and leverage opportunities arising from sudden or gradual changes internally in our company and externally related to customers, target markets, the environment and society.

The tables at the end of this chapter outline the most important climate-related risks and opportunities identified in our value chain and addressed through our risk management processes. It explains their possible impacts on u-blox and our strategies for addressing them. The potential impacts of the climate-related risks and opportunities identified, will be integrated into strategic decision making at u-blox, including business continuity planning, capital expenditure planning, and new product development.

3. Risk management

u-blox integrates climate-related risks and other risks into our comprehensive Enterprise Risk Management (ERM) process. This holistic approach helps us identify, assess, and mitigate climate-related risks, ensuring they do not hinder our business objectives or value creation. We also evaluate the potential impacts of these risks on our suppliers and customers throughout the value chain.

Our approach to Risk Management is built on a structured framework designed to identify, assess, and manage risks that could impact our operations and objectives. Explanatory information on our general risk management process can be found in the Risk Management chapter of this report, and at our website.

Climate-related risk identification

The time horizon applied in u-blox's enterprise risk management (ERM) serve as the foundation for assessing climate risks. We assessed the climate risks across three time horizons: Short term (fiscal year), mid term (five years) and long term (15 years) impact. Our assessment is based on two climate scenarios of different severity from Network for Greening the Financial System "NGFS": "Below 2°C" and "Fragmented World – > 3°C". In this assessment, we covered both physical risks to our sites and supply chain, as well as transitional risks for our business and target markets.

Key risk indicators we monitor for these risks include:
*   Climate-related incidents related to our sites and supply chain
*   Our emission cost
*   Changes of applicable regulations for our legal entities and in our target markets
*   Changes of sustainability requirements in our target industries

Climate-related opportunity identification

We identify and assess climate opportunities within our half-yearly enterprise risk management cycle and define action plans for beneficial opportunities. To determine whether identified opportunities are beneficial, we rate the short-term (fiscal year), mid-term (five years) and long-term (15 years) benefits for u-blox, as well as

the benefit to the environment and society. We then adjust these ratings based on the likelihood of successful implementation. We then deduct the cost of implementation, including both direct cost and the cost of risks associated with pursuing the opportunity. Based on the resulting opportunity level, we decide whether to pursue the opportunity. Through this exercise, relevant climate-related risks and opportunities were identified and embedded in our overall business strategy.

4. Climate-related metrics and targets

2024 GHG emissions

We track Scope 1 and 2 emissions and five Scope 3 emissions. Our Scope 1, 2 and 3 2024 GHG emissions and an overview of the breakdown of Scope 3 categories can be found in the chapter Pillar 3, Environmental Responsibility.

GHG emissions targets

In 2023, we established a roadmap for our Scope 1 and 2 activities to reduce our carbon footprint and achieve the CO_2 reduction targets introduced in 2022. By 2030, we will reduce our own emissions (Scope 1 and 2) by 50% and by 2040 we will become net zero. Our measures to reduce Scope 1 and 2 emissions can be found in Pillar 3, Environmental Responsibility.

For Scope 3, we are currently communicating progress in five categories. Please see details on targets and planned activities in Pillar 3, "Environmental Sustainability". In 2025, u-blox intends to expand the Scope 3 GHG inventory to cover more Scope 3 categories and better align with the GHG Protocol. Our climate transition plan can be found here.

Regarding Scope 3, in u-blox's value chain, a significant portion of GHG emissions – over 90% – stems from outsourced manufacturing. In 2025, we will also engage with key suppliers to build a Scope 3 reduction plan and establish Scope 3 reduction targets.

By assessing and tracking our climate-related risks and opportunities, we will continuously evaluate new targets to enhance resilience, mitigate potential negative impacts from identified risks, and capitalize on the potential positive impacts from opportunities that have been identified.

Climate-related transition and physical risks: Highest rated

Category	Climate risks	Impact & Time Horizon (Short-, Mid-, Long-term)	Risk level Low, medium, high, critical	Where it impacts our value chain	Our mitigation strategy
Transition – Policy & Legal risks	Introduction of carbon pricing schemes	Long-term – Increased production and logistics cost for u-blox and our suppliers	High	– Supply chain – Our operations	– Achieving net zero for Scope 1 and 2 by 2040 and a climate transition plan in place to reach this target – Investments in clean energy solutions (See Pillar 3, Environmental Sustainability) **2025 and onwards** – Build and implement a net zero plan for Scope 3, including an engagement plan with suppliers to jointly reduce Scope 3 emissions and explore ways to incorporate public reporting of GHG emissions by our suppliers – Monitor emission laws and cost implications
Transition – Market risks	Increased cost of raw materials	Long-term – Increased production costs – Abrupt / unexpected shift in energy costs	Medium	– Supply chain – Sales	– Cost monitoring for components and raw materials – Focus on lower emissions in sourcing of contract manufacturers, components and consigned materials
Transition – Technology risks	Competition offering lower carbon footprint	Short- to Mid-term – Reduced demand for u-blox products – Increased investment in technology development / R&D – Adaption costs – Decline in revenue	Medium	– Sales	– As part of our portfolio management, we closely monitor technological advancements in the markets we operate – We focus on lower emissions in sourcing of contract manufacturers, components and consigned materials – We integrate low power products in R&D roadmap that help customers reduce GHG emissions – We continue to implement new, lower-emissions technologies
Transition – Reputation risks	Increased stakeholder concern	Mid- to Long-term Loss of reputation if we fail to meet climate-related regulations or stakeholder expectations	Medium	– Our operations	– Our strategy and operating model are designed to foster a sustainable business that thrives in the long-term – Disclose transparent and enhanced climate reporting aligned with global frameworks, such as TCFD – Future regulations are monitored within the company
Physical – Acute risks	Increased severity of extreme weather events such as cyclones, floods and storms	Mid- to Long-term Extreme weather could harm u-blox's infrastructure / disrupt the supply chain and production, leading to a decline in revenue and increase in operating costs	Medium	– Our operations – Supply Chain	– Enhanced business continuity planning: we are exploring incorporating future scenarios into existing business continuity planning, prioritizing sites at higher risk of climate-related impact. – Enhance the resilience of the supply chain and engage with suppliers to ensure business continuity planning

Climate-related opportunities

Category	Climate opportunities	Impact & Time Horizon (Short-, Mid-, Long-term)	Where it impacts our value chain	Opportunity level (Low/ medium/ high)	Our strategy
Products and services	Continue to develop IoT solutions. IoT solutions based on u-blox products and services may help customers reduce GHG emissions and address global climate challenges. (See Pillar 5 – u-blox Innovations).	Mid- to Long-term Increased revenues resulting from increased demand for low-power products	– Own operations – Down stream	Medium	– <u>Continue to target u-blox's products in decarbonization and efficiency applications</u> – <u>R&D investments in low-power products that help customers reduce GHG emissions</u> – <u>Our current product portfolio</u> – <u>Our products' contribution to the SDG's</u>
Products and services	Develop low emission products Development and expansion of product portfolios of energy-efficient products through R&D and innovation	Mid- to Long-term – Increased revenues resulting from increased demand for products and services – Better competitive position to reflect shifting consumer preferences, resulting in increased revenues	– Own operations – Down stream	Medium	– <u>R&D investments in low-power products that help customers reduce GHG emissions</u> – <u>Our current product portfolio</u> – <u>Our products' contribution to the SDG's</u>
Markets	Transition to a lower-carbon economy Technology development related to climate change presents significant market opportunities for u-blox	Mid- to Long-term Increased revenue stream from demand for lower emission products	– Own operations – Downstream	Medium	– <u>Continue to target u-blox's products in decarbonization and efficiency applications</u> – Investment in R&D
Energy source	Shifting towards renewable energy sources – shifting to renewable electricity in our business operations	Long-term – Reduced operating costs – Increased resilience towards future energy shortages	– Own operations	Low	– <u>Investments in onsite solar panels at u-blox offices. Renewable sourcing will reduce emissions</u> – <u>Transition to green energy</u>
Resilience	Our ability to develop products for long-term durability and replacement products	Mid- to Long-term Continued revenue stream	– Own operations – Downstream	Low	– <u>Our product portfolio</u> – <u>Development of energy-efficient and backward compatibility products</u>