

## 2025 annual report on responsible business practices

Roche, December 17th, 2025

### Commitment

Del West Europe SA (Del West) is a company active in the design, manufacture and sale of components and assemblies for the watch, luxury goods, motorsport and automotive production industries, located in Roche, Switzerland.

We are committed to responsible business practices throughout the value chains to which we contribute.

We are committed to applying and improving our own responsible business practices on a daily basis.

The priority issues we have identified are linked to the sourcing of precious materials that may come from or transit through conflict or high-risk zones (ZCHR), the working conditions of our employees and the preservation of the environment.

Since 2024, we have been certified under the Code of Practices (CoP) and Chain of Custody (CoC) standards following an external audit, with periodic renewals every three years.

Del West has exercised its due diligence regarding the precious metals (and gemstones) supply chain. During the year 2025, the company has not identified any risk of sourcing precious metals (and gemstones) from conflict zones or high-risk areas.

To ensure compliance with the provisions of the CoP, we have set up a management system. This report summarizes for stakeholders the specific elements of the past year concerning our responsible business practices and the requirements of the RJC CoP.

### Business partners

We promote responsible business practices with our direct business partners, suppliers, subcontractors and customers in a variety of ways during our operations.

We ask them to adhere to our code of conduct as a sign of commitment to shared values regarding management practices.

We integrate new partners into the RJC management system.

We collect, maintain and analyze information on our partners in order to identify and respond to potential risks concerning human rights, due diligence, money laundering and the financing of terrorism.

## Human rights

Given our commitments, we pay particular attention to respect for human rights in our activities. We have carried out a risk analysis of our internal management practices and have not identified any risks. We are maintaining our focus on this subject to ensure a healthy working environment in which employees can flourish.

As far as our direct business partners are concerned, we have exercised our due diligence with regard to their respect for human rights. We collect various types of information about them, enabling us to carry out a risk analysis of human rights violations.

Given the quality of our partners and their commitments, we have not identified any risk of adverse impact on human rights during the year 2025. We will continue to monitor this subject to complete our knowledge.

## Employees

We pay particular attention to our employees, especially with regard to health and safety conditions, exposure to hazardous chemicals and general well-being at work.

We are pursuing the steps we have already taken, and encourage our employees to let us know of any suggestions they may have for reducing potential risks and

In January 2025, we obtained our pay equity certification, validated by an external organization.

## Community

Aware of our responsibility as an economic player in the region, we are committed to contributing to the community. This manifests in the recruitment of local employees and the use of local business partners. As opportunities arise, we train employees in our businesses through apprenticeships.

We have established and submitted our Swiss Triple Impact commitments for validation.

## Environnement

In 2025, we actively supported our motorsport clients in preparing for the use of synthetic fuels across all F1 engines starting in 2026.

We are pursuing the steps we have already taken, in particular with regard to the careful use of natural resources and energy, waste sorting and recycling, and employee mobility.

By the end of 2025, we launched an initiative to optimize the energy consumption of our machines, particularly the electricity consumption per part during production.

## Complaints

We have set up a complaints mechanism for internal and external stakeholders.

We have not received any complaint about our responsible business practices, nor do we have any open complaint.

## Goals for next year

Next year, we will update our RJC CoP and CoC certification.

In particular, we will be integrating any new business partners, requesting and updating information on them and the corresponding risk analyses.

En 2026, nous attendons la validation de nos engagements Swiss Triple Impact.

Nous continuerons à accompagner techniquement nos clients du motorsport après la mise au point des systèmes de distribution pour les moteurs de F1 fonctionnant avec des carburants à émissions neutres en carbone, tout au long de la saison de F1 2026.

En 2026, nous poursuivrons activement notre démarche d'optimisation de la consommation énergétique de nos machines de production.