

STAKEHOLDER DIALOGUE

Stakeholder	Requirements/expectations	Communication channel	Frequency	Responsibility
Shareholders	High dividends, rising market value, good image, legal compliance	<ul style="list-style-type: none"> - Investor relations: - General Assembly - Annual Report - Roadshow - Guided plant tours - Media relations - Public relations - E-communication 	<ul style="list-style-type: none"> - annual - annual - biannual - ongoing - ongoing - ongoing - ongoing 	- FIH
Customers	<p>Qualitative, innovative just-in-time products and services at a price which is in line with the market, good image in the community, legal compliance, Code of conduct</p> <p>Sustainability strategy/targets and evidence of implemented standards, training and key figures in the context of human rights, occupational health and safety, environmental protection, and ethics – internally as well as on supplier side.</p>	<ul style="list-style-type: none"> - Key account management - Exhibitions/events/conventions - Media relations - Public relations - E-communication - Sustainability platforms such as SAQ, Ecovadis, customer-specific questionnaires 	<ul style="list-style-type: none"> - ongoing - according to activity plan - ongoing - ongoing - ongoing - situational, sometimes annual 	<ul style="list-style-type: none"> - Per segment and region - FIH - FIH - FIH - FIH - Usually site-related or per company
Partners/Suppliers	Reliable partnership, continuity, prices in line with the market, good image, legal compliance	<ul style="list-style-type: none"> - Supplier visits and evaluations - Exhibitions 	<ul style="list-style-type: none"> - ongoing - ongoing 	<ul style="list-style-type: none"> - per company and - across the group
Employees	Attractive and secure workplace, good image and commitment to sustainability and future viability, market-based remuneration, opportunities for development, legal compliance	<ul style="list-style-type: none"> - Employee magazine - Notice board - Intranet - Management and employee events - Employee campaigns 	<ul style="list-style-type: none"> - biannual - ongoing - ongoing - biannual - according to demand 	<ul style="list-style-type: none"> - FIH - per company - per company - per company - per company/FIH
Legislator/Authorities	Legal compliance, attractive tax payer, creating jobs	<ul style="list-style-type: none"> - Applications/Approvals - Reporting 	<ul style="list-style-type: none"> - according to demand - according to demand 	<ul style="list-style-type: none"> - per company/FIH - per company
Neighbors (residents, neighboring companies)	No interference (such as traffic, emissions, landscape), open culture of discussion, cooperation, legal compliance	<ul style="list-style-type: none"> - Media relations (local media) - E-communication - Personal contacts 	<ul style="list-style-type: none"> - according to demand - ongoing - according to demand 	<ul style="list-style-type: none"> - per company - FIH - per company
Society	Attractive employer and trainer in the region, good image, sustainability, legal compliance	<ul style="list-style-type: none"> - Media relations (local media) - Events (e.g. plant tours, open houses) - Public relations (e.g. membership of local chamber of industry and commerce) - E-communication 	<ul style="list-style-type: none"> - according to demand - according to demand - according to demand - ongoing 	<ul style="list-style-type: none"> - per company - per company - per company/FIH - per company
Associations	Adherence to obligations	<ul style="list-style-type: none"> - Events - E-communication 	<ul style="list-style-type: none"> - according to demand - ongoing 	<ul style="list-style-type: none"> - per company - FIH

* FIH: Feintool International Holding AG