

A background image showing several hands of different skin tones reaching up and down to form a circle, symbolizing unity and teamwork. The entire image has a blue tint.

We manufacture trust

DR. ZWISSLER
— HOLDING AG

Sustainability Report 2019

Dear sir/madam,
Dear business partners,
Dear employees,

In the face of the emerging age of the intelligent machine,
we want to stand for a fundamental, human conviction:

TRUST.

For Dr. Zwissler Holding AG, trust forms the basis for good cooperation and unique products - from innovative high-tech textiles to high-quality shade and sun protection solutions. Although we are not subject to any obligation as a group of companies, it has become a necessity for us to report regularly on the substance of this trust. We want to show you which measures we have implemented, which goals we are pursuing and the areas in which a lot still needs to be done. This year's sustainability report is special, because many subsidiaries in the Dr. Zwissler Group are reporting about their activities for the first time in this form.

We look forward to working alongside you to make our business environment more sustainable – company by company, measure by measure.



Marc W. Lorch
CHIEF EXECUTIVE OFFICER
Dr. Zwissler Holding AG



Christoph Rehse
CORPORATE SUSTAINABILITY
Dr. Zwissler Holding AG

COMPANY MANAGEMENT
zwissTEX Germany GmbH

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OFFICES

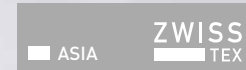
zwissTEX: zwissTEX GmbH and zwissTEX GERMANY GmbH:
Gerstetten-Heldenfingen & Wörnitz, Germany
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Free Time Zoeppritex s.r.l.: Prato, Italy
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Heinrich Büscher GmbH: Göttingen, Germany
Leiner GmbH: Horgau, Germany
Nova Hüppe GmbH: Oldenburg, Germany



zwissTEX MEXICO
Tetla, Tlaxcala

zwissTEX USA
Troy, Michigan



zwissTEX CHINA
Hong Kong
2 joint ventures in Xizhou and Hangzhou



650 Employees
15 Locations
6 Countries
3 Continents

zwissTEX MEXICO, zwissTEX sales companies
outside of Germany and some subsidiaries/minority holdings
are not included in this sustainability report.

DR. ZWISSLER GROUP: OUR HISTORY OF SUSTAINABILITY

– Dr. Zwissler Holding AG is made up of a group of very different companies that has found strength and community in the light of an uniform mission statement.

– In 2017, we took the time to create a Group-wide sustainability vision from the inside out in the face of this mission statement.

To this end, we gave all the managing directors and also selected employees from the various subsidiaries the opportunity to help us create a workable sustainability strategy.

– This conscious joint project has resulted in an authentic and courageous vision of sustainability which is anchored in the Group's mission statement and was accepted as binding throughout the Group in the spring of 2018.

– Dr. Zwissler Holding AG is made up of a group of companies that has grown successfully over many years.

Sustainability is therefore defined essentially through a first-class product, as well as through the involvement of the many employees who work day in, day out to produce this product.

– We consider ourselves sustainable if our products originate from an environment that is considered trustworthy and that our customers respond to with trust.

– In 2019, some subsidiaries began entering into more detailed dialogue with their customers concerning sustainability.



ONE GROUP – One vision of sustainability

Our sustainability vision unites tradition, performance, partnership and the courage to advance and grow.

We achieve sustainability through employees who create our products.

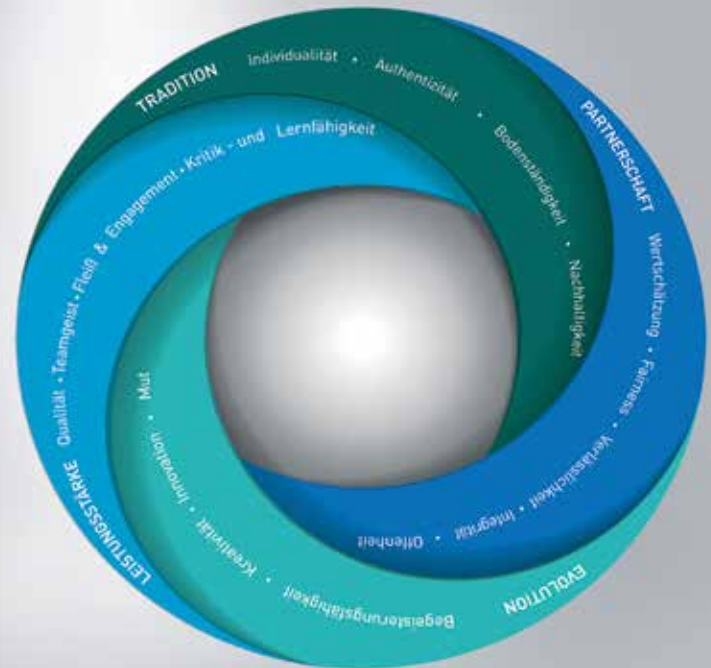
DR. ZWISSLER
HOLDING AG

We achieve sustainability through business partners who place their trust in our products.

We turn trust into progress.
We manufacture trust.

ONE TRUST – One mission statement

On the occasion of the handover of the management of the company from its owner Dr. Ulrich Zwissler to CEO Marc W. Lorch in 2015, guidelines, values and rules were defined in a mission statement that summarise the human legacy and economic strength of the founding family. It represents a compass-like canvas for all strategic alignments within the Group as well as for every employee – from the experienced manager to the youngest employee.



WITH PASSION DETERMINATION COMPETENCE
AND HUMANITY
I LEAD MYSELF AND MY COLLEAGUES
TOWARDS A COMMON FUTURE.





ONE TRUST – One leadership

We invited employees from different areas and backgrounds to tell us how they want to be managed in future. With a high level of unanimity, these employees established an understanding of leadership (see left) that is based on the Group's mission statement, was praised by the Executive Board and declared binding throughout the Group. Last year, this understanding was operationalized in a management qualification programme based on some of the world's most advanced management systems. This programme is unique in SMEs in Germany and is open to established as well as prospective managers from all corporate divisions.

Self-reflection, Spiral Dynamics,
Exponential Thinking & Mindfulness,
Theory U, Positive Leadership,
Radical Leadership,
Case Processing, Conflict-free Communication,
Walt Disney,
Strategic and Cultural Mobilisation,
Business Canvas

YOUR TEXTILE VISIONS BROUGHT TO LIFE.

 GERMANY  ZWISS
TEX

FREE  TIME



The zwissTEX Group is your internationally represented partner for the development, production, finishing and lamination of textiles. Ranging From high-tech knitted fabrics for renowned automobile manufacturers to exclusive fashion fabrics for the catwalk – zwissTEX unifies all the textilespecialists from Dr. Zwissler Holding AG into one strong group. This not only gives you access to highly specialised know-how from our individual companies, but

to the combined innovative strength of an entire network. No matter where you do business – Dr. Zwissler Holding AG is already there to support you with innovative developments and outstanding products. Our international network includes both numerous locations in Europe and operating facilities in North and Central America and Asia.

BUSINESS SNAPSHOT – zwissTEX GmbH + zwissTEX Germany GmbH

2019 was a challenging year for zwissTEX.

Despite a better overall performance (year on year +3.8% turnover), cost pressure and various special effects led to the annual result being significantly lower than budgeted. Contrary to the many changes impacting the company, zwissTEX succeeded in improving the quality of its processes and products in accordance with IATF 16949 and also introduced a realignment to its 140-year-old tradition: The merger of the core companies Gertex and Zoeppritex Verbundstoffe to form zwissTEX Germany and the introduction of an in-house innovation management system have attracted concerted attention at many international trade fairs (including Techtextil, Frankfurt am Main).

Following positive experiences in the search for cooperations in the region, in Tel Aviv, and the subsequent hackathon in Mannheim, zwissTEX is now addressing start-up cooperations on both a structural and long-term basis. In addition to the construction of a more modern headquarters in Gerstetten-Heldenfingen, several structural changes were made to improve the effectiveness of processes and procedures.

2020 goals:

- Complete relocation to the new zwissTEX headquarters with its innovation lab
- Expansion of the eQMS and production data acquisition system
- Transfer of energy and environmental management into an integrated management system
- Revision of the (bid) calculation

	2017	2018	2019
SALES REVENUE (m. of €)	103.2	110.7	114.9
KNITWEAR (t/a)	2,259	2,710	1,946
COMPOSITES (m. of meters/a)	7.83	7.11	7.21
COMPLAINT RATE (%)	0.80	0.79	0.74

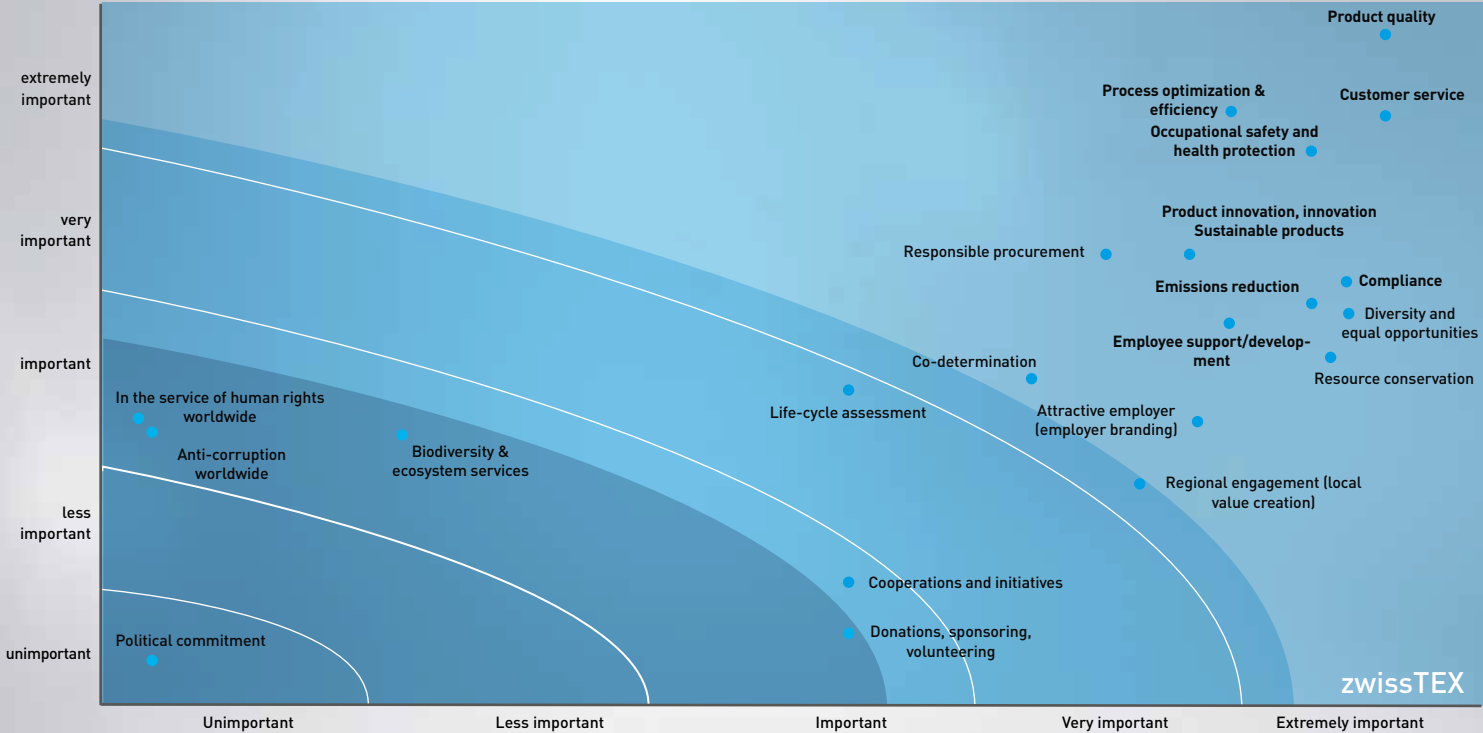


MATERIALITY

zwissTEX pursues a policy of sustainability that fulfils the claim customers and for its own in-house company processes. that will help shape and secure the future of technical

of being essential from the ground up – both for its The company is creating a strong production legacy textiles as a whole.

CUSTOMERS



EMPLOYEES & SOCIAL AFFAIRS

The economic pressures of 2019 have also impacted on employees and employee indicators (e.g. -36% fewer training days year-on-year). The company is facing a phase when it needs to apply the competences it has created and achieve improvements internally. The zwissTEX offers its diverse, growing and ever younger workforce health services (e.g. Jobrad), and the greatest possible scope for personal development. Besides the continuation of the biannual information events for the whole workforce, the intranet set up in the previous year was successfully developed into a multi-layered communication tool (+99% more posts generated 136% more views, regular reports on the triple bottom line). zwissTEX also makes donations to areas close to its core business and supports the up-and-coming textile generation.

2020 goals:

- Introduction of fragmich@zwissstex.com as an email address for any internal questions posed directly to the management
- Start of the second round of the Zwissler Management Development Scheme which is unique in the SME sector
- Expansion of the zwissNEXT continuous improvement process, increase in penetration and in the measures implemented
- Change to the payroll and time-recording provider, roll out and optimisation of self-service systems (e.g. leave applications)

Year	2016	2017	2018	2019
Employees	234	253	268	279
Share of female EMP [%]	39.32	40.71	40.67	42.65
EMP aged 16-39 [%]	35.98	39.24	39.53	41.79
In perm. positions [%]	91.45	93.68	96.65	89.89
Fluctuation rate [%]	9.39	8.97	6.64	7.97
Training days	427	461	424	270

zwissTEX DONOR COMMUNITY 2019



ENVIRONMENT & ECOLOGY

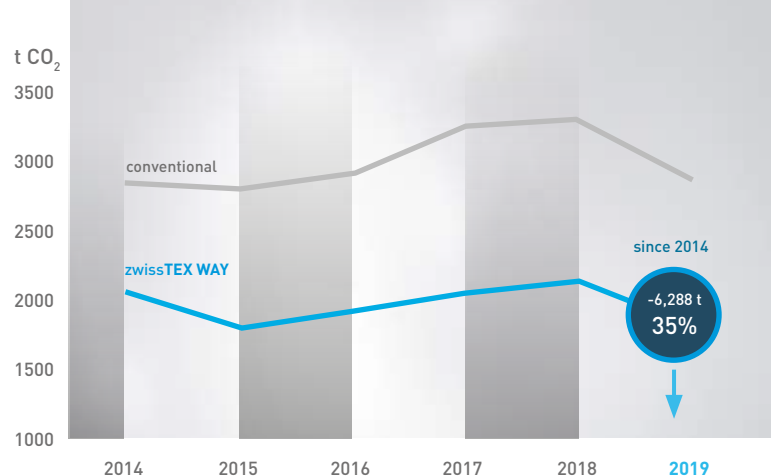
By investing in four co-generation plants, LED lighting and photovoltaic technology, and by making a more prudent choice of electricity mix, zwissTEX has been able to increase the amount of self-supplied energy and save around 6,300 tonnes (-35%) of carbon dioxide emissions since 2014. In 2019, zwissTEX also started building its own energy centre, which will concentrate electricity, heat and cold between the two facilities in Gerstetten-Heldenfingen and prevent the emission of many more tonnes of CO₂.

zwissTEX continues to maintain complex management and certification systems for continually improving its environmental and energy-saving performance and for handling chemicals throughout the entire supply chain (see right). This is also necessary because the pressure on resources continues to demonstrably increase with growing production figures.

2020 goals:

- To increase the share of products made from recycled materials
- Yarn made 100% from recycled PET bottles (piece or spinneret dyed)
- Backing material from our production waste recycled in-house
- To bring more cradle-to-cradle-capable products to the market
- To complete the zwissTEX energy centre for conciliating electricity, heating and cooling energy between Plants II and III
- To implement a standardised waste concept for Plants II and III following a close analysis of waste consumption in 2018 and 2019

zwissTEX ENERGY-RELATED CO₂ FOOTPRINT



- zwissTEX emissions acc. to the mean electricity mix in Germany (Federal Environment Agency, April 2019)

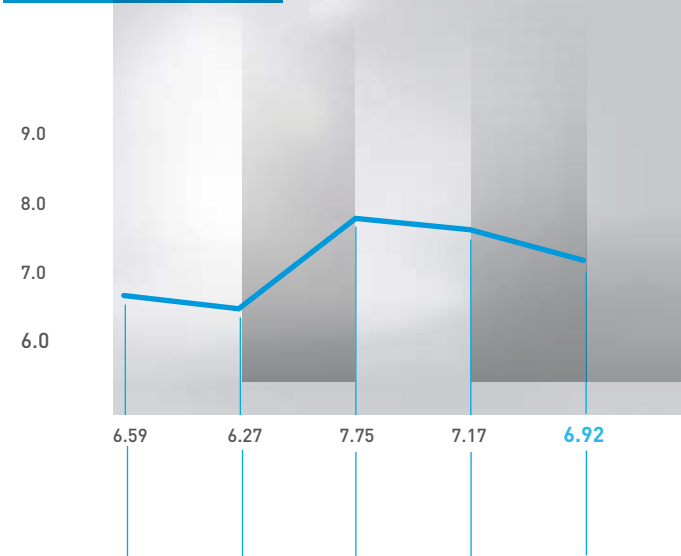
- zwissTEX emissions minus savings from alternative energy generation (CHP, photovoltaic) and choice of electricity mix



BUSINESS SNAPSHOT

Since 1828, the Italian company Free Time Zoeppritex s.r.l. has been designing branded fabrics for all well-known designers around the world in the clothing, leisure, bag and shoe sectors. As a highly dynamic company based in Prato (near Florence), they constantly research the latest materials and fashion trends. Despite weak consumer behaviour, Free Time continues to set standards in the fashion industry – with a ready sample service and exquisite fabric designs that are created in collaboration with various processing companies. Although already a recognised reference point for all material types, Free Time largely revolutionised its collections in 2019 again - achieving particular success in the areas of high-tech clothing, sportswear and accessories. Upon personal invitation, customers can expect to experience an unrivalled, award-winning, and highly atmospheric performance at the company stand during the Lineapelle trade fair in Milan. Here, during the 3 days of the fair, around 2,500 customers will be received and around 400 samples will be created. In addition to inviting you to their successful appearances at other regional and international trade fairs (e.g. Milano Unica, Munich Fabric Start), Free Time is also delighted to invite you to their company showroom in Prato. Besides appearing at trade fairs, the company also maintains close relationship with its customers through newsletters, info brochures, event invitations, and personal correspondence.

Sales revenues (m. of €)



Samples & Designs

	6,000	6,000	6,500	7,000	8,000
Year	2015	2016	2017	2018	2019

2020 goals:

- Redesign of the presence in social networks for improved customer proximity
- Design and installation of an online collection catalogue


EMPLOYEES & SOCIAL AFFAIRS

Free Time is made up of a small, agile team where a high level of mutual respect is maintained between the various individuals and departments.

The high level of personal availability of the managing director, Mr. Giuseppe Casini, and the smooth, daily culture of exchange as well as unscheduled, social meetings, create a perceptibly familiar team spirit. This energetic and close working relationship is necessary in the highly dynamic fashion industry. Working for Free Time is like competing in a Formula 1 race: from the driver to the mechanic, everything is about speed, skill, coordination, creative solution finding and trust. And also no one individual ever wins at Free Time, but always the whole team, as a *We*.

Free Time is home to a team of experienced men and women who make you feel part of a family and who you you will want to work alongside for a long time to come.

Employee Figures		
Year	2018	2019
Quantity		
Total employees	17	18
Proportion of female employees (%)	47	50
Average age in years	47	46
Seniority in years	12	12
In permanent positions (%)	100	100



ENVIRONMENT & ECOLOGY

In anticipation of the fashion market and way ahead of the competition, Free Time set out 6 years ago to develop designs using the most environmentally-friendly materials available.

To enormous customer applause, the company is still leading the field today and now offers a complete collection of environmentally-friendly materials and processes.

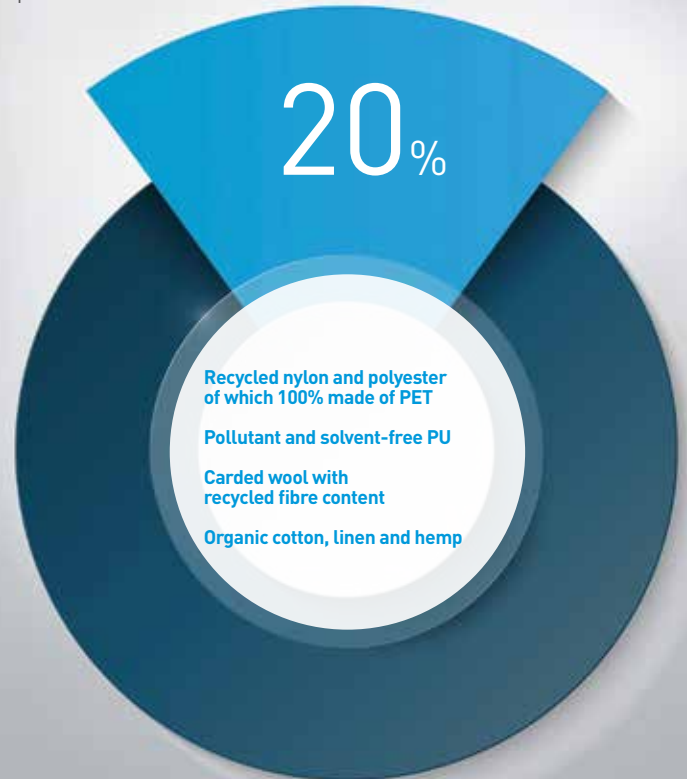
In the design portfolio, customers can now find organic cotton, linen and hemp, as well as yarns that are 100% recycled in Italy from used PET bottles. Under the title *Waterborne*, Free Time now creates designs made of polyurethane (a recyclable synthetic resin) which are free of pollutants and solvents and also make use of what is known as carded wool.

During carding, both new and recycled fibres of different lengths can be processed to create a recognisably unique result. As in the house-brand ECO FREE TIME TEXTILES, the share of recycled and recovered wool is guaranteed to be at least 50% In contrast to the trend towards new fibres,

Free Time is taking a different and conscious approach and since 2018 has also been using fibres from a closed recycling circle (certified according to Eco Circle™ Fibers). Since 2018, the company has also held the Ecopath certificate for the regular analysis and reduction of pollutants within production, waste water, and in the raw materials used.

With Free Time, customers encounter sustainability in both design and product since 2013.

In 2019, the company increased its share of environmentally-friendly products to **20%**.



Since **2018**:

Eco Circle™ Fibers (designated products)

Eco Path (reduction of pollutants in the supply chain and manufacturing)

BRIGHT IDEAS FOR
RELIABLE SHADE SYSTEMS.

The **zwissSUN** group produces and sells a wide spectrum of high-quality shade and sun protection solutions.

zwissSUN consists of five subsidiaries of Dr. Zwissler Holding AG, all of which are united by a special goal: to provide you at all times with the most innovative, reliable and high-quality shade solutions available. The Group's products are as varied as this claim is unique. In addition to awnings, blinds and roller blinds, the Group's extraordinarily large portfolio also includes pleated blinds, Venetian blinds, slatted curtains and many more outstanding sun protection ideas.

In 2019, the zwissSUN subsidiaries measured their performance in the area of sustainability for the first time, weighted corporate processes against their Group's sustainability vision and defined more concrete goals. According to a 2014 study by the Bertelsmann Foundation, this novel approach and their contribution to this report set them apart from many companies and competitors.

ZWISS
SUN

≡ BÜSCHER

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nova hüppe
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BUSINESS SNAPSHOT

Long-term success is more important to Heinrich Büscher GmbH than maximising profit in the short term. And even though the company is not prepared to pay any price for growth, the customer remains firmly in the focus of every action. For the customer, every sun protection product should be unique – made by people for people, perfectly adapted to the customer's individual light experience needs, and made from the highest quality materials using the most optimal processes. That waste should be avoided in production, that errors are be speedily eliminated, and that processes are coordinated in the highest possible degree, goes without saying for the Göttingen-based company. From 2018 to 2019, the total expense ratio was reduced by 2.5%, per capita sales by 9.6% and the complaint rate further to 0.8%. In B2B retail, this was rewarded with a good sales performance.

2020 goals:

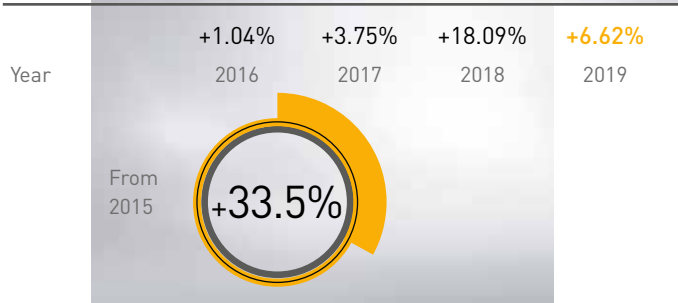
- Sales growth in B2B retail: 8%
- Development and expansion of sales markets within the EU and the opening up of additional new distributorships. Target markets: Austria, Netherlands, Switzerland.
- Addition of products made from recycled materials as an expansion to the range
- Expansion of digital and personal service modules: Insect screen app
- Continuous improvement of the documentation of workflows and work steps in production

Individually Different.



- Personal
- Reliable
- Convenient
- Since 1929

Sales development in B2B retail

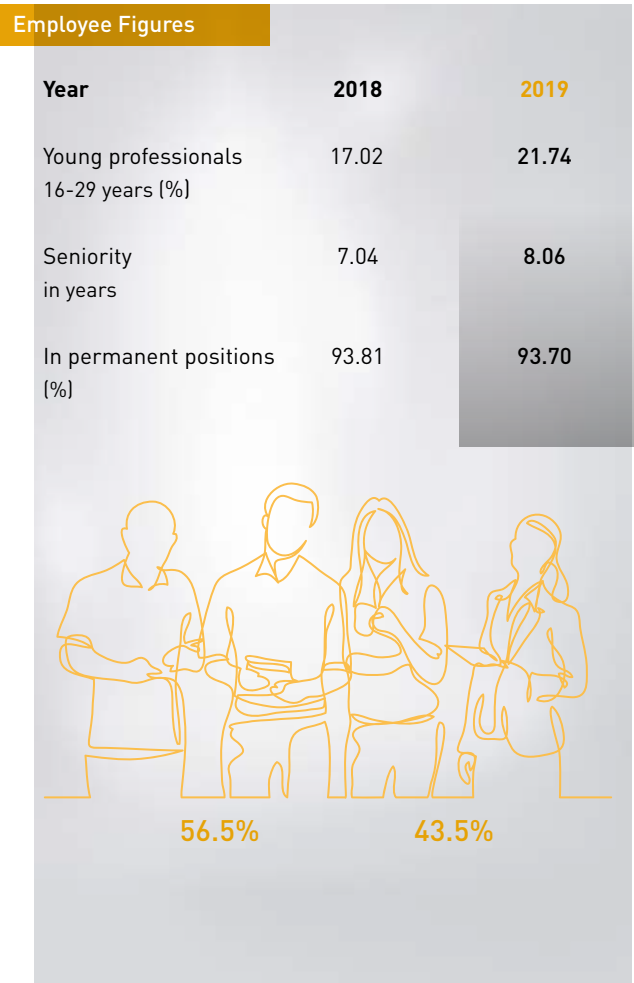


EMPLOYEES & SOCIAL AFFAIRS

For Heinrich Büscher GmbH too, employees are the most important resource and guarantor for economic success. In a culture of both encouragement and challenge, the company aims to provide the best possible support and offers essential qualification measures. Owing to the manifold requirements of today's working world, Heinrich Büscher strives to reconcile its own economic interests with the private needs of its employees' families. For example, the slightly rejuvenating workforce is currently offered six different part-time models in industrial and commercial areas. Operational integration management following a long illness and assistance following accidents is not only a legal obligation here, but a natural measure to preserve the workplace and employability of the employee concerned. One-to-one performance reviews regularly take place to ensure mutual feedback, agreement on measures and a balanced cooperation.

2020 goals:

- Promotion of employee health and safety (training on health topics relating to the back, eyes, motion - first aid and work safety - fire safety)
- Expansion of skills and expertise within the processes (e.g. organised knowledge transfer, training on floor conveyors and in IT)
- Handicraft competition for local kindergartens



ENVIRONMENT & ECOLOGY

In 2019, Heinrich Büscher GmbH was able to reduce its waste by 19.7% and continues to use materials in shipping that are both environmentally friendly and effective: Today, packaging made of solid board is almost 100% produced from waste paper as a secondary raw material. Weather-resistant wet adhesive tapes made of biodegradable materials represent an effective sealing method. Furthermore, the polyethylene films used are not only extremely tear-resistant, but – consisting of carbon and hydrogen – are also free of pollutants, and infinitely recyclable. Owing to improved tour planning and the use of public transportation, the Göttingen-based company used more than 5,000 litres of diesel fuel less compared to the previous year. This corresponds to around 15 tonnes of CO₂. Although the company consumed more electricity in 2019 and switched to a mix of electricity with a lower proportion of green electricity, it succeeded in reducing its total energy consumption by around 12% and improved its carbon footprint by a total of 14 tonnes of CO₂ compared to the previous year.

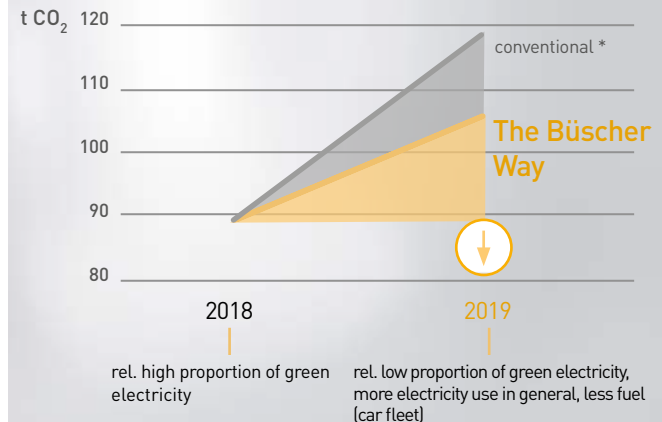
2020 goals:

- Extension of the range by adding products made from recycled or otherwise environmentally-friendly materials
- More targeted identification of the additional benefits of products [e.g. insulation, energy saving potential, etc.]
- Successful implementation of the energy audit according to DIN EN 16247-1 in line with Sec. 8 ff Energy Services Act (EDL-G).
- Switch to LED lighting [reduction in electricity consumption by 8%]
- Paperless dispatch of invoices etc.

Environmental/Energy

Year	2018	2019	
Waste	54.0%	43.4%	-19.7%
Consumption by all energy carriers (kWh)	393,643	347,246	-11.8%

Energy-related CO₂ FOOTPRINT - Heinrich Büscher GmbH



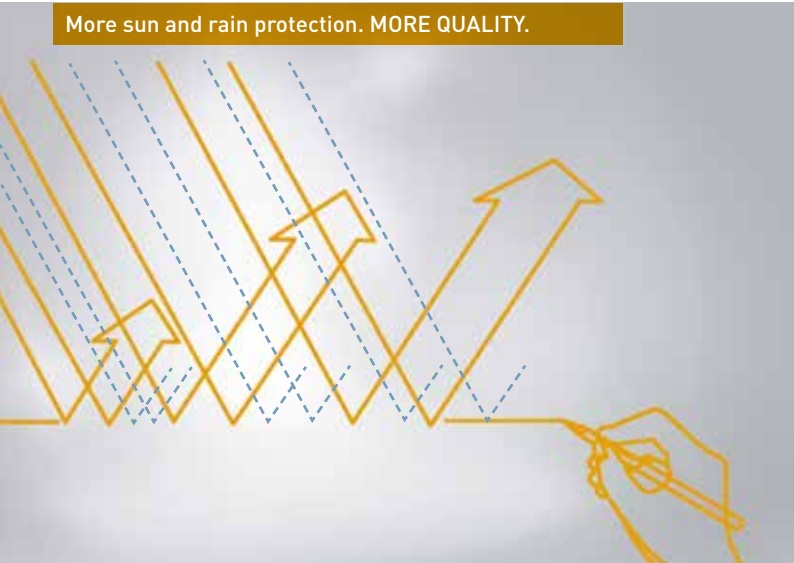
* Emissions at Büscher acc. to the mean electricity mix in Germany/Federal Environment Agency, April 2019

BUSINESS SNAPSHOT

With over 180 years of experience in metal construction, Leiner GmbH now offers a wide range of sun and rain protection solutions for your patio. The company has been selling patented sun and rain protection awnings under the SUNRAIN brand since 2005. This has enabled the company to achieve market leadership in the catering and hotel sector. In 2016, the company extended its product range to include patio roofs, and in 2018, also invested in its own powder coating facility in order to be more flexible in meeting the colour requirements of its customers. Ranging from classic folding arm awnings to the glazed patio systems, we rely on durable and extremely resilient in-house developments. Special solutions make up part of the company's challenge and it creates an individually made and unique custom specimen with each order delivered. Extremely high delivery reliability despite the seasonal nature of the markets makes Leiner an attractive partner for independent regional specialist companies. Leiner products are supplied exclusively to qualified specialist companies and are not sold in DIY stores.

2020 goals:

– To deliver 96% of all our orders without delay



More sun and rain protection. MORE QUALITY.

Selected key economic figures

	2015	2016	2017	2018	2019
Sales (m. of €)	12.99	15.68	18.65	20.94	21.76
No. of units produced	10,916	11,625	12,875	13,242	13,834
Complaint rate (%)				2.7	2.1

EMPLOYEES & SOCIAL AFFAIRS

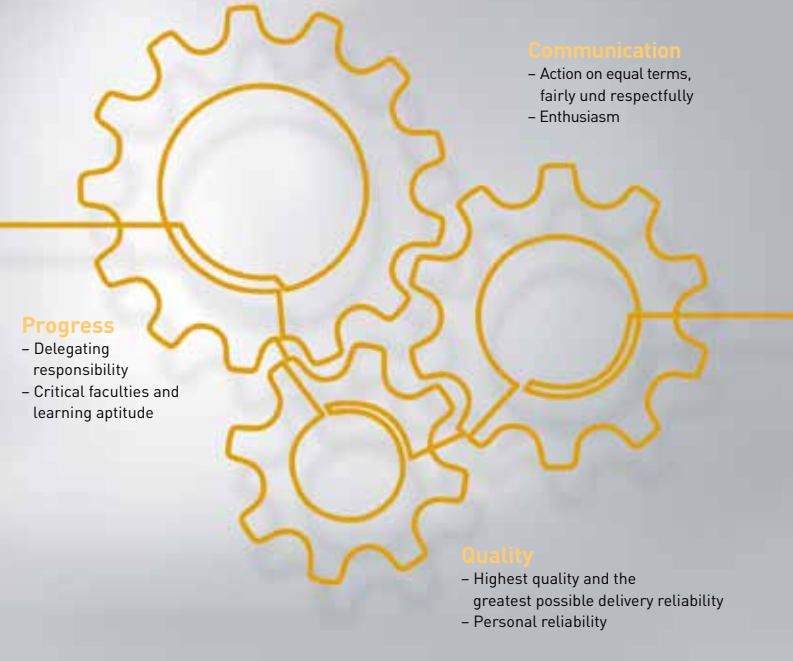
Since the construction of awnings still represents a form of traditional craftsmanship also Leiner places its employees in the centre of attention.

The seasonality of the work and the frequently high weight of the products, mean that the health of its employees is of great concern to the company. The provision of ergonomic workplaces and the continuous monitoring of safety at work ensure a very low rate of accidents and sickness. Employees can obtain information on relevant topics at an annual Health Day. Despite the strong seasonality of the work, Leiner is constantly expanding its working hours models and is making them more flexible. Young people have been undergoing training at Leiner for years and a high percentage of permanent positions of over 93% has always been a matter of course at the company. The mission statement from Dr. Zwissler Holding AG is actively lived. As an essential basis for this, the elements of progress, quality and communication were developed to suit the company's specific situation (see right).

2020 goals:

- To promote employee health and safety (sensitisation to issues at health days, incentivisation of fewer sick days, regular review of workplace safety by expert third parties)
- To make working hours models more flexible (introduction of flexitime in administration, gradual expansion of leave options during the season, option of part-time models)

The Leiner GmbH Mission Statement



Employee Figures

Year	2016	2017	2018	2019
Permanent employment rate (%)	94.85	93.52	93.81	93.70
Sickness rate (%)	3.04	3.68	3.79	4.96

ENVIRONMENT & ECOLOGY

Leiner GmbH produces its awning systems exclusively in Germany and tries to use regional suppliers as much as possible. Long transport routes and emissions that are hazardous to the climate can be avoided by this. The awnings are mainly made of aluminium. Although aluminium is energy-intensive to produce, it can be recycled with a relatively small amount of energy input. By continuously monitoring the blanks, the company reduces the amount of aluminum waste as low as possible and disposes of it professionally. For Leiner GmbH, nothing is better for the environment than a durable product. This is why the company uses durable materials of the highest quality right from the development stage and guarantees the supply of spare parts to make repairs possible even after years of use. Leiner already has implemented many projects to reduce its in-house energy consumption, ranging from the complete renovation of all energy-related aspects in the production facilities and offices to equipping all production zones with energy-saving LED lighting.

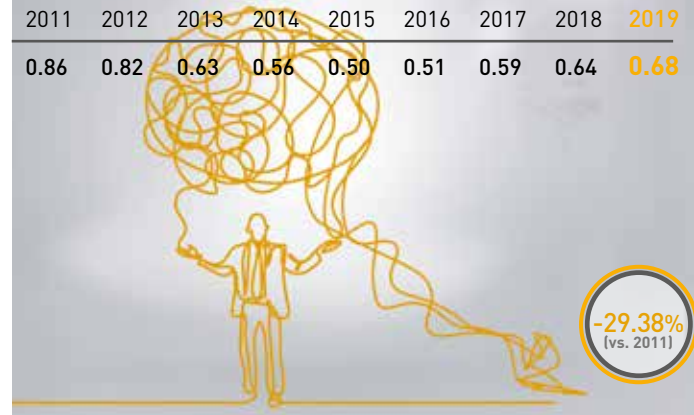
2020 goals:

- Successful implementation of the energy audit according to DIN EN 16247-1 in line with Sec. 8 ff Energy Services Act (EDL-G).
- Reduction of the scrap rate (sensitisation of employees, review of the width/loss distribution and, if necessary, inclusion of new lengths)

Massive reduction in the scrap rate

– Indicator: (kg scrap/€ sales)* 100
Starting with 2015, increases are due to the manufacture of products with more material input.

2011	2012	2013	2014	2015	2016	2017	2018	2019
0.86	0.82	0.63	0.56	0.50	0.51	0.59	0.64	0.68



-29.38%
(vs. 2011)

Leiner GmbH supports the ES-SO (European Solar Shading Organization, Brussels).

According to this non-profit institution, dynamic solar shading systems could avert 137 million tonnes of CO₂ annually by way of energy savings.

BUSINESS SNAPSHOT

The origins of Nova Hüppe, headquartered in Oldenburg in Lower Saxony, goes back to the wholesale saddlery products business also founded in Oldenburg by Justin Hüppe in 1889. Despite the strong diversification of the companies product portfolio in the 20th century, the Hüppe Group was eventually split up into individual companies with the awning division being spun off in 2005. The later Nova Hüppe GmbH developed rapidly and now produces some 40 patio, under-glaze, window, facade, conservatory, and pergola awning models and also offers exterior ARS Venetian blinds, which are manufactured by a production partner in the Czech Republic. In 2019, Nova Hüppe was successful in exhibiting its innovations at the R+T trade fair and continued to grow afterwards:

Compared to 2018, the order intake in 2019 increased by 15% and sales by 18%. The company was able to absorb the increase in demand by making early capacity adjustments in production and warehousing, and through various process optimisations and intensive HR management.

2020 goals:

- Expansion in capacity to cover the growth in sales
- 1st phase of the implementation of the SAP S/4 HANA ERP system
- Progressive digitalisation of all business processes (paperless office and production spaces, service app for specialist resellers incl. simulation tool)

More sun protection systems in a better quality every year

	2013	2014	2015	2016	2017	2018	2019
Sales revenue in m. €	8.6	9.9	11.4	14.5	17.6	22.3	26.4
No. of units produced (incl. merchandise)	6,140	6,920	9,920	11,390	18,000	25,750	28,390
Complaint rate (%)	6.1	5.5	5.4	4.7	2.6	2.0	1.9



EMPLOYEES & SOCIAL AFFAIRS

At Nova Hüppe the open doors principle is practiced along with intensive communication in which all employees are encouraged to contribute their ideas and creative suggestions at all times. The new generation of employees is given a successively increasing scope for decision-making, and is offered various training and development programmes (management seminars, English and IT courses, industrial specialist, CIC-certified accountant, etc.). Employees at Nova Hüppe are currently using 12 different working hours models and can use the "Der Mühlengarten" kindergarten, co-founded by the company, to assist in looking after their children. The cordial company world is characterised by annual social events for the whole family and real treats on special occasions. Nova Hüppe also subsidises the daily use of the company canteen, offers cooperations with a fitness studio (incl. physiotherapy treatments), as well as other health-related measures.

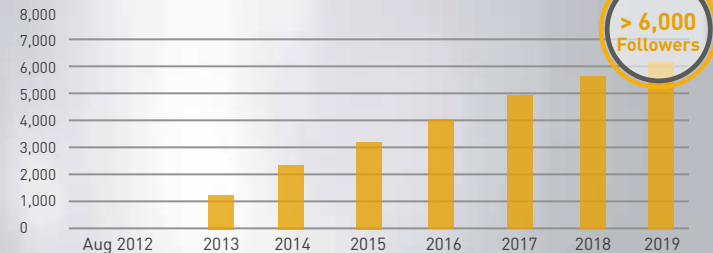
2020 goals:

- Reduction in the average rate of sick leave by 30% through various measures (e.g. Qualitrain, lifting unit in shipping, high-speed doors)
- Introduction of a junior regulars' table (promotion of young talent and networking)
- Improvement in communication through the internal "Nova News" newsletter
- Opening of the Hüppe Museum.
- Expansion of our presence on Facebook to disseminate social issues both internally and externally and to strengthen the employer brand: More than 7000 followers by the end of the year
- Use of part of the Christmas budget for marketing for social projects

Every year, more and more people want to work at Nova Hüppe and find out more about the company.

	2013	2014	2015	2016	2017	2018	2019
Employees	55	60	70	72	85	93	134

Facebook fans: Nova Hüppe



RÜM HART KLAAR KIMING

"With an open heart and a clear horizon."

This old Frisian adage creates closeness among people and allows them look ahead with courage and a spirit of adventure. This has been a tradition in dealings at Nova Hüppe since the company was founded.

ENVIRONMENT & ECOLOGY

The Oldenburg-based company has implemented numerous practical measures to reduce its ecological footprint: By completely renewing all its heating systems and fitting new windows, as well as introducing thermal insulation measures, and making a complete switch to LED lighting, Nova Hüppe has been able to reduce its annual energy consumption (electricity/gas) by 36% compared to 2013. By taking additional account of fuel consumption in the vehicle fleet and avoiding empty runs by introducing a roundabout system in distribution, energy-related carbon dioxide emissions could also be reduced by around 15% from 2017 to 2019. And this with steadily increasing production volumes! All trade fair stands are designed in-house by Nova Hüppe and are smartly reused in the company's own showrooms and those of specialist re-sellers. While renovating the roof on one of the works, lengths of elastomer bitumen were used which neutralise nitrogen oxides over an area of approx. 2000 m², corresponding to the annual emissions of some 56 cars.

2020 goals:

- Successful implementation of the energy audit according to DIN EN 16247-1 in line with Sec. 8 ff Energy Services Act (EDL-G).
- Switch to green electricity
- 100% plastic-free and more stable packaging
- Climate-neutral printing of all advertising materials and documents

ENERGY-REALTED CO₂ FOOTPRINT AT NOVA HÜPPE

More sun protection products - less CO₂ - fewer costs

Year	2017	2018	2019	vs. 17/19
Products*	10,670	14,670	17,240	61.6%
Energy-related CO ₂ ** emissions (t/a)	228	218	195	14.6%
kg CO ₂ /product	23.9	16.5	13.1	38.8%
Energy costs €/product	21.9	14.9	11.3	47.1%

* = Number of pieces manufactured without merchandise
** = Electricity tariff applied: 353g CO₂/kWh



KEY SUSTAINABILITY FIGURES - Dr. Zwissler Holding AG

(2018/2019)

BUSINESS

	zwissTEX		Free Time		Nova Hüppe		Leiner		Heinrich Büscher		Dr. zwissler Holding AG		Compari-
	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018/2019
Sales Revenue (m. of €)	110.7	114.9	7.2	6.9	22.3	26.4	20.9	21.8	6.8	6.6	167.9	176.6	5%
Investments (m. of €)	12.9	1.7	0.09	0.03	0.5	0.5	0.9	0.5	0.3	0.1	14.7	2.9	-81%
Tonnes of knitted fabric produced	2,720	1,946									2,720	1,946	-28%
M. of metres of composite materials	7.11	7.21									7.11	7.21	1%
Metres of woven fabrics produced (Freetime)			300,000	289,000							300,000	289,000	-4%
Samples & designs (Freetime)			7,000	8,000							7,000	8,000	14%
Number of units produced (sun/rain protection)					25,347	27,612	13,242	13,834	78,506	79,672	117,095	121,118	3%
Complaints (per 1,000 deliveries, in %)	0.79	0.74	0.4	0.4	2.0	1.9	2.7	2.1	1.6	0.58	1.50*	1.14*	-24%

ECOLOGY

Total energy consumption (kWh/a)	11,701,570	9,791,358	44,970	47,674	823,896	691,526	783,778	884,510	393,643	347,246	13,747,857	11,762,314	-14%
Energy-related CO2 emissions (t/a)	2,169	1,779	21	22	218	195	214	235	89	106	2,711	2,102	-22%
Water consumption (m³)	6,884	6,554	95	130	260	250	489	480	430	121	8,158	7,535	-8%
Waste water (m³)	4,063	2,697	0	0	301	300	489	480	3	2	4,555	3,479	-24%
Recyclable waste (t/a)	906.71	824.876	2.25	2.35	270.57	263.41	257.34	256.59	53.98	43.36	1,491	1,391	-7%
Disposable waste (t/a)	41.12	36	0	0	0	0	0	0	0	0	41	36	-12%

EMPLOYEES AND SOCIAL AFFAIRS

Total no. of employees incl. temp. workers	268	279	17	18	93	134	117	113	47	46	542	590	9%
FTEs (%)	96.65	89.89	100.00	100.00	100.00	100.00	93.81	93.70	72.34	80.43	92.56*	92.80*	0%
Apprentices and trainees	4	1	0	0	3	1	6	5	0	0	13	7	-46%
Proportion of female employees (%)	40.67	42.65	47.00	50.00	30.11	27.60	26.50	29.00	48.94	43.48	38.64*	38.55*	0%
Part-time employees	5	11	1	1	17	25	7	7	6	6	36	50	39%
Employees on parental leave	5	11	0	0	3	0	1	1	0	2	9	14	56%
Fluctuation rate (% , without pension)	6.64	7.97	0	0	16.13	12.70	13.27	19.40	5.88	12.76	8.38*	10.57*	26%
Number of training days	424	270	0	5	0	142	39	45	3	8	466	470	1%
Avg. no of training days per employee	1.64	1.01	0	0.02	0	1.06	0.33	0.40	0.06	0.05	2.03	2.54	25%
Average length of service (a)	9.01	8.37	12.00	12.00	8.40	8.90	7.42	6.42	7.40	8.06	8.85*	8.75*	-1%
Average age (a)	41.38	38.50	46.88	45.50	43.20	42.2	42.66	41.17	41.52	42.16	43.13*	41.91*	-3%
EMP aged 16-29 (in %)	15.50	16.04	0	5.55	16.13	21.64	15.75	20.13	17.02	21.74	12.88*	17.02*	32%
EMP aged 30-39 (%)	24.03	25.75	17.64	5.55	18.28	21.64	25.98	24.83	19.15	13.04	21.02*	18.16*	-14%
EMP aged 40-49 (%)	23.64	22.39	41.18	55.56	26.88	22.39	25.98	26.85	38.30	32.61	32.20*	32.00*	3%
EMP aged 50-67 (%)	36.83	35.82	41.18	33.34	38.71	34.33	32.28	28.19	25.53	32.61	34.91*	32.86*	-6%
Workplace accidents	8	6	0	0	5	8	2	4	3	3	18	21	17%
Hours lost due to illness/total hours (%)	4.77	5.17	0.98	0.66	4.42	5.96	3.79	4.96	5.50	3.40	3.89*	4.03*	6%
Company pension scheme (€)	178,180	185,887	191,154	201,312	0	0	0	32,368	838	0	370,172	419,567	13%
Donation expenses (in €)	14,816	10,676	0	0	500	400	650	0	50	555	16,016	11,631	-27%

zwissTEX Mexico, zwissTEX sales companies outside Germany and some subsidiary companies/minority interests are not included in this sustainability report.

* = Group average

ANTIMICROBIAL ACTIVITY

- zwissCLEAN Robust** 100% polyester, medical green, application: **MEDICINE**
- zwissCLEAN Plain** 100% polyester, application: **PROTECTIVE EQUIPMENT**
- zwissCLEAN Safe** 70% polyamide, 30% polyester, application: **PROTECTIVE EQUIPMENT**
- zwissCLEAN Fresh** 100% cotton, application: **CLOTHING**
- zwissCLEAN Clear** 95% cotton, 5% elastane, application: **CLOTHING**

THE zwissCLEAN **MASK** - **MADE IN GERMANY**

3 SPECIAL LAYERS

- 1 Inner fabric** 100% COTTON
- 2 Sandwich fabric** 100% TPU FLEECE
- 3 Outer fabric** 70% POLYAMIDE
30% POLYESTER



zwissECO-FRIENDLY

Environmentally friendly
Formula contains silver and zinc

zwissREUSABLE & WASHABLE

Antimicrobial action remains for 30 washes at up to 85°

zwissANTIBACTERIAL & ANTIVIRAL Protect



zwissSUSTAINABLE

Sustainable conditions of production and employment

zwissMADE

Made in Germany



Sustainability Report 2019

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