

ZWISS
TEX



SOME THINGS GOTTA POP
TO FULFILL THEIR DESTINY

DISRUPTION THROUGH SUSTAINABILITY
2018

Dear Sir or Madam,
dear business partners,
dear employees,

In our era of growing challenges and ever-accelerating change, a moral duty and a strategic constant. Not only does our commitment stabilise our business, it gives us a powerful dynamism that leashes novel product solutions together with our employees

It's a bit like popcorn: some things need a powerful collision to be towards their higher purpose.

By merging our two core companies, Gertex and Zoeppritex, zwissTEX Germany we offer you a holistic, international partner the development, production, and lamination of technical textiles.

Together let us create solutions that offer disruptive value to society.

sustainability is both
ment to sustainability
allows us to un-
and customers.

launched

into
in



YOUR TRUST IS
OUR PRODUCT.

PLACE YOUR TRUST IN US
AND HELP US DEVELOP
DISRUPTIVE SOLUTIONS THAT
CREATE GENUINE VALUE.

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

Christoph Rehse
CORPORATE SUSTAINABILITY
Dr. Zwissler Holding AG

CORPORATE MANAGEMENT
zwissTEX GmbH

zwissTEX – our sustainability story

- Dr. Zwissler Holding AG consists of very different companies that are united behind uniform guiding principles.

- With these guiding principles in mind, we have spent a lot of time developing a group-wide vision of sustainability. All our managers and a select group of employees from our various subsidiaries shared their experiences and insights with us to help us create a workable sustainability strategy.

- This joint effort has produced an authentic, courageous vision of sustainability. We enshrined it in our corporate vision and elevated it to a binding principle throughout the group in the spring of 2018.

- Dr. Zwissler Holding AG is a group of manufacturing companies. It primarily defines sustainability in terms of a first-class product and the involvement of its many employees

who work hard to create that product every day.

- We consider ourselves sustainable when our products come from a trustworthy environment that inspires complete confidence on part of our customers.

- In a way, our product is trust itself.

- In 2019 we will enter into a sustainability dialogue with our customers.

THE SUSTAINABILITY VISION of the Dr. Zwißler Group

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 produce trust.

M. W. Lorch, CEO, Dr. Zwißler Holding AG

B. M. Weinländer, CFO, Dr. Zwißler Holding AG

J. Ehret, Baumann Hüppe s.a.r.l.

G. Casini, Freetime s.r.l.

A. Gesellensetter, Fischer Textil GmbH

H. Beuschel, Gertex Textil GmbH

E.-W. Moning, Zoeppritex Verbundstoffe GmbH

I. Röwer, Heinrich Büscher GmbH

J. Schulz, Leiner GmbH

N. Strecker, Nova Hüppe GmbH

M. Rossi, Trendintex s.r.l.

zwissTEX – YOUR SOURCE OF SUSTAINABILITY

a matter of course

caution



conscientious

minimising environmental
consequences
maximising process efficiency
minimising risk

cooperative

proactive

authentic

partner at eye-level

innovative force to society

familiar product quality

strong employer



added value

The merger of our two core companies, Gertex and Zoeppritex, into zwissTEX Germany has combined more than 125 years of solid production experience. Together, we are also a single source of sustainability for our customers. To us, sustainability is more than the mere mitigation of our negative impact, the reduction of our footprint. It is the proactive strengthening and expansion of our positive impact: the amplification of our 'hand print'.

We are only truly sustainable when our uniform, symbolic 'hand' represents a constant guarantee of quality and trust to our customers.



zwissTEX

– economic sustainability

PASSION LED US HERE

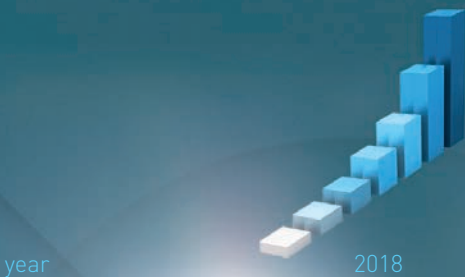
GROWTH FOR CHANGE

– economic sustainability

TRAILBLAZERS

Our story began in 1872, when we were but a courageous hand weaving business in Gerstetten, Baden-Württemberg. Over the course of a few decades, the company became a mechanical weaving mill that survived the worst impact of the war. Dr Ulrich Zwissler took over the company in 1964. Struggling against the collapse of the German textile industry at the hands of competitors from the Far East, he switched the production to warp knitting. It became a high-performing legacy that would go on to shape and secure the future of the technical textile industry as a whole.

PRODUCTION VOLUME				
year	2014	2015	2016	2017
warp-knitted products (t)	2.104	2.081	2.514	2.259
millions of metres of laminated fabric	6,88	6,84	7,14	7,55



year

2018

warp-knitted products (t)

2.720

millions of metres of laminated fabric

7,08



GROWTH FOR CHANGE

- economic sustainability

GLOBAL PLAYERS

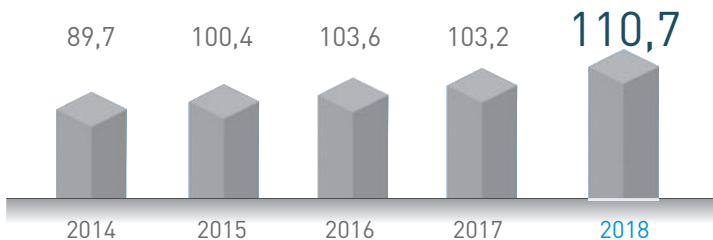
In 2015, Marc W. Lorch took over the operative management of the company. He responded to new economic and societal expectations by introducing sweeping restructuring efforts and expanded the company's textile portfolio internationally. Today, zwissTEX is an innovative, single-source provider in five countries. It is qualified to assist global players with its far-reaching experience.

GLOBAL PLAYER 2018

- Foundation of the distribution companies zwissTEX China and zwissTEX France
- Continuous quality improvement as per ISO 9001 for more than 10 years
- Successful implementation of the IATF 16949:2016 quality standard

Sales trajectory

(in million EUR)



GROWTH FOR CHANGE
– economic sustainability

VISIONARIES

The investments we make today define the future of our company. zwissTEX invests in cutting-edge production facilities and steadily expands the shares it holds in solid textile enterprises. We advance our internal development and innovation processes and invest in a pioneering sustainability management system, which includes the continuous improvement of our environmental performance and a value-based management concept.

VISIONARIES 2018:

- zwissTEX builds a new headquarters with a textile facade
- New product group: FREE D MESH
- Acquisition of shares in Feinjersey Colours GmbH und Co KG (processing and finishing of textiles)
- Adoption of a group-wide sustainability vision based on an internal materiality analysis

* incl. enhancements of our branch in Mexico



SOME THINGS GOTTA POP TO FULFILL THEIR DESTINY

In 2019, we will merge our core companies, Gertex Textil GmbH and Zoeppritex Verbundstoffe GmbH, into zwissTEX Germany GmbH.

This move will achieve a powerful pool of expertise in developing, producing, and laminating technical textiles. The calculated, yet sudden collision will create a plethora of new synergies and generate genuine value. It will consolidate your trust in the innovative force and international purpose of our endeavour.

THE BENEFITS OF OUR MERGER:

- consolidation of skills
- optimisation of internal processes
- reduction of internal redundancies
- standardisation of the company and leadership culture
- a more sustainable approach to business

We encourage all our business partners to work with zwissTEX on disruptive products that have a tangible, sustainable impact on society.





zwissTEX
– social sustainability

GUARDIANS OF VALUES

More and more employees contribute their talent and skills to a worthy goal: consolidating and advancing the innovative spirit and product quality of zwissTEX. When they join us, they become members of a company that adheres to a code of conduct based on the UNITED NATIONALS GLOBAL COMPACT. As long-term employment dwindles all over the world, our employees work for a company that offers them guaranteed security and increasingly supports their well-being.

GUARDIANS OF VALUES 2018

- Implementation of a binding healthcare and security policy with specific targets
- Continuous expansion of healthcare services ('JobRad' bike leasing, provision of fresh fruit, water dispenser etc.)
- Increase in the number of first responders and fire prevention officers beyond the legally required percentage
- Continuous training in correct conduct

Total staff				
204	211	234	253	268
2014	2015	2016	2017	2018



2018 - a record year for

permanent employment (96,7%)

labour turnover (6,6%)

illness rates (4,8%)

PEOPLE FOR CHANGE

- social sustainability

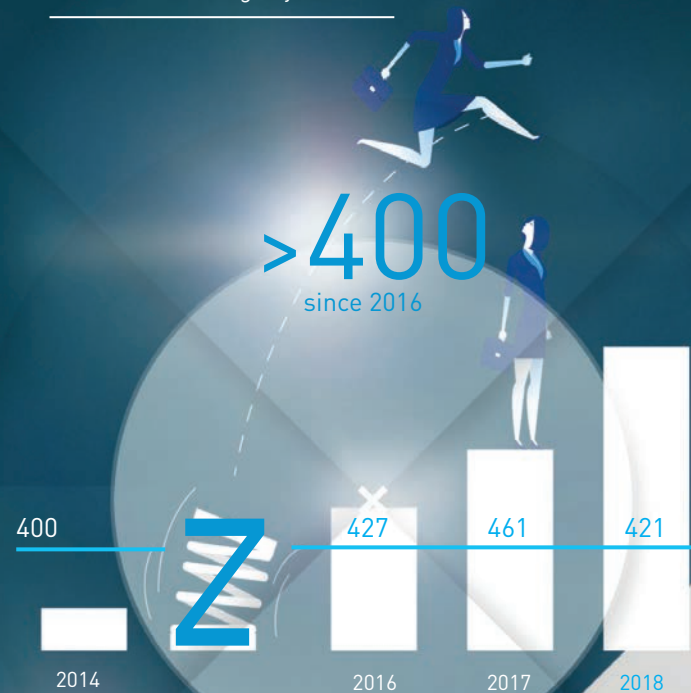
STEPPING STONES

Good employers give their staff more than just work. They give them meaning, a vision, and ways to get ahead. Again, we enabled our employees to spend over 400 days in professional development this year. They have considerably more influence on the decisions made in our company and get to shape the way we work.

STEPPING STONES 2018:

- Establishment of a continuous managerial development programme
- Implementation of structured employee surveys on office design, information events, celebrations
- Analysis of employee motivation- transparent discussion of the results
- Launch of the intranet as an organisational and social tool
- Implementation and optimisation of flexible working hours
- Establishment of the 'zwissNEXT' process of continuous improvement

Number of training days in 2017



NEW FLAG, NEW MANAGEMENT CONCEPT

In the summer of 2018, we invited employees from all departments and backgrounds to tell us how they would like to be managed in future.

These employees unanimously agreed upon a leadership concept which the management of Dr. Zwissler Holding AG has since praised and implemented as a binding policy across the group.

In 2019, we will develop a qualification scheme for managers based on this very concept and on customised approaches taken from the world's most advanced management systems.

CONTENT OF THE ZWISSLER MANAGERIAL QUALIFICATION SCHEME

Integration of the leadership concept into one's own world view

Spiral dynamics, exponential thinking and mindfulness
Theory U, positive leadership and radical management
Casework, conflict-free communication, Walt Disney
Strategic and cultural mobilisation, business canvas

with

PASSION DETERMINATION SKILL COMPASSION

I LEAD MYSELF AND MY COLLEAGUES

TO OUR SHARED FUTURE



PEOPLE FOR CHANGE

- social sustainability

SUPPORTERS

zwissTEX has proudly supported a variety of cultural and social institutions, most of them local. In the past years, we were able to increase our donations to youth development organisations as well as culture and sports institutions in our region. This year, we are also supporting projects that are closer to the textile business. We are in an ideal position to help out here, as we know the area like the back of our hands.





zwissTEX

- environmental sustainability

CHANGE FOR THE ENVIRONMENT

- environmental sustainability

ENERGY SAVERS

As a manufacturing company, we have a vested interest in lowering our energy expenses and finding workable, smart, forward-looking alternatives. In the past years, we invested in four co-generation units and a photovoltaic plant. This has allowed us to increase the percentage of self-supplied electricity, save money and undercut the predicted development of our CO₂ emissions by 5100 tonnes compared to 2014. Our products are more than just innovative high-tech goods. They are opportunities for us to reduce the environmental footprint of our business partners.

ENERGY SAVERS 2018:

- Continuous analysis and improvement of our energy saving efforts as per ISO 50001
- Design of new, more energy-efficient zwissTEX headquarters and an energy centre that serves all branches

Energy-based CO₂ footprint (t/a)



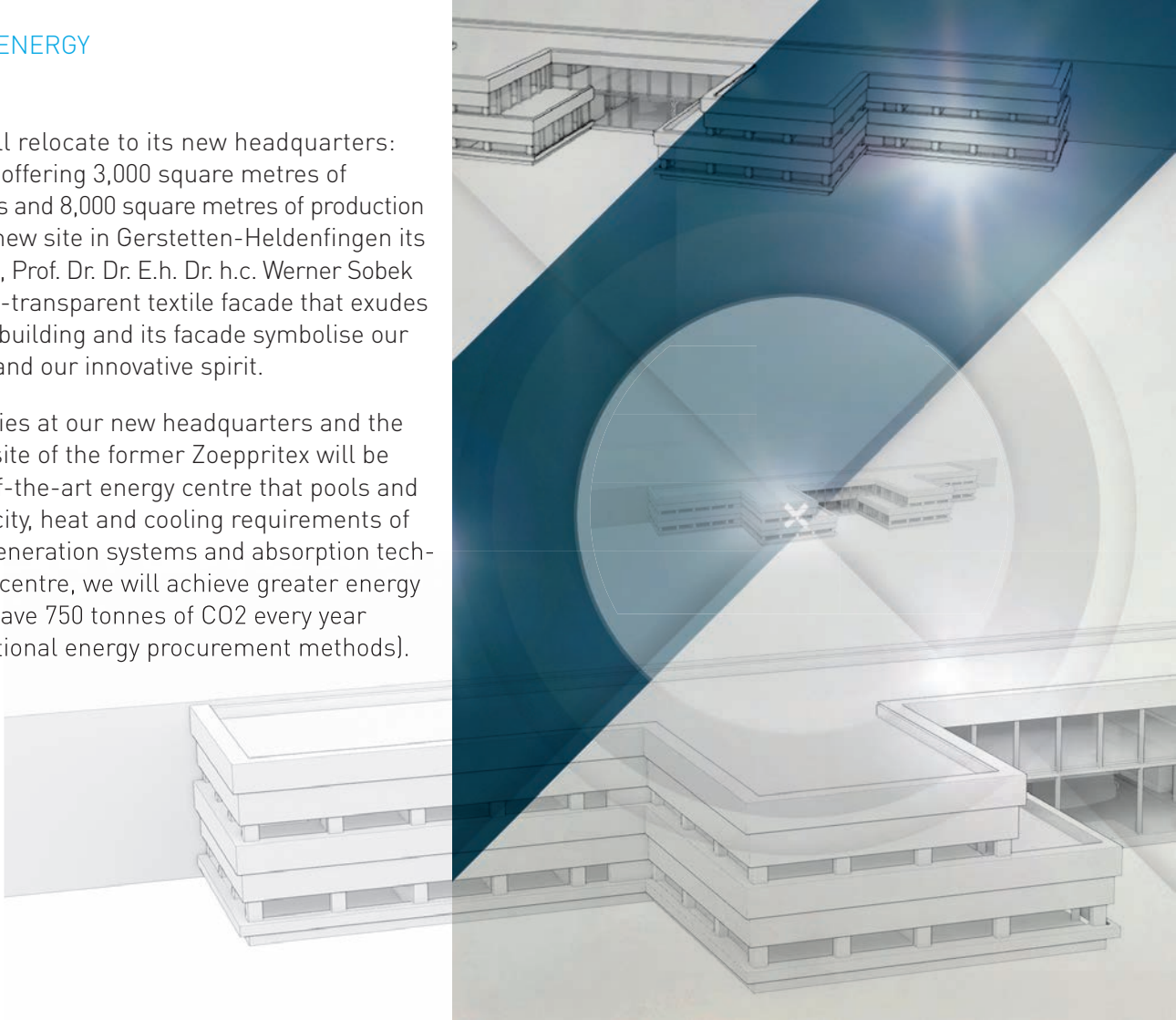
* = zwissTEX emissions according to the mean German electricity mix (German Federal Environmental Agency, April 2019)

* = zwissTEX emissions minus energy savings after investments (co-generation, photovoltaic) and choice of electricity mix

MORE SPACE, LESS ENERGY

In 2019, zwissTEX will relocate to its new headquarters: a two-storey building offering 3,000 square metres of administrative facilities and 8,000 square metres of production facilities. To give the new site in Gerstetten-Heldenfingen its special finishing touch, Prof. Dr. Dr. E.h. Dr. h.c. Werner Sobek has developed a semi-transparent textile facade that exudes personality. Both the building and its facade symbolise our method of operation and our innovative spirit.

The production facilities at our new headquarters and the adjacent production site of the former Zoeppritex will be powered by a state-of-the-art energy centre that pools and optimises the electricity, heat and cooling requirements of both sites using co-generation systems and absorption technology. With the new centre, we will achieve greater energy self-sufficiency and save 750 tonnes of CO₂ every year (compared to conventional energy procurement methods).



CHANGE FOR THE ENVIRONMENT

- environmental sustainability

RESOURCE ENTHUSIASTS

Which resources are no longer suitable according to the latest insights? What alternative components are there? What are their advantages? What substances will become the design materials of the future? We are concerned with these questions not only terms of quality management: It is also a matter of nature and its resources. As a company with a steadily growing production volume, we are aware of the impact of our work. We are dissatisfied with the amount of waste we produce, the amount of water we consume. In the coming years we will strive to intensify our environmental responsibility in these regards.

RESOURCE ENTHUSIASTS 2018:

- Continuous improvement as per ISO 14001 (environmental management) since 2017
- Further improvement of our chemical management within the supply chain as per Bluesign
- Compliance with the requirements of the European REACH regulation (EG 1907/2006) and the MRSL (Manufacturing Restricted Substances List) of the ZDHC Initiative

Water consumption m³

4.877 5.480 5.771 6.187 6.884

2014 2015 2016 2017 2018

Wastewater consumption m³

1.512 2.426 2.101 3.055 4.063

2014 2015 2016 2017 2018

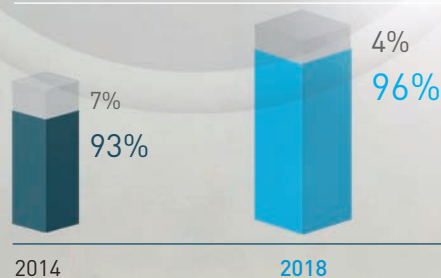
Amount of waste (t)

670,01 646,33 734,02 772,18 947,83

2014 2015 2016 2017 2018



waste
recyclables - disposals



2014

2018

CHANGE FOR THE ENVIRONMENT

- environmental sustainability

PEOPLE OF CONVICTION

We operate many essential management systems and receive certificates for them. Those certificates are more than just pretty pictures on the wall. They represent the future of our company. To us, they are touchstones, guideposts and advantages. It is out of the same conviction that we are committed to achieving tangible improvements in the management of chemicals and in compliance with essential thresholds and bans in our upstream supply chain. We encourage all our suppliers to work on solutions that are increasingly friendly to the environment.

PEOPLE OF CONVICTION 2018:

- Öko-Tex Standard 100 in specific product groups for 22 years
- Continuous improvement in the fields of energy (ISO 50001) and environmental protection (ISO 14001)
- Bluesign systems partnership since 2016
- Successful implementation of the IATF 16949 quality standard



ALL KEY FIGURES AT A **GLANCE**

BUSINESS

	2015	2016	2017	2018
Revenue, in million EUR	100,4	103,6	103,2	110,7
Investments, in million EUR	2,3	4,5	5,0	12,9
Tonnes of produced knitted fabric per year	2.081	2.514	2.259	2.720
Millions of laminated metres per year	6,84	7,14	7,55	7,08

ECOLOGY

Total energy consumption [kWh/a]	8.533,181	9.705,246	10.834,070	11.675,633
kWh of electricity per kg of knitted fabric (annual mean)	1,14	1,09	1,35	1,26
kWh of electricity per meter of laminated fabric (annual mean)	0,16	0,14	0,14	0,15
Energy-based CO ₂ emissions [t/a]	1.831	1.931	2.062	2.242
CO ₂ emission savings t/a (after investments and measures)	1.032	984	1.347	1.258
Water consumption [m ³]	5.480	5.771	6.187	6.884
Wastewater consumption [m ³]	2.426	2.101	3.055	4.063
Recyclable waste [t/a]	614,33	688,02	735,18	906,71
Disposable waste [t/a]	32	46	37	41

PERSONNEL

Total employees (n) including temporary workers	211	234	253	268
Permanent employees (%)	90,52	91,45	93,68	96,65
Apprentices and trainees (n)	2	6	7	4
Female employees (%)	38,39	39,32	40,71	40,67
Part-time employees (n)	8	7	9	5
Employees on parental leave (n)	1	3	4	5
Labour turnover rate (%; excluding retirement)	8,33	9,39	8,97	6,64
Training days	255	427	461	424
Average time spent in training per employee (days)	1,21	1,82	1,82	1,64
Average period of employment [a]	12,06	11,40	10,80	9,01
Average age [a]	43,81	43,46	42,88	41,38
Employees aged 16-29 (%)	13,61	15,42	17,30	15,50
Employees aged 30-39 (%)	18,85	20,56	21,94	24,03
Employees aged 40-49 (%)	29,84	24,30	24,89	23,64
Employees aged 50-67 (%)	37,70	39,72	35,86	36,83
Accidents (n)	8	7	7	8
Total hours/hours lost due to illness [%]	5,56	5,54	4,95	4,77
Healthcare measures (n)	2	2	5	4
Pension expenses (€)	142.570	213.320	168.145	178.180

MILESTONES IN 2019

Merger of Gertex Textil and Zoeppritex Verbundstoffe
to establish the new zwissTEX Germany

new zwissTEX headquarters

zwissTEX energy centre

External materiality analysis
Customer dialogue: sustainability

Systematic managerial qualification scheme

Appointment of an innovation manager

Partnership with Start-Up Mannheim

Attendance of international trade fairs
JEC, Paris: 12–14 March 2019
Techtextil, Frankfurt am Main: 14–17 May 2019

Improved operational data acquisition and
document management



Christoph Rehse
Dr. Zwissler Holding AG
Nachhaltigkeitsmanagement
Corporate Sustainability
T +49 7323 82 89 F +49 7323 82 57
christoph.rehse@dr-zwissler-ag.de



zwissTEX GmbH
Pommernweg 6
D – 89547 Gerstetten
www.zwissstex.com
info@zwissstex.com