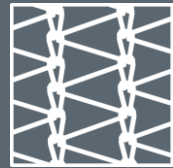


SUSTAINABILITY BRIEF

Textile function in full production depth

With nearly 150 years of experience and around 250 employees,
we create innovative & sustainable textile solutions
for the automotive and apparel industries:
Developed in Germany, produced and used internationally.



TEXTILES

We offer
the full spectrum
of state-of-the-art
textile technologies.



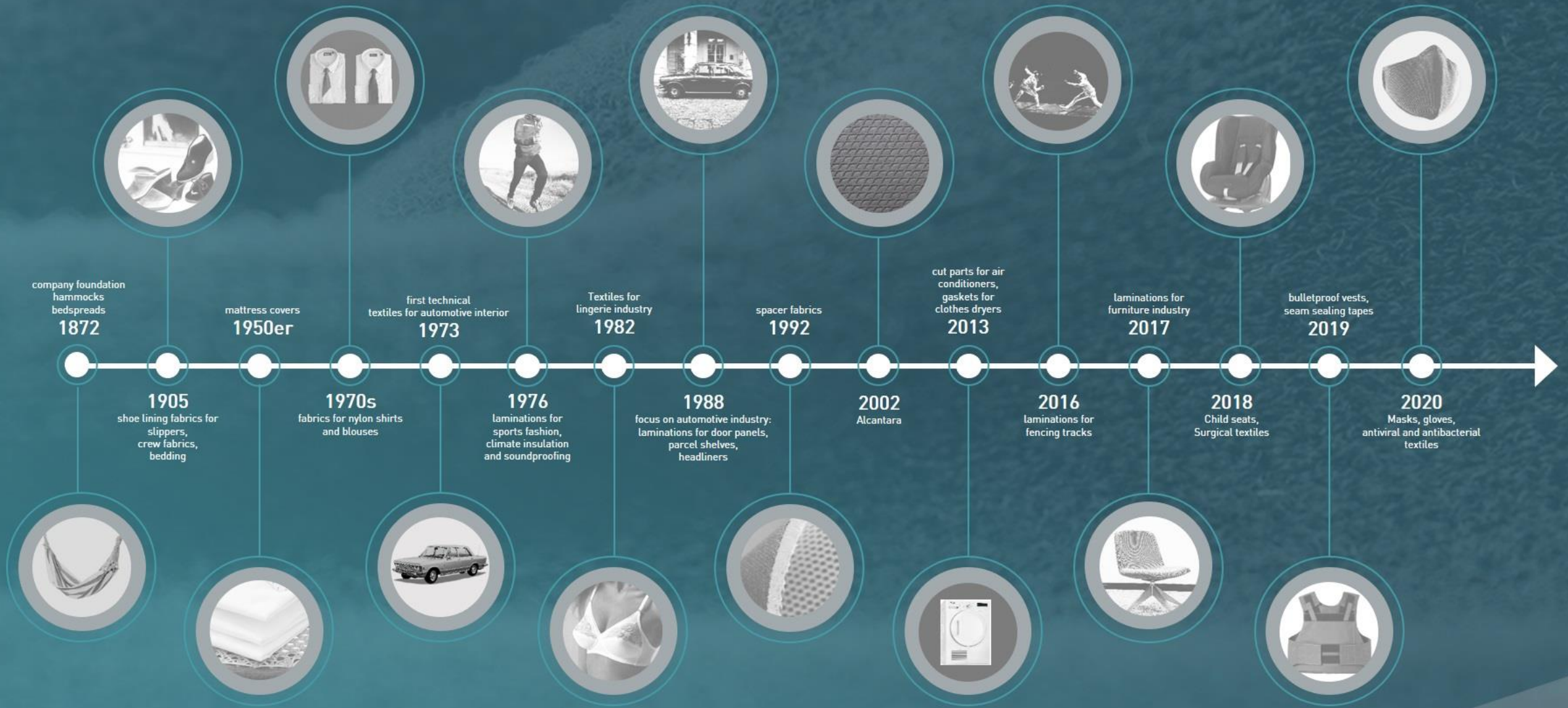
COMPOSITES

We carry out
laminations, linings, and
finishings
at the highest level.



CONFECTIONING

We deliver
your goods in all sizes, shapes
and formats with first-class
precision.





OUR VISION

We believe that the future of our planet
is shaped by the attitude of man.

We do everything to advance this attitude
with textile function.

SUSTAINABILITY REPORTING

We have been reporting on our sustainability management since 2017.
In 2020, we switched to a digital format.

2017: Print



2018: Print



2019: Print



2020: zwisstex.com



OUR VISION OF SUSTAINABILITY

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

We achieve sustainability
**by unfolding the potential of our employees
who create our products.**

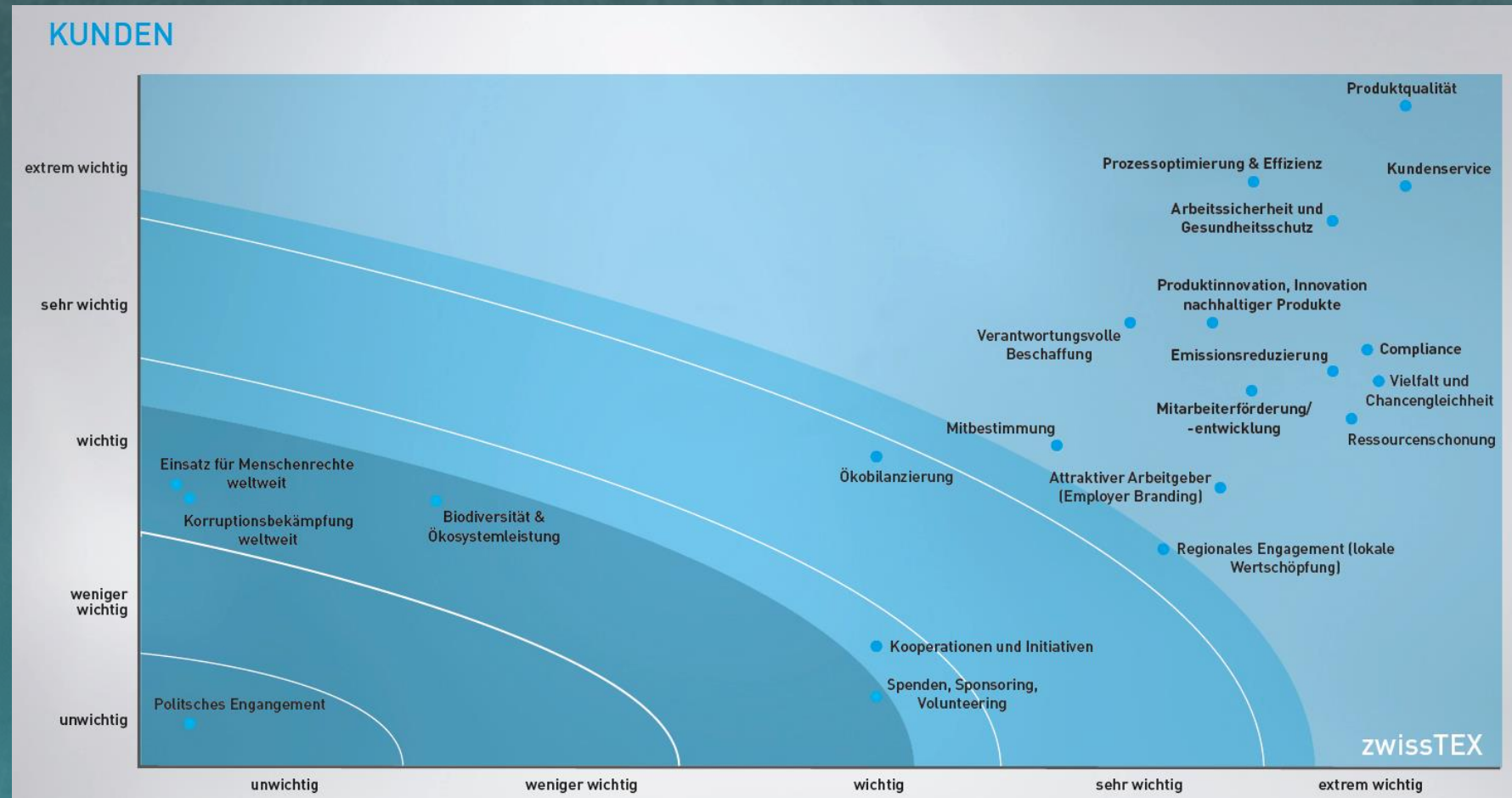
We achieve sustainability
**through resource-saving products from
efficient processes.**

We manufacture trust.

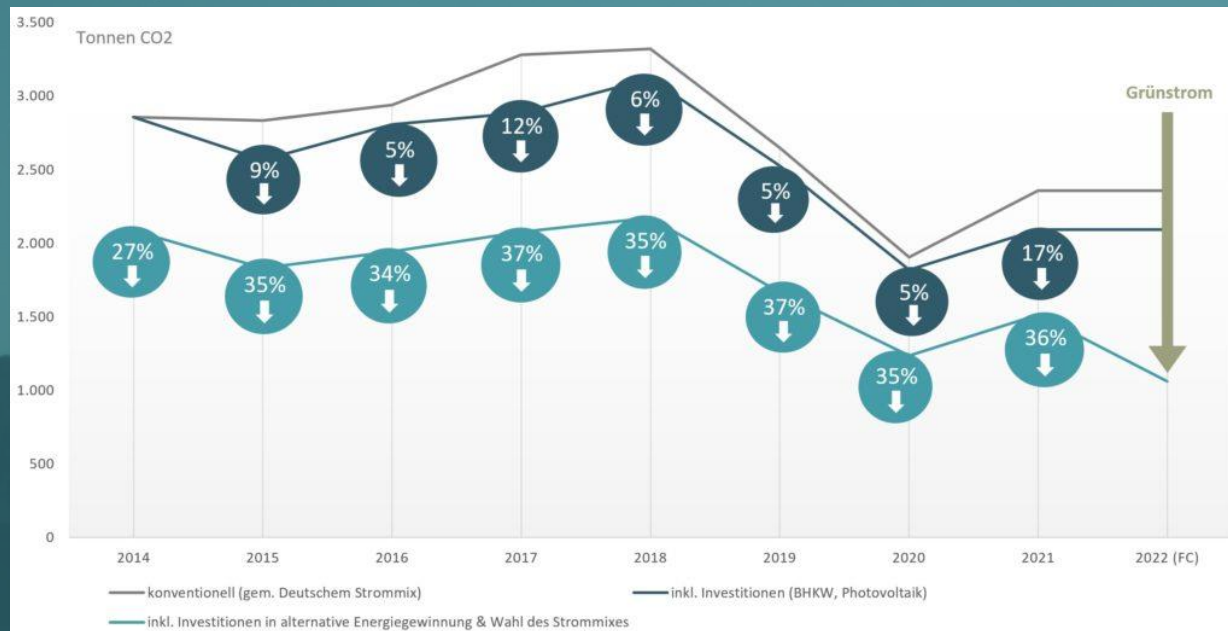


TRUST

Sustainability on the intersection of our and our customer's interests:



7.600 t CO₂ saved since 2014, ↓ 30% as of 2022



BUSINESS & PRODUCTION

Development of diverse, ecologically effective products

Plant consolidation (incl. closure of one plant in Bavaria)

Process reengineering: Product creation & change management

↑ 9% tons of knitted fabric + 6% tons of composite materials

↑ 14% Complaint ratio

ECOLOGY & ENERGY

↑ 14% water consumption (21 vs.20)

↑ 13% wastewater consumption (21 vs.20)

↑ 5% Waste consumption

Proportion: recyclable materials in waste = 96%

Announcement of additional certificates from 2023 (HIGG Index, GRS)

Highest level of analysis ever achieved: Life cycle assessment

EMPLOYEES & SOCIAL AFFAIRS

↑ 26% number of employees since 2014

↑ 75% number of part-time employees since 2014

↓ 3% rejuvenation of employees since 2014

↑ 24,2% average length of service since 2014

↑ 167,3% fluctuation 2021 vs. 2020

Preparation: Young professionals training 2022

Selected Measures: **BUSINESS & PRODUCTION**

2014-2020

- Internationalization
Plant: Mexico
- Vision and missions statement work
- Internal und external marketing management, professionalization of trade show presence
- Internal + external materiality analysis incl. competition analyses
- Sustainability in audits, customer inquiries, rating platforms , lobby and association work
- Integrated management systems
- Deepening of the production line

2021

- Corporate restructuring, consolidation, and process optimization
Corona Crisis, Chip Crisis, Settlement: Alcantara
- Increase: consultation in management circles, participation in corporate strategy
- Internalization and simplification: Marketing (incl. webpage development)

Preview: 2022

- Ongoing diversification: Non-Automotive business unit
- Self-produced corporate films: "150 Jahre zwissTEX" & "Wir suchen: Menschen die wirken"



2014-2020

- High share of renewable energy (as of 2019): 68.4 %
 - 1 photovoltaic system, 3 co-generation plants (cost-benefit & amortization analyses)
- Various saving measures in production
 - Installation: measuring instruments - conversion to LED
 - Regulations: Stand-by modes – Raising awareness: compressed air leakages
 - Repairs, regulation: ventilation system
- E-vehicles in car fleet
- Waste shredding (less truck trips)
- Purchasing: compressed foam (1/3 less truck trips: PUR foams)
- Knitted fabric from PET recycling
- Analyses: CO₂ footprint, waste streams, life cycles

2021

- joint energy center Heldenfingen (concertation of heat, cold, electricity of plants II and III)
- Project group: Uniform waste concept + recycling

Preview: 2022

- Development of various ecologically effective products
- Green power 100% company-wide
- Increasing the analytical power: life cycle assessment



Chemical supplies

- Hydraulic oils
- Greases
- Grease remover
- Brake cleaner
- Resin cleaner
- Other cleaners
- Sprays
- Deicer
- Thinners
- Marking paint
- Special ink mixtures
- Disinfectants
- Hand care products
- Test gas
- Adhesive primers

Printer paper

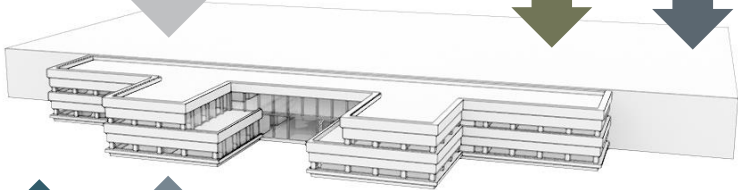
Toners

Packaging materials

- Tubes
- Cardboard boxes
- Plastic foils
- Adhesive tape
- Strapping tape
- Packing tape
- Aluminium tape
- Disposable pallets
- Inca pallets

Raw materials

- Yarn (TKB)
- Yarn (Spool)
- Adhesives
- Adhesive webs
- Foam
- Purchased goods (Div.)
- Fleece
- Alcantara
- Plastic foils



Depth of detail: LCA 2021

CO₂ (energy based)

Waste water

Residuals

Wood

Plastics

Paper & cardboard

Hazardous wastes

Mixed scrap

Waste & recyclables

Total energy consumption

Water

Composite materials

Knitted fabrics

Selected Measures: **EMPLOYEES & SOCIAL AFFAIRS**

2016-2020

- Health and safety policy - job bike, free fruit, water dispensers
- Flextime in the administration area
- zwissTEX Code of Conduct incl. internal training system
- CIP process in own brand: zwissNEXT
- Change of internal and external communications
 - Employee surveys
 - Newsletter & Intranet (incl. annual click analyses)
 - Social Media: Xing-, Kununu, and LinkedIn-profiles, Youtube channel
fragmich@zwisstex.com
- Standardization of the donation concept: upcoming textile generation

2021

- Transparent monitoring of restructuring measures
- Guideline: Meeting organization and culture
- Progressive digitalization: HR processes

Preview: 2022

- Self-produced corporate films: "150 Jahre zwissTEX" & "Wir suchen: Menschen die wirken"
- Young professionals training
- Policy: Handling of emails



zwissTEX Nachhaltigkeitskennzahlen 2018-2021

	KPI	2018	2019	2020	2021	Delta 20/21
ECONOMY & PRODUCTION	Sales Revenue (m. of €)	110,7	115,0	89,9	82,4	-8,3%
	Investments (m. of €)	12,9	1,6	4,3	1,1	-74,4%
	Tonnes of knitted fabrics	2.710	1.946	1.595	1.740	9,1%
	Meters of composites	7.112.527,05	7.041.254,81	6.022.714,71	6.358.643,46	5,6%
	Tonnes of composites	1.422,51	1.408,25	1.204,54	1.271,73	5,6%
	Deliveries	13.721	12.694	10.337	10.615	2,7%
	Complaints	105	87	61	72	18,0%
	Complaint ratio (per 1.000 deliveries, %)	0,76	0,68	0,59	0,67	13,6%
ECOLOGY & ENERGY	Total energy consumption (kWh/a)	11.706.589	9.792.772	7.009.246	8.862.031	26,4%
	Energy-related Co2 emissions (t/a)	2.173	1.665	1.235	1.514	22,6%
	Water consumption (m³)	6.884	6.554	3.429	3.919	14,3%
	Waste water consumption (m³)	4.063	2.697	2.618	2.970	13,4%
	Recycable waste (t/a)	906,71	834,02	715,79	746,45	4,3%
	Disposable waste (t/a)	41,12	36,00	41,92	47,69	13,8%
EMPLOYEES & SOCIAL AFFAIRS	Total no. of employees incl. temp. workers	268	279	293	256	-12,6%
	FTEs (%)	96,65	89,89	88,40	90,63	2,5%
	Apprentices and trainees	4	1	6	9	50,0%
	Proportion of female employees (%)	40,67	42,65	43,00	39,84	-7,3%
	Part-time employees	5	11	18	14	-22,2%
	Employees on parental leave	5	11	11	12	9,1%
	Fluctuation rate % (, without pension)	6,64	7,97	5,42	14,49	167,3%
	Number of training days	424	270	232	290	25,0%
	Avg. no of training days per employee	1,64	1,01	0,79	1,06	34,2%
	Average length of service (a)	9,01	8,37	8,28	10,28	24,2%
	Average age (a)	41,38	38,50	38,31	43,10	12,5%
	EMP aged 16-29 (%)	15,50	16,04	18,82	18,29	-2,8%
	EMP aged 30-39 (%)	24,03	25,75	23,34	21,01	-10,0%
	EMP aged 40-49 (%)	23,64	22,39	23,69	24,12	1,8%
	EMP aged 50-67 (%)	36,83	35,82	34,15	36,58	7,1%
	Workplace accidents	8	6	8	11	37,5%
	Hours lost due to illness/ total hours (%)	4,77	5,17	6,11	6,06	-0,8%
	Company pension scheme (€)	178.180	185.887	196.960	179.335	-8,9%



We also have certificates hanging on our walls.
However, they are not wall decorations but symbols of our corporate future.

ISO 9 001
since 2007



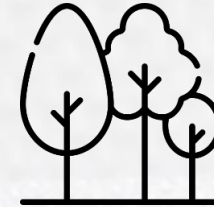
IATF 16 949
since 2018



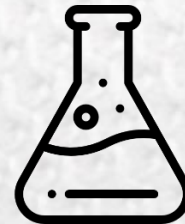
ISO 50 001
since 2015



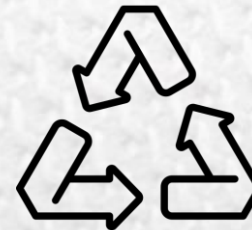
ISO 14 001
since 2017



Standard 100
by Oeko-tex®
since 1996



Bluesign®
since 2016



GRS
since 2023



Higg Index
since 2023



Thank you
for your attention.

We will gladly answer further questions:

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