Wilhelm Kneitz AG

Textilwerke

SUSTAINABILITY REPORT 2024

Content

INTRODUCTION

About this report

Since 2021, Wilhelm Kneitz AG has published an annual sustainability report – a central tool for promoting transparency and assuming responsibility. With this report, we not only document our contribution to environmental and climate protection but also demonstrate how we actively shape our social and corporate responsibility. The report provides insights into the impact of our business activities on the environment and society. Using relevant key figures, achieved goals, and planned measures, we make our progress measurable and comprehensible. In doing so, we establish a solid foundation for dialogue with employees, business partners, customers, and the public – and reaffirm our long-term commitment to sustainable business practices.

The current report covers the calendar year 2024 (January 1 to December 31); comparative data from previous years is included for better context.

For the sake of readability, we have chosen to forgo gender-specific language. All personal designations apply equally to all genders (m/f/d).

Foreword by the hairwoman of the Board

As Chairwoman of the Board of Wilhelm Kneitz AG, I am especially pleased that we have now achieved climate-neutral production for the third year in a row. We are proud that, as Wilhelm Kneitz AG, we were able to reach this goal together as a team.

For us, sustainability is much more than an economic objective: it is an expression of our entrepreneurial mindset and our commitment to taking responsibility for the environment, society, and future generations. As a family-run manufacturing company, it is especially important to us to minimize our ecological footprint and preserve a livable environment for tomorrow.

The political developments of recent years have made it abundantly clear how vital stable, forward-looking business models are. All the more determinedly, we pursue our path toward sustainable and resource-efficient production. Through comprehensive measures – such as equipping nearly all roof surfaces with photovoltaic systems – we have already been able to cover up to 10% of our electricity needs with self-generated renewable energy.

We have been systematically recording our CO_2 footprint for four years. Based on this data, we successfully transitioned to climate-neutral production for the first time in 2022 – a goal we have once again achieved in 2024.

However, for us, sustainability does not end with climate protection. We also recognize our social responsibility. That is why our actions are guided by the 17 United Nations Sustainable Development Goals (SDGs), and we continuously evaluate how we can contribute to the common good. We know that every business decision has an impact – and therein lies our opportunity to actively make a positive difference.

A brief overwiew of the Wilhem Kneitz history

Since 1912, the name Wilhelm Kneitz has stood for outstanding premium textiles "Made in Germany". This tradition is a daily incentive for us to meet the growing demands of our customers at home and abroad, to continuously improve and to reinvent ourselves again and again. We succeed in this through a sustainable and holistic company policy which, in addition to the constant modernization of our machinery, places the highest value on team spirit, social responsibility and environmentally compatible production methods.

For many years, we have specialized in the production of high-quality textiles for the automotive sector. The diversity of our customers is reflected in our individually adapted product range. With competence and creativity, we produce fabrics for seat covers and trims that add value to any vehicle in terms of appearance, resilience and comfort.

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Our achievements at a glance:

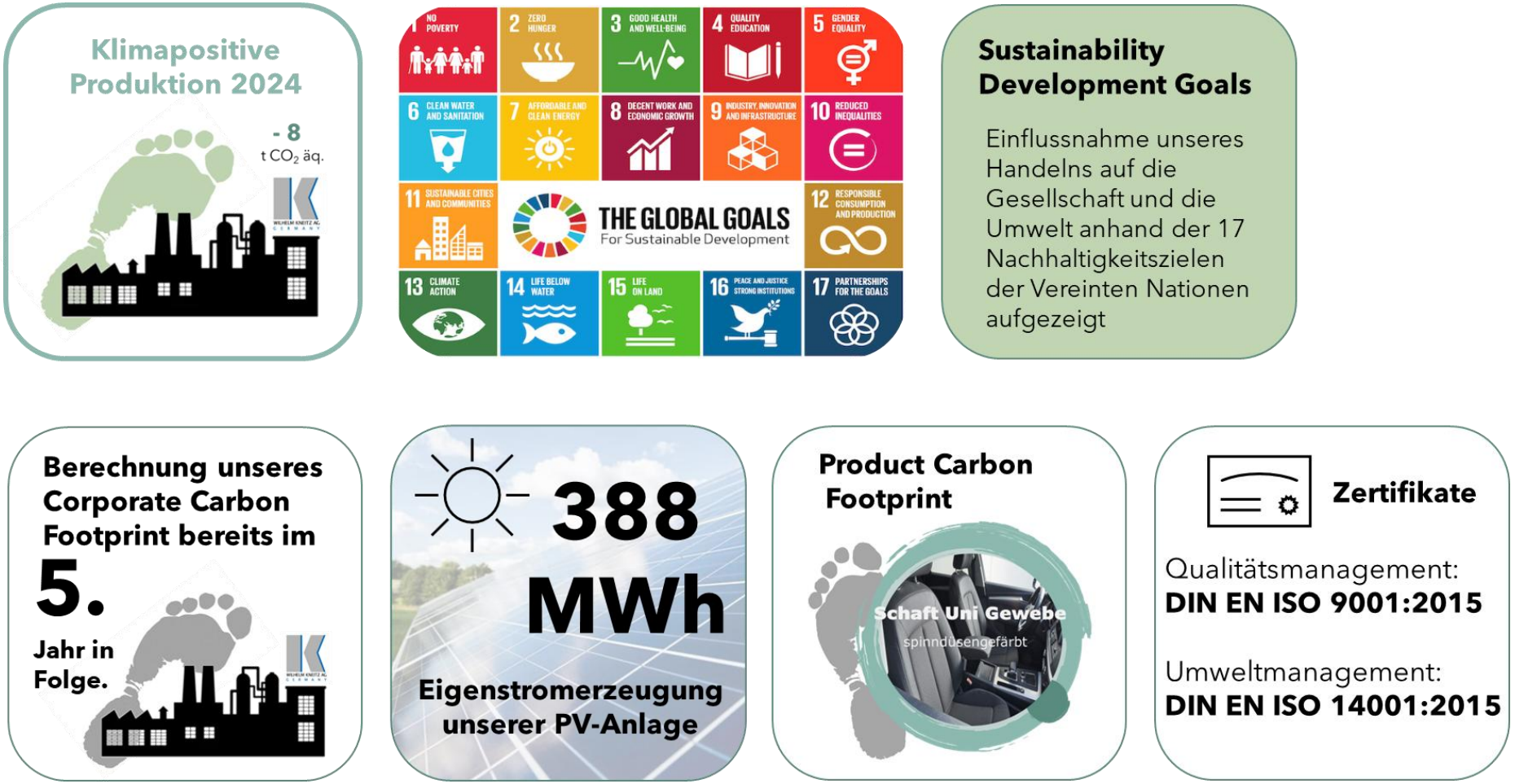


Figure 1: Successes of Wilhelm Kneitz AG in the year 2022 in terms of sustainability

SUSTAINABLE CORPORATE GOVERNANCE

Company portrait

Our company history shows that as a family-run business we have been successful in the textile industry for over 110 years. Since the company was founded in 1912 at the Wirsberg site, Wilhelm Kneitz AG has proven time and again that it can react flexibly to changes in the market and adapt to changing demands and requirements.

Founded as a plush factory, the company survived the turmoil of the world wars and introduced the first raschel machines in 1970. The increasing demand for furniture velour and the high quality of our products leads to continued success and enables the continuous expansion of the product range. In 1985 Wilhelm Kneitz AG starts with the production of automotive textiles and in 1996 it deals with the development and production of technical textiles for the first time. Due to the increasing production capacity utilization for the automotive sector, the production of furniture and home textiles is discontinued in 2010. In 2011, Wilhelm Kneitz AG sets a clear sign for the conscious handling of the environment with the installation and operation of photovoltaic systems for own power generation. In 2022, the fourth-generation family-run company celebrates its 110th birthday.

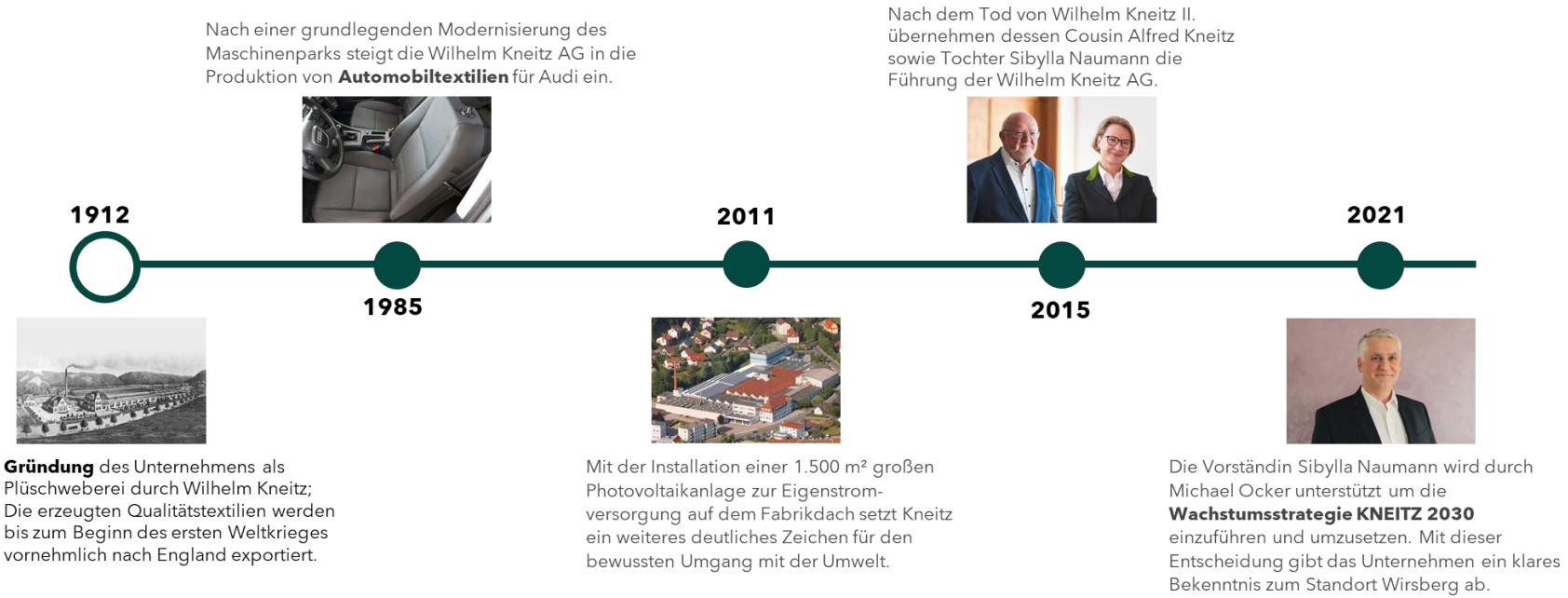


Figure 2: Milestones in the corporate history of Wilhelm Kneitz AG

Responsible corporate governance

Tradition, quality, sustainability and social responsibility characterize our corporate actions and form the basis of our success. Conscious and ethically correct behavior towards employees, colleagues, business partners, society, the environment and towards the next generation are elementary components of the value system. The minimum requirement is compliance with the law. In the same way, every individual is required to behave responsibly, fairly and in accordance with the rules. In the same way, everyone is required to behave responsibly, fairly and in accordance with the rules. There is an anonymous mailbox for reporting incorrect behavior or violations, as well as the option of sending an anonymous e-mail.

As a partner of renowned automotive manufacturers, we are also subject to a wide range of legal regulations and the high demands of the automotive industry. It is part of our self-image to comply with existing regulations and to take responsibility for our actions. Environmental protection, climate protection and resource conservation are also clear expectations we have of ourselves and others.

All these and other principles are set out in the Code of Conduct of the German Textile and Fashion Industry Association, to which we are clearly committed and thus live up to our responsibility to all parties. The Code of Conduct is based on the internationally recognized principles for the protection of human and labor rights as expressed in the United Nations Universal Declaration of Human Rights, the ILO Core Labor Standards, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. In addition, the Code is based on relevant international agreements for the protection of the environment. As a company in the textile and fashion industry, we support the goal of enforcing human rights, labor, social and environmental standards in economic value creation processes. By aligning our business activities with these principles of international law, we can contribute to this.

Environmental management

We are actively committed to climate protection - our aim is to achieve economic efficiency under the most environmentally and climate-friendly conditions possible.

We record all possible effects of our activities on the environment and take these into account when making decisions and implementing measures within the company. Environmental management therefore reports directly to the Management Board. This was confirmed for the first time in 2017 with the certification of our environmental management system in accordance with DIN EN ISO 14001:2015. To this day, and of course in the future, we maintain certification through an annual audit.

In terms of climate protection, we are calculating our corporate carbon footprint for the fourth year in a row to make the impact of our business activities measurable. Our aim was to achieve climate-neutral production. For the second year in a row, we can proudly look back on climate-neutral, even climate-positive, production.

Responsibility to society

For us, sustainability also stands for the responsibility we have towards our employees and society.

To make our impact on society visible and transparent, we are guided by the 17 sustainability goals of the United Nations. The United Nations (UN) Agenda 2030 is a global plan to promote sustainable peace and prosperity and protect our planet. Our aim is to make a measurable added value and a clearly recognizable contribution with our business activities.

The first Sustainable Development Goal is to eradicate all forms of poverty, everywhere in the world. The United Nations (UN) Agenda 2030 identifies the eradication of poverty in all its forms and dimensions as the greatest global challenge and an indispensable prerequisite for sustainable development. In Germany, the focus for this goal is on ensuring a minimum subsistence level for a dignified life, as guaranteed by the constitution. This is achieved through the principle of the welfare state. In addition, relative poverty must be combated, with social inequalities playing a major role. In Germany, single parents and families with more than two children are particularly exposed to a higher risk of poverty. Wilhelm Kneitz AG counteracts these inequalities by providing an adequate income and creates a level playing field for all employees through fair gender-neutral company policies and an open culture of discussion. Specifically, the following points are worth mentioning:

- Wage level significantly above minimum wage
- 37-hour week with overtime compensation
- Company pension plan
- Bonuses and special payments
- Forward-looking working time planning with consideration of the compatibility of family and career

For SDG 2, the focus for Germany is primarily on promoting sustainable agriculture and, beyond that, providing everyone with access to a healthy and balanced diet. Here, it is not so much the lack of food that plays a role, but much more a moderate use of food to avoid disease-causing excess. For Wilhelm Kneitz AG, this means that employees can eat a healthy and balanced diet at their workplace.

Wilhelm Kneitz AG offers the following options:

- Provision of free, purified drinking water, through water dispensers always accessible.
- Break rooms with cooking facilities
- Due to the immediate vicinity of food retailers with a wide range of products, as well as local restaurants, employees can eat a varied, regional and fresh diet at any time.

The focus here is on prevention and education. The Wilhelm Kneitz AG attaches great importance to the well-being and health of its employees. This is achieved by offering a wide range of different sporting activities and preventive measures, which not only improve physical fitness but also strengthen team spirit. The Wilhelm Kneitz AG makes the following offers available to its employees:

- Possibility of extended preventive healthcare
- Company doctor
- Open culture of discussion about stress in the workplace (including company chaplain)
- company integration management

To achieve high-quality education, Germany focuses on equal and high-quality education across the entire spectrum of the educational process. From early childhood, through school education, to vocational and university education, as well as lifelong opportunities for further education. Wilhelm Kneitz AG makes a concrete contribution to achieving this goal through the following activities:

- Training company in for commercial, industrial and textile-technical professions
- Internships for pupils and students
- Further training to become a master craftsman (IHK training company)
- Internal and external offers for further training

The goal of gender equality is to eliminate all forms of discrimination and violence against women. For Germany, the focus is primarily on equal participation of women in the labor market and the reconciliation of family and career, for both women and men. With Sibylla Naumann as a female member of the Executive Board, the management of Wilhelm Kneitz AG is 50% female. This is a model of male and female equality. The approach runs through all departments. The Wilhelm Kneitz AG contributes to the achievement of this goal through the following activities:

- Female management, authorized signatory and department heads.
- Pay according to collective agreements for all (irrespective of gender)
- Opportunities for part-time work, for better reconciliation of family and career

Since access to clean drinking water and sanitary facilities is available almost everywhere in Germany, the focus is more on securing these, as well as improving water quality. Efficient use as well as sustainable abstraction of water are also a contribution to achieving this goal. In addition to the operation of sanitary facilities, Wilhelm Kneitz AG also requires water to maintain humidity in production operations. Concrete activities are:

- A modern efficiently water-saving hall humidification system
- Frequent testing of drinking water quality by means of germ tests

The availability of sufficient energy is the basic prerequisite for a humane society in which people can live in peace and prosperity. On the one hand, the supply of fossil energy has been a major cause of the greenhouse effect, and on the other hand, these are finite. One of the greatest challenges of our time is therefore to convert the energy supply to regenerative resources in the foreseeable future. As a manufacturing company, Wilhelm Kneitz AG attaches great importance to the topic of "regenerative energy sources" and is a pioneer in the use of renewable energies in production:

- Own photovoltaic systems
- Purchase of green electricity
- Purchase of green gas
- Energy recovery by using the waste heat of the air compressors

The aim is to promote lasting, broad-based and sustainable growth, full and productive employment and decent work for all. This means that economic growth on the one hand must not lead to inhumane working conditions on the other. Wilhelm Kneitz AG contributes to the achievement of this goal through the following activities:

- Compliance with the Code of Conduct
- Corporate Social Responsibiliy as an integral part of management
- Cooperation with almost exclusively regionally and European-based partners and suppliers, for whom local laws apply and exclude child labor and inhumane employment conditions
- Possibility of anonymous use of an analog or digital complaint box

The focus is on building a resilient infrastructure, promoting broad-based and sustainable industrialization and supporting innovation. For the federal government, this goal includes the incentive to enable companies to develop dynamically and sustainably through structural and industrial policy measures. To this end, cooperation with actors from local authorities, industry, science and civil society is to be promoted. Wilhelm Kneitz AG works very innovatively and with the latest technology:

- Cooperation with universities and industrial partners
- high priority of Design and development
- Very modern production equipment

Wealth and income are unequally distributed worldwide. In Germany, too, the gap between rich and poor has widened. Relative poverty and inequality within a society harbors great potential for conflict. Therefore, the goal is to enable a fair distribution of assets and income. Wilhelm Kneitz AG counteracts this inequality by implementing the following activities (partial overlap with activities related to SDG 1):

- Collectively agreed pay
- Guarantee of special payments and bonuses
- Non-discriminatory hiring process
- Further qualification offers
- Trusting cooperation with the works council

The goal is to make cities and settlements inclusive, safe, resilient and sustainable. Cities are the engines of national economy, culture and innovation on the one hand, on the other hand, a large part of CO_2 emissions and social problems originate there. Wilhelm Kneitz AG actively participates in social projects, institutions as well as local events. This form of participation contributes to an increase in the quality of life of the inhabitants of the market town Wirsberg. Examples are the (financial and social) support of the following institutions and projects:

- Kindergarten „Herbert Kneitz“
- Fire department
- Local clubs
- Church
- Community projects
- Good connection to the bike path network, covered bike parking for employee

Sustainable consumption and production methods should be ensured. This means consuming and producing in such a way that the needs of all generations (including future generations) can be met without exceeding the earth's load limit. For Wilhelm Kneitz AG, sustainability plays a major role at all levels. Concrete activities are:

- Certification of the environmental management system according to ISO 14001
- Product made from own recycled production waste
- Research on products made from renewable raw materials (e.g. hemp)
- Sustainable and resource-saving use of working materials through progressive conversion to digital processes
- Annual publication of a sustainability report

Immediate action must be taken to combat climate change and its impacts. SDG 13 is about protecting the global climate and is one of the biggest challenges of the 21st century. Rapid and ambitious action to mitigate climate-damaging emissions is essential for global sustainable development. Wilhelm Kneitz AG, to ensure climate protection (See SDG 7, 12), has already taken numerous activities:

- Calculation and disclosure of the CO_2 footprint (carbon footprints).
- Switch to renewable energy sources
- Climate neutrality of all production. Start: 2022

Aim to conserve and sustainably use oceans, seas and marine resources for sustainable development. Ecologically intact marine ecosystems are of crucial importance for the stability of our climate. Wilhelm Kneitz AG contributes to this goal by:

- Use of water-conserving processes (see also SDG 6)
- No generation and discharge of water polluting substances through business operations
  Recycling of all usable waste at certified disposal companies

Without intact ecosystems, the basis for all life and economic activity is missing. The aim is to protect and restore land ecosystems and promote their sustainable use. Furthermore, forests are to be managed sustainably, desertification combated, soil degradation stopped and the loss of biodiversity put to an end. Wilhelm Kneitz AG contributes to the achievement of the goal with the following activity:

- Large green space around the company building, which is permanently landscaped and maintained

Peace and sustainable development are mutually dependent. Access to justice is to be made possible for all people. In addition, efficient and accountable institutions are to be established. The rule of law forms the basis for functioning democracies and the protection of human rights. Concrete contributions of Wilhelm Kneitz AG are:

- Adherence to the Code of Conduct
- Company chaplain
- Works council
- Owner-managed company with long-term location perspectiveEinhaltung des Code of Conduct

Strengthening the means of implementation and giving new life to the global partnership for sustainable development. This objective is primarily concerned with the financing of development programs and cooperation between the countries concerned and transnational institutions. The goal is thus mainly on a political and global level. Wilhelm Kneitz AG contributes to the achievement of the goal:

- Support through memberships in networks that promote national and international cooperation (e.g. Lions Club)
- Membership in associations
- volunteering

PRODUCT RESPONSIBILITY

Value Chain

At Wilhelm Kneitz AG, yarn is turned into a finished premium textile. The following figure schematically shows the value chain until the finished textile is delivered to the customer.

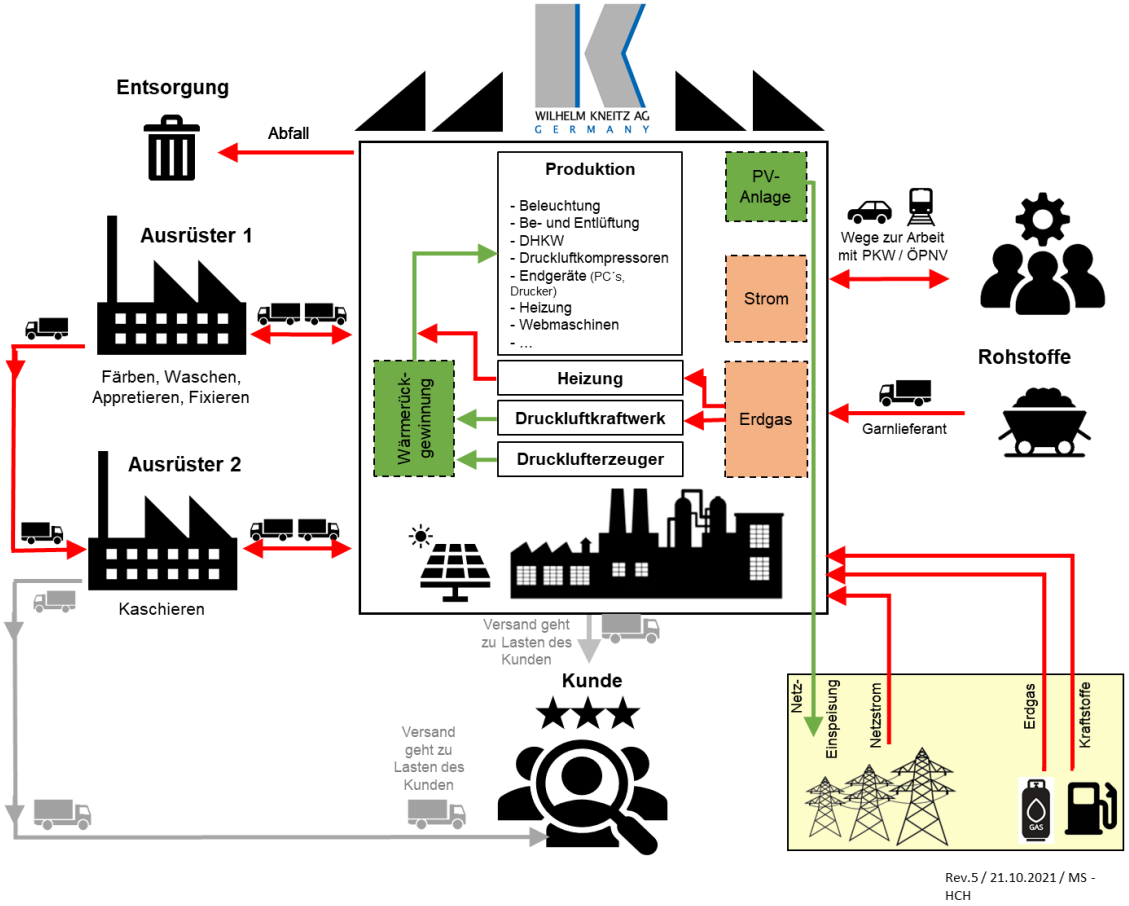


Figure 3: Diagram of the value chain at Wilhelm Kneitz AG

The focus is on production, consisting of weaving and warping, right here on site in Wirsberg. Our motto is:

"It is not enough to have the best technology. You also need smart people who know how to use it."

To be able to permanently ensure the highest quality, we rely on two things in the production of our fabrics: the best trained employees with sound specialist knowledge and years of experience and the most modern machines. In our production halls you will find a modern, sophisticated and specialized machinery. This allows us to work quickly, efficiently and flexibly. In this area, too, we never remain at the status quo: we are in permanent exchange with the machine manufacturers and are continuously working on the renewal and improvement of our equipment.

In the **warping department**, the yarns are prepared for the weaving process at top speed.

Our state-of-the-art machines are capable of precisely joining up to 11,000 individual yarns into a common warp beam. Thanks to the high speed of 700 meters per minute, the warping process is completed after only 3-4 hours. Warp batches ranging from the smallest sample metre to kilometer-long large batches are produced just-in-time.

In the **weaving mill**, we rely on state-of-the-art technology with pioneering machinery to always meet the high demands of our customers. Our state-of-the-art machinery consists of the latest generation of dobby and jacquard air-jet weaving machines. These are networked via the CIM/ERP network. This means that complicated patterns or large production batches can be woven easily and very quickly.

Thanks to digitalization and networking of all our production units, our designs are available for production within the shortest possible time. There, our high-speed weaving machines operate at speeds of up to 1,000 wefts per minute with the highest precision and quality.

Raw material is the yarn. This is either conventionally produced from crude oil or obtained from recycled PET bottles. Preference is given to yarn suppliers with the greatest possible regionality in order to cause as few emissions as possible during transport. Regionality is a top priority at Wilhelm Kneitz AG and is also reflected in the choice of service providers for the finishing processes. Both finishers are located no more than 50 km away.

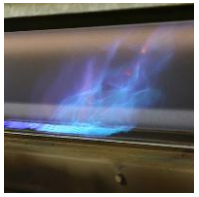
The **finishing** of the textiles is carried out by competent partners from the region. We work together with specialists in strategic partnerships. Their work meets the highest quality standards and gives our textiles the "finishing touch". Whether dyed, coated, laminated, flame-laminated, rolled or die-cut, we provide the optimum finishing and presentation for every customer requirement, precisely and individually.

Thanks to many years of cooperation, we can rely on the high quality of our partners.

Dyeing

Washing and surface functionalization

Flame laminating/ laminating



Punching

Logistics

Premium textiles

Our core business is premium textiles for vehicle interiors: Automotive Solutions made by Kneitz - textile interior expertise for mobility.

It is no coincidence that renowned car manufacturers from all over Europe rely on premium textiles from Kneitz when it comes to the textile interiors of their vehicles.

With our textile expertise, we can perfectly match each fabric to the individual area of application and equip it with the desired properties. It is particularly important to us that our textile materials emphasize and harmoniously complement the respective vehicle character.

Dialog with our customers and partner companies

Our main customers are the suppliers of seat manufacturers for Audi, BMW, Mini, VW, MAN and Skoda.

We accompany our customers individually with every project from the first meeting to production readiness. Thanks to several of our own sample looms, our designs are not only created on the screen, but as real fabric samples. Our creative solutions are specially adapted to the needs and requirements of each project. From modern to classic or sporty to elegant. We design the ideal fabric pattern for each customer's request. Our development capability does not end with colors and patterns, but also extends to the composition of fabrics and their areas of application. This know-how also enables us to do development work in the field of technical textiles and smart textiles. We maintain an open dialogue with our customers, using all common means of communication.

We also work with many other partners and networks to promote our sustainable development and to remain in constant exchange. New innovations that drive sustainable development in the textile sector are particularly important to us. In cooperation with Hof University of Applied Sciences, we are currently participating in a research project on the recyclability of production waste during production.

Other partners are:

- WiProNa: Bayrische Netzwerkveranstaltung „Wir produzieren Nachhaltigkeit“
- OfraCar
- IHK
- Verband der Bayrischen Textilindustrie
- Cluster Partner von Bayern Innovativ im Cluster „Neue Werkstoffe“
- Research projects with universities and research institutions on topics relating to sustainability and recyclability
- Münchberg Textile College Support Association (Textilfachschule Münchberg)

Innovations and sustainable products

Breaking new ground - a head start through innovation

We never stand still; we do not rest on our laurels. On the contrary: we are continuously developing ourselves and our textiles. We create individual designs and new, high-quality fabrics and work to constantly improve and optimize qualities and production processes.

For us, development means the tailor-made design of textile surfaces, the selection of the best possible yarns and fabric settings. In the further process, we coordinate the finishing parameters with our partner companies and coordinate the lamination on the fabric reverse side with special nonwovens and foams, films and spacer fabrics.

In this process, the design and development department work hand in hand with the in-house testing laboratory, ensuring quality to meet the high demands.

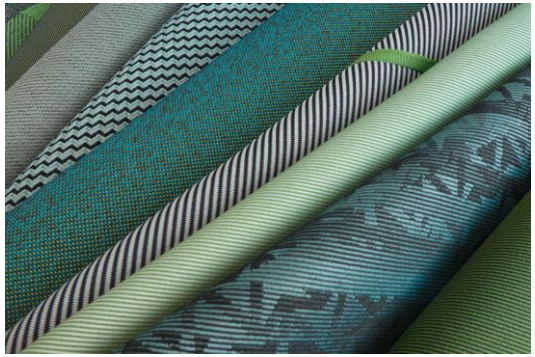
Recyfabrics

Through the targeted collection of production waste and its purely mechanical processing, we succeed in using valuable secondary raw materials in this collection, which are processed into high-quality yarns in a regional cooperation. From this we develop and manufacture fabrics that meet the highest requirements and are suitable for use in upscale interiors.

Hemp

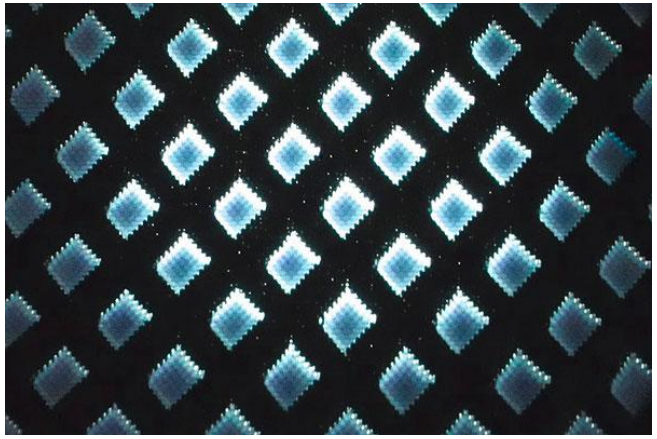
In addition, we are investigating renewable raw materials and their suitability for our areas of application or the possibilities of composting for textile materials. In this context, we work closely with renowned research facilities, institutes, yarn manufacturers and other innovative companies.

Fabrics made of recycled material



By increasingly using yarns that can be spun from secondary raw materials such as drinking bottles, we are reducing the proportion of petroleum-based raw materials. In addition, we are working on single-variety solutions for upholstery materials, thereby creating the opportunity for reuse and making an important contribution towards the circular economy.

Translucency

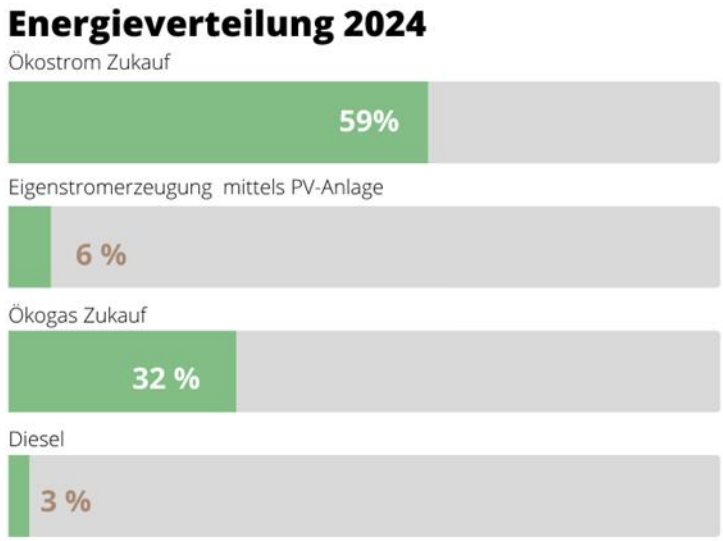


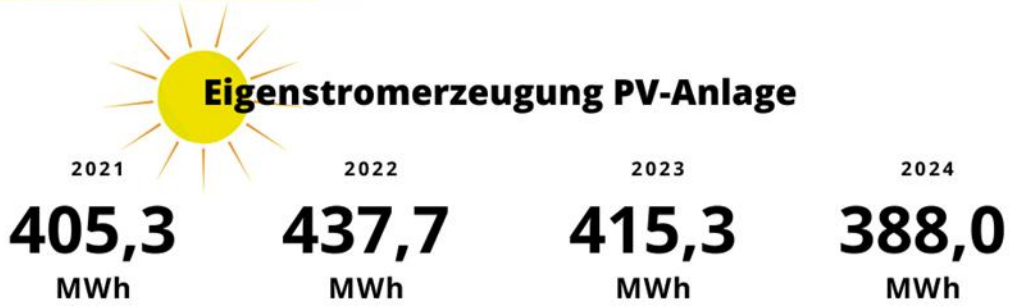
Here we are investigating how we can make surfaces glow with our textile materials and thus further adapt interiors to human needs. In doing so, we are seeking cooperation with processing companies so that we can utilize the know-how on as broad a level as possible.

ENVIRONMENT AND ENERGY

Energy use

We closely examine our resource needs and energy consumption.





Sustainable energy supply is a central part of our environmental responsibility.

That's why Wilhelm Kneitz AG consistently relies on renewable energy and climate-friendly solutions.

Since 2022, we have been sourcing 100% of our electricity from certified green energy, generated from renewable sources at European facilities. Our natural gas needs – for example, for space heating and for generating compressed air in our in-house combined heat and power plant – are also fully covered by eco-friendly gas. This is a climate-neutral energy source, with CO_2 emissions offset through recognized climate protection projects.

Another key milestone in our sustainability strategy is our own photovoltaic system, which has been in operation since 2011. In 2024 alone, it generated 388 MWh of electricity. Of this, 69% was used directly in production, enabling us to cover around 6% of our total energy demand with clean, self-generated power.

Through these measures, we are actively contributing to climate protection – and purposefully advancing the shift toward sustainable energy use within the company.

Implementations for environmental protection

Our business activities have an impact on the environment. Greenhouse gas emissions, wastewater and waste are generated. Natural resources are becoming increasingly scarce and we strive to use energy, water and materials as efficiently as possible. As a modern industrial company, we are aware of our responsibility to our environment and to future generations and therefore set a good example. Thanks to state-of-the-art technology in all areas, no toxic substances or wastewater requiring treatment are released into the environment during our production.

- With our photovoltaic systems, which were installed in 2011 and expanded in 2016 cover a total area of 1,500 m^2. We generate up to 10% of our electricity requirements ourselves in an environmentally friendly manner in sunny years.

- 2016 Modernization of the heating system to low-temperature technology with a large heat storage tank. Via heat exchangers, we use the waste heat from all our compressors to heat our buildings. This saves us 30% heating energy and thus also reduces our Carbon footprint.
- In 2018, our compressed air block-type thermal power station for compressed air generation was commissioned - another milestone in saving energy costs and conserving resources. We are one of the first in Germany to use this technology and generate our compressed air around the clock from the primary energy source natural gas. The waste heat generated is stored and used to heat our rooms.

Climate protection

Climate change is one of the major challenges of the 21st century. Our aim is to reduce greenhouse gas emissions caused by our business activities as far as possible to protect the climate. We are convinced that climate protection and energy efficiency will pay off in the long term.

In 2020, we calculated our corporate carbon footprint for the first time. We also calculated our corporate footprint for the reporting year, as well as the product-related footprint for our Uni dobby fabric. The theoretical background as well as the calculation and a detailed presentation of results can be found in the next chapter of the report.

Waste and recycling

We use materials as efficiently as possible to keep the inevitably generated waste as low as possible. In addition, it is important to dispose of the waste generated in a sensible manner. In concrete terms, this means that all recyclable materials in the company are separated and recycled as far as possible. The exception is the fraction of oily operating materials and used oil, which are recycled for energy recovery. Corresponding proofs (takeover certificate in the case of collective disposal certificate(s) for hazardous waste) exist (used oil, oily operating materials). All other wastes are not subject to verification (non-hazardous).

Since waste oil and oily operating fluids together account for only 0.5% of the total volume of waste, this results in a **recycling rate of 100 %**.

Our waste volume increased slightly compared to last year, but overall, there has been a 16% decrease in total waste volume since 2014. There has been a significant decline in textile waste.

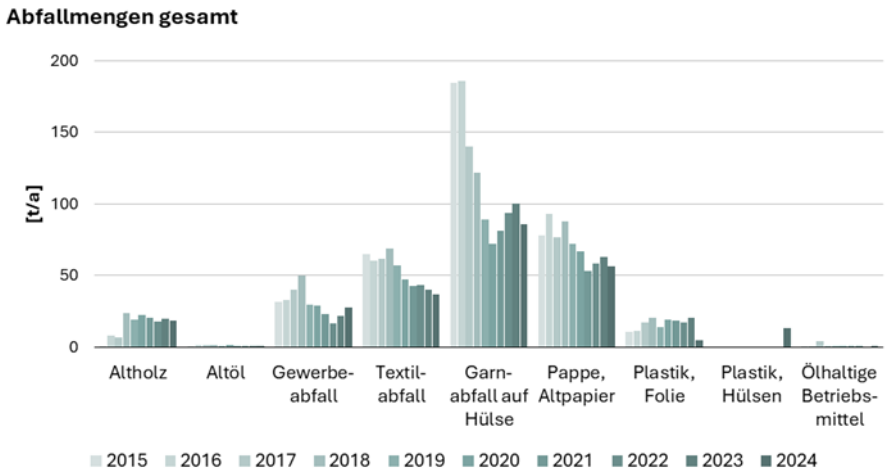


Figure 4: Waste generated in recent years in tons

Water management

Efficient use of water as a resource plays a major role in our operational processes. Water is not required as a direct resource for the production processes. To ensure a consistent quality of the textiles, hall humidification is necessary to keep the air humidity constant throughout the year. By improving the technology and installing a new humidification system, water consumption has been reduced by 77 % since 2014. The **evaporation rate** in the reporting year is **53 %**.

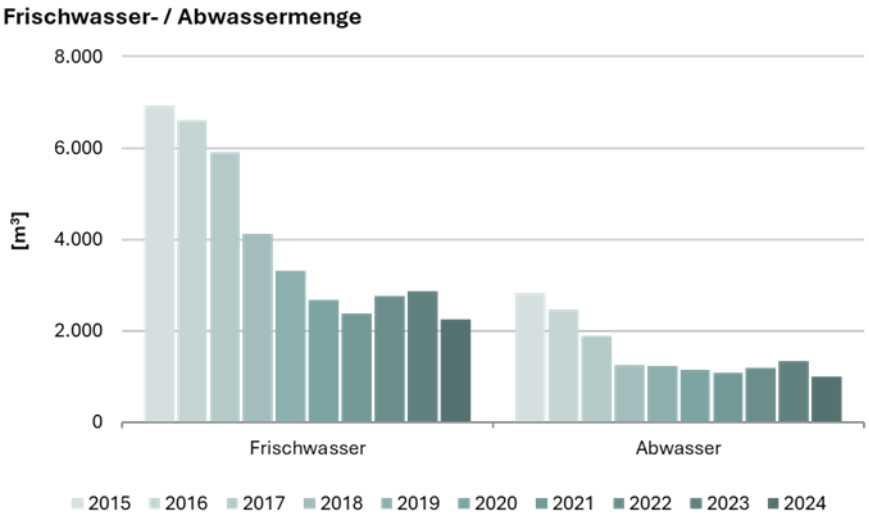


Figure 5: Water consumption in recent years in m3

OUR FOOTPRINT

Corporate Carbon Footprint

With the creation and publication of our Corporate Carbon Footprint, the greenhouse gas emissions of the Wilhelm Kneitz AG are measurable and a continuous improvement process, which brings about a responsible use of energy resources, is initiated. The knowledge gained in this process will be used to understand Wilhelm Kneitz AG's impact on the global climate, to identify further potential for savings, and to demonstrate to customers, employees, and other partners a responsible role in our commitment to environmental sustainability.

In doing so, the Wilhelm Kneitz AG acts according to the principle: avoid before substitute before compensating. The goal of Wilhelm Kneitz AG was to achieve a completely independent climate-neutral status for its own company activities in the next few years, which was achieved in 2022. Measures have already been taken to achieve this, such as the installation of a PV system on the company roof to generate electricity and the connection of a compressed air cogeneration plant to provide compressed air from natural gas with integrated heat recovery.

Methodology

With the aim of achieving a high degree of comparability and transparency in the results obtained, the calculation of the company's corporate carbon footprint was carried out in accordance with the methodological requirements of the "Greenhouse Gas Protocol Corporate Accounting and Reporting Standard" (GHG Protocol). The results of the greenhouse gas balance also meet the requirements of the DIN EN ISO 14064 standard for determining greenhouse gases at the organizational level, which was developed based on the GHG approach. The GHG Protocol of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) is the most widely used international standard for the collection and presentation of operational greenhouse gas emissions.

The relevant indicator is the carbon footprint, which is expressed in CO2 equivalents (unit: t CO2 eq.). This indicator shows the amount of greenhouse gas emissions (GHG emissions) that a company emits in relation to a fiscal year. In the present analysis, the greenhouse gas emissions resulting from the activities of Wilhelm Kneitz AG are accounted for.

Within the organizational boundaries, emissions of Scopes 1, 2 and 3 are to be recorded. The aim of the balance is a complete consideration of all emission sources, as far as these can be determined according to the principles of relevance, completeness, consistency, transparency and accuracy. According to the requirements of the GHG Protocol, emissions are subdivided as follows:

Scope 1: All emissions that occur directly within the company. That is, those emissions from sources that the company either owns or directly controls.

Scope 2: All indirect emissions resulting from the company's energy supply. In other words, emissions from purchased electricity and thermal energy.

Scope 3: All other emissions that result from the company's activities but are owned or controlled by a third party.

Calculation and results

Scope 1 und 2

The greenhouse gas emissions that occur at Wilhelm Kneitz AG's Wirsberg site and are therefore within the company's direct sphere of influence result from the combustion of natural gas and fuel (Scope 1) and from greenhouse gas emissions caused by purchased energy (Scope 2). As we have been purchasing both green electricity and green gas since 2022, we only generate emissions through the operation of our vehicle fleet. Since last year, we have been able to produce **climate-positive** electricity by crediting the sale of self-generated PV electricity. This year, we have achieved a negative (climate-positive) footprint of **-8 t CO2 eq.** for Scope 1 and Scope 2.

The following diagram shows that greenhouse gas emissions resulting from production have already been reduced since 2014 thanks to a continuous increase in energy efficiency. It should be noted that the decline in GHG emissions between 2019 and 2020 is also because of the coronavirus pandemic. Nevertheless, a significant and steady decline in GHG emissions can also be observed in previous years.

This is due to a steady increase in electricity production from the company's own PV system and thus a lower demand for purchased electricity. At the same time, the proportion of Scope 1 emissions is falling, as the installation of various heat recovery systems has made it possible to save a considerable amount of natural gas and thus significantly reduce greenhouse gas emissions.

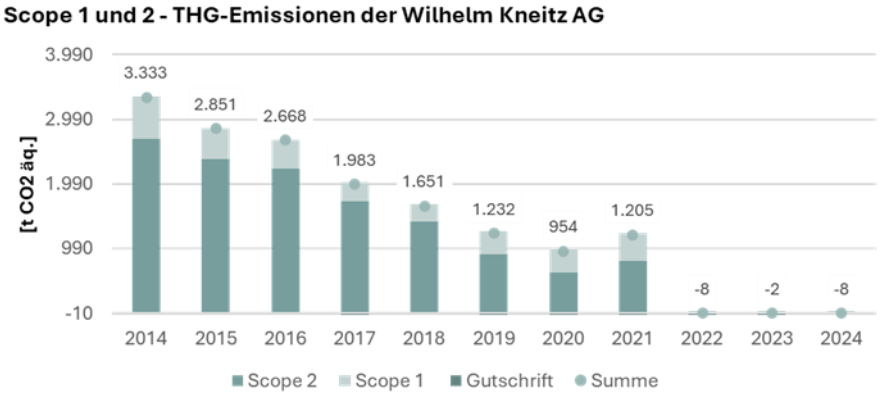


Figure 6: Greenhouse gas emissions resulting from Scope 1 and Scope 2 (marked-based) in t CO_2 eq. Greenhouse gas emissions are calculated according to emission factors of the German Federal Environment Agency. Scope 1 considers the combustion of natural gas as well as the combustion of fuel from the company's own vehicle fleet. Scope 2 includes purchased electricity with supplier-specific ("marked based") emission factors.

Scope 3

Scope 3 includes all other indirect greenhouse gas emissions that occur in the company's value chain. For Scope 3 consideration, upstream GHG emissions are considered. According to the GHG Protocol, these include the following categories:

3.1 Purchased goods & services (yarn, finishers 1 and 2).
3.2 Fixed assets
3.3 Fuel & energy related emissions (upstream from scope 1)
3.4 Transportation and distribution (upstream)
3.5 Waste
3.6 Business travel
3.7 Employee commuting
3.8 Lessees in the upstream business chain

The following table shows all GHG emissions of Wilhelm Kneitz AG for the year 2023 an 2024:

Table 1: Emissions sources of Wilhelm Kneitz AG for the year 2023 and 2024

		2023		2024	
	Emissionsquelle	**Emissionen [t CO2 äq.]**	**Anteil [%]**	**Emissionen [t CO2 äq.]**	**Anteil [%]**
Scope 1	Erdgas	0,00	0,0	0,00	0,0
	Kraftstoff	31,76	0,2	29,25	0,1
Summe Scope 1		31,76	0,25	29,25	0,23
Scope 2	Strom	0,00	0,0	0,00	0,0
	Gutschrift	-33,58	-0,3	-37,35	-0,3
Summe Scope 2 (netto)		-33,58	-0,26	-37,35	-0,29
Scope 1 und Scope 2		**-1,82**	**-0,01**	**-8,10**	**-0,06**
Scope 3	Eingekaufte Waren und Dienstleistungen	11.794,32	92,8	11.209,64	26,4
	Kapitalgüter	745,00	5,9	31.112,42	73,2
	Vorkette Scope 1	0,37	0,0	1,90	0,0
	Transport und Verteilung	14,52	0,1	12,35	0,0
	Abfall	11,44	0,1	14,51	0,0
	Geschäftsreisen	27,87	0,2	17,46	0,0
	Pendeln Arbeitnehmer	116,76	0,9	115,80	0,3
	Leasinggegenstände	0	0,0	0	0,0
Summe Scope 3		12.710,27	100,00	42.484,08	100,02
Gesamt		**12.708,45**	**100**	**42.475,98**	**100**

The largest share of the footprint is attributable to the purchase of goods and services (99%), over which Wilhelm Kneitz AG has no direct influence. By choosing regional service providers, the emissions for the transport routes between the outsourced transport steps can be kept to a very low level and no unnecessarily long transport routes are created. The waste is recycled as far as possible and thus partially returned to the value chain.

Conclusion

Wilhelm Kneitz AG will leave a CO2 footprint of **42.476 t CO2 eq.** in 2024, including Scope 3 emissions. This corresponds to the annual footprint of 3.803 inhabitants in Germany and it would take 4.247.598 trees to bind this annual greenhouse gas emission once.

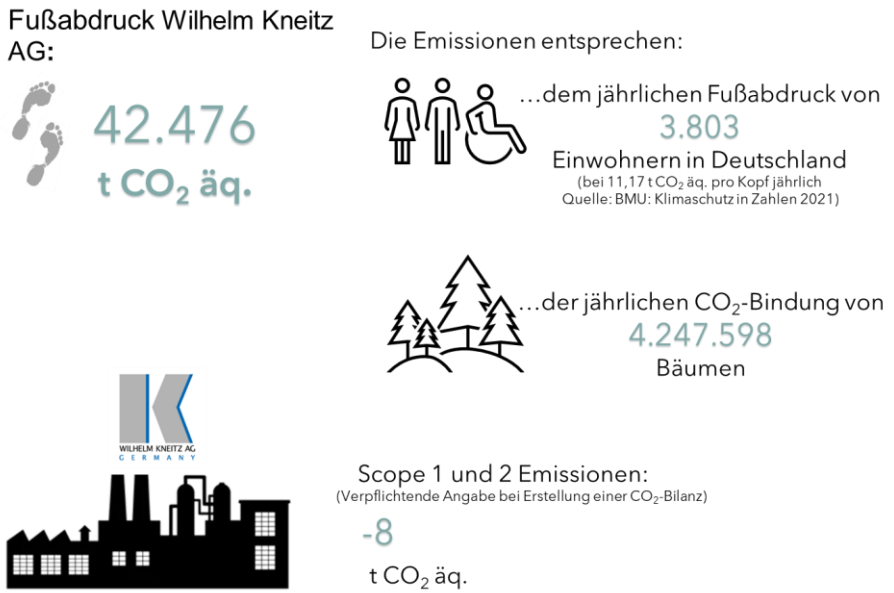


Figure 7: Carbon footprint for the year 2023 of Wilhelm Kneitz AG

In Scope 1 and Scope 2, Wilhelm Kneitz AG has already been able to reduce greenhouse gases by 100% through targeted implied measures and the purchase of green electricity and green gas. Scope 3 emissions are inevitably purchased in the supply chain, but are not directly caused by the activities of Wilhelm Kneitz AG.

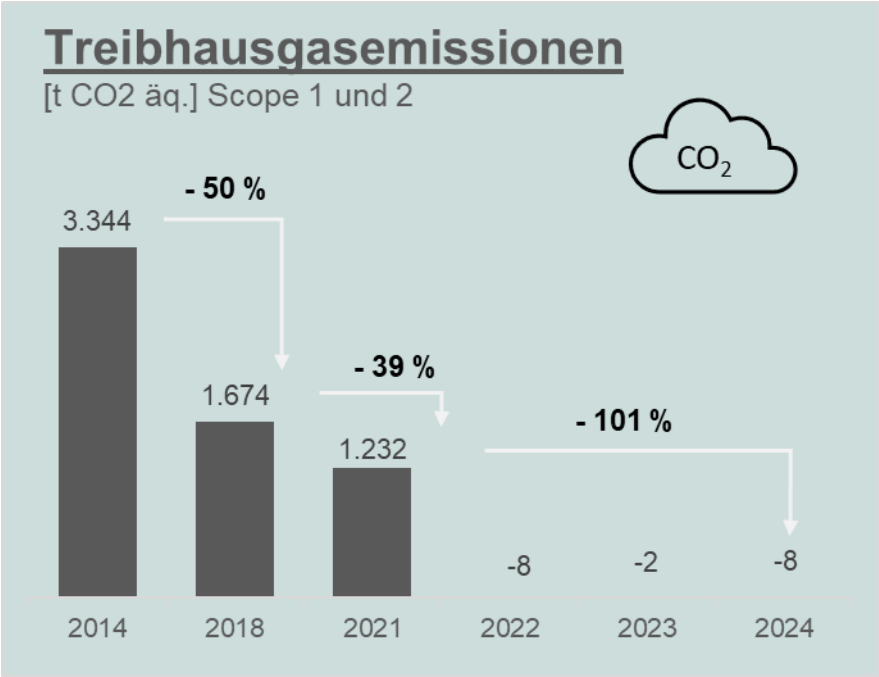


Figure 8: Reduction in greenhouse gas emissions (Scope 1 and 2) since 2014.

Climate neutrality

Climate neutrality means that there is a balance between the emission of greenhouse gases and their absorption from the atmosphere in so-called sinks (e.g. forests and peatlands) [in accordance with Article 4 of the Paris Agreement]. For Wilhelm Kneitz AG, this means that the greenhouse gas emissions that occur at the Wirsberg site because of local production are avoided and, if necessary, compensated for, so that the Wirsberg production site can call itself climate neutral.

By switching to climate-neutral green electricity and green gas, no greenhouse gas emissions have been generated by the energy sources electricity and natural gas since 2022. Only the emissions caused by the combustion of fuel (Scope 1) must be offset. In 2023, this amounted to a total of 29 t CO_2 eq.

A total of 34 t CO_2 eq. is credited through the sale of the surplus electricity produced by the company's own PV system. (marked based approach, based on the emission values of the current electricity provider). In other words, this credit offsets the emissions resulting from the fuel completely and even more. Wilhelm Kneitz AG is therefore even in the climate-positive range with 8 t CO_2 eq.

Product Carbon Footprint

This chapter explains the basics necessary for understanding the calculation of a Product Carbon Footprint.

Life cycle assessment of a product

The product carbon footprint is the CO2 balance of a product. The carbon footprint identifies carbon dioxide emissions caused by direct and indirect activities along the entire life cycle of a product.

The product life cycle starts with raw material extraction and raw material extraction from the environment, through manufacturing, processing, use, (multiple) recycling, disposal of waste during each phase, to disposal of the product at the end of its life. The product life cycle analysis includes the environmental impact of the above processes. Likewise, one must consider not only the removals from the environment, but also the releases to the environment, such as emissions of any kind.

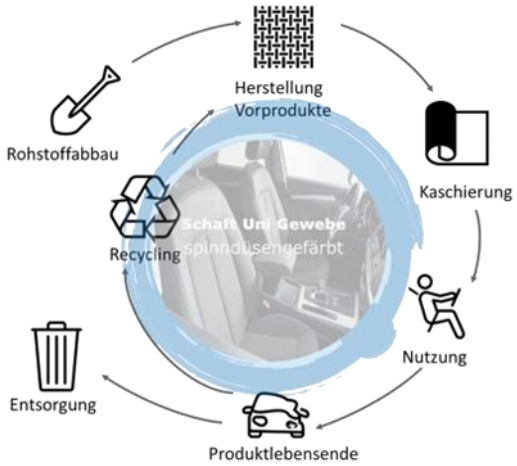


Figure 9: Product life cycle using the example of a car seat cover.

In addition to CO2, the following other climate-damaging greenhouse gases are also accounted for:

- Methane (CH4)
- Nitrous oxide (N2O)
- Hydrofluorocarbons (HFCs)
- Perfluorinated hydrocarbons (PFCs)
- Sulfur hexaflouride (SF6)
- Nitrogen trifluoride (NF3)

The climate impact of the various greenhouse gases is expressed in CO2 equivalents, as the gases have different global warming potentials. The Product Carbon Footprint helps to identify and analyze the product's impact on the climate and to reduce it with the right measures. By mapping all life cycle phases, climate-relevant hotspots of a product system can be identified.

System boundaries and functional unit

The system or consideration framework (i.e., system boundaries) includes all operations and processes that are causal to the demand for that product; these are all activities for its production, use, and disposal, or recycling. The consideration of the entire life cycle is referred to as a "cradle-to-grave" analysis, i.e. from the cradle to the grave. If the product life cycle is only analyzed up to the point at which the product leaves the company's own production facilities, this is referred to as a "cradle-to-gate" product balance, i.e. an analysis of all manufacturing steps up to the point at which the product leaves the company's own factory gates. For the life cycle analysis considered here, a cradel-to-gate view is taken, which includes the following process stages:

1. yarn production
2. warping and weaving
3. finishing
4. lamination

Emission sources considered for each process stage include.

o Material procurement & pre-processing:
- Raw materials used and auxiliary materials, if applicable
- Transport of raw materials from supplier to production site

o Production
- Energy consumption during production

o Disposal
  - Disposal of production waste

The functional unit is the reference variable to which the total environmental impacts under consideration relate. This must be defined in advance and all input and output variables to be determined must be related to it. For the balance described below, the functional unit was defined as one linear meter of textile with a width of 1.8 meters.

Results

The following comparative CO2 balance is intended to show the climate impact of three different manufacturing processes for textiles used as seat cover fabrics in automobiles. The fabric produced is a dobby uni fabric made from spun-dyed yarn.

Several manufacturing steps are required before a polyester fabric ready for use as a seat cover is produced from the raw material crude oil. In the illustration of the life cycle phases of an automotive seat cover, the stations of the life cycle of a seat cover are roughly shown (Figure 18). For comparative purposes, only the manufacturing process will be analyzed. The manufacturing process, the use phase and the disposal or recycling process are not included in this study.

The focus of the analysis is on the different processes for laminating the polyester fabric.

The following manufacturing processes are accounted for:

o Polyester fabric with PUR foam as comfort layer; lamination is carried out using the flame lamination process → **Variant 1**

o Polyester fabric with a multiknit; lamination is carried out using the flame lamination process (PUR foam only acts as an adhesive between the PE fabric and the multiknit) → **Variant 2**

o Polyester fabric with multiknit; lamination is carried out in the process of engraving roll lamination (the bonding is carried out with PE granulate, so that a pure product is created) → **Variant 3**

Process steps

The following figure shows the process steps that are analyzed in more detail regarding their CO2 footprint.

Figure 10: Process steps from raw material to textile

Process step 1 - Yarn production

The yarn is purchased from a spinning mill in Europe. Depending on customer requirements, this can either be produced from a mix of recycled PET bottles and the company's own production waste, or conventionally from petroleum (so-called virgin polyester). The yarn manufacturer has drawn up a carbon footprint for both yarn variants, consisting of upstream (the raw material mining and procurement), core (the actual spinning process) and downstream (the transport to the customer).

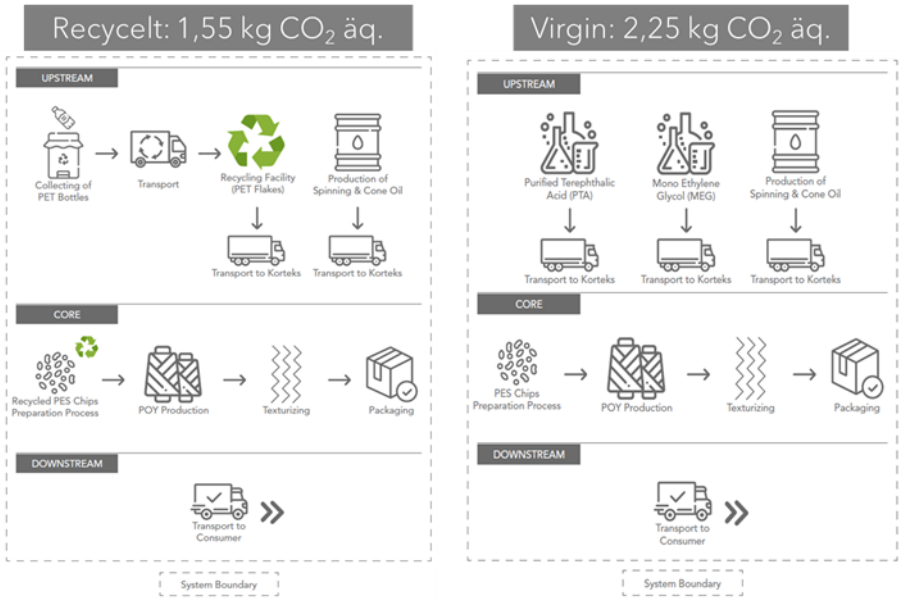


Figure 11: CO_2 balance of yarn production.

The yarn made from recycled material has (related to the functional unit of one linear meter of textile) a footprint of **1,55 kg CO_2 eq.**.

The yarn made from virgin PET leaves a footprint of **2,25 kg CO_2 eq.**

Process step 2 - Warping and weaving

Wilhelm Kneitz AG's production is climate neutral. The woven textile is created from the yarn. The electricity required for the warping and weaving process steps is generated from the company's own photovoltaic system and supplemented with purchased green electricity. Nevertheless, a minimal amount (1% of total emissions) of greenhouse gas is produced at Wilhelm Kneitz AG due to the disposal of production waste and packaging waste, wastewater aftertreatment, and the very low use of a textile auxiliary in the warping process.

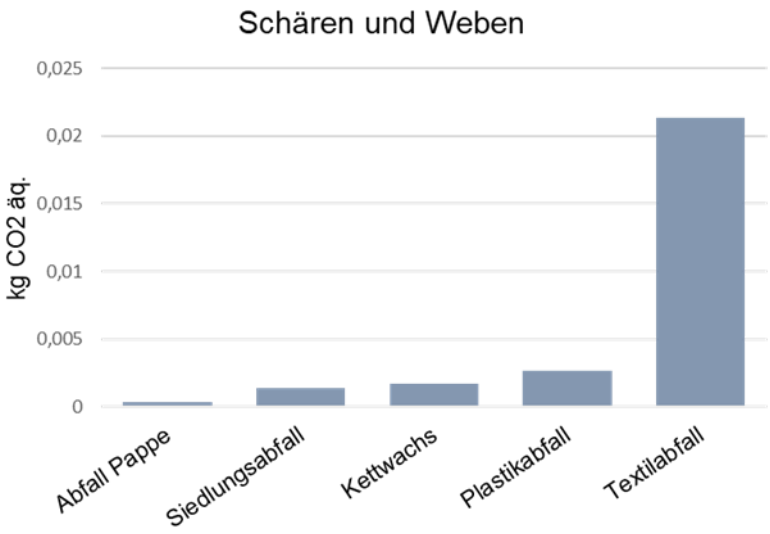


Figure 12: Hot spot analysis of the warping and weaving processes at Wilhelm Kneitz AG.

In total, the warping and weaving processes at Wilhelm Kneitz AG account for **0,027 kg CO_2 eq.**.

Process step 3 - Equipment

The finishing process is carried out by a service provider. Here, too, Wilhelm Kneitz AG pays attention to short transport distances and cooperates with a company only 15 km away. The textile is washed and dried. The two process steps (washing and drying) are very energy-intensive because they are

carried out at high temperatures. A total of **0,39 kg CO_2 eq**. is produced for finishing the textile.

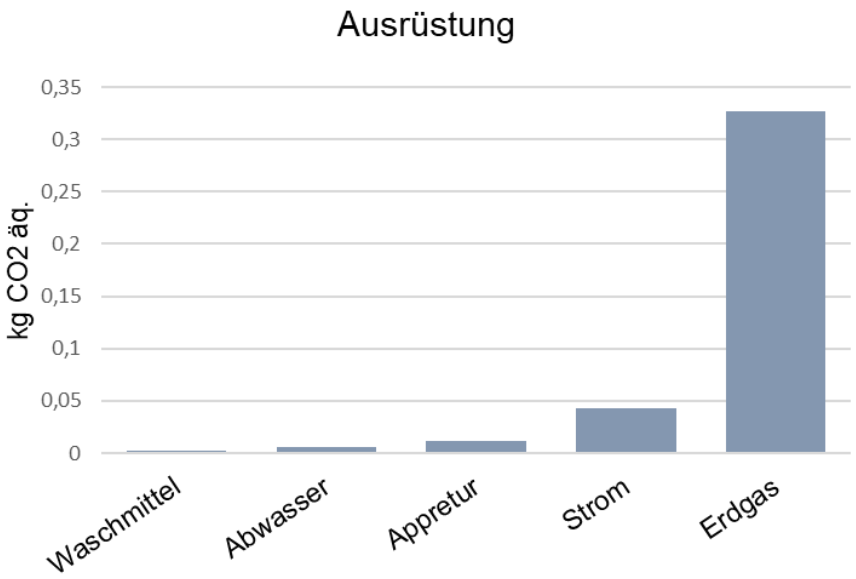


Figure 13: Hot-spot analysis of a finishing operation.

Process step 4 - Lamination

Now that the woven textile has been prepared by the finishing process, it is combined with another material in the lamination process step. Three different bonding options will be considered here.

Variant 1

Flame lamination: A bond is created by "flaming" a polyurethane foam. The foam melts in the process and bonds the upper fabric (the woven textile) to a lower fabric. Depending on the requirements, the height of the foam can vary. If it is melted completely, it acts only as an adhesive between the two textiles. In variant 1, however, the foam height is selected so that a foam layer, the so-called comfort layer, remains between the two textile layers. A knitted fabric made of polyester yarn is used as the bottom fabric.

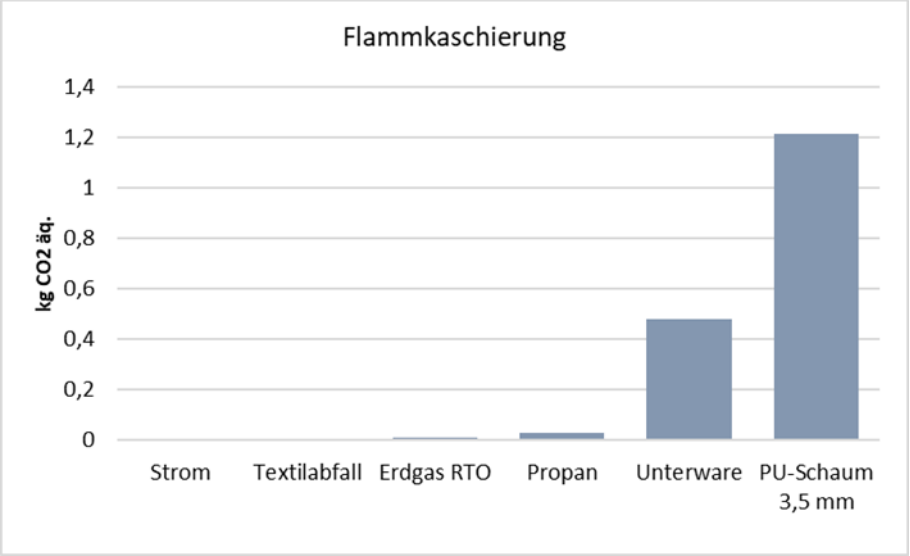


Figure 14: Hot spot analysis variant 1: flame lamination with comfort layer.

A total of 1,75 kg CO_2 eq. is produced for lamination variant 1.

Variant 2

Flame lamination: In variant 2, the polyurethane foam acts only as an adhesive between the textile face fabric and a multiknit as an undergarment. The multiknit consists of PET fibers (virgin and recycled) and is produced using the thermobonding process.

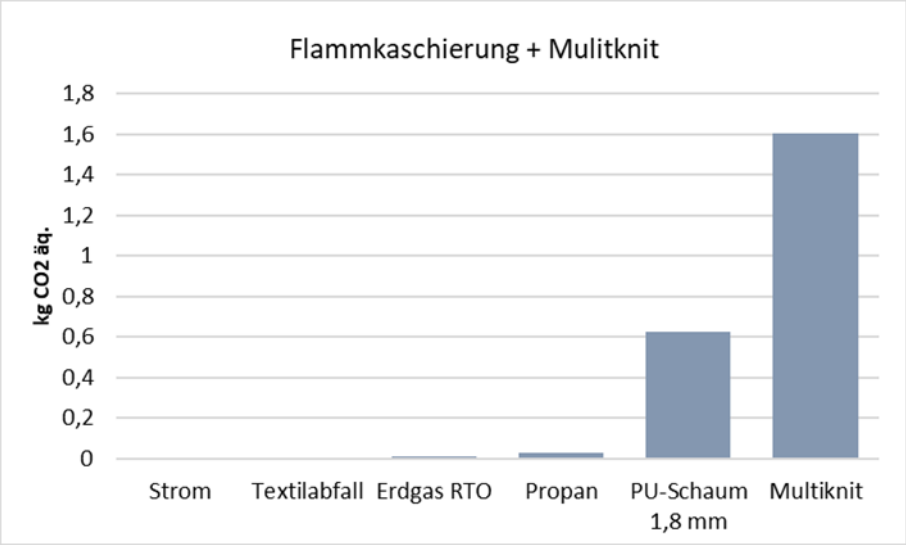


Figure 15: Hot spot analysis variant 2: flame lamination with Multiknit

For lamination variant 2, a total of 2,27 kg CO2 eq. is produced.

Variant 3

Engraved roll lamination: The textile layers (fabric + Multiknit) are joined by applying adhesive dots using an engraved roll. For variant 3, the aim is to produce a laminate that is as pure as possible, so a polyester-based granulate is used as the adhesive component.

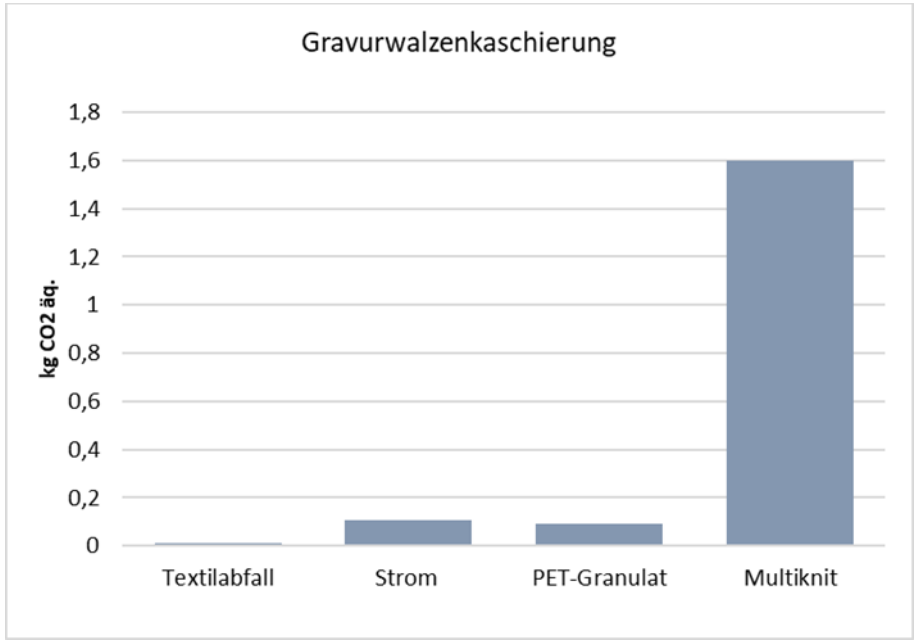


Figure 16: Hot spot analysis variant 3: engraving roll lamination with PET-based granules.

For lamination variant 3, a total of 1,81 kg CO2 eq. is produced.

Comparison of the laminating variants

A direct comparison of the three laminating processes shows the following picture:

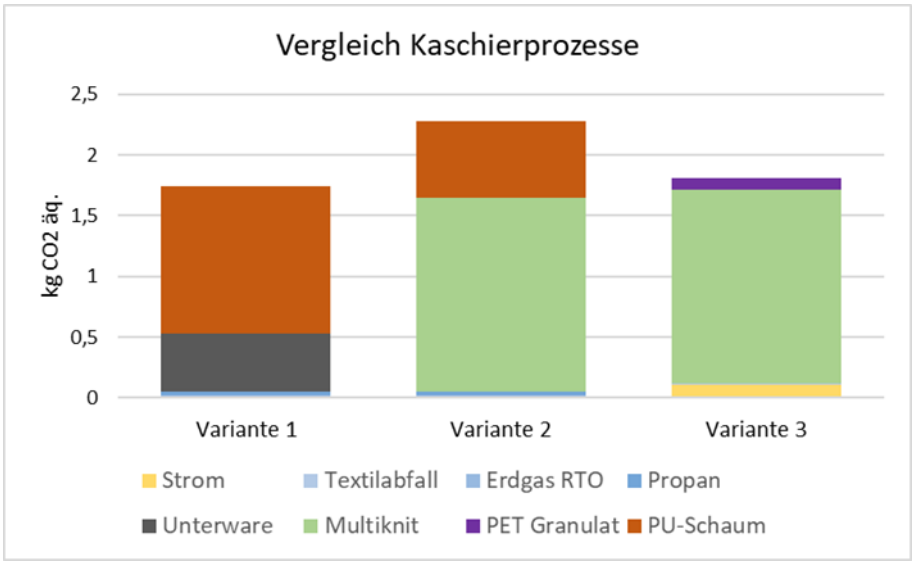


Figure 17: Comparison of the laminating processes.

Variant 1 and 3 leave a smaller carbon footprint than variant 2, with variant 1 performing slightly better than variant 3. This means that the lamination method of flame lamination with polyurethane foam as the comfort layer leaves the smallest ecological footprint.

Comparison

Since the manufacturing processes for automotive seat covers differ only in the last step, lamination, the result has already become clear in the previous chapter.

The following diagrams show all four process steps of the respective variants. A distinction is also made between yarn made from virgin PET and yarn made from recycled PET.

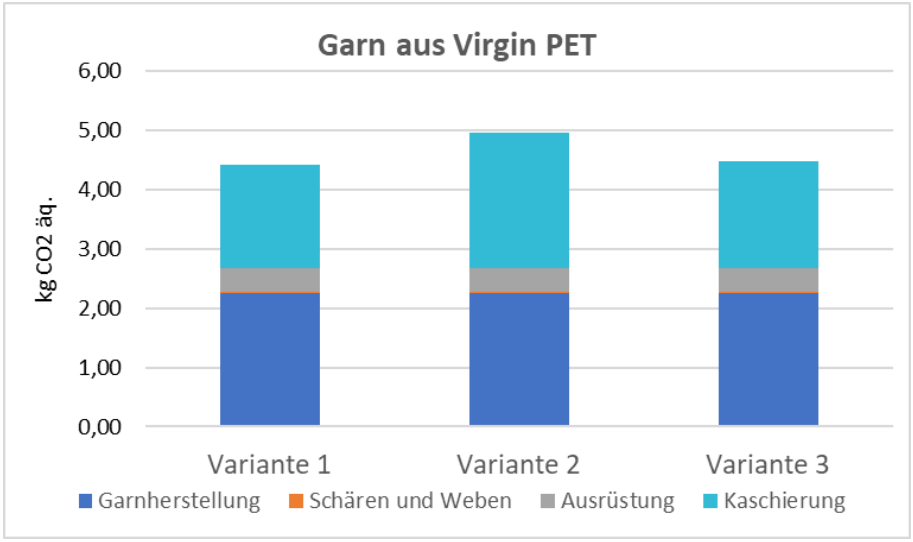


Figure 18: Comparison of the total GHG emissions with virgin PET yarn.

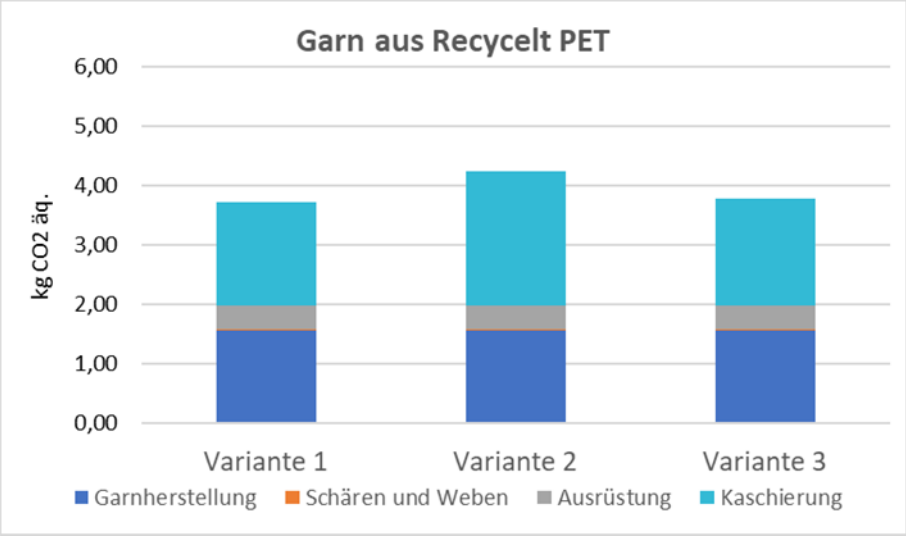


Figure 19: Comparison of the total GHG emissions with recycled PET yarn.

Methodology

The creation of a Product Carbon Footprint makes the greenhouse gas emissions of a product measurable and initiates a continuous improvement process that results in the responsible use of energy resources at all process levels and in all phases of the product's life cycle. The knowledge gained in this process will be used to understand a product's impact on the global climate, to identify further savings potential, and to demonstrate to customers and employees and other partners a responsible role in the commitment to environmental sustainability.

In doing so, the company acts according to the principle:

Avoid before Substitute before Compensate.

Set of rules

With the aim of achieving a high level of comparability and transparency in the results achieved, the Product Carbon Footprint was calculated in accordance with the Product Life Cycle Accounting and Reporting Standard (Grennhouse Gas Protocol). The standard, developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), is considered a best practice standard for product emissions accounting. The GHG Protocol is the most widely used international standard for the collection and presentation of greenhouse gas emissions.

The relevant indicator is the carbon footprint, which is expressed in CO2 equivalents (unit: kg CO2 eq.). This parameter indicates the amount of greenhouse gas emissions (GHG emissions) emitted by the manufacture of a product.

Principles of the GHG Protocol

Basically, the accounting of the PCF is implemented according to the following principles:

- **Relevance**: The methodology used as well as the final report should be relevant to the end user.

- **Completeness**: All significant emissions should be covered by the balance. Omitted emissions should be documented.

- **Consistency**: The inventory should be comparable over time based on the chosen methodology, the data collected and the assumptions made.

- **Transparency**: The accounting process, methodology, data sources, assumptions made, omissions, and results should be clearly documented.

- **Accuracy**: The accounting should reflect the emissions caused as accurately as possible and should not show too many or too few emissions.

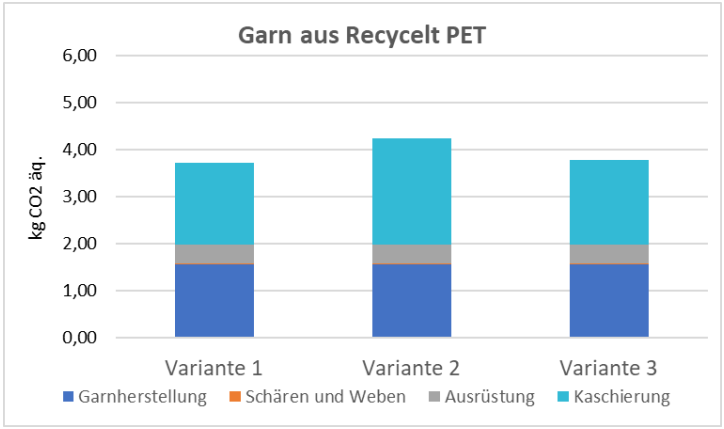


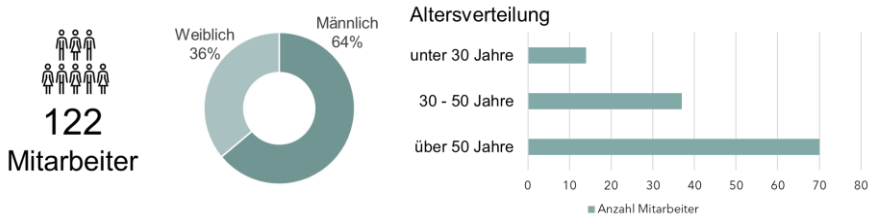
Figure 20: Comparison of the total GHG emissions with yarn made from recycled PET.

EMPLOYEES AND SOCIETY

Achieving more together

For us, sustainability means taking responsibility: For our employees and for our region.

Overview of our employees:



Good working conditions

From management to design and product development to production, the staff at Wilhelm Kneitz AG form one big team. We tackle new challenges together, pull together and celebrate our successes together. We make targeted investments in the region and in the skills of our employees and create a social environment in which everyone feels comfortable. In order to promote cohesion within the company's workforce, we maintain an open dialog and organize company get-togethers.

Teamwork

For us, teamwork is not just a word - it's a living reality. At our company, specialists from all departments use their expertise and experience to ensure that our customers' wishes and requirements are always implemented to their complete satisfaction. To be able to meet the constantly growing requirements in the future, we train our specialists ourselves and support educational projects in the region. In this way, we pass on our decades of experience from generation to generation and ensure the high quality of our products in the long term. We therefore offer apprenticeships in the following professions:

- Industriekaufmann/frau
- Laborant/in
- Maschinen- und Anlagenführer/in

We currently have 7 trainees who are completing their vocational training with us.

We also offer our employees various opportunities for further training. This includes internal safety training, master craftsman training, commercial training and technical training, including in the use of machinery.

Figure 21: The entire workforce of Wilhelm Kneitz AG

Occupational safety and health protection

An occupational safety specialist and two safety officers are trained, appointed and active in the company. Occupational safety is supported and further developed by a company doctor and other external institutions. Together with the management representative, the works council and the employer representative, they form the environmental and occupational health and safety committee.

Occupational health management is stress and employee-oriented and has been successfully implemented and further developed since 2013. Since this year, gymnastics sessions are being offered to employees in the production area. We also promote HR and business management processes, always with the involvement of the works council. In addition to the installed representative for severely disabled employees and representatives of young people, the Economic Committee is also informed about operational issues, developments and goals and involved in decisions. In the reporting year, 28.5 sick days per employee were recorded.

All employees are instructed regularly. Instruction is based on the Code of Conduct, the Occupational Health and Safety Act and the existing operating instructions and hazard prevention and alarm plans.

Accidents at work are documented, evaluated and, if necessary, measures are defined and implemented. In the reporting year, there were 6 accidents at work.

Equality and diversity

Wilhelm Kneitz AG supports a working environment that allows diversity and guarantees equal opportunities and equal treatment regardless of ethical origin, skin color, gender, disability, ideology, religion, nationality, sexual orientation, or social origin. These principles are defined in our Code of Conduct, which serves as a framework for orientation and action for all employees.

We oppose all forms of discrimination. Every supervisor is therefore required to act as a first point of contact for possible cases of discrimination. In addition, it is possible to communicate suspected cases or incidents anonymously via a specially created e-mail address. In addition, affected employees can contact the respective works council or equal opportunity representative. No cases of discrimination were reported in the reporting year 2024.

About equality between men and women, we primarily pursue two goals: Increasing the proportion of women in management and improving the compatibility of career and family. Wilhelm Kneitz AG promotes equal pay for men and women and pursues this goal not least as a company that is bound by collective agreements.

For employees who are remunerated according to the collective agreement, the company's collective agreement defines gender-independent criteria for job evaluation and the corresponding remuneration, so that equal pay for men and women is already included in the company's remuneration system. The management of Wilhelm Kneitz AG consists of a female and a male board member.

In principle, all employees can apply for and be appointed to any job. Student internships are offered and carried out through all local schools. The company also offers apprenticeships for industrial, commercial and textile-technical professions.

Land, forest and water rights and forced eviction

Wilhelm Kneitz AG is committed to the responsible regulation of ownership, tenure and use of land, fisheries and forests in order to promote sustainable social and economic development that contributes to the eradication of poverty and food insecurity and to responsible investment. Wilhelm Kneitz AG complies with all applicable legal requirements on land, forest and water rights as well as on forced evictions, which are related to the "Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests" unanimously adopted by the United Nations World Food Committee in May 2012.

Commitment to society

Social projects are close to our hearts - even outside our factory premises! One example of our social commitment is the Herbert Kneitz kindergarten with an attached daycare center. This helps our employees to reconcile family and career and makes a decisive contribution to a pleasant working environment in Markt Wirsberg. We also offer and promote part-time jobs.

We are also firmly rooted in the region when it comes to working in partnership with other companies. Our partners come from the immediate vicinity and form a flexible, competent network that has successfully brought the great tradition of the textile industry in Upper Franconia into the 21st century. Wilhelm Kneitz AG, a moving company with spatial and mental proximity to its customers and strategic partners.

CSRD GUIDELINE AND KEY PERFORMANCE INDICATORS

The CSRD (Corporate Sustainability Reporting Directive) is an EU directive on corporate sustainability reporting. It is a new piece of legislation that for the first time legally obliges many companies to report on their ESG issues.

As an SME with fewer than 250 employees, we have not yet been affected by the implementation of this directive. However, as this will also become mandatory for us soon, we are already preparing for this today.

The new EU directive is being implemented based on the European Sustainability Reporting Standards (ESRS), which set out in detail how companies must collect data and report on a variety of environmental, social and governance-related topics.

One of the core elements of the ESRS is the standard for dual materiality reporting, which sets out how companies define the relevant topics for which they provide information. As Wilhem Kneitz AG, our first step was to define the mandatory topics:

- ESRS E1 Climate Change
- ESRS S1 Own Workforce

and determined the key figures listed below.

ESRS E1 – Climate Change

ESRS E1 - 5 Energieverbrauch		2024	2023	2022	2021
Gesamtenergieverbrauch im eigenen Betrieb	MWh	4.561	4.893	5.034	5.112
Energieverbrauch aus Strom gesamt	MWh	2.975	3.347	3.277	3.179
Stromverbrauch aus nicht erneuerbaren Quellen	MWh	0	0	0	2.870
Stromverbrauch aus erneuerbaren Quellen	MWh	2.975	3.347	3.277	309
Anteil Strom aus erneuerbaren Quellen	%	100%	100%	100%	10%
Stromproduktion PV-Anlage Netzeinspeisung	MWh	120	108	127	96
Energieverbrauch aus fossilien Quellen (Erdgas, Diesel)	MWh	1.586	1.546	1.757	1.933

ESRS E1 - 6 Treibhausgas-Emissionen		2024	2023	2022	2021
THG-Emissionen Scope 1	t CO2 äq.	29	32	27	437
THG-Emissionen Scope 2 (marked-based)	t CO2 äq.	0	0	0	795
THG-Emissionen Scope 2 (local-based)	t CO2 äq.	842	1.090	1.287	1.177
THG-Emissionen Scope 1 und 2 (marked-based)	t CO2 äq.	29	32	27	1232
THG-Emissionen Scope 1 und 2 (local-based)	t CO2 äq.	871	1.122	1.314	1.614
THG-Emissionen Scope 3 (vorgelagert)	t CO2 äq.	42.484	12.710	11.636*	6.578*
Gesamtemissionen (Scope 1, 2, 3)	t CO2 äq.	42.476	12.742	11.663	7.810

* 2022 and 2021 no reporting of Scope 3

ESRS S1 – Own Workforce

ESRS S1 - 6 Eigene Belegschaft	Anzahl 2024	Anteil	Anzahl 2023	Anteil
Gesamtzahl Beschäftigte	122	100%	122	100%
Frauen	44	36%	45	37%
Männer	78	64%	77	63%
Anzahl Neueinstellungen	13	11%	15	12%

ESRS S1 - 9 Struktur der Belegschaft	Anzahl 2024	Anteil	Anzahl 2023	Anteil
Führungskräfte				
Anzahl Mitarbeiter in der Geschäftsleitung	5		5	
davon Weiblich	2	40%	2	40%
Anzahl leitender Mitarbeiter in Abteilungen	16		16	
davon Weiblich	3	18%	3	19%
Altersstruktur				
Mitarbeiter unter 30 Jahre	14	11%	12	10%
Mitarbeiter zwischen 30 und 50 Jahre	37	30%	40	33%
Mitarbeiter über 50 Jahre	70	57%	70	57%

IMPRESSUM

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