

**AMANN  
SUSTAINABILITY  
REPORT 2024**





## OUR COMMITMENT

*“AMANN has always stood for responsible business conduct, showing that entrepreneurial success and a values-driven, socially minded approach are not mutually exclusive – quite the opposite.*

*As a long-standing family business, we take responsibility – for the world we live in and the world we leave behind: ecologically, socially and economically. Our actions are guided by a deep commitment to climate and environmental protection, to society, and to responsible, future-oriented governance. Our success is rooted in a deep sense of responsibility – not only for today, but for the generations to come.*

*That’s why sustainability must become part of everything we do – embedded in every process, every location, every team. Our sustainability strategy lights the way forward and defines the goals for the transformation we believe in.”*

*Katja Pielenz*

Director of the Hanns A. Pielenz Foundation and  
shareholder of Amann & Söhne GmbH & Co. KG

# MAKING. THREADS. FOR GENERATIONS.

## WELL POSITIONED

AMANN has grown through the efforts of committed people over many generations. Today, a global team of 2,600 employees in 20 countries drives our continued success. Their commitment ensures product excellence across the globe – supported by our certified, holistic quality and environmental management systems.



## INTERNATIONAL PRESENCE

Our 8 production facilities and 19 subsidiaries – located in countries such as the UK, Romania, Czech Republic, China, Bangladesh, Vietnam and India – guarantee worldwide availability of our products. We are close to our customers. Our extensive product range and a group turnover of €230 million reflect the strength and reach of our organisation.

## SUSTAINABLE & INNOVATIVE

Innovation is deeply embedded in our identity and plays a vital role in our approach to sustainability. Bringing these disciplines together is not only essential – it opens up new potential for long-term business success. We offer intelligent solutions in the areas of Apparel, Shoes & Accessories, Home Interior, Automotive, Techtex and Retail.



## PROFITABLE & FUTURE-PROOF

As a financially independent, family-owned company, we shape our own future. We operate profitably, aiming for sustainable and resilient earnings. We are committed to holistic growth. By making sustainability a core part of our strategy, we are shaping a future-proof company.

# TABLE OF CONTENTS

**INTRODUCTION ..... 1**

Why sustainability is more important than ever –  
and how AMANN is shaping the transition through  
decisive leadership and measurable achievements.

**SUSTAINABILITY STRATEGY ..... 5**

Roadmap for our sustainability commitment –  
Dynamic. Measurable. Purpose-driven.  
Laying the groundwork for transformation.

**ECOLOGICAL AWARENESS ..... 15**

Climate goals. Resource efficiency. Supply chain  
responsibility. With a clear roadmap for CO<sub>2</sub>, energy  
and raw materials.

**PEOPLE MATTER ..... 30**

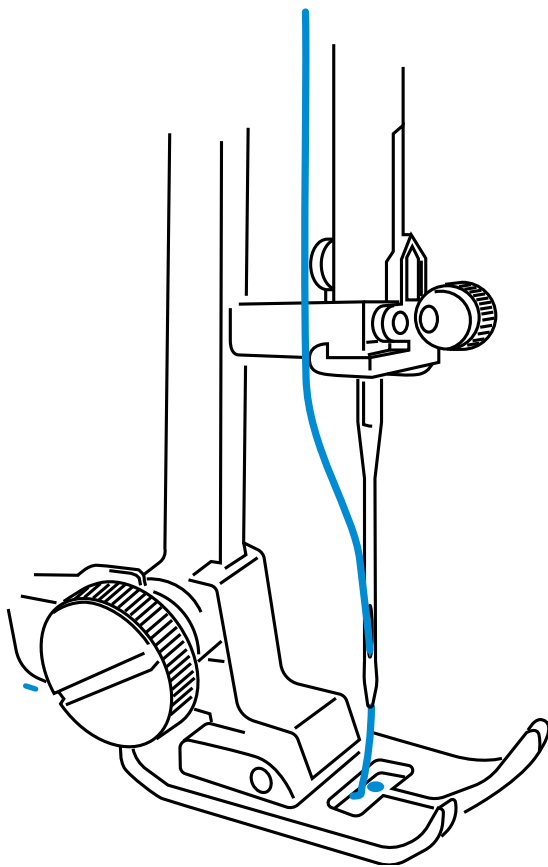
Change is driven by our employees – through  
engagement, aligned values, dialogue and  
commitment.

**PROFITABILITY ..... 40**

Our double dividend is driven by our core values,  
strong market responsibility, long-term vision, and  
adherence to recognised international standards.

**ANNEX ..... 45**

Figures, data, facts 2024 – additional insights to the  
Sustainability Report.



We are investing in a  
sustainable future.  
**One stitch at a time.**  
-----



01

# THE THREAD THAT GUIDES US

---

# FOREWORD BY MANAGEMENT

Dear readers,

What motivates and connects us amid constant change?  
Are we equipped for the challenges of tomorrow?

Responding to the global challenges of our century requires a fundamental transformation of how we create value – one that is climate-neutral, conserves resources, and avoids waste. Given its resource intensity, the textile industry has a significant role to play. The need for change is pressing. We’re meeting this challenge head-on. With commitment, strategic clarity, and confident, optimistic leadership.

Our sustainability strategy guides us. In the past year, we reassessed the strategic framework guiding our actions – sharpening its focus and expanding its scope. This development, carried by the expertise and engagement of our teams worldwide, marks a significant step forward on our path to a more sustainable future.

Sustainability performance in 2024 was marked by measurable impact: we expanded our use of renewable energy, increasing the share of electricity from renewable sources to 20 %. We also continued to make progress in aligning our product portfolio and production processes with our sustainability objectives. This report

**“Sustainability is not a fixed destination, but a continuous journey – one that demands commitment and determination. Our greatest strength? Our employees. Every member of the AMANN family plays a vital role in this transformation.”**

highlights tangible results. At every stage, we remain focused on those we’re doing this for: our customers. With them – and for them – we’re shaping future-proof solutions. We do so with bold ideas, innovative drive, and a clear strategy – not despite uncertain times, but because of them.

We truly believe that we can help change the world and are convinced that real change begins when everyone commits to making a difference. We are ready and well positioned to contribute meaningfully to a more sustainable tomorrow.

Enjoy!

Wolfgang Findeis\* Ivo Herzog Peter Morgalla Arved Westerkamp\*

\*Following a change in management, we would like to express our heartfelt thanks to Wolfgang Findeis and Arved Westerkamp, who have since left the company. We deeply appreciate their commitment, foresight, and significant contributions to our sustainability efforts.



# AMANN GROUP 2024 AT A GLANCE



Strong partnerships, quality-driven actions, and committed employees ensure our continued stability and growth.



Our global presence ensures market insight, customer proximity, and supply chain reliability – wherever we operate.



\*For a detailed breakdown, see p. 50



Efficient processes, low-impact production, and the use of sustainable materials form the basis of our responsible business conduct.




# PERFORMANCE 2024



## SUSTAINABILITY STRATEGY

**Finalisation of the group-wide sustainability strategy**

- ▶ Launch of the “water” steering committee to develop a group-wide **water roadmap**
- ▶ Establishment of a calculation basis for the **Product Carbon Footprint (PCF)** across all AMANN product families
- ▶ Start of the **sustainability roadshow** – first deployment at AMANN Great Britain
- ▶ Launch of the internal **communication campaign** “Sustainability on the move – it’s you and me!”
- ▶ Development of KPIs to measure the dimensions “People Matter” and “Profitability”



## ECOLOGICAL AWARENESS

**Reduction of CO<sub>2</sub> emissions**

- ▶ Scope 1 + 2 = **- 10 %**  
(all production stages, all sites)\*\*
- ▶ Scope 3 = **- 7 %** (production volume)\*\*

**Green electricity share**

- ▶ **52 %** (total consumption, all sites)

**Waste**

- ▶ **89 %** is either recycled or thermally recovered
- ▶ Only 11 % of waste is landfilled\*

**Reduction in water consumption**

- ▶ **- 40 %** per kilogram produced\*

\* Relative to base year 2015  
\*\* Relative to base year 2022



## PEOPLE MATTER

**Diversity and gender equality**

- ▶ Female share increased in several countries; global gender balance at 42 % women and 58 % men
- ▶ SHE’S AMANN: Implementation of a women’s survey on topics such as engagement, diversity, and leadership culture
- ▶ Expansion of mentoring programmes for women

**A culture of openness and equal opportunity**


- ▶ Expansion of team-building formats and workshops worldwide

**Health**

- ▶ Strengthening internal and external support for health and prevention tailored to local needs and diverse target groups globally
- ▶ Accident rate 2024: 0.52 % – five reportable incidents led to an increase compared to the previous year

**Education**

- ▶ Further development of the AMANN Learning Hub’s training and upskilling programmes
- ▶ Launch of the digital transformation of employee feedback and development process
- ▶ Successful completion of AMANN’s first international high-potential programme



## PROFITABILITY

**Supplier Code of Conduct revision** – including new provisions relating to the Supply Chain Due Diligence Act (LkSG) and whistleblower protection

- ▶ 100 % of our strategically relevant business partners have formally accepted our Supplier Code of Conduct
- ▶ Audits: Conducted three compliance audits at key supplier facilities in India and Vietnam

**Expanded risk management** – including the identification of human rights and environmental risks in line with LkSG and CSRD requirements

**ZDHC compliance:** 96 % of all currently used chemicals meet the ZDHC (Zero Discharge of Hazardous Chemicals) initiative



# 02

# SUSTAINABILITY STRATEGY

---

## PERFORMANCE 2024

- ▶ Finalisation of the group-wide sustainability strategy
- ▶ Establishment of the “water” steering committee to develop a group-wide water roadmap
- ▶ Standardised PCF calculation framework implemented across all AMANN product families
- ▶ Launch of the sustainability roadshow, with the first deployment at AMANN Great Britain
- ▶ Launch of the internal communication campaign “Sustainability on the move – it’s you and me!”
- ▶ Rollout of new internal communication channels to enhance employee inclusion and dialogue
- ▶ Development of KPIs to measure the dimensions “People Matter” and “Profitability”
- ▶ Launch of multiple innovation initiatives focused on sustainable materials, circular design, and waste reduction

Shaping a sustainable future

# WHAT MOVES US FORWARD?

**In 2024, AMANN made significant progress on its journey toward greater sustainability. The key driver behind this progress was the comprehensive revision of our sustainability strategy, which brought the clarity needed to tackle essential questions:**

What can we achieve? What defines us? Where does our true potential for sustainable impact lie? The answers give us direction and help translate ambition into action. They define the roadmap for progress across the environmental, social and governance dimensions. The Sustainable Development Goals (SDGs), applied specifically to AMANN, define our targets and inspire our journey.



## FAMILY ESSENTIALS

As a family-owned company, we build on our heritage to shape future transformation. Driven by our history, grounded in financial independence and built on resilience, we are well equipped to help shape a sustainable future. Successful transformation calls for adaptability, a quality that AMANN has demonstrated throughout its history.

As a family-run company, we think in generations and act with integrity. Our leadership is deeply committed to sustainability.

## LOOKING AHEAD

Vision drives transformation. Perspective shapes progress. For AMANN, foresight is a key strategic capability. Strategic foresight, combined with precise market analysis, enables us to be future-ready, manage risks, and seize opportunities. Reliable data, such as product carbon footprint (PCF) figures, is essential for enabling these processes. That is why AMANN continues to expand its relevant data sets, including PCF data.

## PEOPLE AT AMANN

Our employees play a key role in shaping a more sustainable future. They are our most important resource. Their expertise, mindset and daily commitment define the pace of change.

Their active involvement in our sustainability efforts is essential to our strategy. “Inform. Inspire. Involve.” – this is the approach that shapes our culture.



## RESEARCH & DEVELOPMENT

Whether technological, social or environmental in nature, we cultivate innovation at every level. Technological innovation is already delivering real impact: fewer emissions, less waste, and more efficient use of resources.

At AMANN, our Innovation Department acts as a hub for change. Our think tank develops intelligent materials and forward-looking solutions tailored to specific needs, especially in raw material sourcing.

Today's decisions, tomorrow's impact

# OUR SUSTAINABILITY STRATEGY

To support effective sustainability management, we have established a strategic model centred around three core areas. These are rooted in our existing initiatives and closely aligned with ESG principles.\*

- **Ecological Awareness**
- **People Matter**
- **Profitability**

At AMANN, each strategic topic is brought to life through clear mid-term targets and current priority activities. Our targets are based on environmental and market analyses and form the foundation for our actions. Sustainability is embedded across our value chain, from material procurement to production at AMANN sites, and transport to our customers.

Our sustainability strategy is a dynamic process. We regularly put it to the test, sharpen its focus, and adapt it based on new insights. We aim to

make a meaningful contribution in the short and medium term within the currently defined focus areas.

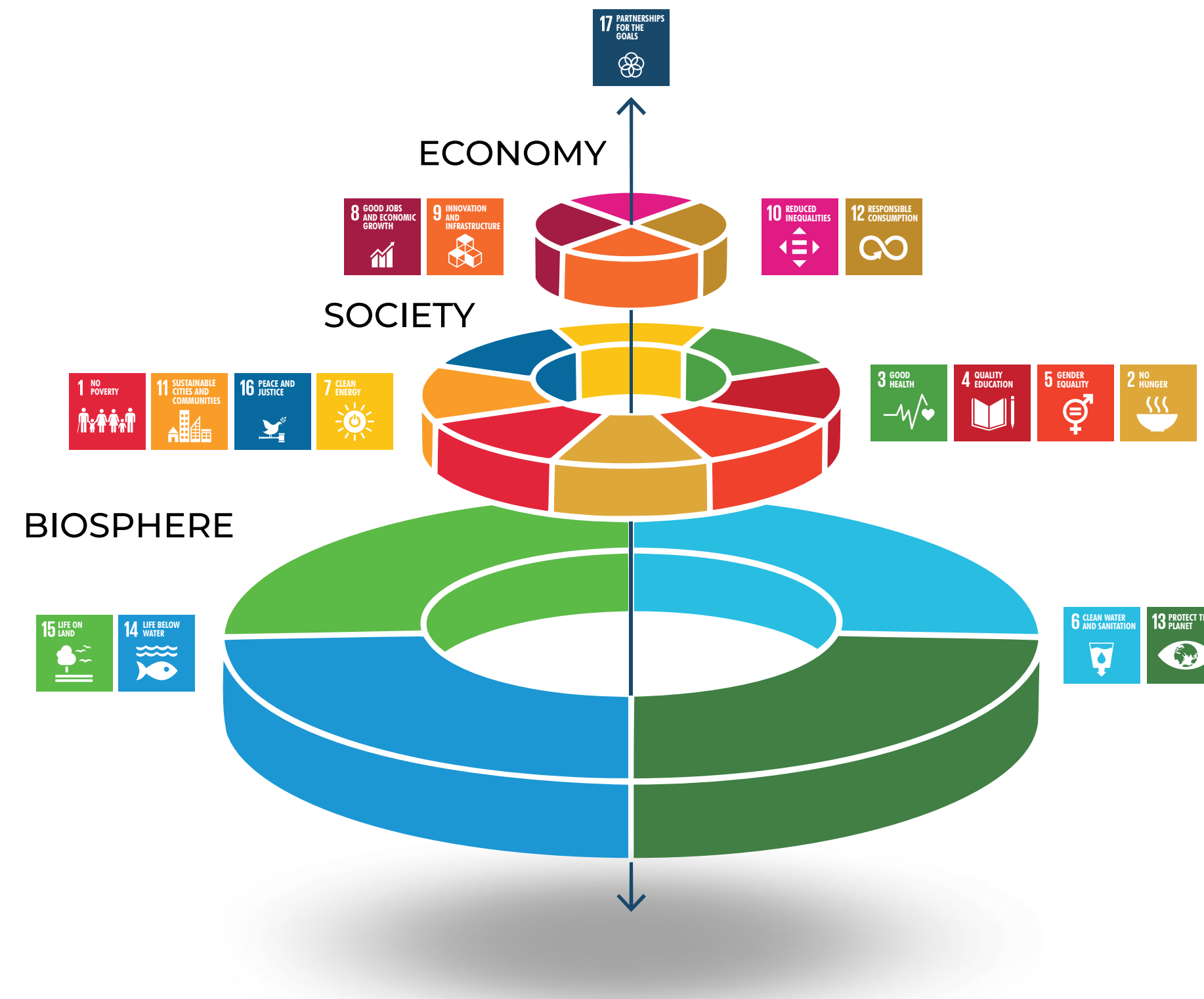


\*ESG stands for Environmental, Social, and Governance – three key areas that guide responsible and sustainable business practices.







The SDG “Wedding Cake” model

# KEY TOOLS AND HOLISTIC APPROACH

- -> The 17 Sustainable Development Goals (SDGs) of the United Nations are at the centre of our sustainability strategy. These areas are embedded in a holistic framework that connects environmental, social, and economic targets.
- -> A key tool in our work is the SDG “Wedding Cake” model. By illustrating the hierarchical structure and synergies among the SDGs, the model conveys a clear message: each SDG reinforces the others – they are not competing goals when viewed in context.



- -> The biosphere forms the foundation. Society builds upon it. Based on it, we create social structures that enable sustainable and economically viable solutions.
- -> We see this model not only as a tool, but as a call to act together. It enables us to understand systemic relationships and define priorities that contribute to a sustainable and liveable future – now and for future generations.

	ACTION AREA		BASE YEAR	BASE VALUE	2024	MILESTONES 2025	MILESTONES 2027	MILESTONES 2030	MILESTONES 2050
ECOLOGICAL AWARENESS	 Neutral		2022	Scope 1 + 2 = 35,114 tCO <sub>2</sub> e Scope 3 = 162,769 tCO <sub>2</sub> e	Scope 1 + 2 = - 15 % Scope 3 = - 10 %	-	Scope 1 + 2 reduction by 50 %* Scope 3 reduction by 10 %*	Scope 1 + 2 reduction total: 60 %* Scope 3 reduction total: 20 %* 30 % absolute reduction across all three scopes*	Net zero
	 Neutral	Electricity	2022	31 % **	52 % **	-	Site-specific roadmap in progress	100 % CO <sub>2</sub> -neutral electricity	
		Raw materials	2022	Refer to the climate protection roadmap		-	Switch to 50 % recycled PET (rPET) content*	Switch to sustainable, recyclable materials and circular usage concepts	
	 Water		2015	98.8 litres per kilogram produced	- 40 %	Water use reduced by 25 % per kilogram of product	Action areas based on “Sustainability goals 2025”. Revision process started.		
	 Waste		2015		89 % of total waste is recycled or thermally recovered; only 11 % is landfilled	0 % of waste sent to landfill			
	Chemicals		2015		92 %	100 % compliant implementation of ZDHC*** guidelines			
PEOPLE MATTER	 Health		2015	1.55 %	0.52 %	Zero accidents			
	Gender ratio		2023	47 % women, 53 % men	42 % women, 58 % men	Balanced gender quota			
	 Education		2015	Further development of the “AMANN Learning Hub”		All employees have access to our “AMANN Learning Hub”			

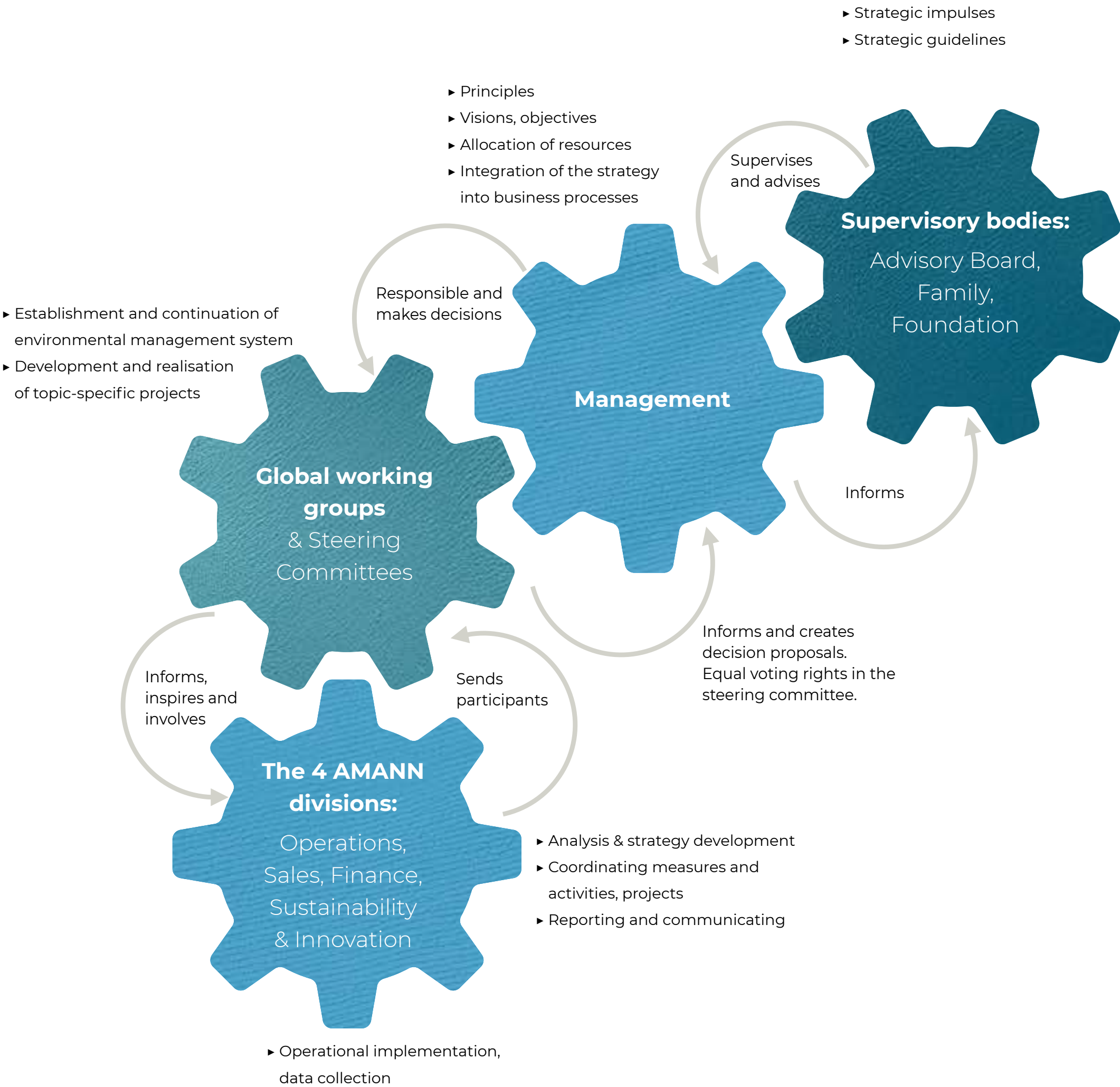
\* Reduction relative to the 2022 baseline | \*\* Share of renewable electricity (mass balanced) across all sites | \*\*\* ZDHC = Zero Discharge of Hazardous Chemicals  
 Further explanation: The 2025 report will include concrete measures for the action area “Profitability”.

# OUR JOINT ROADMAP TO FUTURE RESILIENCE

A robust sustainability management system with clear governance structures is essential to embedding sustainability across all business functions. To drive solution development and implementation, AMANN has established dedicated working groups and steering committees. Led by the Global Sustainability

& Innovation (GSI) department, these bodies include representatives from all areas of the company worldwide. They help shape strategic direction, launch high-impact projects, and ensure compliance with evolving sustainability standards – including external reporting obligations and EU regulations.

Participants develop fresh ideas for a more sustainable future and play an active role in disseminating them throughout the company for lasting, system-wide impact.



Thinking out of the box

# COLLABORATIVE THINKING – INTERNALLY AND EXTERNALLY



## AMANN INTERNAL SUSTAINABILITY



## UPSTREAM AND DOWNSTREAM VALUE CHAINS



## EXTERNAL NETWORKS

**Interdisciplinary and intercultural collaboration is a cornerstone of our strategy – both internally and externally.**

We cultivate an open culture of dialogue and cooperation, engaging employees and stakeholders in the joint development of forward-looking solutions that create lasting value for all.

We can't create a sustainable future alone. Achieving our sustainability goals requires collective action. Collaboration and dialogue are key to this effort. Across sites. Internationally.

- AMANN fosters a participative and collaborative company culture. We support open communication and cooperation through a variety of dialogue formats. The “People Matter” section presents and outlines our latest sustainability-focused activities and tools.

For the transformation ahead, we rely on partnerships that are open to innovation and broadly positioned, spanning raw material sourcing, production, delivery, and the use of our products by customers.

- Detailed information on the value chain is essential in the context of reporting under the Corporate Sustainability Reporting Directive (CSRD), as well as for primary data-based calculation of the Corporate Carbon Footprint (CCF) and Product Carbon Footprint (PCF).

Exchanging knowledge, learning from others, and gaining fresh perspectives are key to driving innovation and sustainable progress. Participation in external networks is of immense value in this regard.

- Cross-sector collaboration enables us to transcend traditional boundaries and develop new perspectives. That's why we've built a cross-industry network – joining forces with the food industry, furniture makers, and even a football club to spark new ideas and bold solutions.

Sustainability: It's you and me!

# LAUNCH OF THE INTERNAL EMPLOYEE CAMPAIGN

## BETTER TOGETHER!

Sustainability is a shared responsibility – powered by the commitment of every individual. That's why we actively involve our employees at every step. In 2024, we launched a dedicated employee campaign under the motto: Sustainability on the move – It's you and me!

**SUSTAINABILITY**  
*on the move*



The “Ready for the journey” brochure sparks enthusiasm for what lies ahead and highlights why and how we are taking new paths in sustainability together.



Our internal campaign “Sustainability on the move – it's you and me!” brings sustainability to life in our everyday work.

Sustainability at AMANN – it's a concept, a commitment, and a spark for change. We've summarised 11 key facts in a compact, postcard-style format.



## SUSTAINABILITY*Tea*

Via our internal LinkedIn group and the digital SustainabilityTEA platform, we create space for knowledge-sharing, collaboration and innovation.

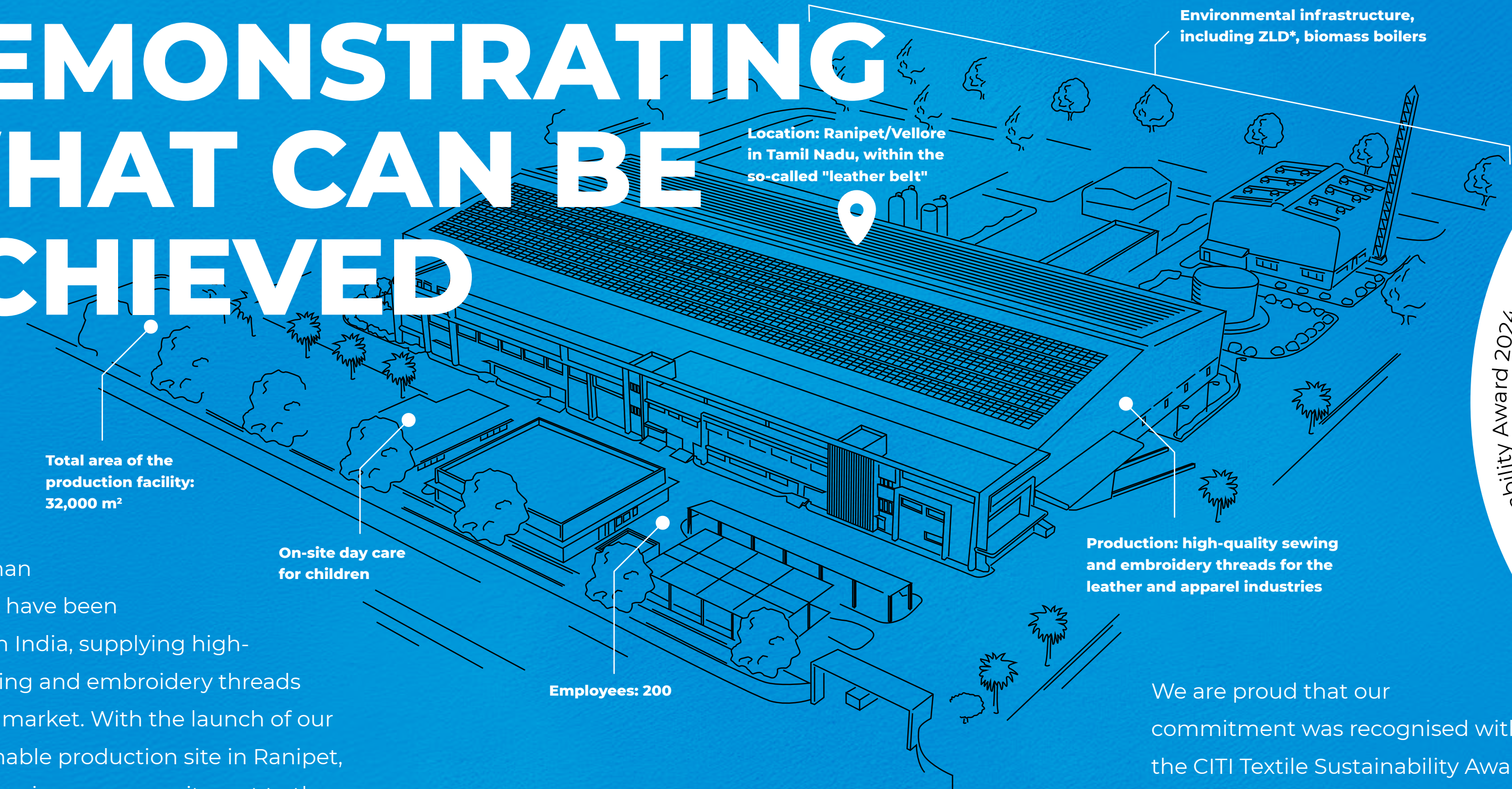
In 2025, we'll keep the momentum going – with new impulses and even more opportunities to connect, inspire and shape change together.

**Lasting change is a shared journey.**



Pioneer project Ranipet / Tamil Nadu

# DEMONSTRATING WHAT CAN BE ACHIEVED



For more than 15 years, we have been operating in India, supplying high-quality sewing and embroidery threads to the local market. With the launch of our new sustainable production site in Ranipet, we are advancing our commitment to the environment. The facility sets a strong example by adhering to the highest ecological standards. The inauguration ceremony – held in line with local traditions – was a meaningful moment of connection and mutual respect.

We've set ambitious goals for the site – above all, to significantly reduce our use of natural resources through modern technology. One of our core commitments? Not a single drop of wastewater will reach the ground. Social sustainability remains at the heart of our efforts. Women in particular benefit from programmes that promote a healthy balance between career and family life.

We are proud that our commitment was recognised with the CITI Textile Sustainability Award 2024 for Best Sustainable Retail Practices. A milestone – for the AMANN Group, for our team in India, for a sustainable future.



2020

The idea



2022

Construction of the plant



2022

Sustainable profile: state-of-the-art technologies, such as ZLD\*



2024

Start of production



2024

Sustainability Award 2024

INSIDE  
AMANN

AMANN  
GROUP  
Intelligent threads

\*ZLD = Wastewater treatment system using Zero Liquid Discharge technology

# 03

## ECOLOGICAL AWARENESS

---

### PERFORMANCE 2024

#### Reduction of CO<sub>2</sub> emissions

- ▶ Scope 1 + 2 = **- 10 %**  
(all production stages, all sites)\*\*
- Scope 3 = - 7 % (production volume)\*\*

#### Share of green electricity

- ▶ **52 %** (based on total energy consumption across all sites)

#### Waste

- ▶ **89 %** is recycled or recovered thermally
- Only 11% ends up in landfill\*

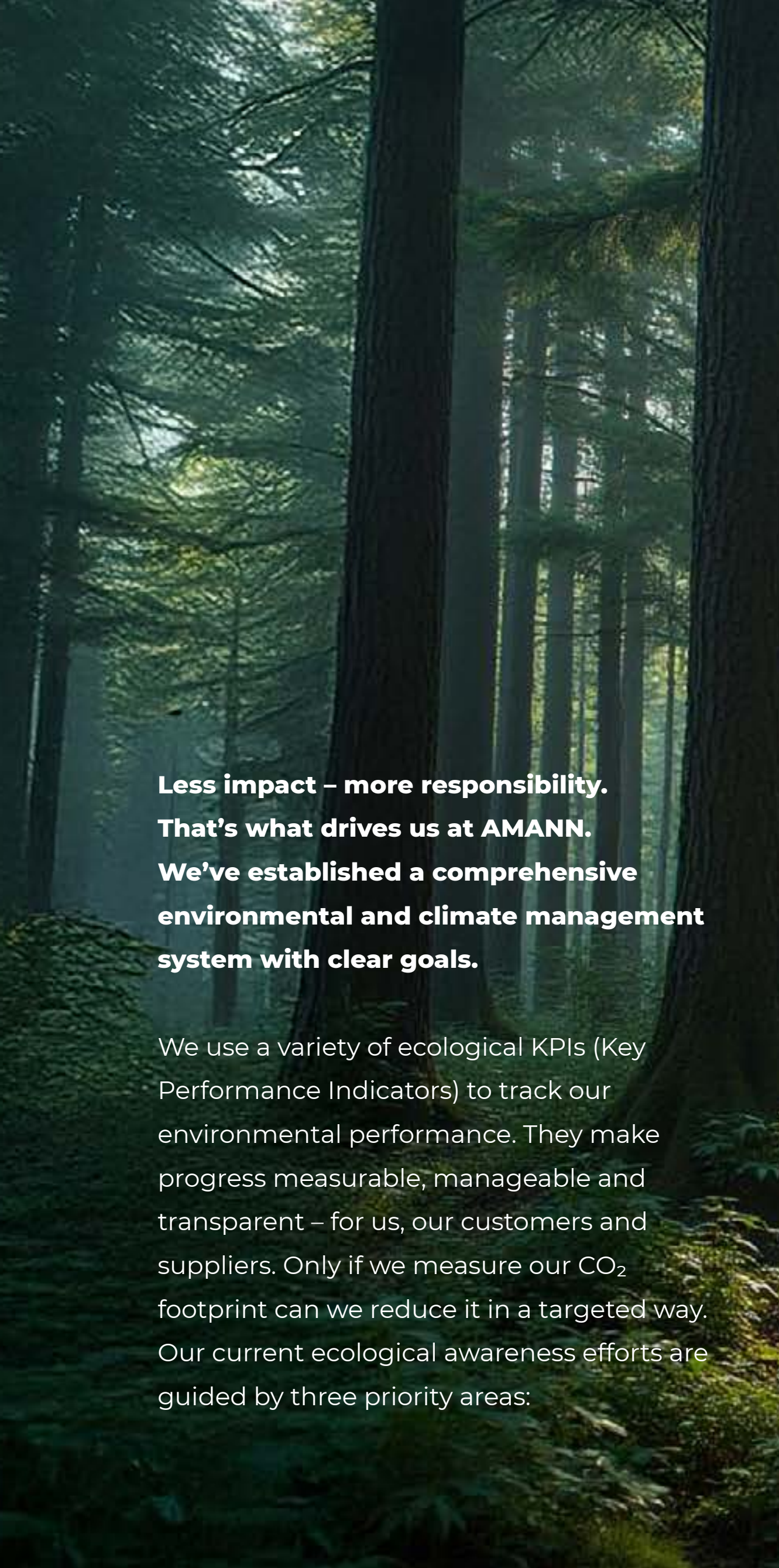
#### Reduction in water consumption

- ▶ **- 40 %** per kilogram produced\*

---

\* Results in line with the 2025 sustainability targets,  
Relative to the 2015 baseline

\*\* Climate protection roadmap base year 2022

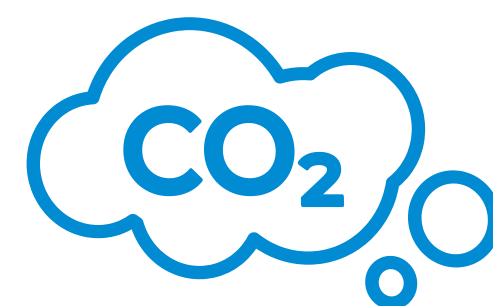


Ecological awareness

# MEASURING PROGRESS

**Less impact – more responsibility.**  
**That's what drives us at AMANN.**  
**We've established a comprehensive environmental and climate management system with clear goals.**

We use a variety of ecological KPIs (Key Performance Indicators) to track our environmental performance. They make progress measurable, manageable and transparent – for us, our customers and suppliers. Only if we measure our CO<sub>2</sub> footprint can we reduce it in a targeted way. Our current ecological awareness efforts are guided by three priority areas:



## TOWARDS CO<sub>2</sub> NEUTRALITY – A MEASURABLE PATH TO NET ZERO

We are committed to making AMANN climate neutral across Scopes 1, 2 and 3 by 2050. To achieve this, we are prioritising the expansion of in-house energy generation, the purchase of renewable electricity, and enhanced energy efficiency. At the same time, we are reviewing our use of raw materials for more sustainable alternatives.

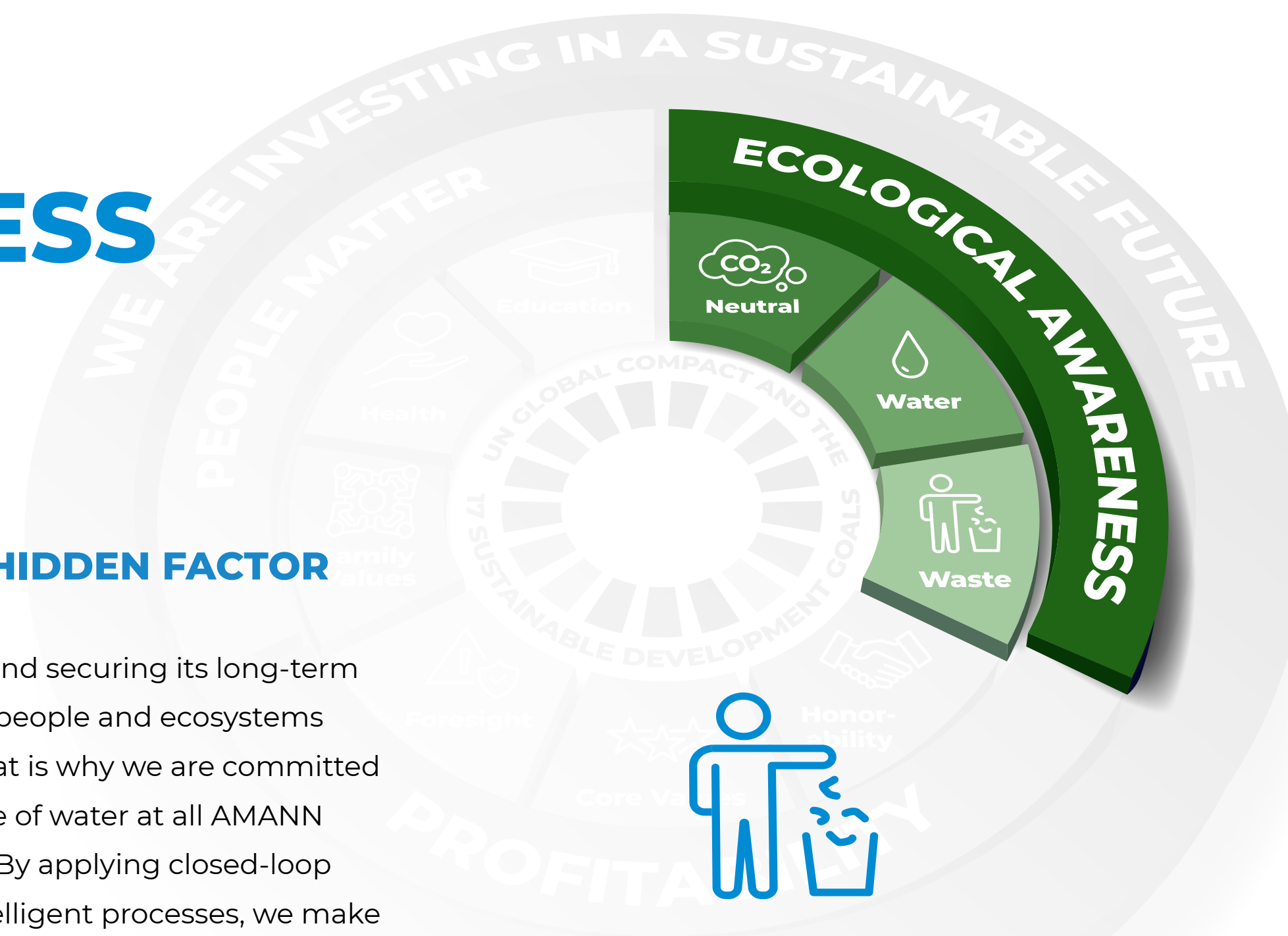
## WATER – THE HIDDEN FACTOR

Safeguarding water and securing its long-term availability is vital for people and ecosystems around the globe. That is why we are committed to the sustainable use of water at all AMANN locations worldwide. By applying closed-loop technologies and intelligent processes, we make meaningful resource efficiency measurable. Every litre saved makes a difference.



## CIRCULAR WASTE MANAGEMENT WITH REAL IMPACT

Our focus on waste reduction and material circularity allows us to significantly cut both material input and our carbon footprint. One particular lever lies in the recycling of materials – this includes packaging, especially plastic, as well as production waste. Our current focus: thread carriers. Rather than disposing of them after use, we are developing recycling strategies to reintegrate the raw material into the production cycle.



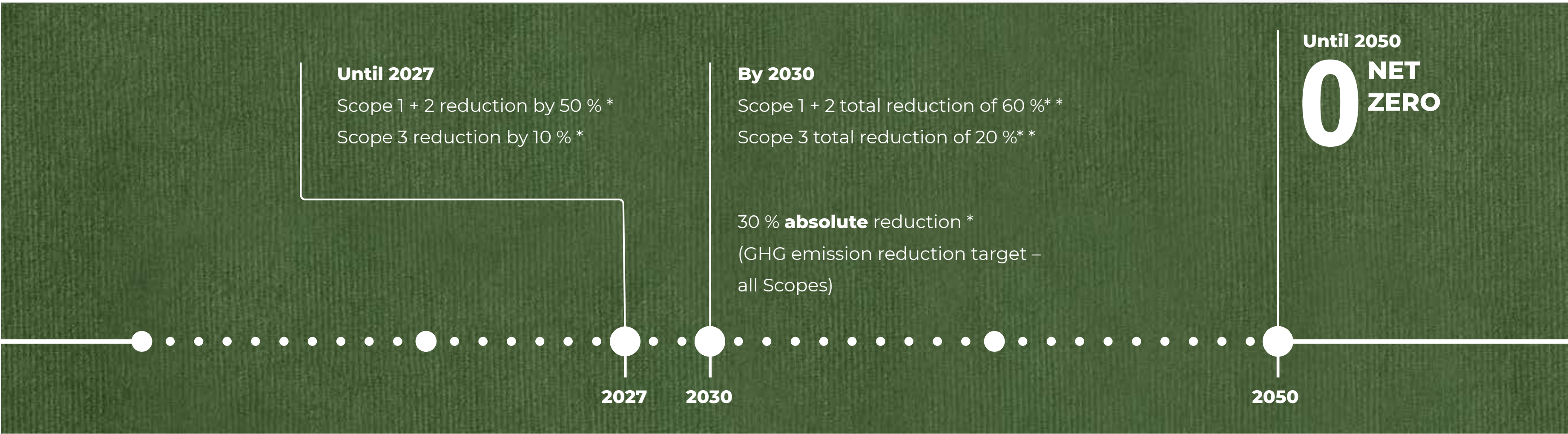
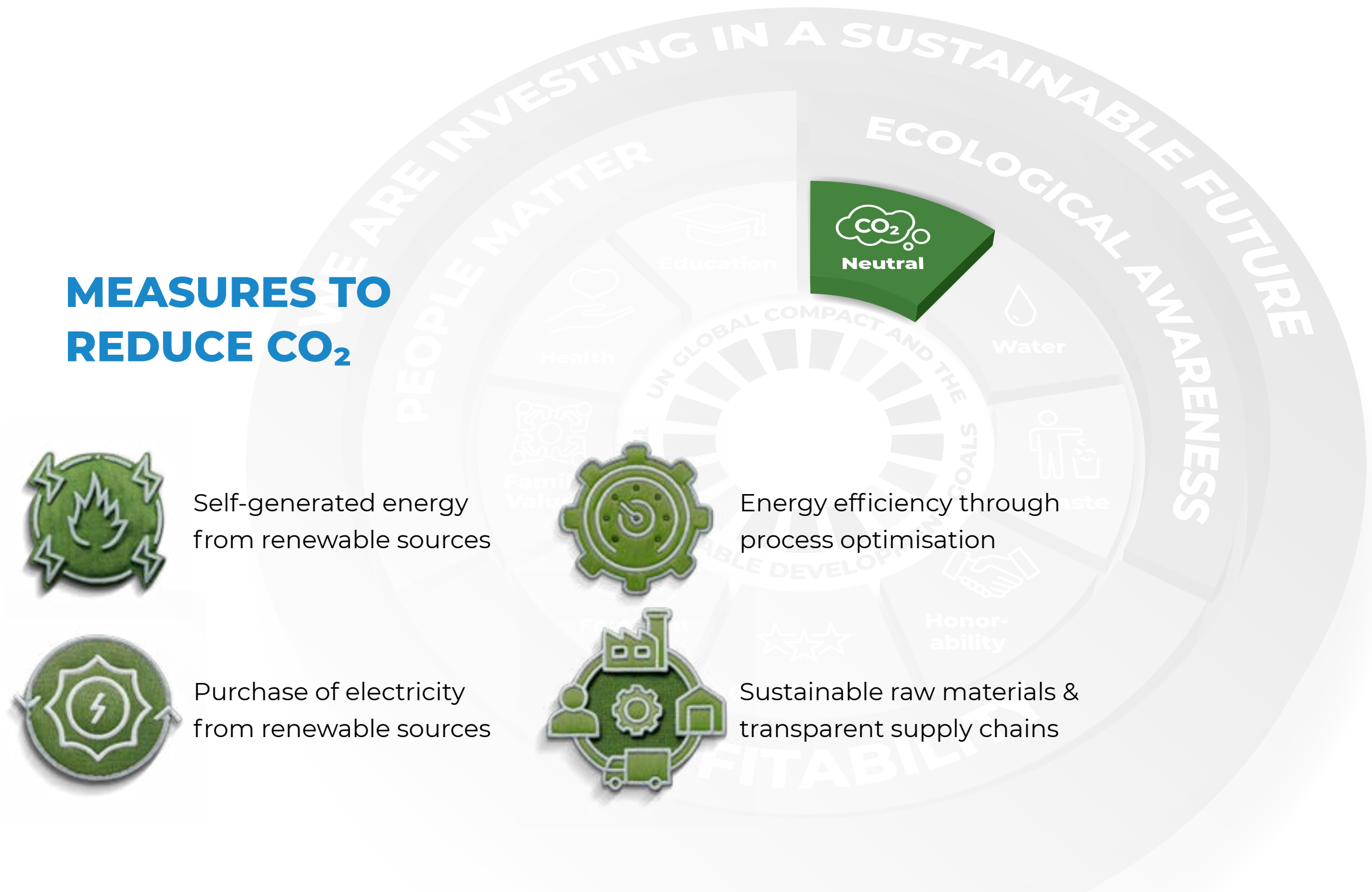
On the road to climate neutrality

# MEASURES TO REDUCE CO<sub>2</sub>

The climate crisis is changing our world as we know it – visibly and irreversibly. We consider it our duty to reduce our business’s climate impact to an absolute minimum. Environmental and climate management is embedded in the AMANN sustainability strategy, with CO<sub>2</sub> emissions reduction at the centre.

Our climate protection roadmap defines our targets and key milestones. We want to reduce our CO<sub>2</sub> emissions across all three Scopes by at least 30 % by 2030 and achieve net zero by 2050. We track our progress across the full value chain through the annual calculation of our Corporate Carbon Footprint (CCF).

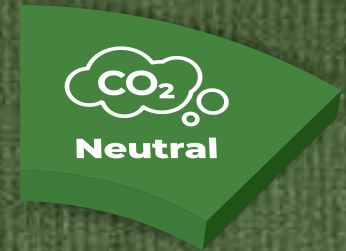
We achieve CO<sub>2</sub> neutrality in Scopes 1 and 2 by avoiding emissions within our own operations, focusing on measures in four key areas. We continuously review and refine these measures to maximise impact. In Scope 3, we focus on working in partnership with our suppliers to sustainably reduce CO<sub>2</sub> emissions.



\*Reduction relative to base year 2022. See also the ecological key figures on pages 58 ff.

Our footprint

# GREENHOUSE GAS EMISSIONS BALANCE OF THE AMANN GROUP



2022 is our base year with approx. 198,000 t CO<sub>2</sub>e. Further details and explanations of the reduction can be found on page 58 ff.  
\*In the materiality analysis, categories 3.8 and 3.10 to 3.15 were identified as not relevant for AMANN.

# USE OF RENEWABLE ENERGIES



- -> To reduce CO<sub>2</sub> emissions, we are working hard at all AMANN Group sites to replace fossil fuels with renewable energies. This area holds great potential for both efficiency gains and cost savings. That's why we're constantly reviewing new options in energy storage, to ensure we stay ahead in sustainability and performance.

To reduce emissions from Scope 1 and 2, we focus on site-specific measures that are adapted to the respective local conditions. We follow a two-pronged strategy: producing our own green power and sourcing electricity from renewable providers. This approach reduces our climate impact, improves supply reliability, and boosts competitiveness. We are also increasing the efficiency of our process heat utilisation.



**1** Electricity and gas make up the majority of our energy use, gas being required mainly for steam generation at our production facilities. We use energy monitoring and management to optimise consumption and adapt our energy mix as needed. Our goal is to achieve zero Scope 2 emissions from electricity by 2030.

**2** We rely on solar energy and operate our own photovoltaic systems. As of 2024, the Erligheim site already met 72 % of its daytime electricity needs using this system. AMANN India operates a hybrid energy model combining solar and wind power, sourced both on-site and externally. A solar plant with a peak output of 500 kWp has been installed to support this goal.

**3** Where possible, our e-mobility charging infrastructure will be powered by sustainable energy sources. At our German locations, we've introduced incentives for giving up personal company cars, providing electric charging cards, and gradually reducing CO<sub>2</sub> thresholds for company vehicles – with the goal of reaching zero by 2030.

# OPTIMISING PROCESSES FOR ENERGY EFFICIENCY



- -> We have identified energy efficiency as a key and cost-effective lever for reducing CO<sub>2</sub> emissions and are consistently implementing related measures across the AMANN Group, tailored to local site conditions. Many of these actions require minimal or no investment and deliver substantial energy savings.

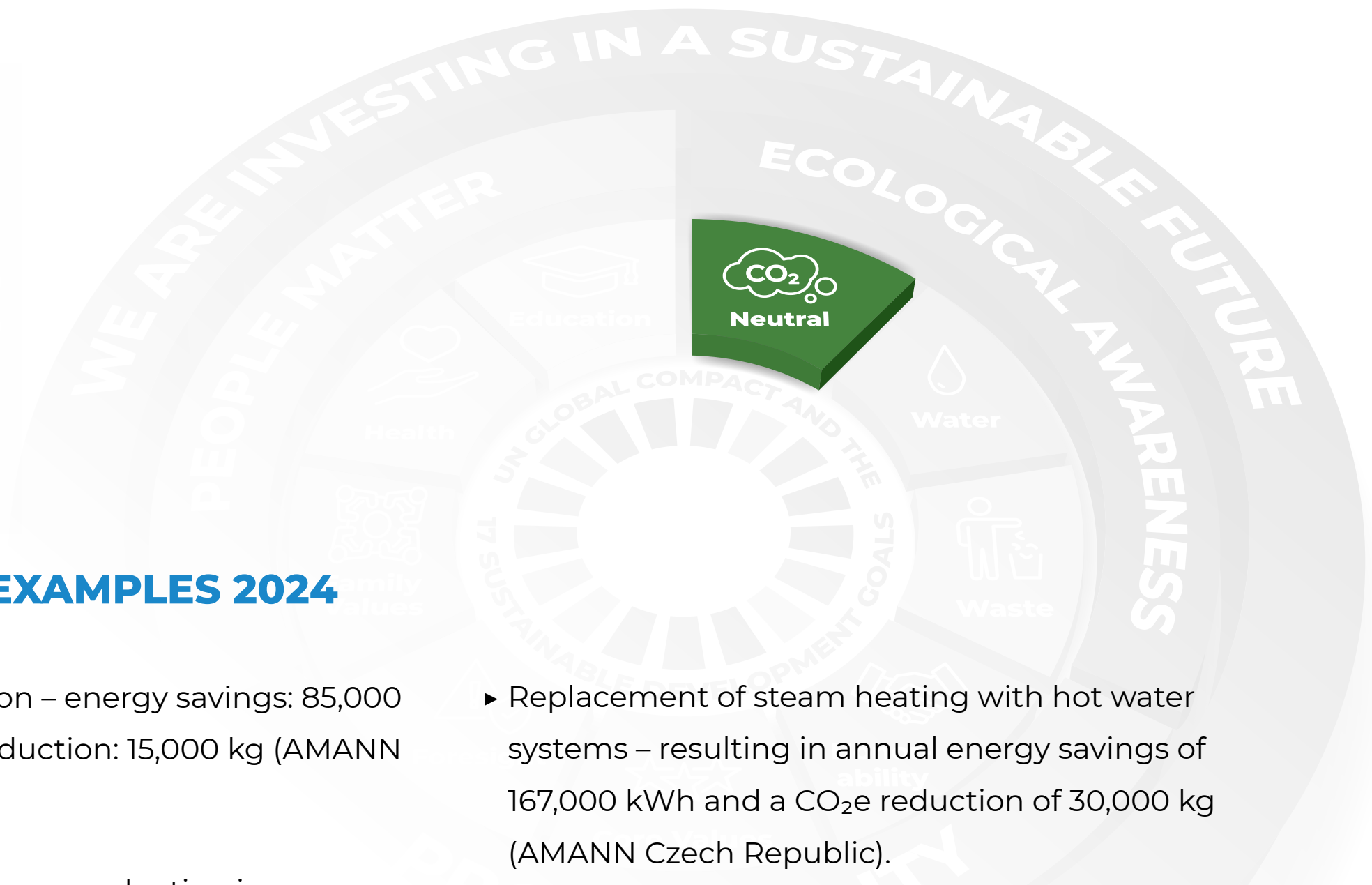
We undertake regular reviews of operational processes to identify further potential. Thanks to standardised global production, we often exceed what’s legally required locally.

Every measure counts – large or small – particularly when implemented collectively across the group.



## PERFORMANCE EXAMPLES 2024

- ▶ Steam boiler insulation – energy savings: 85,000 kWh of gas / CO<sub>2</sub>e reduction: 15,000 kg (AMANN Romania).
- ▶ Use of new compressors – reduction in electricity consumption by 267,584 kWh/year and increased compressed air output with the same operating time; CO<sub>2</sub>e savings: 117,000 kg (AMANN China).
- ▶ Insulation of dyeing boilers – 14 % reduction in steam consumption; CO<sub>2</sub>e savings: 364,000 kg (AMANN Bangladesh).
- ▶ Detection and elimination of compressed air leaks – annual savings of 44,000 kWh of electricity; CO<sub>2</sub>e savings: 6,500 kg (AMANN Romania).
- ▶ Replacement of steam heating with hot water systems – resulting in annual energy savings of 167,000 kWh and a CO<sub>2</sub>e reduction of 30,000 kg (AMANN Czech Republic).
- ▶ Inspection and maintenance of steam traps on dyeing machines – annual savings of 80,000 kWh of gas and reduction of CO<sub>2</sub> emissions by 15,000 kg CO<sub>2</sub>e (AMANN Romania).
- ▶ Burner with improved efficiency installed (AMANN Great Britain).
- ▶ Reduction of emissions to zero through the use of a biomass-powered steam boiler – renewable energy use and waste reduction through recycling of industrial by-products (AMANN India).
- ▶ Conversion to LED lighting resulted in savings of 280,000 kWh at AMANN Czech Republic and AMANN Great Britain.



Emission reduction

# RAW MATERIAL ROADMAP: SOURCING SUSTAINABLY



To remain future-proof and stable in a dynamic market, we rely on a forward-looking and long-term raw material strategy. Beyond availability and cost-efficiency, risk management is increasingly shaped by sustainability, particularly in the context of circular economy principles and carbon reduction.

Our raw material strategy promotes the increased use of recycled and bio-based materials as a means to reduce emissions and achieve our climate goals. We have created a defined action plan in the form of our raw material roadmap.

## SEWING THREADS MADE FROM RECYCLED AND BIO-BASED MATERIALS – BY AMANN

At the heart of it all: technological innovation. Biopolymers play a key role in decarbonising the industry, as they are based on renewable inputs and are biodegradable. While rPET remains a valuable transitional material as it helps close existing loops, we are shifting our focus towards fully recyclable alternatives. In the future, if fossil-based raw materials are still required, we take responsibility for ensuring that the carbon remains bound – thermal disposal is not an acceptable solution. Numerous studies and cutting-edge developments in chemical recycling are reinforcing this strategic path.

## FINISHING: WATER-REPELLENT & ECO-FRIENDLY

Sustainable technology is playing an increasing role in our thread finishing. This involves eliminating harmful per- and polyfluorinated substances (PFAS) from water-repellent threads and substituting them with more sustainable alternatives. As of Q4 2024, all major product lines use PFAS-free finishes, marked with the WRe label for water-repellent & eco-friendly performance.

## RAW MATERIAL ROADMAP

### By 2027

We are transitioning no less than 50 % of our polyester usage to more sustainable sources. Switching from PET to rPET is our starting point – a transitional solution on the path toward more sustainable materials.

### By 2030:

- Use of sustainable raw materials such as biopolymers.
- Replacement of environmentally friendly polyester and polyamide fibres with recyclable alternatives.
- New, circular approach to recycling and recirculating the materials currently used.

Lifecycle and recycled

# OUR SUSTAINABLE RANGE

In 2024, our range of sustainable sewing threads enabled us to reduce emissions by 2,019 tonnes of CO<sub>2</sub>e. That's equivalent to around 360 car journeys around the equator – clear proof of the impact of our sustainable solutions.

## OUR RECYCLED LINE

Sewing and embroidery threads from our recycled line consist of 100 % premium-grade recycled raw materials, and offer comparable properties to conventional threads in terms of tear resistance, durability, and processing. The production sites are certified according to the Global Recycled Standard (GRS), ensuring full traceability and compliance with strict

sustainability criteria across the supply chain. It provides traceability of recycled content and upholds social, environmental and chemical standards at every stage of the supply chain.

## OUR LIFECYCLE LINE

Designed with the Cradle to Cradle principle in mind, our lifecycle products are built for a future without waste. Our LIFECYCLE Cotton was evaluated in five key sustainability categories

and awarded Gold and Platinum certification for its material health. The result: premium quality with a purpose, and a real contribution to circular thinking.



**For the first time, we are fully focused on recycling: Isacord Recycled is now available in just one version – 100 % sustainable at the raw material level.**



Transparent. Reliable. In dialogue.

# SHAPING SUPPLY CHAINS RESPONSIBLY

(Raw material) procurement is at the heart of our sustainable sourcing efforts, linking strategic direction with operational practice across the supply chain. Here is where material types and sourcing conditions are determined.

We engage suppliers directly, e.g. via our Supplier Code of Conduct (see page 48), and by expanding our procurement strategy to include sustainability criteria. Measures to reduce Scope 3 emissions can only succeed with the involvement of all stakeholders.

## ACHIEVING GOALS TOGETHER WITH OUR SUPPLIERS – THIS IS HOW:



## EMISSION ACCOUNTING

Collecting robust primary data across all stages of the value chain is a crucial step in reducing CO<sub>2</sub> emissions. In 2024, we sent out a supplier questionnaire on CO<sub>2</sub>, water and waste for the first time and received extensive feedback, some of it very detailed (see page 61). In 2025, an extended survey will enable us to strengthen the dialogue and align Scope 3 reduction efforts with our supply chain partners.

We support our partners with tools and expertise to calculate and reduce their CO<sub>2</sub> emissions. For us, sustainability is a shared path. Close, transparent collaboration along the entire supply chain is essential – and a key part of our corporate responsibility.



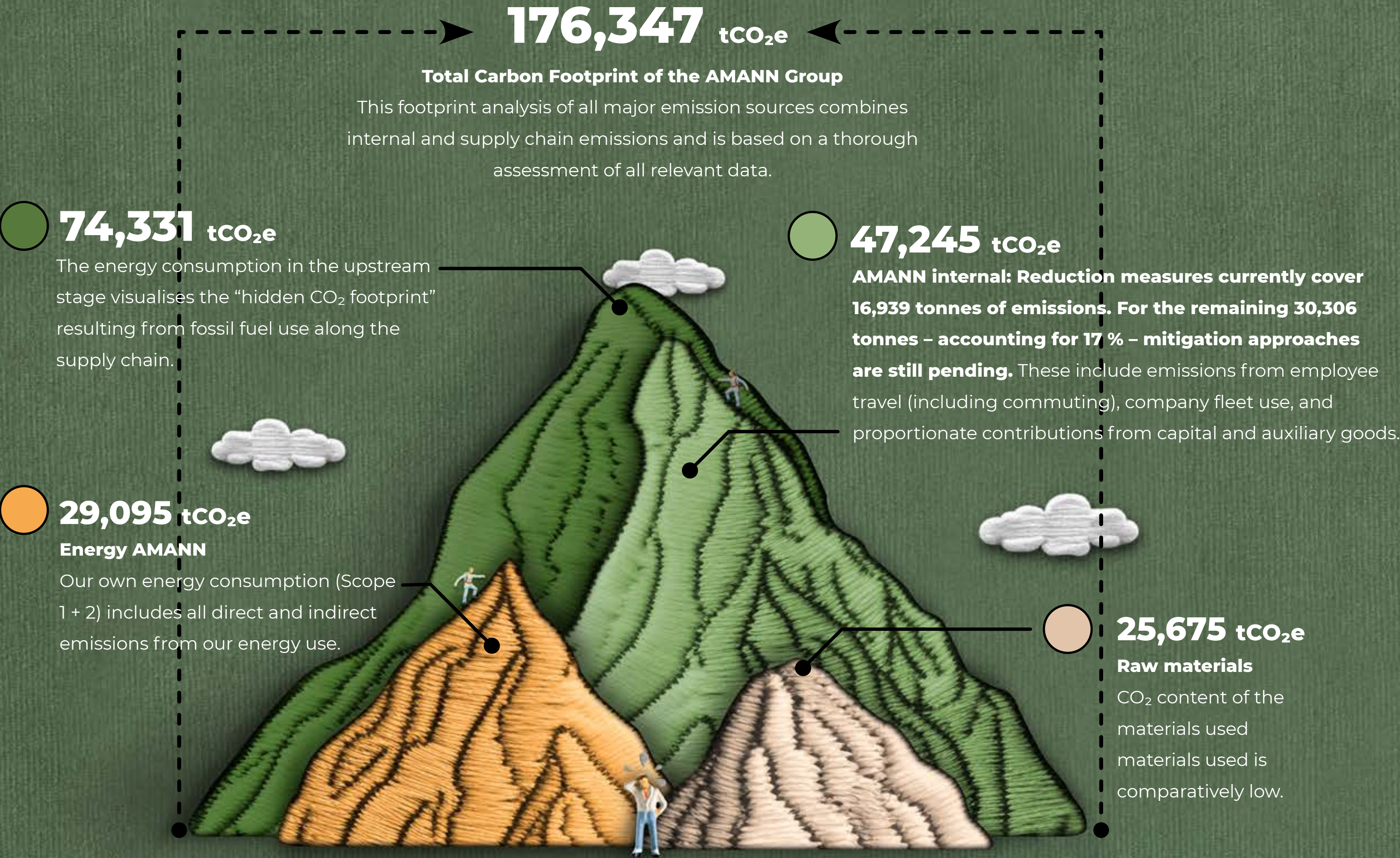
Potential impact of different measures

# WHERE DO WE BEGIN TO SHAPE TOMORROW?

Switching to green energy is the key lever for reducing CO<sub>2</sub>. While we already use green energy to some extent in Scope 1 and 2, a significant share of emissions originates from the continued use of fossil fuels in the supply chain – particularly from energy-intensive processes involved in the extraction, processing and transport of purchased raw materials. Our analysis shows: The CO<sub>2</sub> content of the materials themselves is relatively low; it is the energy input that makes the difference. The transition to green energy is therefore crucial – both within our own operations and in upstream processes. A closer look at our CO<sub>2</sub> footprint reveals the main contributors.

**WE MUST REDUCE EMISSIONS BOTH EFFECTIVELY AND EFFICIENTLY:**

- ▶ The fastest and most effective lever currently available is the use of renewable energy, both internally and across our supplier base.
- ▶ We must also optimise processes to reduce resource use while maintaining performance. In raw material selection, this translates into sustainable alternatives with similar technical performance.



# PLANTING THE SEEDS OF A SUSTAINABLE FUTURE

Around 500 trees were planted on the company premises in Ranipet, India. This initiative helps regulate the microclimate, increases carbon sequestration, and supports biodiversity. A greener and better working environment for everyone!



Water – the underestimated resource

# SUSTAINABILITY THROUGH CLOSED-LOOP SYSTEMS AND ADVANCED TECHNOLOGIES

Water is indispensable in textile production – often a critical input due to its high consumption. Nearly every production step depends on it. And yet, water’s importance for people and nature is still too often overlooked in sustainability discussions. The Corporate Carbon Footprint (CCF) focuses almost exclusively on greenhouse gas emissions. Water consumption and the protection of water are hardly taken into account here.



That’s why we need a clear and responsible water strategy: with transparent data, smarter use, and lower risks. CO<sub>2</sub> is currently at the centre of the sustainability debate, but other high-impact factors such as water must not be neglected. We

## CONCRETE IMPLEMENTATION



At our site in Vietnam, we implemented a system to recover and reuse condensate from steam processes as part of an internal project. This has significantly reduced both water and steam consumption while improving cost efficiency. Each year, around 9,300 m<sup>3</sup> of condensate is recovered from 240 tonnes of steam and fed back into the production cycle.

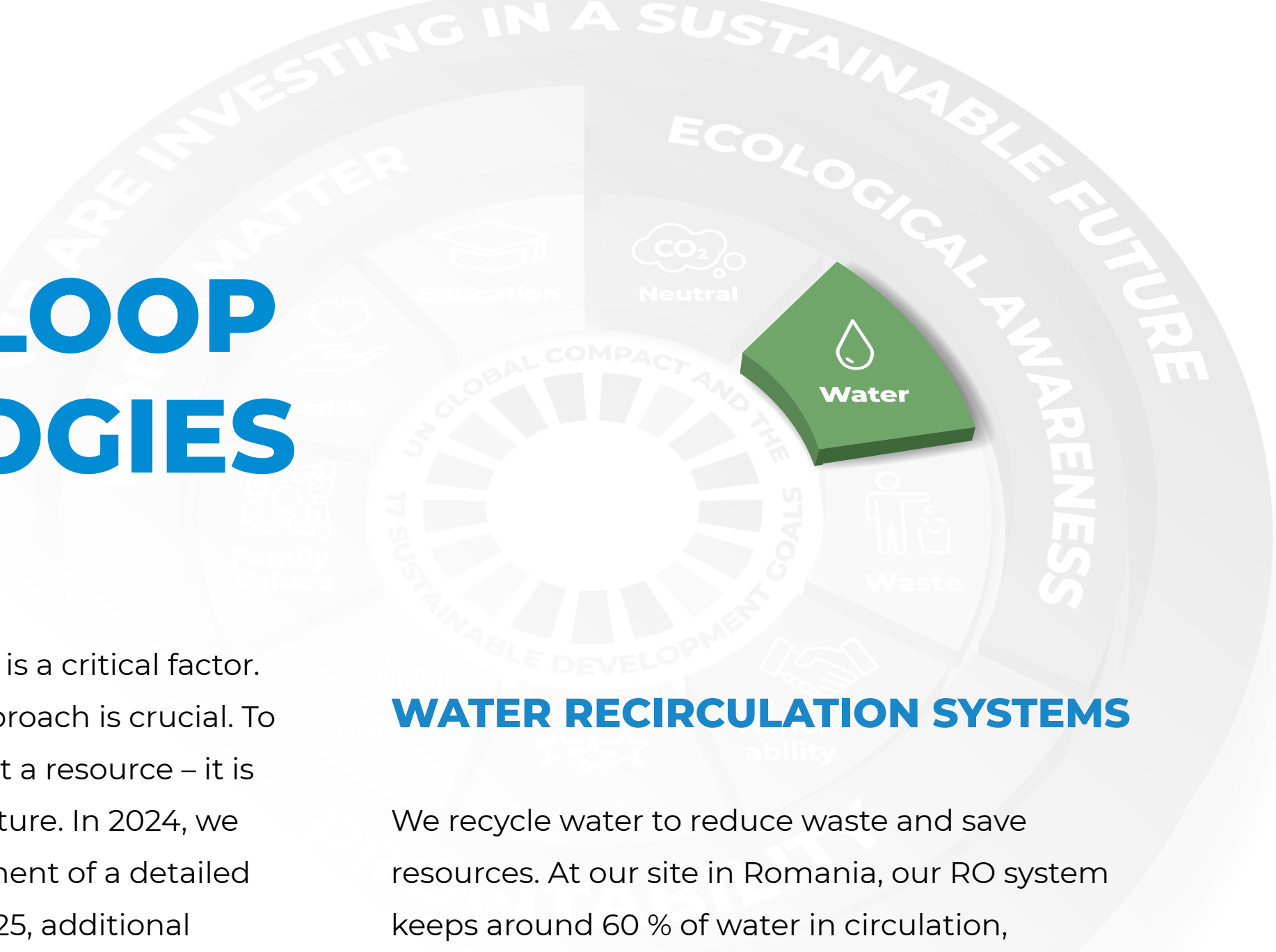
are convinced: reducing CO<sub>2</sub> is a critical factor. But so is water. A holistic approach is crucial. To us, water is far more than just a resource – it is the basis for a sustainable future. In 2024, we commissioned the development of a detailed water roadmap. In spring 2025, additional measurements were launched at all sites to complete the map.

## ADVANCED DYEING TECHNIQUES

The dyeing stage represents the largest portion of water demand in our production chain. That’s why we’re working hard to use less of it, by improving our processes and testing water-free technologies. At the same time, we are working on water-free dyeing technologies.

## WATER RECIRCULATION SYSTEMS

We recycle water to reduce waste and save resources. At our site in Romania, our RO system keeps around 60 % of water in circulation, although filter issues in 2024 caused setbacks. Our new production site in India operates using Zero Liquid Discharge (ZLD) technology, enabling up to 90 % water reuse. As these technologies require intensive maintenance, we are also working on alternative solutions to further optimise water use.



# REDUCE. REUSE. RECYCLE.

Waste is generated along the entire AMANN value chain. We apply targeted reduction strategies and ensure that residual materials are recycled wherever possible. Packaging in particular poses a challenge, with global delivery routes and diverse legal regulations hindering standardisation. Even so, we’re constantly working on concepts to reduce waste, increase reuse rates, and largely eliminate landfill and thermal disposal.

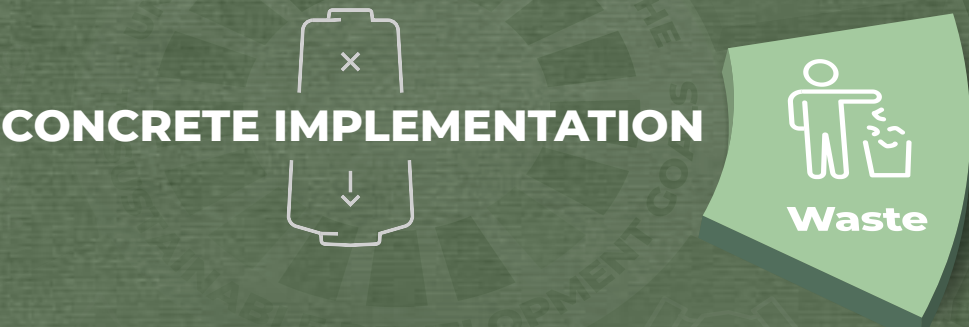


## IMPLEMENTATION OF CIRCULAR ECONOMY PRINCIPLES

In response to requirements for circularity, product longevity, and environmental sustainability, our approach is centred on three strategic pillars: materials research, circular logistics, and progressive vertical integration. A key objective is to reduce our Scope 3 emissions. We achieve this primarily through closed-loop recycling, both in-house at AMANN and via trusted external partners. Every closed loop helps cut material use and lower our carbon impact. We have been working on the recycling of our thread carriers for a long time due to the enormous savings potential. In 2024, we established a global working group for this purpose. Find out more in the “AMANN Insight” report on the next page.

## EFFICIENT TRANSPORT TO REDUCE EMISSIONS AND WASTE

Reducing emissions starts with rethinking distances. Shorter routes cut CO<sub>2</sub> and reduce packaging waste. Our cluster sourcing strategy focuses on sourcing locally to keep supply chains tight and efficient. This makes a real difference in reducing our carbon footprint, especially in the logistics and transport sectors. Air transport is avoided wherever possible due to its high emissions.



- ▶ AMANN China achieves a 100 % recycling rate for additive drums through a professional third-party provider – far exceeding the industry average of 40 %. Each drum is reused an average of four times. With an annual use of 1,500 drums, this saves around 1,200 new drums every year.
- ▶ AMANN Vietnam: Two labelling steps were combined into a single process. This measure saves ink and material, lowers waste, and reduces operational costs. Small changes have a substantial effect – especially when implemented at global scale.
- ▶ AMANN UK: Through visual indicators and well-placed waste bins, waste separation on-site has improved, leading to an increase in the recycling rate and a reduction in residual waste.
- ▶ Mettler Brand Efficiency Measures: Since 2024, Seracycle is delivered on thread carriers composed of 100 % recycled polystyrene. In addition, the foil banderole is dispensed with. Sales documentation is available in digital-only format. In addition, the Polysheen machine embroidery thread will be converted to recycled material in 2025.
- ▶ Thanks to process improvements in our twisting mill, AMANN China has saved around 2 tonnes of material and waste.
- ▶ A further 17 tonnes were saved through optimising the stretching process.

And with 93 million thread carriers upcycled annually, we're turning waste into value at scale

# WE'VE DEVELOPED A ROADMAP – NOT JUST A TARGET

AMANN has a wide range of sustainability ideas and initiatives. Many of these are at the trial stage, others still under discussion. From idea to implementation, the road can be winding and unpredictable. Our sustainability report also aims to highlight this side of our sustainability commitment.

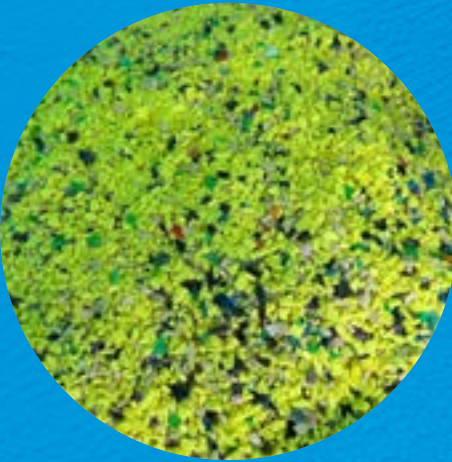
The focus should not only be on results, but also on the journey there – with all its challenges, detours and sometimes even dead ends. Our projects emerge from daily practice, evolve step by step, and not every plan works out in the end. But we stay the course, because we believe: **sincere, ongoing effort is what brings about real change.**

Ambitious, current status

## AMANN CHINA – EFFICIENT DYE TUBE RECYCLING



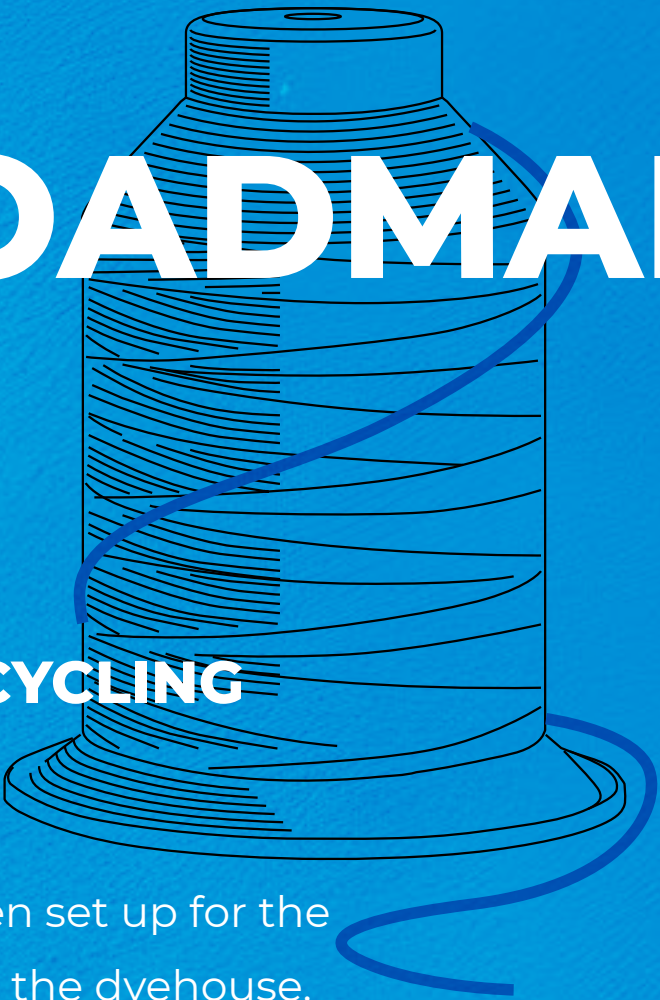
- -> A dedicated sorting system has been set up for the dye tubes used as thread carriers in the dyehouse. Thread residues are efficiently separated from the tubes and both are passed into appropriate recycling processes.



- -> The colouring tubes are shredded, cleaned and remoulded via injection moulding, achieving a material regeneration rate of more than 95 %. New thread carriers are created from the material, but these are intended for customer use – not reused in the dyeing process. The material is therefore reused, but not recycled.



- -> Specialised partners process the remaining thread into new thread, resulting in 82 % resource utilisation.



From recycling to a genuine circular economy  
**WE THINK AHEAD**



### A scenario we are determined to make real

Even though our current approach is already ambitious, we have reviewed it critically and deliberately put it to the test. Our dye tubes are used exclusively in-house. They remain on-site – an ideal basis for a closed-loop system. Recycling with purpose – turning dye tubes back into dye tubes.

Achieving this requires full compliance with defined technical standards and an internal logistics system capable of reliably supporting the circular process.

We've launched this initiative and are moving forward step by step. More updates coming soon.



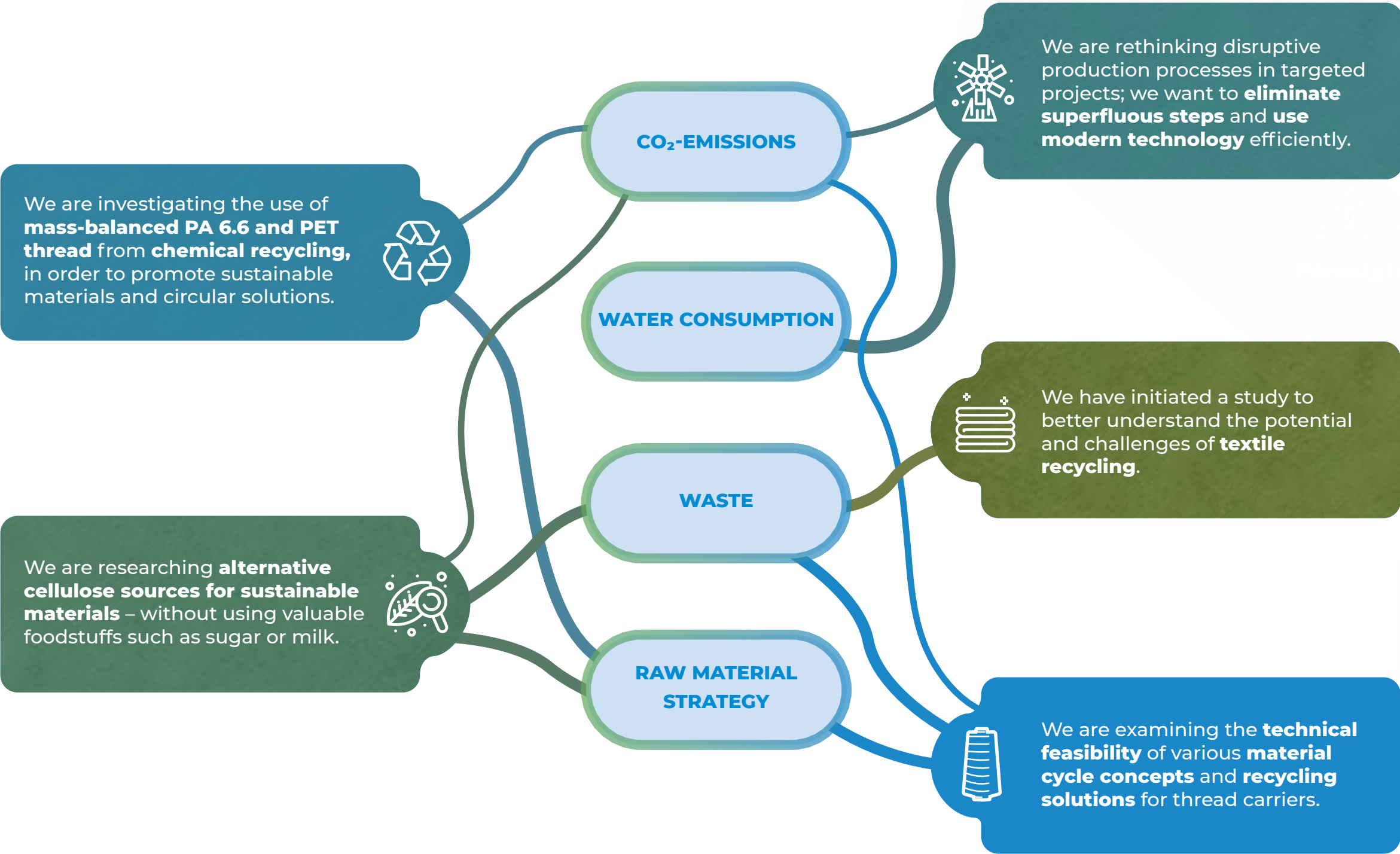
How we shape tomorrow

# PUTTING INNOVATION FIRST

Tomorrow's profits start with innovations that are economically viable, environmentally sound, and socially fair.

AMANN recognised this early on and created a central hub: the “Sustainability & Innovation” team – a dedicated interface where both disciplines are jointly and continuously developed. After all, achieving our sustainability goals requires innovation – and real innovation must be sustainable.

We support the goals of our sustainability strategy through targeted projects that drive measurable progress and enable long-term optimisation. We think ahead, identify challenges early, and develop solutions that promote sustainable progress – in ways that conserve resources, are commercially viable, and socially responsible.





# 04 PEOPLE MATTER

---

## PERFORMANCE 2024

### **Gender equality: diversity and gender justice are important to us**

We champion gender equality at all levels, with a strong focus on leadership, and celebrate the strength that comes from cultural diversity:

- We employ people from 35 countries
- Number of employees: approx. 2,600
- Gender distribution worldwide: 42 % women, 58 % men

### **Education**

- In the area of training, the course has been set to map the employee feedback and development process completely digitally in the “Learning Hub” by 2026. Training will be broadened and supported by a high-performing AI solution.

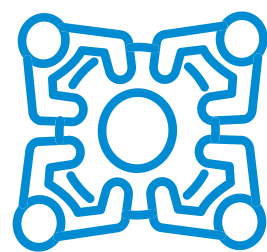
### **Accident rate 2024: 0.52 %**

- An increase in the accident rate compared to the previous year was attributable to five reportable workplace incidents. In order to further improve our current safety performance, which remains well below the industry benchmark, we are implementing a series of measures: Instruction sessions, revised hazard assessments, and a reinforced culture of safety awareness.

People Matter

# TOGETHER. FOR EACH OTHER.

We are convinced: People Matter. A healthy and empowering work environment is essential for people to thrive. At AMANN, we know that our employees' well-being and potential are key drivers of sustainable growth and progress. Each and every individual counts. For this reason, we are committed to responsible corporate leadership. The focus is on people.



## FAMILY VALUES – PRINCIPLES THAT GUIDE US

At AMANN, our roots as a family business shape our values and our unwavering focus on ethical responsibility. They shape our corporate culture and guide our management approach. Trust, respect and fairness are the foundation of our open, inclusive collaboration. This creates a corporate culture in which everyone feels welcome, supported and valued.



We are committed to our employees and the communities where we live and work.  
**Make people matter.**



## HEALTH – OUR TOP PRIORITY

Good health is the foundation for people to truly thrive – for well-being, satisfaction and success. We want our employees to feel good – physically and mentally. Health, safety and well-being are priorities for us. Our approach is built on two strong pillars: prevention and proactive workplace health promotion.



## EDUCATION MEANS MORE THAN LEARNING

Education is the foundation for change, for ideas, for progress. Knowledge changes lives. We support lifelong learning and ongoing training for our employees. Personal and professional growth is a key objective. Beyond our company, our foundation supports educational initiatives that make a real difference.



Family values – sustainability as part of who we are

# OUR SHARED SUCCESS

The core of our self-image is determined by values and goals. They give AMANN its identity – and provide clear direction. They help align efforts. Together, we can accomplish more than any one of us could alone.

In order to achieve our sustainable development goals, our value system must be integrated into the company and become visible in our daily work. In 2024, within the “People Matter” sustainability pillar, we launched and implemented a significant number of measures and projects.

## PERFORMANCE HIGHLIGHTS 2024

We value the uniqueness of every individual and actively support equal opportunity for all. We take our human rights responsibilities seriously – so that every employee can look forward to a future worth living. Through mutual respect, we promote diversity and inclusion, and make them a living part of our culture.

## GOALS



Solidarity & empowerment



Equal opportunity



Corporate citizenship

### ► INCREASING THE PROPORTION OF WOMEN

Promoting gender equality worldwide. Example: in Bangladesh, the proportion of women rose by 8 %.

### ► SHE ´S AMANN

We carried out a women-focused survey in Germany, exploring key topics such as engagement, diversity, and inclusive leadership.

### ► MENTORING PROGRAMMES FOR WOMEN

Addressing key topics such as “Communication as a success factor – Invisible barriers between women and men.”

### ► SUPPORT FOR TEAM-BUILDING INITIATIVES

Including Rangoli competitions in India, sports events and dynamic group formats.

### ► CAMPAIGN FOR INTERNATIONAL WOMEN’S DAY

AMANN employees demonstrated their solidarity and their commitment to shaping an open and equitable world.



# COMPLIANCE AND DUE DILIGENCE

As a global company, we take responsibility by complying with the law and by respecting human rights and the environment through due diligence in all we do. Through the AMANN Code of Conduct, all employees are trained in value-based, ethical, and legally compliant behaviour. It reflects our corporate culture, which unites our global values with those of the local communities we work in.



**This commitment is embedded in our compliance management framework.**

## DIVERSITY, EQUAL OPPORTUNITY AND INCLUSION

We recognise and value the many different ways our employees think, live and work. Diversity is one of our greatest strengths. It is a strength worth nurturing. We aim to foster a culture of equality and inclusion where every employee is valued for their unique knowledge, skills, experience, and cultural background. We promote equal opportunities for all employees and expect the same commitment from our managers.

We are committed to helping both women and men better balance their careers with personal life planning. This includes mobile working, part-time roles and flexible working hours. A modern workplace culture that enables parents to participate fully in family life without facing disadvantages at work is increasingly taking hold across many of our national organisations – and is actively supported by AMANN.

We are also dedicated to creating an inclusive environment where all employees feel welcome and respected, regardless of their individual differences. We do not tolerate discrimination or

any form of harassment or bullying. We uphold the principle of equal pay for work of equal value wherever tasks and responsibilities are comparable. We actively strive for gender balance in leadership appointments.

## A SAFE AND HEALTHY WORKING ENVIRONMENT

We comply with all relevant ILO conventions and national regulations to ensure safe and healthy working conditions across all sites. We fulfil the occupational health and safety requirements to ensure healthy working conditions. We promote fair labour practices worldwide.



## HUMAN RIGHTS AND SOCIAL RESPONSIBILITY

We take our social responsibility seriously and fulfil our corporate due diligence obligations with integrity. Because people matter.

- ▶ No child labour
- ▶ No forced labour
- ▶ Fair wages and decent working conditions
- ▶ Implementation of the Whistleblower Protection Act (protection of whistleblowers)



Globally connected, locally empowered

# WORKSHOPS – DIALOGUE AT ITS BEST

Strategy is nothing without people – and without dialogue. That’s why AMANN brings strategy to life through interactive formats held on site. Formats that connect people, spark movement and create new perspectives. Together, we shape strategy in ways that reflect local needs, strengthen team spirit, and make room for genuine creativity. Hands-on, high-impact, and always focused on one goal: getting better together.

At the World Café in Romania, teams developed creative strategies for marketing coffee. Within just 2.5 hours, teams built sales stands, developed creative concepts, planned marketing strategies and successfully pitched to customers. Success hinged on teamwork, time discipline and good role distribution.

The challenge demanded entrepreneurial thinking and plenty of creativity. In a relaxed, open atmosphere, teams grew stronger – building skills in communication, collaboration and problem-solving. Skills that make all the difference in our networked working world.



The 2nd quarter business workshop in Vietnam was much more than a training course – it became a vibrant place for shared learning, creativity and connection. Teams tackled operational tasks side by side – growing closer, becoming more motivated, and turning challenges into successes.

Even under pressure, teams demonstrated resilience built on diversity, unity and mutual support. The result: a strong, forward-looking community built on trust and shared values.

The bottom line: **Together we can achieve more!**



# COMMITTED TO HEALTH AND WELL-BEING

Health is at the centre of Sustainable Development Goal 3 (SDG 3): “Ensure a healthy life for all people of all ages and promote their well-being”. It is a key element of sustainable development and is closely linked to all other sustainability goals.

In order to successfully implement the principles of sustainability, AMANN is committed to a broad range of internal and external prevention and health promotion programmes that take into account global standards as well as needs-based, target group-specific and local requirements.



## PERFORMANCE HIGHLIGHTS 2024

Our goal is to build a culture that values health and well-being – by empowering people with knowledge and awareness around personal health and workplace safety.

### BANGLADESH

- Cardiopulmonary resuscitation (CPR) training for emergency support in cases of cardiac arrest.
- Virtual health education on topics such as gastroenterology and fasting during Ramadan.

### INDIA

- Cancer awareness camp, including breast, cervical, and oral cancer screening provided by the Tamil Nadu health team.

### GERMANY

- Further development of supplementary Occupational Health Management (OHM).
- Expansion of course offerings in close collaboration with partner health insurance providers.

### ROMANIA

- Employees benefit from additional health insurance that partially covers consultations and treatment in private clinics.

### GREAT BRITAIN

- 11 mental health first aiders trained and mental health awareness built across the company.
- Further development of EAP – Employee Assistance Programme from Help@Hand.

### ALL SITES

- We are strengthening awareness of accident risks and fostering a proactive safety culture. Faster, more precise corrective actions and better reporting have been introduced. An increased accident rate of 0.52 % clearly shows that further action is needed and validates the importance of the measures taken. Preventive training was provided, protective measures were reviewed and risk assessments were adapted. Stronger employee involvement in safety – with standardised accident analysis now in place.



Education: AMANN Learning Hub and more

# OPPORTUNITIES THROUGH TRAINING

Our employees’ knowledge, skills and growth potential are vital to driving a successful and responsible transformation. That’s why at AMANN, we focus on engaging our people, encouraging their development, and equipping them for change.

We invest globally in structured learning opportunities to help every employee reach their full potential. The AMANN Learning Hub is at the heart of this – and also supports our strategic approach to succession planning.



## PERFORMANCE HIGHLIGHTS 2024

Our objective is to continuously monitor evolving needs and deliver differentiated training. We stay alert to people’s needs and provide training that matches our culture and context.

### BANGLADESH

- Substantial expansion of workforce development via the AMANN Learning Hub, with a 510 % increase in total training hours year-on-year (vs. 2023).

### GREAT BRITAIN

- Further training provided on key soft skills, including self-confidence, communication, and employability. Introduction of a wellbeing facility to support employee resilience and workplace culture.

### GERMANY

- Expansion of the AMANN Education Programme with new content such as “Success Strategies for Women”.
- Extension of dual training models in cooperation with universities and schools, as well as internal training and onboarding programmes.

### GLOBAL

- Completion of the first international internal High Potential Programme, training 14 “leaders of tomorrow”.
- “Ready for the journey” brochure as a comprehensive sustainability document for employees.

### AMANN LEARNING HUB

- Pilot project MOON 3.0: We are enhancing the end-to-end employee journey, with a focus on lifelong learning and continuous improvements to onboarding.
- Launch of our digital feedback process, plus new AI-powered learning tools and AI-supported training content creation.



- -> The AMANN Group is part of the Hanns A. Pielenz Foundation, a charitable foundation established in 2005 by its namesake. The charitable foundation holds a stake in the AMANN Group alongside the founding family. The foundation supports a wide range of initiatives in arts, science, and education, with a long-term, value-oriented approach.



At AMANN, corporate citizenship goes beyond obligation – it's a defining principle. The foundation supports the well-being of society and the environment – and actively contributes to shaping the AMANN Group's sustainability strategy.

The foundation's projects empower people to realise their potential, create sustainable solutions and drive digital innovation.

## - -> CORE RESPONSIBILITIES OF THE FOUNDATION

- ▶ Advancing culture, education and sports through targeted funding and institutional partnerships.
- ▶ Supporting sustainable development and social responsibility through diverse programme-based initiatives.
- ▶ Promoting scientific research and innovation as a contribution to long-term societal progress.



Hanns A. Pielenz Foundation

# SHAPING CHANGE



## - -> HIGHLIGHT 2024

### PROJECT MOON – EMPOWERING CHANGE IN THE TEXTILE WORLD

Launched by the Hanns A. Pielenz Foundation and shaped by Gherzi Germany, MOON is a collaborative initiative to support transformation across the textile sector. It offers a practical toolkit, open to all, with results that transcend industry boundaries.

Following the momentum of MOON 2.0, the launch of MOON 3.0 (end of 2024) marks a new milestone – towards sustainable routines and a resilient European textile industry.



HANNS A. PIELENZ  
FOUNDATION

# HELP FOR FLOOD VICTIMS IN BANGLADESH

In 2024, heavy monsoon rains caused severe flooding and landslides in eastern Bangladesh. Entire communities were submerged, and millions of people were in urgent need of shelter and humanitarian aid.

In the face of this crisis, employees at the AMANN plant in Bangladesh stood in solidarity with the local population. They each donated a day's pay to support those affected. As a further sign of solidarity, AMANN Bangladesh also contributed to the relief fund to assist flood victims. Together, our team in Bangladesh raised one million Bangladeshi Taka, which was donated to the “Chief Advisor’s Relief & Welfare Fund” to support emergency relief and rebuilding efforts.

This act of solidarity highlights our employees' deep commitment to community and compassion. We express our sincere gratitude to everyone involved. Their commitment is deeply appreciated.



People Matter

# SHAPING THE FUTURE – TOGETHER

- ▶ We will continue to cultivate and strengthen our family values within the company.
- ▶ We are placing greater emphasis on inspiration and knowledge-sharing around future viability as part of our knowledge management.
- ▶ By the end of 2025, we will have completed the revision of our internal training concept, with a focus on onboarding, skill enhancement, multiskilling, knowledge management and individual development.
- ▶ We are committed to expanding our internal medical services and taking a proactive approach to employee health and well-being.
- ▶ By early 2026, we will integrate feedback, further training, and AI-supported content development into a single digital solution within the AMANN Learning Hub, to ensure learning is targeted, efficient and future-oriented.
- ▶ We are evaluating the introduction of a globally uniform ISO 45001 certification standard for all production sites, with the aim of achieving certification by the end of 2027.
  - ▶ And we are currently examining the possibility of joining a network for fair remuneration structures and obtaining certification within this framework.





# 05

# PROFITABILITY

---

## PERFORMANCE 2024

### **Supplier Code of Conduct revision**

– including new regulations related to the German Supply Chain Due Diligence Act (LkSG) and whistleblower protection.

- ▶ 100 % of our strategically relevant business partners have confirmed our Supplier Code of Conduct.
- ▶ Audits: Three compliance audits conducted at main supplier plants in India and Vietnam.

### **Expanded risk management**

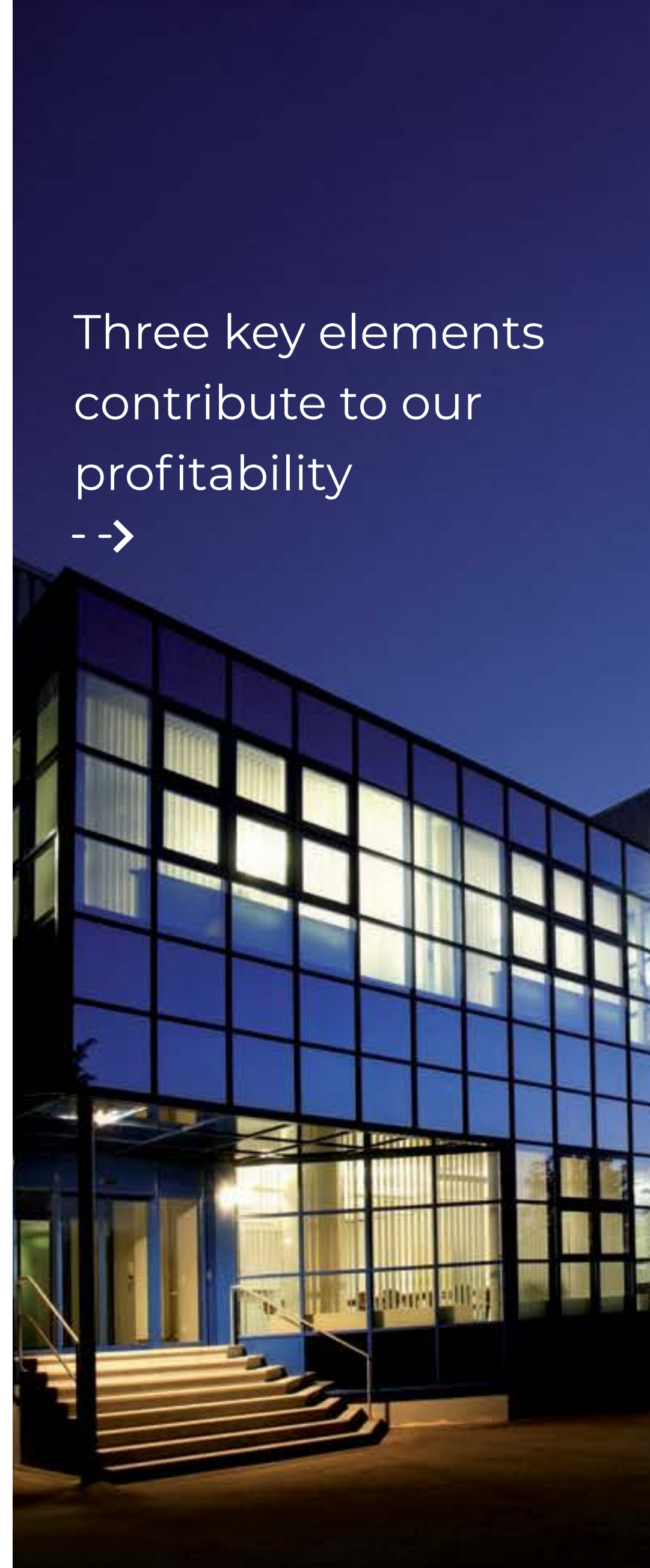
e.g. to identify human rights and environmental risks as required by LkSG and CSRD.

**ZDHC compliance:** 96 % of all currently used substances meet the ZDHC (Zero Discharge of Hazardous Chemicals) environmental standards.

Profitability

# DOUBLE DIVIDEND: PROFIT AND SOCIO- ECOLOGICAL VALUE

You can't shape the future without a solid economic foundation. Profitability empowers us to invest in what we care about – innovation, responsibility, and a future worth living. At AMANN, profitability is one of the three core pillars of our sustainability approach. To us, it means combining financial performance with social and ecological value. We're proud to combine financial success with real-world impact. By investing in sustainability – for example in environmentally friendly technologies – we achieve long-term benefits with a double dividend.



Three key elements  
contribute to our  
profitability  
-->



## FORESIGHT – AS A STRATEGIC COMPASS

**Future-proof business** remains resilient and relevant by recognising trends early, learning from experience, and acting with intention. Foresight is firmly anchored in our strategic work and allows us to reduce uncertainty, embrace change, and shape innovation that truly makes a difference.



## HONORABILITY – INTEGRITY IN BUSINESS PRACTICE

Honorability **reflects our commitment to ethical, responsible and trustworthy conduct.** It is reflected in fair partnerships, transparent corporate governance and a culture that goes beyond legal compliance – grounded in values and credibility.



## CORE VALUES – OUR INNER COMPASS

Our core values articulate our identity and strategic positioning. They are a clear expression of the commitment we make to customers, partners, and the wider public. With values such as **Performance, Profitability, Partnership, Glocality\* and Sustainability**, we create trust and differentiate ourselves from the international competition. They are visible in how the world experiences our brand.

\* "Glocality" refers to the interplay of global thinking and local action.



Our path to sustainability

# ECONOMIC RESILIENCE AS OUR FOUNDATION

Sustainability is often explained through the Triple Bottom Line (TBL) concept, which highlights the equal importance of **ecology, society and economy in responsible business**. While social and environmental issues are rightly receiving attention in today’s sustainability discourse, the economic pillar is often overlooked – despite being fundamental to long-term success and scalability.

With our “True TBL” perspective, we embrace the Triple Bottom Line in its original, holistic form: a balanced view of people, planet and profit. Our approach a conscious return to what sustainability was always meant to be – and a promise to realise it fully.

**Profitability is the foundation on which we can become ecologically and socially effective.** Only an economically strong company can invest in climate and resource protection in the long term, promote its employees, finance growth and build partnerships.

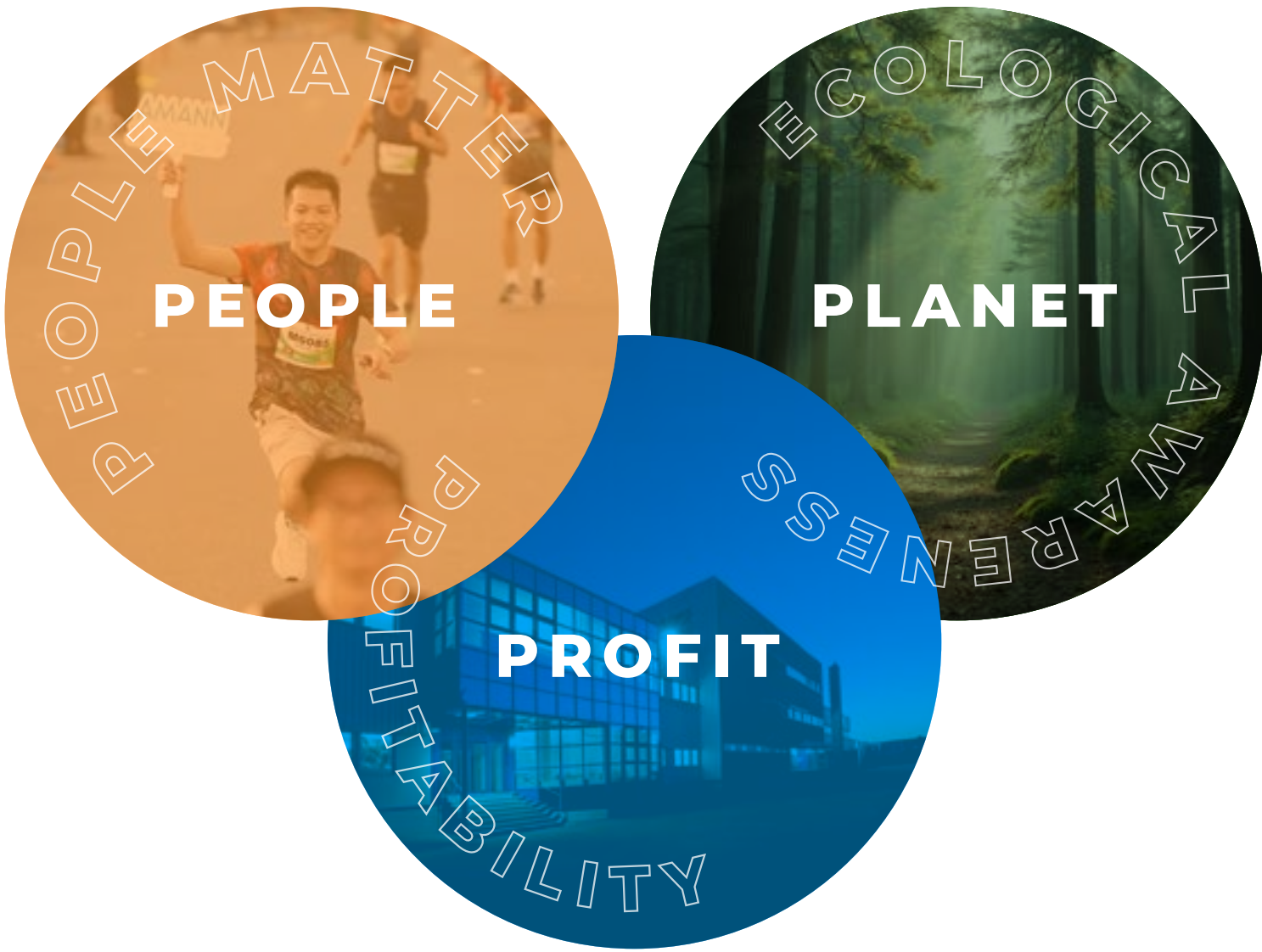
Operating in global markets, we have a dual responsibility: towards our own values, but also towards economic reality.

We want to grow – but responsibly. Sustainable growth means being economically successful without jeopardising the ecological and social foundations of our living environment. That’s why, for us, “True TBL” means: **Sustainability is only complete when it is also economically viable.**



## SUSTAINABILITY

Value<sup>3</sup> – three pillars of equal importance



\*Triple Bottom Line: Model for evaluating corporate sustainability based on the environment, society and the economy. Developed by John Elkington in the 1990s centred around the idea of “People, Planet, Profit.”

Profitability

# STRATEGIC PLANNING

To make our understanding of sustainability more concrete, we clearly assign key internal company topics to the three elements of profitable business. The overview shows through which activities, management systems and processes, as well as guidelines, these elements are embedded within the company.



## FORESIGHT

Foresight at AMANN brings together the tools and approaches needed to **ensure sustainable growth and long-term orientation** of the company. For AMANN, this is primarily about recognising key developments at an early stage and actively shaping them.

### Key Areas of Focus at AMANN:

- Strategy development / scenarios / trend analyses
- Reports & KPIs for strategy implementation (monitoring of long-term goals)
- Procurement security in volatile markets
- Stakeholder management
- Risk management (strategic & preventive)
- Double materiality analysis / -matrix
- Innovations for future-orientated solutions (see page 29)



## HONORABILITY

Honorability stands for acting with integrity, responsibility, and transparency – especially in our relationships with the outside world. For AMANN, this means **conducting business fairly, ethically and in full compliance with laws and regulations** in dealing with business partners and regulatory requirements – in line with the guiding principle of the “honourable merchant”\*.

### Key Areas of Focus at AMANN:

- Code of Conduct
- Management systems & certifications
- Compliance & Governance
- Supply chain due diligence / Supplier Code of Conduct
- Compliance with standards such as ZDHC, REACH, OEKO-TEX®
- CSRD / sustainability governance
- Management training on integrity & values-based behaviour



## CORE VALUES

Core Values reflect our self-image and carry our **brand essence** to the outside world. They define what we stand for.

### Key Areas of Focus at AMANN:

- Profitability
- Performance
- Partnership
- Glocality
- Sustainability



\*The model of the honourable merchant goes back to the Hanseatic merchant tradition and to this day stands for corporate responsibility, integrity and forward-looking, responsible management.

# STRATEGIC ORIENTATION IN A DYNAMIC ENVIRONMENT

Those who want to do business sustainably must anticipate developments, understand their significance early on, actively incorporate them into strategic considerations and, as a result, sometimes make uncomfortable decisions. Geopolitical, environmental and technological shifts are no longer distant issues – they affect our entire business, across the entire value chain. **It is therefore essential for us to systematically think ahead:** from purchasing to production to reporting. Our strategic foresight is grounded in data, genuine stakeholder engagement, and the courage to recognise both risks and opportunities. The following focus areas show what this looks like in action at AMANN.

## UNDERSTANDING GLOBAL CHANGE AND ACTING STRATEGICALLY

The textile industry is experiencing global upheaval. From production shifts to technological disruption and tougher sustainability demands, companies – especially in Asia – face increasing pressure. AMANN is closely monitoring these changes and responds strategically.

An example of this is the closure of our Augsburg site, a **difficult decision made with foresight** and rooted in economic realities. At the same time, we are making targeted investments in future markets such as India in order to expand our presence there and remain competitive in the long term.

## SECURING PROCUREMENT IN VOLATILE MARKETS

Global supply chains are under pressure from increasing volatility. That’s why we follow a foresight-driven **cluster sourcing approach**. It helps us to establish resilient procurement structures and react flexibly to new challenges.

Diversification, close supplier relationships and regular reviews play a key role in this approach. We aim not just to react to challenges, but to shape viable alternatives – **regional, fair and strategic**.



# STAKEHOLDER DIALOGUE



WE INVOLVE OUR STAKEHOLDERS  
AND INTEGRATE THEIR PERSPECTIVES



Foresight is not an individual achievement – it requires active dialogue. For this reason we carried out a broad stakeholder analysis as part of the CSRD preparatory work: Interviews, workshops and targeted discussions with representatives from **politics, business, civil society** and our own workforce.

These insights help us to identify blind spots, set priorities and bring critical topics onto the agenda earlier. The collective intelligence of our stakeholder groups is a valuable part of our strategic development.

## STAKEHOLDERS OF THE AMANN GROUP



# RISK MANAGEMENT



## SYSTEMATICALLY IDENTIFYING SUSTAINABILITY RISKS

Climate change, the loss of biodiversity and human rights risks in the supply chain are increasingly affecting our business model. **Now more than ever, risk management needs to reflect sustainability as part of responsible and future-oriented business leadership.**

At AMANN, we systematically scan for risks across all fields of activity, assess their potential consequences, and implement specific responses. In this way, we create economic resilience.

## MEASURES WE HAVE TAKEN INCLUDE:

- 1 Rollout environmental management certified according to ISO 14001.
- 2 Annual sustainability report published in accordance with GRI standards since 2018.
- 3 Member of EcoVadis own Bronze rating Top 35 % of all rated companies).
- 4 Member of SEDEX (ZS1000011589).
- 5 Annual Enterprise Risk Management Assessment at executive level.
- 6 Regular and event-driven audits of new and existing suppliers, based on recognised risk management processes.
- 7 Reporting centre “SpeakUp” for internal and external complaints.
- 8 Current purchasing conditions for suppliers, including auditing options.
- 9 Code of Conduct for suppliers.
- 10 Internal Code of Conduct and Compliance Policy, mandatory for all employees.
- 11 Compliance awareness training for management team and employees in exposed positions.



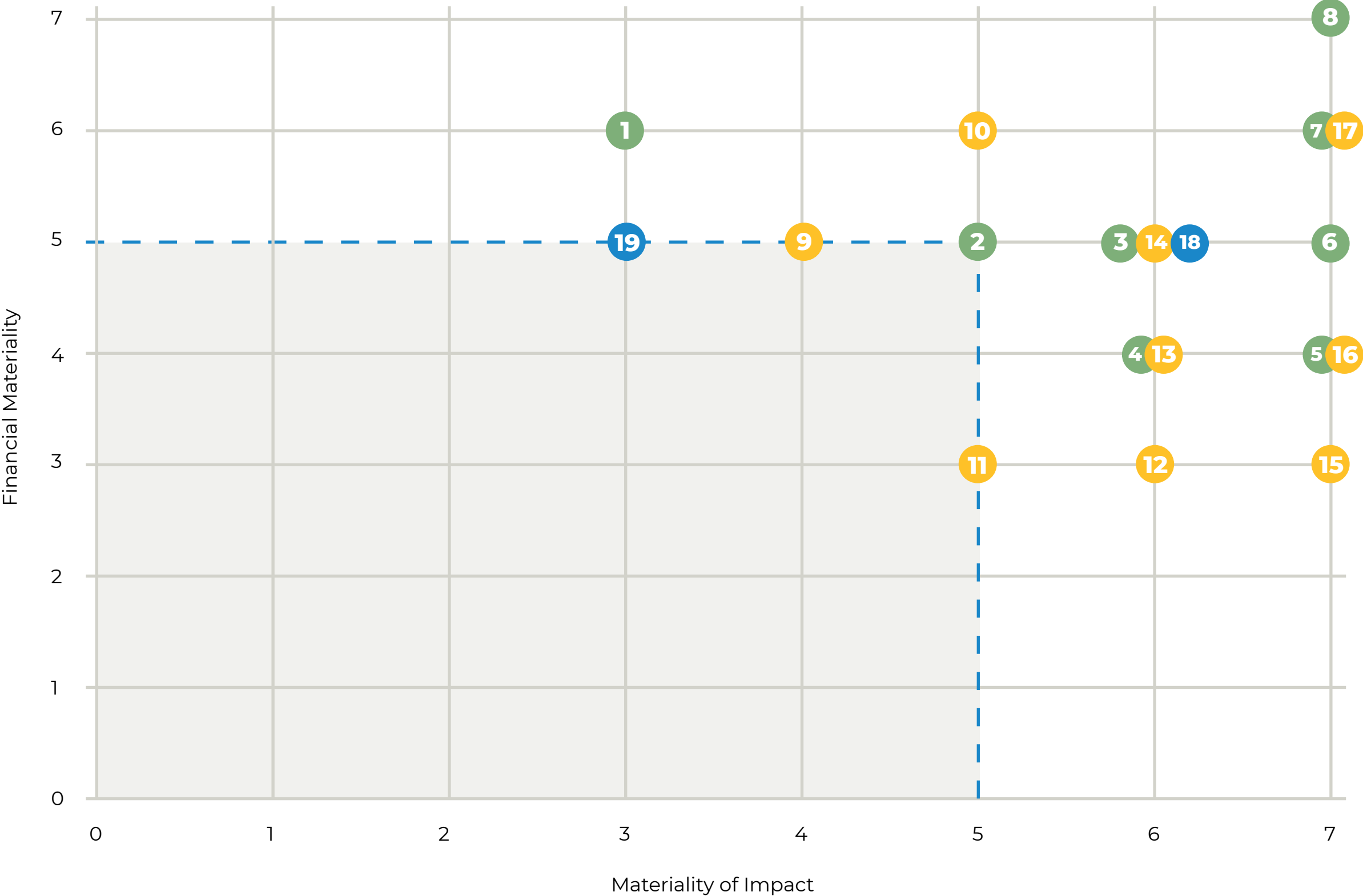
# OUR MATRIX FOR THE MOST IMPORTANT TOPICS AND AREAS OF FOCUS

The double materiality analysis shows which sustainability topics and areas of work are of vital importance to us. It helps us to focus on solving particularly urgent problems. In 2024, we carried out the materiality analysis for the first time and systematically assessed which topics are relevant both for our stakeholders and for our business success.

Two basic perspectives are considered here: **Inside-out** – i.e. what impact our business activities have on the environment and society. **Outside-in** – which sustainability issues influence our business model, for example through new regulations, market changes or ecological risks.

This approach brings **clarity, helps us set priorities and guides us on how to act.** It helps us to identify key sustainability measures and implement them holistically. With a view to economic relevance and maximising impact.

EVALUATION – CSRD MATERIALITY ANALYSIS



- 1 Water pollution

2 Adapting to climate change

3 Waste

4 Substances of very high concern

5 Resource inflows, including resource utilisation

6 Water extraction, discharge of water

7 Energy

8 Climate protection, water consumption

ENVIRONMENT
- 9 Work life balance (own workforce)

10 Adequate remuneration (own workforce)

11 Measures against violence and harassment at the workplace, prevention of forced labour, prevention of child labour (supply chain)

12 Diversity (own workforce)

13 Occupational health and safety (supply chain) working hours (own workforce)

14 Gender equality and equal pay for equal work (own workforce)

15 Secure employment (own workforce)

16 Training and skills development (own workforce)

17 Health and Safety (own workforce)

SOCIAL
- 18 Corporate culture

19 Management of relationships with suppliers suppliers including payment practices

GOVERNANCE

# ACTING WITH TRANSPARENCY, FAIRNESS AND RESPONSIBILITY IN THE MARKETPLACE

Honourability starts from within – through responsible leadership and governance that anchors sustainability in binding frameworks. For us, integrity means taking a stand and backing it with **clear structures, standards and processes**. Externally, we act with transparency and accountability: we create transparency in the supply chain, fulfil international environmental and social standards and apply chemical management measures that go beyond legal requirements. The following two examples demonstrate how we translate this principle into measurable practice.



## CODE OF CONDUCT – TRANSFORMING CONVICTION INTO COMMITMENT

Our **Code of Conduct** formulates the basic ethical principles that guide our employees worldwide. It creates clear expectations, ensures legally compliant behaviour and forms the foundation of our culture of integrity.

While the Code of Conduct is mainly designed for internal guidance, it is publicly available and shows what AMANN also stands for externally: **fairness, transparency and respect in our dealings with business partners, customers and society.**

## SUPPLY CHAIN DUE DILIGENCE – BEYOND THE FACTORY GATE

That’s why our global procurement policy demands strong ethical and environmental commitments from all suppliers. In addition to legal requirements, we take into account our own principles as set out in the Supplier Code of Conduct. Regular on-site audits ensure compliance. Partnership is at the heart of how we work with our suppliers. **That’s why we ensure supplier decisions are transparent, and communication is clear, open and fair.** Ecological aspects such as short transport routes and a cluster sourcing strategy are also incorporated into our procurement decisions.

- In 2024, we conducted compliance audits at suppliers in India and Vietnam.
- In 2024, we conducted a review of the action plans that had been agreed with suppliers after on-site compliance audits in the previous year.

With expertise, advice and trust

# EMPOWERING MEANS GROWING TOGETHER



# PROVIDING EVIDENCE OF ACCOUNTABILITY

AMANN manufactures exclusively in its own production facilities. Our certified management systems make our understanding of quality and sustainability measurable. These systems create structure and comparability. They make it possible to systematically implement continuous improvements.

\* AMANN Group central functions  
\*\* IATF 16949 Confirmation 2025 / Certification 2026

Certification		Erligheim Bönnigheim Augsburg*	Brasov Romania	Chribska Czech Republic	Manchester Great Britain	Yancheng China	Mawna Bangladesh	Tam Kỳ Vietnam	Ranipet India
ISO 9001	Environmental management system	✓	✓	✓	✓	✓	✓	✓	2025
IATF 16949	Automotive quality management system	✓	✓		✓	✓		2025 / 2026**	
ISO 14001	Environmental management system		✓		2026	✓		2025	
GRS	Global recycled standard	✓	✓	2025		✓	✓	✓	2025
Higg Index FEM (I)	Higg Index Facility Environmental Module					✓	✓	✓	2025
Higg Index FSLM (II)	Higg Index Facility Social & Labor Module					✓	✓	✓	2025
C2C	Cradle to Cradle	✓	✓	✓		✓			
OEKO-TEX® STANDARD 100	OEKO-TEX® STANDARD 100	✓	✓	✓	✓	✓	✓	✓	✓
Sedex	Supplier Ethical Data Exchange						✓		
ZDHC	Zero Discharge of Hazardous Chemicals		✓	✓	✓	✓	✓	✓	✓

# COMMITTED TO DRIVING SUSTAINABILITY FORWARD

We believe that sustainability begins with responsibility – and that includes how we manage chemicals at AMANN. As a manufacturer, we have a special responsibility towards our customers, the people along our supply chains and the environment. That’s why we rely on **internationally recognised standards, uniform production guidelines and continuous improvement**. Our measures deliberately go beyond legal requirements. They follow a clear goal: Avoiding harmful substances, protecting the environment, creating trust and combining the highest quality with responsible behaviour worldwide.

## ZDHC & ROAD TO ZERO – UNIFORM STANDARDS, GLOBAL IMPACT

The Road to Zero programme of the ZDHC (Zero Discharge of Hazardous Chemicals) initiative pursues the goal of systematically eliminating hazardous chemicals from the textile supply chain. The basis for this is the ZDHC Manufacturing Restricted Substances List (MRSL), which is based on scientific criteria and is regularly updated.

### Our AMANN Road to Zero strategy consistently implements these requirements:



- ▶ Uniform standards based on the ZDHC MRSL apply at all production sites worldwide. Our processes are ZDHC-compliant.
- ▶ We source our raw materials and chemicals exclusively from ecologically progressive, authorised suppliers.
- ▶ Since 2020, almost all ZDHC non-compliant substances have been removed from production – the current compliance rate is 96 %.
- ▶ Our plants in Vietnam, China and Bangladesh are already certified to ZDHC Level 1, with more locations to follow.

## REACH & OEKO-TEX® – PRODUCT SAFETY WITH A SYSTEM



The product safety of our sewing and embroidery threads is essential for AMANN – both for regulatory and voluntary reasons. **We fulfil the requirements of the REACH regulation of the European Union, including the so-called SVHC candidate list (Substances of Very High Concern) of the European Chemicals Agency (ECHA).**

We also observe the requirements of the binding Annex XVII, which regulates the use of hazardous substances in products. To ensure occupational safety and environmental protection, all colourants and additives used in our production are recorded internally and subjected to a risk assessment.

In addition, our products are tested for harmful substances by Hohenstein Laboratories in accordance with the **OEKO-TEX® STANDARD 100** for textile products and certified by OEKO-TEX® / Switzerland. Many of our products even fulfil the stricter criteria in Annex 6, which is based on the **Detox campaign by Greenpeace** .

# THREADS AND SERVICES THAT PAY OFF

We are passionate about developing **industrial sewing and embroidery threads**, which offer our customers competitive advantages that benefit them economically. **We take a holistic view – from how our threads are processed to how the final product is used and eventually recycled.** We don't just supply profitable threads – we also support our customers worldwide with comprehensive services: from practical product, application and processing advice to digital colour matching and customised colour development. **AMANN – profitable threads & services.**



Knowledge that works

# OUR EXPERTS AT YOUR SIDE

Different industries place highly specific and demanding requirements on our sewing threads. But the goal always remains the same: Our threads must work reliably both during processing and in our customers' end products – AMANN stands for passionate performance.

To live up to this claim, we offer not only high-quality products but also comprehensive services provided by our sewing, embroidery and colour experts around the world:

- ▶ Product, application and processing advice
- ▶ Seam tests (e.g. tear resistance, elasticity, abrasion resistance)
- ▶ Professional error and competition analyses
- ▶ Sewing and embroidering patterns and prototypes
- ▶ Digital colour matching (colour matching)
- ▶ Customised colour development
- ▶ Workshops, seminars and lectures

**Our services not only ensure higher performance for our customers, at the same time, we recognise our responsibility for sustainable business practices.**

- ▶ A sewing thread that exactly matches the end product increases the product quality and extends its service life.
- ▶ Precise calculation of thread requirements ensures that only the quantity actually needed is ordered – hence we save resources, reduce waste and minimise excess stock.
- ▶ Digital colour matching is efficient, error-free, reproducible at any time. We avoid the production and shipping of physical samples.

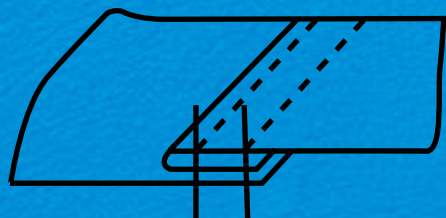
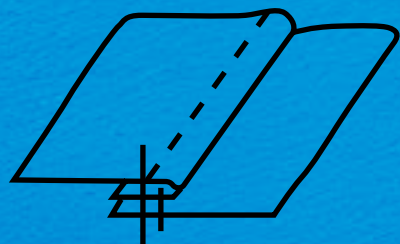
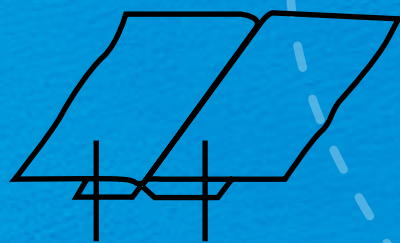
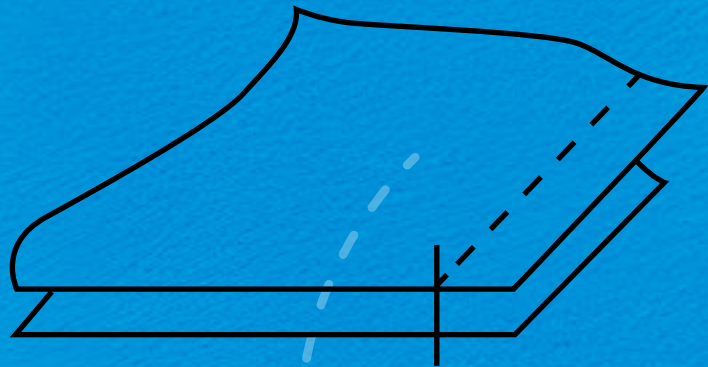
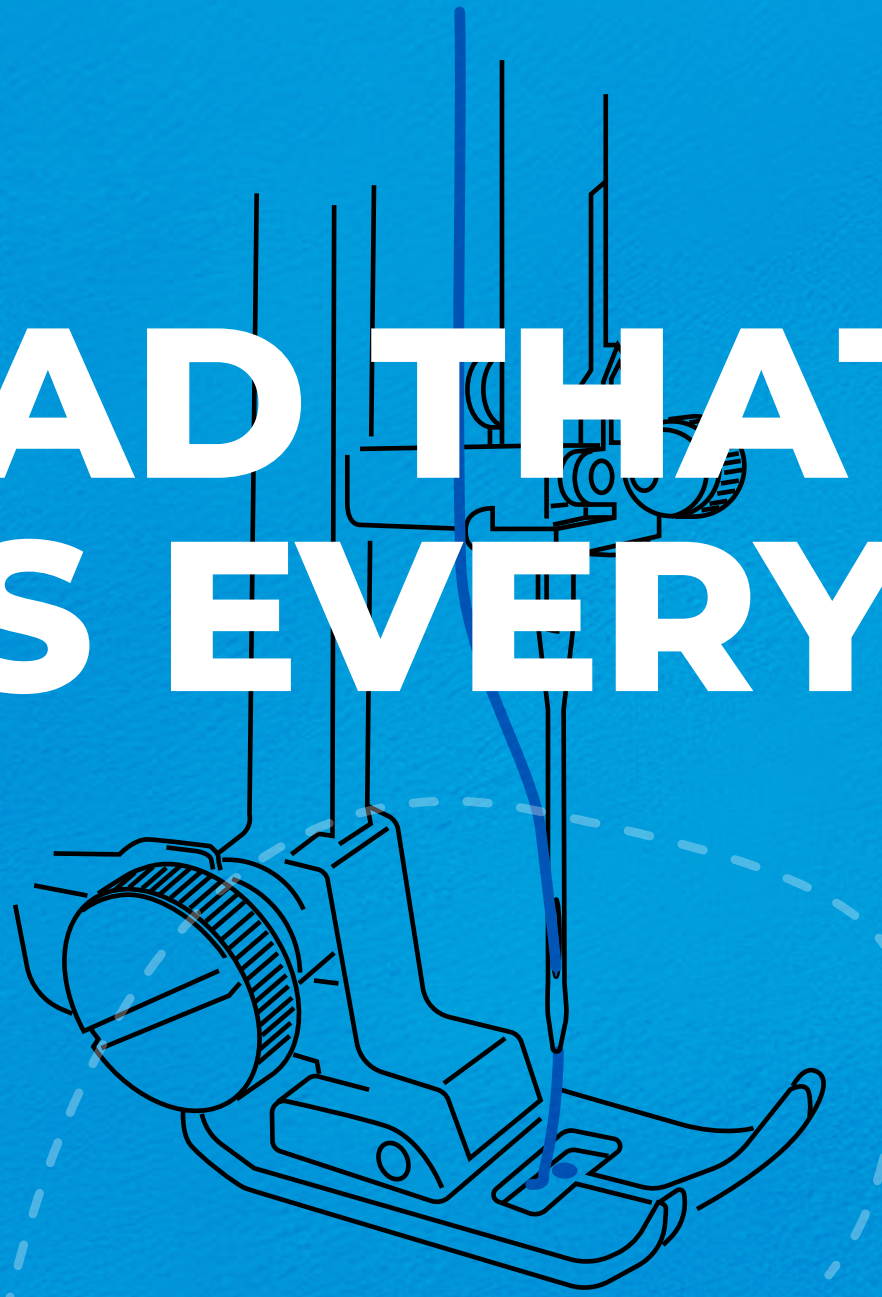


More support. Less waste. Higher profit.

# THE THREAD THAT CONNECTS EVERYTHING

**A small detail with a big impact:**

Choosing the right sewing and embroidery thread is crucial. It has a significant influence on the service life of clothing and technical textiles. Our global **Technical Advisory Services Team (TAS)** supports customers worldwide with practical expertise – from selecting the optimum sewing thread to fine-tuning the sewing technology. In this way, we help to increase product quality, conserve resources and realise sustainable solutions.



**A REAL-WORLD CHALLENGE**

A textile customer came to us with a real problem: high-quality workwear could not withstand the stresses of industrial cleaning in the long term – the seams tore and the clothing wore out prematurely. The consequences: high replacement costs, unnecessary material consumption and ultimately dissatisfied end customers.

- -> Our TAS team in Germany analysed the problem in detail, tested various seam designs and developed an optimised solution. **Our recommendation: a specially matched AMANN thread variant combined with a new seam type.**



**THE RESULT?**

**We doubled the service life of the workwear, significantly reducing replacement cycles.** This not only saves our customers considerable costs, but also reduces their ecological footprint – less waste, more sustainability. A good feeling in terms of responsibility – and confirmation that we are on the right track.

INSIDE  
AMANN

AMANN

GROUP

Intelligent threads



# 06

## ANNEX

---

# TEN PRINCIPLES OF THE UN GLOBAL COMPACT AND PAGE REFERENCES

The AMANN Group has been a signatory of the UN Global Compact since 2019. The table shows the allocation of the Ten Principles.



Principle	Page
HUMAN RIGHTS	
1	Respect for international human rights33, 47-48, 57
2	Prevention of human rights violations33, 46-48, 57
WORKING STANDARDS	
3	Respect for freedom of association and the right to collective bargaining33, 46-48, 57
4	Elimination of forced labour33, 46-48, 57
5	Abolition of child labour33, 46-48, 57
6	Elimination of discrimination23, 30-32, 36, 48, 57
ENVIRONMENT AND CLIMATE	
7	Precautionary principle in dealing with environmental problems5-29, 34, 43-48, 50, 57
8	Promotion of environmental awareness5-29, 34, 43-48, 50, 57
9	Environmentally friendly technologies14, 15-29
CORRUPTION PREVENTION	
10	Combating corruption23, 40-48, 57



# KEY FIGURES FROM SUSTAINABILITY MANAGEMENT 2024

## COMPANY PROFILE

Legal structure: Limited partnership

Owner: 43 % Verwaltungsgesellschaft Amann & Söhne mbH,  
57 % Family owned

Areas of application: Automotive, clothing industry, TechTex and retail

## CENTRAL COMPANY DATA

Group sales: approx. EUR 223 million

Subsidiaries in 19 countries

Production facilities: 8 in 7 countries

Production volume approx. 10,000 tonnes

## CENTRAL DATA ON EMPLOYEES

Employees approx. 2,600 worldwide

Distribution of women / men with a ratio of 42 % to 58 % worldwide

32 % of management positions are held by women

AMANN Code of Conduct – is observed by all employees worldwide

## HAZARDOUS SUBSTANCES

Product strategy aligned with the Zero Discharge of Hazardous Chemicals (ZDHC) programme.

Manufacturing Restricted Substances: We only source our raw materials from approved suppliers, enabling us to eliminate almost all listed substances since 2020.

We comply with the REACH Regulation (Annexes XIV and XVII) of the European Union.

PFAS-containing finishes (water-repellent finish) have been replaced by a PFAS-free finish.

## KEY FIGURES FOR SUPPLIER / SUPPLY CHAIN MANAGEMENT

AMANN Supplier Code of Conduct: Since 2020, all of AMANN's key strategic suppliers have signed the Code or have been able to provide evidence of their own and comparable code.

Audits: In 2024, compliance audits were carried out at three main supplier plants in India and Vietnam.

## ETHICAL RECRUITMENT

We are committed to ethical recruitment and ensure this through transparent procedures, equal treatment and regular employee training. We promote a diverse and inclusive working environment.

## RIGHTS OF MINORITIES AND INDIGENOUS PEOPLES

The AMANN Group is committed to fully respecting, protecting and promoting the rights of minorities and indigenous peoples both within our organisation and in local communities.

## HUMAN RIGHTS RISK

Corporate governance goes beyond mere framework guidelines. We see ourselves as a responsible company that acts consistently in line with our governance strategy. Our commitment to society is the driving factor behind our management principles. This requires stronger stakeholder identification and engagement, responsible supply chain management, respect for human rights, promotion of diversity, equity, and inclusion, and the strengthening of corporate governance.

By working with stakeholders, local communities and the public, we are committed to promoting human rights and taking responsibility for our supply chain. We do not tolerate any form of discrimination or unfair practices at our locations worldwide.

## DEPLOYMENT OF PRIVATE AND PUBLIC SECURITY FORCES

The AMANN Group generally provides its own security services. If not provided internally, private security personnel are engaged – not public security services. Our organisation uses private security personnel in a transparent and responsible manner. The safety of our employees, facilities and communities is guaranteed. The security personnel we deploy are trained, regularly checked and monitored. In this way, we ensure that human rights are respected and correctly implemented.

## LAND, FOREST AND WATER RIGHTS AND FORCED EVICTIONS

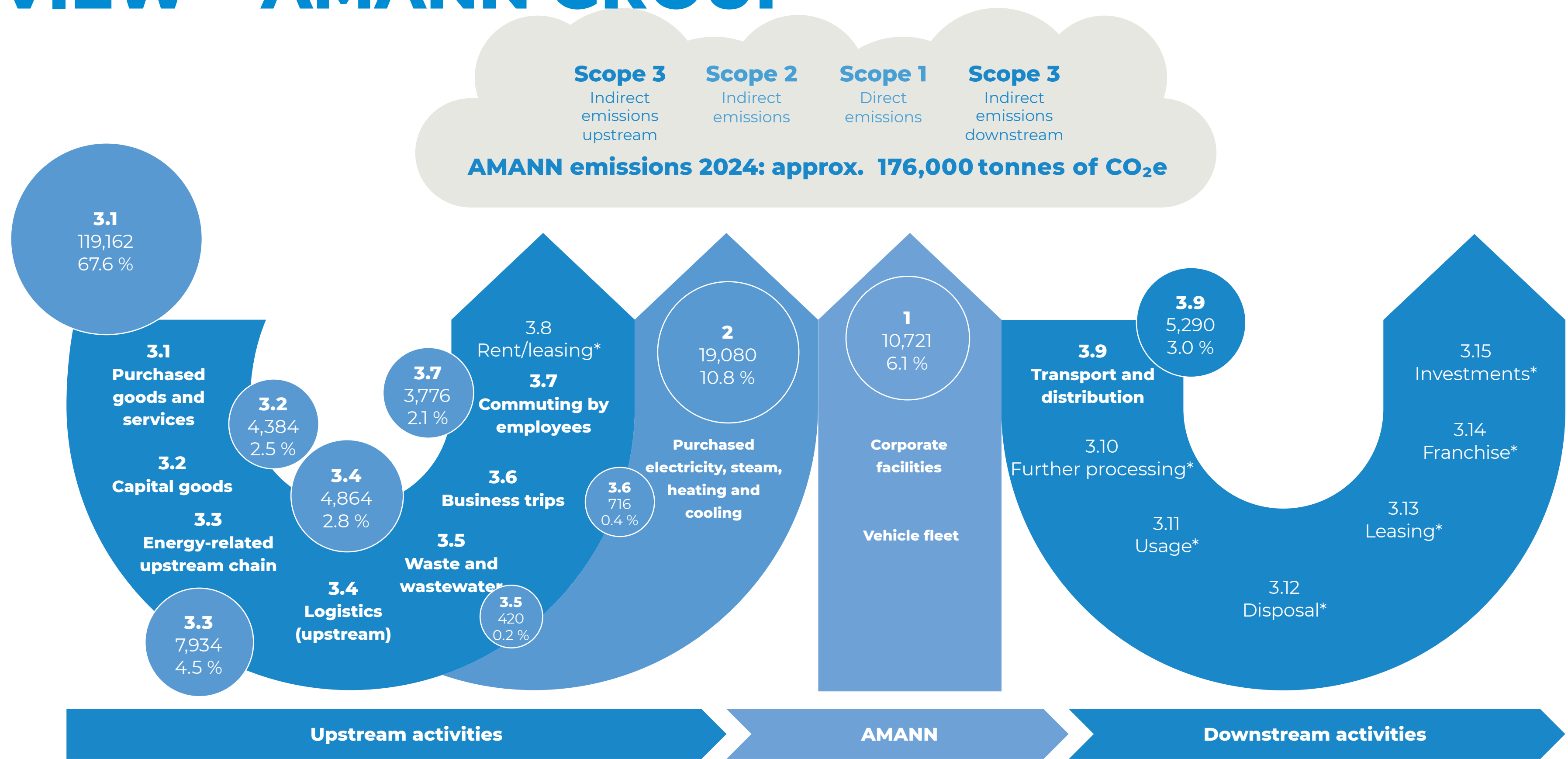
The AMANN Group endeavours to protect the land, forest and water rights of the communities, to avoid forced evictions and to work together with the parties involved to work together fairly and transparently in a dialogue based on partnership. In doing so, we observe the local conditions and legal regulations.

## ANIMAL WELFARE, SOIL QUALITY, NOISE EMISSIONS

The continued expansion of businesses into sensitive ecosystems threatens biodiversity and accelerates deforestation – with long-term negative consequences for the environment. We take this responsibility seriously and take appropriate measures.

Animal welfare is also an ethical obligation for us. We respect the welfare of all animals, regardless of their species or habitat. This includes protection against cruelty to animals, the promotion of species-appropriate husbandry and sensitisation to the needs of animals.

# CARBON FOOTPRINT AND EMISSIONS OVERVIEW – AMANN GROUP



2022 is our base year with approx. 183,000 t CO<sub>2</sub>e.  
\*In the materiality analysis, categories 3.8 and 3.10 to 3.15 were identified as not relevant for AMANN.

# OUR FOOTPRINT AND OUR CLIMATE GOALS

	2022 (base year) adjusted*	2024	2024 – Share of total emissions	Difference 2024 – 2022	Milestone 2027	Targets 2030	Net zero by 2050
Scope 1	11,967 t CO <sub>2</sub> e	10,721 t CO <sub>2</sub> e	6.1 %	- 10.4 %	Scope 1+2 Reduction by 50 %*	Scope 1+2 Reduction by a further 10 %*	
Scope 2	23,147 t CO <sub>2</sub> e	19,080 t CO <sub>2</sub> e	10.8 %	- 17.6 %			
Scope 3 – Categories:					Scope 3 Reduction by 10 %*	Scope 3 Reduction by a further 10 %*	
3.1 Purchased goods and services	129,859 t CO <sub>2</sub> e	119,162 t CO <sub>2</sub> e	67.6 %	-8.2 %			
3.2 Capital goods	4,384 t CO <sub>2</sub> e	4,384 t CO <sub>2</sub> e	2.5 %	0.0 %			
3.3 Energy-related upstream chain	7,936 t CO <sub>2</sub> e	7,934 t CO <sub>2</sub> e	4.5 %	0.0 %			
3.4 Logistics (upstream)	7,641 t CO <sub>2</sub> e	4,864 t CO <sub>2</sub> e	2.8 %	-35.3 %			
3.5 Waste and waste water	420 t CO <sub>2</sub> e	420 t CO <sub>2</sub> e	0.2 %	0.0 %			
3.6 Business trips	701 t CO <sub>2</sub> e	716 t CO <sub>2</sub> e	0.4 %	2.1 %			
3.7 Commuting of employees	3,770 t CO <sub>2</sub> e	3,776 t CO <sub>2</sub> e	2.1 %	0.2 %			
3.9 Logistics (downstream)	8,059 t CO <sub>2</sub> e	5,290 t CO <sub>2</sub> e	3.0 %	- 34.4 %			
Scope 3 – TOTAL:	162,769 t CO <sub>2</sub> e	146,545 t CO <sub>2</sub> e	83.1 %	- 10.0 %			
TOTAL	197,883 t CO <sub>2</sub> e	176,347 t CO <sub>2</sub> e	100 %	-10.9 %	30 % <b>absolute</b> Reduction*		

General explanations

Scope 1: The reduction in emissions was due to the reduced production volume compared to 2022. Scope 2: The increased use of green energy and lower capacity utilisation led to a reduction in emissions. Category 3.1: The reduction is due to two factors: increased sales of recycled materials and a decline in purchasing volumes as a result of lower production. Category 3.4: Thanks to the consistent local-to-local strategy

and the avoidance of air freight, further emissions were avoided. Category 3.6: Changes result from pandemic-related effects. Category 3.9: In 2022, there was an inconsistency in the internal calculation; from 2024, only emissions from shipments to customers are taken into account – a retrospective correction of 2022 is currently not possible.

\* Reduction to the base year 2022

# EXPLANATION TEXT CCF

## LAUNCH OF GROUP-WIDE CO<sub>2</sub>E ACCOUNTING

In 2023, AMANN prepared its first comprehensive Corporate Carbon Footprint (CCF) for the previous year (2022) – covering all production sites, subsidiaries, and sales offices worldwide. The first balance sheet (CCF 2022) was developed together with an external management consultancy. In the course of this, a calculation tool customised for AMANN was implemented, with which the CCF 2023 could be created independently for the first time. The CCF 2022 serves as the base year. Building on this, targets and measures were defined in the area of CO<sub>2</sub> neutrality – with ambitious milestones up to 2027 and further targets up to 2030 (see page 17). The aim is to create transparency through the group-wide key figures, recognise potential for improvement, manage measures in a targeted manner and systematically monitor progress.

## CONTINUOUS DEVELOPMENT OF CCF CALCULATION – THE IMPORTANCE OF TRANSPARENCY

As data collection progresses, we are increasingly able to draw on reliable primary data. These enable a more precise calculation of the CCF. This results in regular adjustments and corrections – not only for the current reporting year, but also for the selected base year. This also corresponds to the recommendations of established standards such as the Greenhouse Gas (GHG) Protocol. The protocol explicitly recommends adjustments, especially in the case of methodological changes or better data sources. Sustainability indicators are not static values. Rather, sustainability data continues to evolve – like a living system that is constantly improving

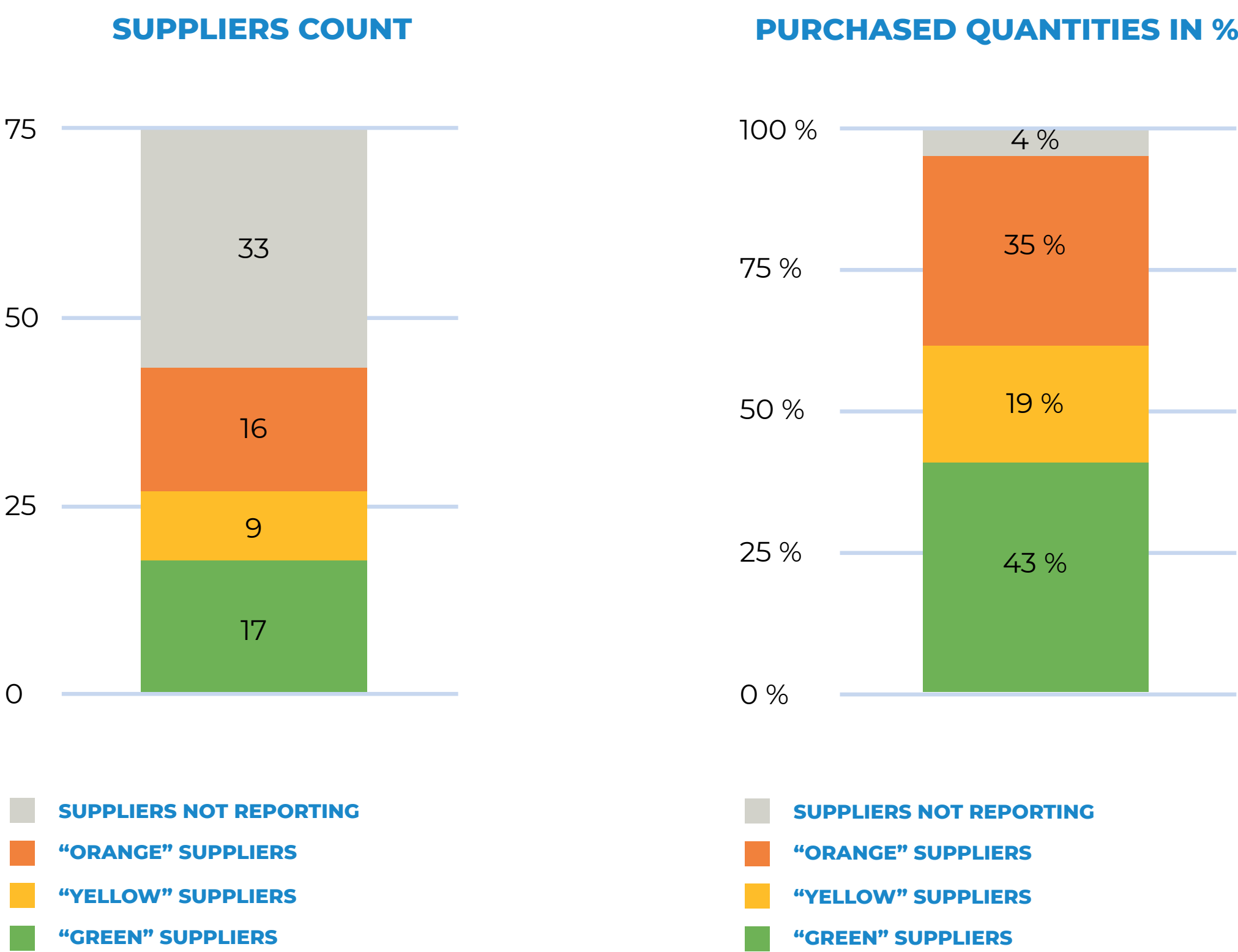
with increasing knowledge and better data sources. In this context, transparency has top priority: All changes, their causes and effects must be clearly documented and communicated in a comprehensible manner – for stakeholders, auditors, internal decisions and the credibility of reporting. It's not just about what changes, but why. For the reporting year 2024, corresponding corrections were made on the basis of new primary data and consistently applied to the base year 2022 in order to ensure a consistent and comparable development of emission values. (We therefore refer to the base year 2022. Adjusted in the table on page 59).

## EMISSIONS REDUCTION AND CONTROLLING: REAL PROGRESS AT A GLANCE

This data-driven progress report focuses on the publication of key performance indicators (KPIs). AMANN is guided by the internationally recognised standards of the GHG Protocol. This was developed on the initiative of private organisations and global companies and provides the globally valid framework for recording greenhouse gas (GHG) emissions. The GHG Protocol differentiates emissions according to three “Scopes” along the value chain. AMANN reports on the mandatory Scopes 1 and 2 and on the categories identified as material in Scope 3. In addition, we rely on the ISO 14040/44 standards as a supplementary methodological basis.

- ▶ Categories 3.2, 3.3 and 3.5 are currently only surveyed every three years (last survey in 2022) in order to ensure efficient data collection. Strategic measures will be pursued independently of this.
- ▶ Climate protection measures should be sensible, efficient and economical – which is why we deliberately increase the intervals between data collection for emissions that are not very significant.
- ▶ In doing so, we accept that in some cases higher emissions are reported than actually occurred.
- ▶ As part of the materiality analysis at the beginning of the accounting process, Scope 3 categories 8 and 10-15 were classified as not material for AMANN.
- ▶ All emissions are based on the best available data. Recorded activity data, recognised emission factors and GHG-compliant methods are supplemented in part by research or our own surveys.
- ▶ Energy and material-related emissions were calculated using country-specific emission factors, where available, and allocated to the respective locations. Transport and other emissions are allocated to the sending or receiving locations according to the polluter-pays principle.
- ▶ For better readability, all values are rounded.
- ▶ Continuous further development of data collection, calculation methods and assumptions is essential for us.
- ▶ Parallel to the retrospective CCF calculation, we also develop forecasting and simulation tools to specifically manage the reduction of future emissions.

# SUPPLIER SURVEY 2024



As part of our sustainability strategy, we carried out a targeted supplier survey in 2024. The aim was to obtain sound primary data on energy consumption, water and waste management. Not only did we learn how to systematically integrate this information into our own data collection, but we were also able to significantly concretise our calculations. We are now very well positioned in terms of recording and analysing all relevant data.

The second, significantly optimised round of queries at the beginning of 2025, with a focus on our raw material suppliers, is impressive. Our suppliers have made remarkable progress. We are very grateful for this – because only together can real change succeed. We are at your side as a partner: with joint workshops, personalised advice, practical support with calculations and transparent dissemination of the collected data. We want to grow together – with understanding, trust and responsibility.

Based on the CO<sub>2</sub> supplier questionnaire 2024, we have divided our suppliers into four categories:

- ▶ Green (PCF available),
- ▶ Yellow (no PCF, but CCF or energy data),
- ▶ Orange (no CO<sub>2</sub> data, backlog in energy data collection) and
- ▶ Grey (non-reporting suppliers).

**MEASURES (2025) FOR THE 4 DIFFERENT SUPPLIER CATEGORIES:**

- Green:** Follow-up questionnaire for recording product-specific PCF data and calculation details.
- Yellow & Orange:** New, detailed questionnaire to improve data quality for future PCF calculations.
- Grey:** Motivation to participate and Offer of training courses.



Next step

# PRODUCT CARBON FOOTPRINT (PCF)

The next milestone for greater transparency will be the calculation of the Product Carbon Footprint (PCF) for all AMANN brands. We consistently follow ISO 14067 and follow the specifications of the Catena-X Rulebook. These standards enable uniform and traceable CO<sub>2</sub> accounting along the entire supply chain.

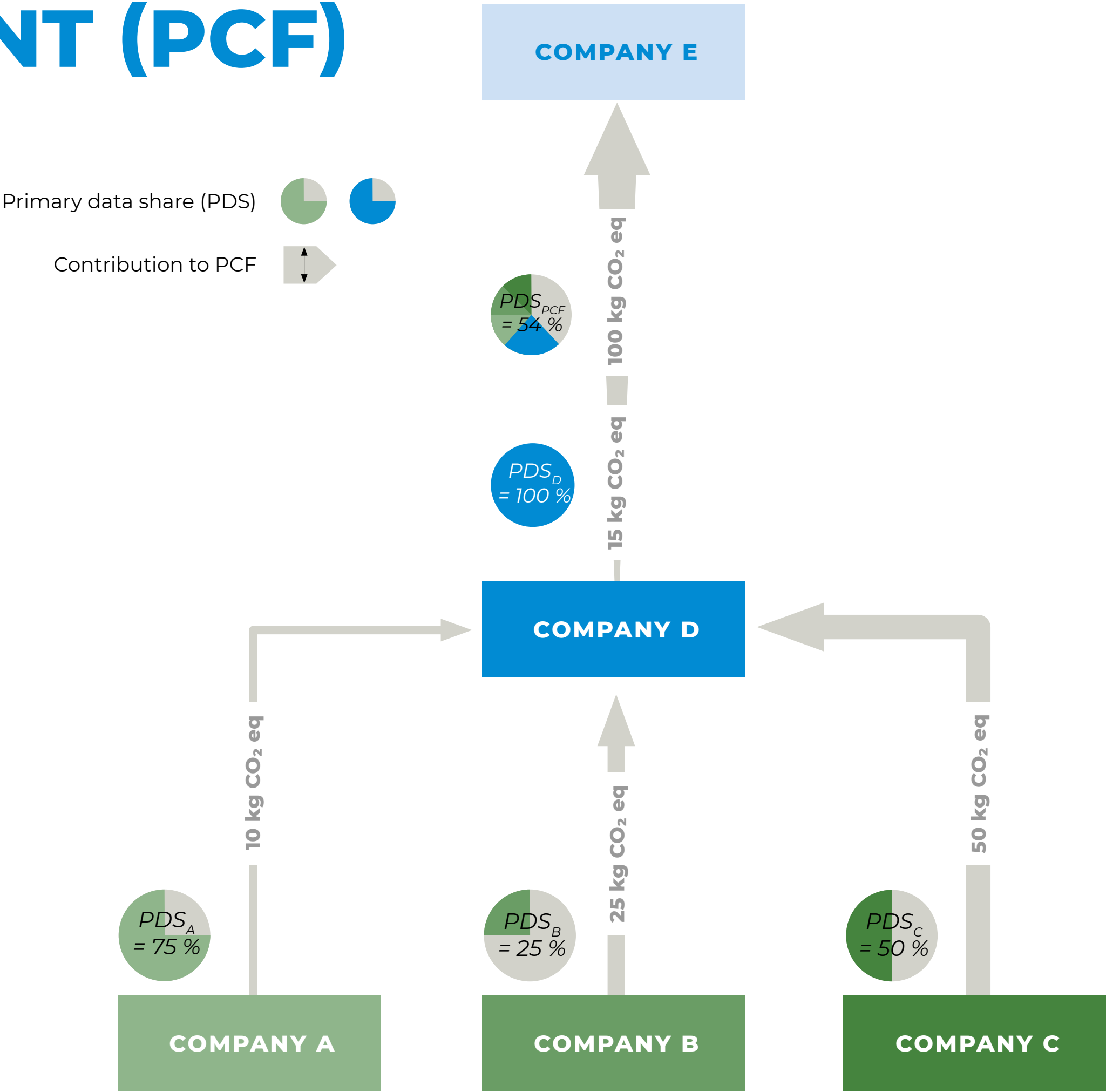
We use various data sources to determine the PCF, which are colour-coded for better classification:

- Blue – Own primary data
- Green – Primary data of the suppliers
- Grey – Secondary data (industry or average values) and estimated data (with limited accuracy)

A central element of our approach is active data collection in the supply chain. We request PCF data from our suppliers, check its quality and focus specifically on reliable primary data. This increases the accuracy of our carbon footprint and creates the basis for targeted emission reductions.

Our structured and standardised approach strengthens transparency, comparability and sustainability along the entire value chain. On this basis, well-founded decisions can be made and decarbonisation measures can be implemented effectively. At the same time, the use of standardised methods promotes cooperation within the industry.

We actively support our suppliers, share our expertise and promote the mutual transfer of knowledge – because the consistent use of high-quality primary data is a key lever for joint climate protection.



- ➔ In this sustainability report, the AMANN Group informs its stakeholders about its sustainability strategy and sustainability activities in 2024. This document is available in German and English and essentially relates to the period from 1 January to 31 December 2024. This report contains forward-looking statements that reflect assumptions considered accurate at the time of going to press. The editorial deadline for this report was 30 April 2025.