SUSTAINABLE PERFORMANCE
report 2021

CLIMATE 2030 NEUTRAL

Rhenoflex

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Preface

Dear Readers,

We used to just do it, now we are talking about it too. We are pleased to present Rhenoflex's first-ever sustainable performance report. In the pages that follow, we explain what we have achieved in the areas of sustainability and responsibility in recent years – and what we still plan to do.

Our most important goal is to operate in a completely climate-neutral manner by 2030. In addition, two-thirds of our raw materials are to come from sustainable sources by 2025. At the same time, we intend to expand our "Zero Waste" principle even further. These goals underline our ambition to be the most sustainable company in our industry. We have the technological expertise, innovative strength and clear concepts that are necessary to achieve them. Yet we are aware that there is still more we can do in the area of sustainability.

Rhenoflex has a strong basis for continuous improvement. A key moment in our commitment to sustainability came in the early 1980s with the invention of Rhenoprint™, a breakthrough process that we have continued to develop to this day. With our latest sustainable Rhenoprint™ raw material formulations and our new state-of-the-art production facility, we are once again setting the benchmarks for sustainability and innovation in our industry. New technologies enable us not only to produce reinforcement materials with much less energy and CO_2 emissions, but also to keep doing so without chemicals, solvents, process water or waste.

In addition, with the new corporate structure that we introduced in 2018, we created the conditions for a systematic approach to sustainability throughout the Group. Since then, we have launched numerous internal projects and initiatives to further embed a culture of sustainability in the company. In doing so, it is essential that all our managers keep sustainability in mind at all times and implement it consistently. By joining the United Nations Global Compact in the spring of 2021, Rhenoflex has reaffirmed its commitment to always live up to its responsibility toward the environment and people.

In this spirit, Rhenoflex will from now on publish an annual sustainable performance report. I wish you a stimulating and inspiring read.

Frank Böttcher, CEO of the Rhenoflex Group

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About this report

With this report, Rhenoflex GmbH provides for the first time an overview of its activities, strategies, key figures, goals and progress in the area of sustainability. This report is intended for customers, employees, suppliers and all other stakeholders who have a relationship with the company and would like to learn more about its values and principles. It provides information about the company, its core values, its products and its responsibility towards the climate, the environment and its employees.

This report has been prepared in accordance with the Global Reporting Initiative (GRI Standards, Core Option). It is to be published annually in the future. Unless otherwise noted, the data in this report refer to financial year 2020 (January 1 to December 31, 2020). The key economic figures refer to the year 2019; however, sales figures refer to 2020, as Rhenoflex GmbH will not publish its annual financial statements for financial year 2020 until after the editorial deadline for this report (August 20, 2021).

For the purposes of the report, the scope of consolidation includes the entire Rhenoflex Group. In addition to its operating activities, Rhenoflex GmbH assumes the function of the Group holding company, which includes the national companies in China, Hong Kong, Vietnam, France, Italy and the USA.

Rhenoflex has identified and prioritized the key sustainability issues based on its own experience and numerous discussions with customers, suppliers and sustainability experts. Furthermore, the company has comprehensively analyzed its carbon footprint in cooperation with external experts.

Various internal and external experts have contributed to this sustainability report. It has been prepared under the direction of CTO Dr. Gunter Scharfenberger, who is available as a contact person for all questions:

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Who we are

Rhenoflex is the world's leading solutions provider for reinforcement materials and a major partner to the footwear and lifestyle industries. We are the global technology front-runner in this market, primarily due to our innovative, resource-saving products and developments. Rhenoflex products are used in shoes to reinforce components such as toes, heels or eyelets, but also in many other everyday items such as handbags, suitcases, belts, wallets and even virtual reality glasses. Our products have a significant impact on the shape, stability, performance and comfort of the finished articles in which they appear. (Detailed employer information is found in the Annex.)

Founded in 1952, Rhenoflex currently employs around 300 people at our headquarters in Ludwigshafen, at our production sites in China and Vietnam, and at our sales companies in the USA and Italy.

We operate in a global market that is traditionally characterized by manual, material-intensive production processes and thus by high waste volumes and corresponding energy consumption. The standard step of cutting and skiving the extruded or sintered plastic sheets from which reinforcement products are made is a difficult one to automate. With Rhenoprint™, however, we patented a process back in 1985 that not only allows the production of finished, usable counters without cutting and skiving but is also virtually 100 percent waste-free.

Quality and dynamism are the foundations of our entrepreneurial activities. Driven by our passion for innovation, technology and sustainability, we continually set new standards. We combine an open, customer-oriented mentality with raw materials expertise and in-depth knowledge of our customers' production processes.

We are driven by our passion for innovation, technology and sustainability.

Timeline

1952
Founded as a subsidiary of Giulini Chemie GmbH

1955
License agreement with Rhenoflex France S.a.r.l.

1984
Acquisition of Rhenoflex France S.a.r.l. as a subsidiary

1997
Acquisition of Gurit Worbla as a subsidiary

2005
Opening of production facilities in China

2012
Expansion of production facilities in China

2015
Founding of the independent Rhenoflex GmbH

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In constant exchange with their production and design centers, we work continuously towards our goal of providing a perfect, tailor-made solution every time.

With Rhenoprint™ we patented a process back in 1985 that is virtually 100 percent waste-free.

SITES
9
worldwide

CUSTOMERS satisfied
400+

PRODUCTS
400+
containing sustainable raw materials

SALES in 2020
67
million USD

Key economic figures for FY 2019 see page 45

2016
Founding of the Rhenoflex Hong Kong Ltd. subsidiary and acquisition of distribution partner NORYA

2018
Realignment of the Rhenoflex Group with new corporate structure

2019
Opening of Asian technology and competence center in Vietnam, HCMC

2020
Founding of Rhenoflex Italia

2021
Rhenoflex signs the UN Global Compact

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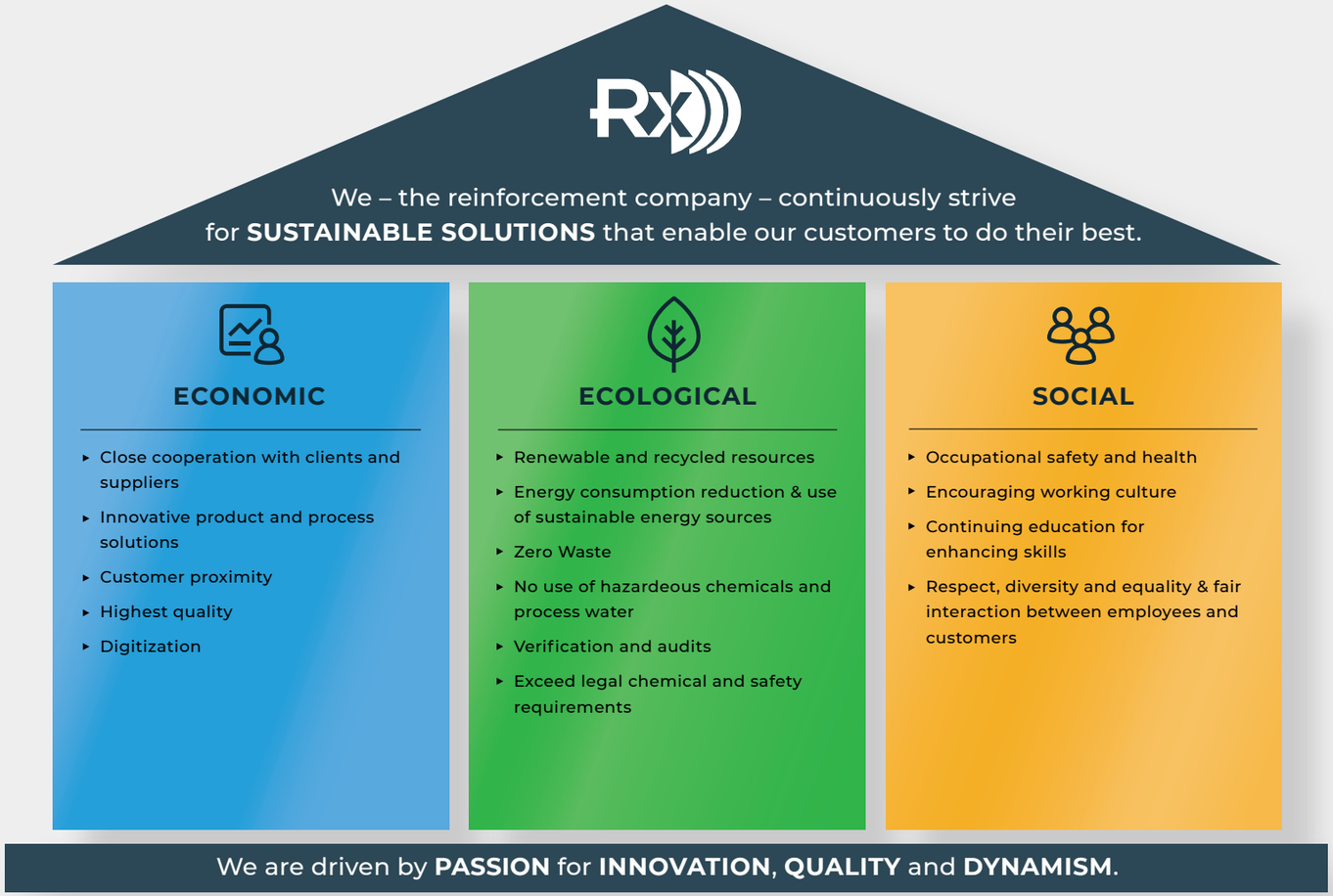
Strategy and Management

Rhenoflex aims to operate successfully while acting responsibly towards people and the environment. It focuses on long-term value creation and organic, sustainable growth driven by innovation. The company's own sites ensure the manufacture of high quality, safe and environmentally friendly products. For Rhenoflex, continuously improving these products and internal processes creates the basis for securing the future, safeguarding jobs and protecting the environment. Against this background, the company has developed its Rhenoflex 2025 strategy, based on the four dimensions of Operational Excellence, Sales Excellence, Innovation Excellence and Sustainability Excellence. Senior management plans the company's strategic and operational objectives each year and subsequently reviews the extent to which they have been implemented and achieved.

With the introduction of the new corporate structure in 2018, Rhenoflex created the conditions for systematic sustainability within its corporate strategy. Since 2020, this approach has been enshrined in our House of Sustainability, which is based on the three pillars of economy, environment and society. In this graphic, the company depicts the correlations between these three classic sustainability areas, its corporate values and the key sustainability levers. Our guiding principle is: "We want to be the benchmark for sustainability in the markets

House of Sustainability



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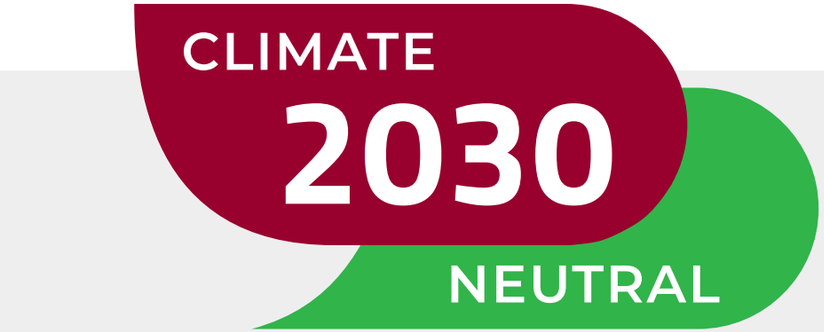
and industries in which we operate and to exceed our customers' expectations".

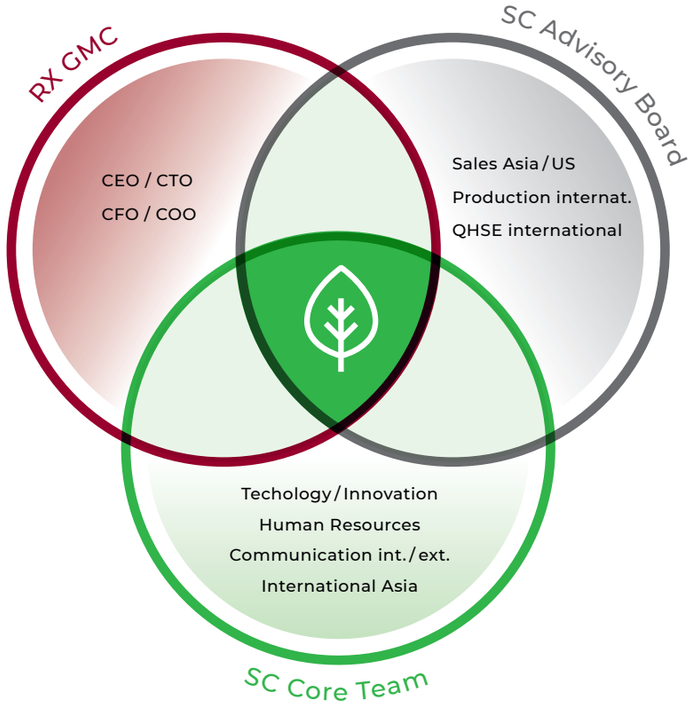
Our fundamental goal is to operate in a completely climate-neutral manner by 2030 (Scope 3). This should already be the case by 2025 with regard to Scope 1 and Scope 2 (see page 28). To achieve this, Rhenoflex uses means of production that are always at the cutting edge of technology, making them ever more effective. In this way, the company saves resources and avoids waste. At the same time, it manufactures its products with the lowest possible emissions, thus reducing its carbon footprint. Internally, we initiated the Green up your Mind Agenda 100, which comprises one hundred projects and measures with which Rhenoflex aims to make its activities at the Ludwigshafen site more sustainable in the coming years. All projects are provided with content and time targets. The Green up your Mind Agenda 200 also includes sustainable projects for the production sites in China and Vietnam. The company already has an integrated management system based on the requirements of ISO 9001 (quality management), ISO 14001 (environmental management), ISO 45001 (occupational health and safety management) and ISO 50001 (energy management standard).



We want to operate in a completely climate-neutral manner by 2030 (Scope 3). With regard to Scope 1 and Scope 2, this should already be the case by 2025.

Management structure and Sustainability Council

Rhenoflex is directed by a four-member management team consisting of a CEO, a CTO, a CFO and a COO. The Rhenoflex Sustainability Council is the central body for the planning, evaluation, development and coordination of all Group sustainability-related activities and initiatives. Core members include managers from the areas of Technology/Innovation, Human Resources, Communications, International/Asia and a member of the Executive Board. In the future, managers from the international sites in the areas of sales, production and QHSE (quality, health, safety and environment) will also participate in an advisory capacity. In Ludwigshafen, a sustainability manager reports directly to the management. The Asian production sites are also to have their own sustainability managers in the future.



The Rhenoflex Sustainability Council is the central body for all sustainability-relevant activities and initiatives within the Group. It consists of a core team and an advisory board.

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Compliance and Code of Conduct

Compliance is an essential component of Rhenoflex's entrepreneurial activities. It is a matter of course for the manufacturer of reinforcement materials to comply with applicable law, voluntary agreements and ethical principles.

The Rhenoflex Code of Conduct, updated in spring 2021, is a voluntary commitment that summarizes binding principles and guidelines for all employees. It contains ethical guidelines ranging from fairness in business and respect for others to commitments to occupational safety and the environment. It also stresses the Rhenoflex principle that all applicable laws, regulations, statutes, contracts and standards must be unconditionally observed worldwide. This excludes, for example, the use of illegal methods to obtain or retain customers, suppliers, business, permits, licenses or approvals. Bribery, corruption, fraud or any other unethical business method will not be used or tolerated.

By the end of 2021, Rhenoflex will have expanded its Code of Conduct further to include more detail on anti-corruption, anti-bribery and competition law. The new version clearly states that all forms of corruption and bribery are prohibited. Employees can also inform themselves on what is permitted and prohibited in the area of competition law (e. g. price agreements). Each manager signs a checklist once a quarter to confirm that he or she is or has been in compliance.

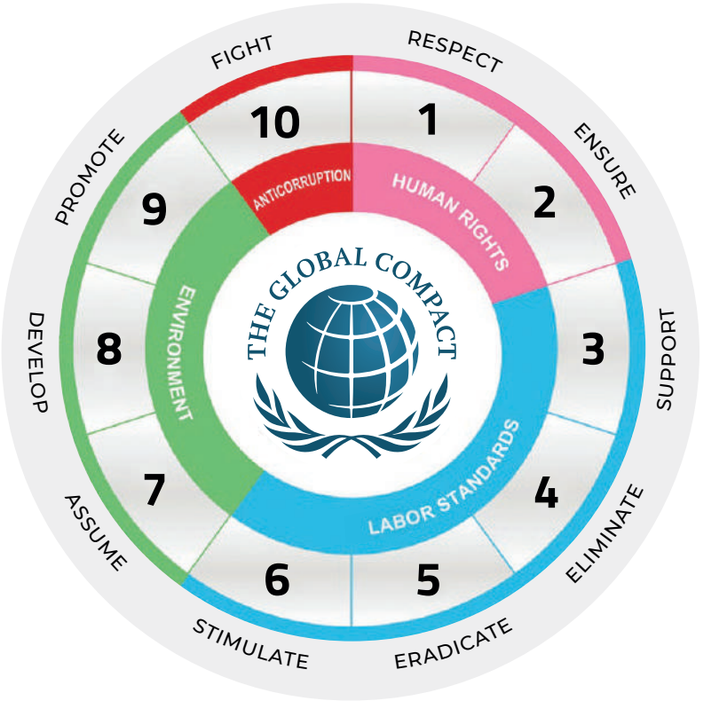
Rhenoflex plans to introduce its new Code of Conduct at all locations worldwide by the end of 2021 and to support this measure with employee training. These e-learning seminars will also cover its UN Global Compact commitments. In addition, the company will set up an anonymous compliance hotline by the end of 2021, which is a legal requirement in the EU by that date.

UN Global Compact

At the end of April 2021, Rhenoflex joined the UN Global Compact, the world's largest and most important network for responsible and sustainable corporate governance. By participating in this voluntary initiative, the company commits to aligning its strategy and business activities with the ten universal principles from the areas of human rights, labor standards, environmental protection and anti-corruption measures.

Economic performance and market presence

The Rhenoflex Group generated sales revenues of 67.21 million euros in the 2019 financial year. Compared to 2018, this is an increase of 7 percent. The adjusted operating result EBITDA reached 11.625 million euros, which corresponds to an increase of 3 percent.



The UN Global Compact is the world's largest and most important network for responsible and sustainable corporate governance. By joining at the end of April 2021, Rhenoflex commits to aligning its strategy and business activities with the ten universal principles of this voluntary initiative.

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Our credo is “think global, act local”. The company attaches great importance to proximity to its customers and their production sites. With the innovative Rhenoprint™ process, for example, comparatively low investment is required to set up on-site production in response to changing or locally reorganized capacities. At the same time, Rhenoflex strives to comply with local laws and to employ local managers. For example, most middle management positions at the Asian sites are filled by local staff.

Risk management

Rhenoflex seizes opportunities through sustainable business practices. In doing so, the company also minimizes or avoids risks, such as those that may arise from ever stricter regulatory requirements. Furthermore, the management of opportunities and risks is an important part of its strategic planning process.

The manufacturer of reinforcing materials has identified and regularly reviews the following risks to future development: market risks, liquidity and credit risks, the risk of bad debts, as well as exchange rate risks and risks in the procurement of raw materials. In 2019, management did not identify any individual risks that, alone or in the aggregate, would have jeopardized the sustainability of the company.

New business potential will emerge for Rhenoflex via its further strategic development, which includes developing sustainable products, opening up new markets, broadening its service portfolio and expanding its lifestyle business activities.

At Rhenoflex, our credo is “think global, act local”. We place great value on being close to our customers and their production sites.

Further opportunities arise from cooperating strategically with customers and suppliers in the area of research and development, which enables Rhenoflex to contribute to shaping current technological developments. The best examples of this are new reinforcement concepts that allow further weight reduction or the integration of RFID and NFC chips.

Rhenoflex continues to drive technological developments forward. These include, for example, new reinforcement concepts that allow further weight reduction or the integration of RFID and NFC chips.

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Materiality

Since 2018, sustainability has been an independent pillar within Rhenoflex's corporate strategy. Sustainability is actively practiced throughout the company and implemented in numerous product developments, production processes and corporate measures.

The spectrum extends from the innovative Rhenoprint™ process (see page 19) and vegan product lines to process certification and the revised Code of Conduct (see page 10).

The company's strategic cornerstones are defined in its House of Sustainability, which is based on the pillars of economy, ecology and social responsibility (see page 8).

A key element in this context is close cooperation with customers and suppliers. Based on numerous discussions with customers as well as its own experience and knowledge of the market, Rhenoflex has identified the core sustainability issues for the company. These key fields of action contribute to long-term business success and sustainable corporate development.

Most significant for Rhenoflex are:

- Achieving **SUSTAINABLE GROWTH**
- Guaranteeing highest **PRODUCT QUALITY**
- Cooperating closely with **CUSTOMERS** and **SUPPLIERS**
- Driving **INNOVATION & DIGITALIZATION**
- Achieving **CLIMATE NEUTRALITY**
- Achieving **ZERO WASTE**
- Conserving resources and using **SUSTAINABLE RAW MATERIALS**
- Reducing energy consumption and using **SUSTAINABLE SOURCES OF ENERGY**
- Using **NO HAZARDOUS CHEMICALS** or process water
- Protecting **OCCUPATIONAL SAFETY & HEALTH**
- Creating a **STIMULATING WORK ENVIRONMENT**
- Supporting employees through **TRAINING** and **PROFESSIONAL DEVELOPMENT**
- Ensuring **RESPECT, DIVERSITY, EQUAL RIGHTS** and **FAIR DEALINGS** between employees and customers

Rhenoflex will regularly review and adjust its selection of core issues as needed.

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Stakeholder dialog

Rhenoflex's continuous exchange with its stakeholders has already contributed significantly to its further development. It enables the company to better understand the expectations, needs and wishes of various stakeholders and to take them into account in its actions. These stakeholders include customers, suppliers, employees, investors, public administrations and the scientific community. Rhenoflex actively seeks a dialog with its stakeholders in a variety of ways. With customers and suppliers, this involves direct visits as well as trade fairs and conferences. With employees, it means regular employee updates, the newsletter "Insight Rhenoflex" and, in the future, regular feedback meetings. Rhenoflex maintains contact with shareholders through board meetings and with the scientific community through conferences and joint projects. However, many of these events could not take place in 2020 due to the Corona pandemic.

Goals

Rhenoflex aims to grow sustainably, act in a socially responsible manner and generate profits. We also want to be the leading sustainable company in our industry. To reach these goals, Rhenoflex uses an integrated management system as a supporting tool (see page 8). Senior management plans strategic and operational goals annually as part of management system policy. It also reviews their implementation and effectiveness regularly to further improve the integrated management system.

The most important goals in the areas of environment, employees and economy are:

RAW MATERIALS
2/3 from sustainable sources by 2025

CLIMATE NEUTRAL
by the end of 2025 (Scope 1+2) primarily achieved climate neutrality by technological and efficiency matters

CUSTOMER SATISFACTION
reduce number of complaints in cooperation with our suppliers

WASTE
0 reduce and avoid. Our goal is zero waste to landfill

ENERGY SAVINGS
until 2025 compared to 2020
20% per sqm

OCCUPATIONAL SAFETY
0 zero accidents and zero days lost due to accidents

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Responsibility along the supply chain

Rhenoflex works with around 50 suppliers of production materials and energy-related services. Most have been supplying the reinforcement materials specialist for more than 25 years, others for more than ten years. The portfolios of these suppliers increasingly reflect the trend toward sustainability. The company primarily sources its material from groups that already have high standards of their own in the area of corporate social responsibility.

In its Code of Conduct (see page 10), Rhenoflex commits itself to respecting and observing internationally recognized human rights. It also excludes forced labor and child labor. In terms of remuneration, Rhenoflex follows, as a minimum, local guidelines in terms of wages and salaries, employee benefits and working hours at its locations. These requirements, which are based on common internal standards such as the UN Global Compact and the provisions of the International Labor Organization (see page 10), are also imposed by the company on its partners in the supply chain. Rhenoflex places purchase orders exclusively on the basis of its General Terms and Conditions of Purchase. These oblige suppliers to comply with legal requirements with regard to working conditions, human rights, minimum working age, minimum wages and discrimination in the workplace.

Clearly defined requirements for suppliers

Rhenoflex has implemented extensive criteria to assess and monitor the performance of its suppliers. This includes, for example, detailed requirements for product specifications that suppliers must satisfy. Its supplier management system ensures that externally supplied raw and auxiliary materials, processes and services always meet the defined requirements and are only ordered from quality-capable suppliers. If a raw material or product falls short of the defined requirements, it is barred. Company policy also explicitly endorses the procurement of energy-efficient products and services that have an impact on energy-related performance.

Rhenoflex's goal is to work with "sustainable" suppliers. To achieve this, the company has launched a related project as part of its Green up your Mind Agenda 100 (see page 9). Procuring sustainable raw materials is fundamental with regard to the goal of achieving climate neutrality according to Scope 3 by 2030. For example, Rhenoflex works specifically with suppliers in the development of polymers to obtain adhesives that meet its sustainability requirements.

Another significant step towards a sustainable supply chain is establishing a structured framework for supplier evaluation. Rhenoflex is currently developing a comprehensive solution that includes all manufacturing sites with purchasing functions. In addition, the company plans to step up its supplier audits in 2022, taking into account its ecological requirements for supply chain partners.

Interview

CTO Dr. Gunter Scharfenberger

CEO Frank Böttcher

The pioneers

The origin of sustainability at Rhenoflex, the role of recycled materials and CO_2 footprints as well as the reason for a newly-created corporate culture – these are some of the topics that **CEO Frank Böttcher** and **CTO Dr. Gunter Scharfenberger** address in their talk with the editors.

Mr. Böttcher, manufacturing reinforcement materials for the footwear and lifestyle industry is a highly specialized niche market. For whom is the Rhenoflex commitment to sustainability relevant?

FRANK BÖTTCHER: Responsible business practices are tied neither to the size of an industry or a company, nor to the object of an economic activity. In this respect, it is both a matter of course and an obligation for us to make a commitment in this area. What's more, our customers expect us, as part of their supply chain, to provide evidence of environmentally and socially responsible performance. Incidentally, we've been doing that for a long time.

And yet, Rhenoflex is only publishing its first-ever sustainability report for 2020.

FB: Well, first we create facts, then we talk about them. Sustainability has been an issue at Rhenoflex since the 1980s and has become increasingly important. By the way, due to this early commitment, we are considered pioneers in our industry. To understand our actions around sustainability, it is important to know that, until 2015, Rhenoflex was part of a larger chemical company with its own culture. With the spin-off, Rhenoflex was faced with the task of developing its own identity. We have succeeded in doing so and are continuing to develop our corporate culture on this basis. In this way, we have also created the prerequisites for a systematic

approach to sustainability. And naturally, the increasing importance of the issue in society as a whole is also reflected in our actions. This external influence further accelerates our development.

Is there an identifiable origin for sustainability at Rhenoflex?

GUNTER SCHARFENBERGER: We have been investing in Rhenoflex's ability to innovate since the beginning of our 70-year history. By doing so, we have been quick to adopt new techniques and sustainable raw materials. And yes, there is actually a key moment for the commitment to sustainability at Rhenoflex. It was in 1984, when we developed the Rhenoprint™ process. This new process allows us to produce reinforcement materials and solutions with significantly less energy, without chemicals, without solvents and, above all, virtually without waste. And that gives us a 50 percent smaller CO_2 footprint than with conventional processes! It was revolutionary at the time and is still trend-setting for the industry. Then, starting in the 1990s, the arrival of increasingly sustainable raw materials on the market gave new impetus to our commitment.

What exactly do you mean by sustainable raw materials?

FB: The planet's ecosystems are increasingly off balance. The common approach of consuming fossil raw materials as before no longer works. Conservation of resources is the order of the day. We are adapting to these changes in our processes, production and administration. Most important for us are recycled plastics. We have also found effective levers for textile substrates via recycled polyester or sustainable cotton. Beyond that, we work with matrix polymers and sustainable fillers. Because we focused on efficiency and low resource consumption right from the start, we soon found ourselves in the thick of sustainability, even if we didn't call it that at the time.

GS: Exactly! Our original decision to use thermoplastics supported sustainability right from the start. It also enabled us to make enormous progress in terms of occupational safety. These days, we are increasingly using the carbon footprint as a metric. When we have to decide between two raw materials, the CO_2 footprint will increasingly be a decisive factor for us – and it is particularly low for recycled materials.

And speaking of CO_2, you have set yourselves an ambitious climate goal.

FB: Rhenoflex wants to become climate neutral. We aim to achieve this goal via a two-step program. We want to be climate neutral for Scopes 1 and 2 as early as 2025, and for Scope 3 by 2030 (*). For me, it is important that the company works with a clear assessment, meaning a transparent evaluation of where we currently stand and what measures we will take to achieve the goal. Simply formulating a declaration of intent is not enough; it takes a clear concept. And that we have.

Which is?

GS: The key approach is to avoid or reduce the waste of resources. We have carried out CO_2 audits and analyses for Scopes 1, 2 and 3 and thus know the most important levers. These are primarily to be found on the raw materials side, but also in processes and energy management. This is where we must start.

What is the current share of sustainable raw materials?

GS: We are currently at around 40 percent of the total product range. By 2025, we want to have increased this share to 60 percent. For individual products, we are already at up to 70 percent. For certain raw materials, we are dependent on availability. That is why we plan to work more closely with suppliers to support polymer developments. This will help us reach our goal faster.

* Scope 1 records direct CO_2 emissions at the company's own site, e.g. from production facilities or the vehicle fleet; Scope 2 records emissions of indirect sources from purchased energy, e.g. electricity and heat; Scope 3 records all other CO_2 emissions along the value chain, e.g. raw materials for production.

What does this mean for your product and process development?

GS: Sustainability is essential to our processes. When clarifying product requirements with the customer, we also talk about the selection of raw materials. At this stage, we start directly with sustainable raw materials. We don't mess around with a compromise, but go straight for the sustainable solution. Our customers know and appreciate this.

FB: In achieving our sustainability goals, our new corporate structure introduced in 2018 is just as important know-how, as it allows us to take a systematic approach. After we left the Group environment in 2015, we first created a global management organization and anchored sustainable values within our corporate strategy and culture. Since then, Rhenoflex executives have been carrying our understanding of sustainability "top down" into the organization.

How do you do that?

FB: Our corporate strategy is based on four pillars: Innovation Excellence, Sales Excellence, Operation Excellence and Sustainability Excellence. The managers bring the related goals, including our sustainability goals, into the organization. This process is accompanied by target agreements that also take sustainability issues into account. The variable income of our managers is thus also dependent on the achievement of sustainability targets. Secondly, we are currently implementing a structured feedback system for all employees, which is another way to integrate the concept of sustainability. And thirdly, we take a lean management approach in terms of a continuous improvement process, thereby reducing waste and non-value-adding aspects to a minimum. This structure enables our employees to build and develop their very own Rhenoflex corporate and sustainability culture.

In achieving our sustainability goals, our new corporate structure introduced in 2018 is just as important as our know-how.

GS: That this approach works is also demonstrated by our Agenda 100, which describes 100 measures to reduce our footprint. And these projects – which range from process improvements and efficiency enhancements to social issues and vehicle fleet policy – were not simply dictated by our Sustainability Council, but largely developed "bottom up" by our colleagues.

You just described the internal perspective. What does this sustainability commitment mean for customers?

GS: Let's look at it from two different angles. On the one hand, it is no longer enough for the products to be clean; the processes have to be clean as well. That's what our customers expect. And these claims must be substantiated. That means we have to fill out questionnaires and pass assessments and audits. Incidentally, this also applies more and more to the social area. Health and job safety are part of our core business. So our customers talk directly to our employees much more than they used to. On the other hand, customers are now also approaching us with development questions. For example, one customer gave us production waste and was interested in working with us to identify new uses for it. Such requests with a view to a circular economy confirm our position as an innovative partner in the field of sustainability.

You mentioned at the beginning that Rhenoflex has a reputation as a pioneer in the industry. In the future, how do you intend to remain the most sustainable company in your industry in the future?

FB: Our strong position in terms of innovation and technology, our many years of experience with using sustainable raw materials and our continuous improvement of processes are excellent prerequisites for achieving our climate goals, including – and I would like to emphasize this – Scope 3. We expect to be the first company in the industry to do this so quickly and consistently.

02 TECHNOLOGY & INNOVATION

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Product and process solutions

Rhenoflex has been designing, producing and distributing footwear components since 1952. Thanks to its technological know-how and countless innovations, the company has become the world's leading supplier of reinforcing materials and continues to offer its customers advanced solutions. "Technology leadership through innovative strength" is one of Rhenoflex's guiding principles.

Production focuses on thermoplastic materials for toe, heel and side stiffeners. Efficient production, however, is not limited to the price-conscious use of resources such as raw materials and energy. Protecting the environment, climate and human rights is equally important. Rhenoflex designs its products so that their manufacture, use, flexible adaptation and subsequent recycling are convincing in a global market. The company's innovative production concepts include resource-optimized use of raw materials, timely production, flexible adaptation of products in cooperation with customers, and profit optimization for customers in international competition.

> **"Technology leadership through innovative strength" is one of Rhenoflex's guiding principles.**

Diverse manufacturing processes

The Rhenoflex program features various manufacturing processes, ranging from impregnation and lamination to extrusion, powder coating and Rhenoprint™. This is accompanied by an equally broad product portfolio, which enables the company to respond flexibly and quickly to customer requirements.

Most manufacturers of reinforcement materials use the industry's standard sheet process. The starting point is impregnated, laminated, extruded or powder-sintered plastic sheets and/or rolls. These are available in a range of qualities made from a variety of raw materials. The stiffening components (e. g. toe puffs and heel counters) are cut and skived from these sheets. As it is an additional step in the process, skiving is associated with a higher energy consumption and a longer working time.

Rhenoprint™ – resource-saving and waste-free

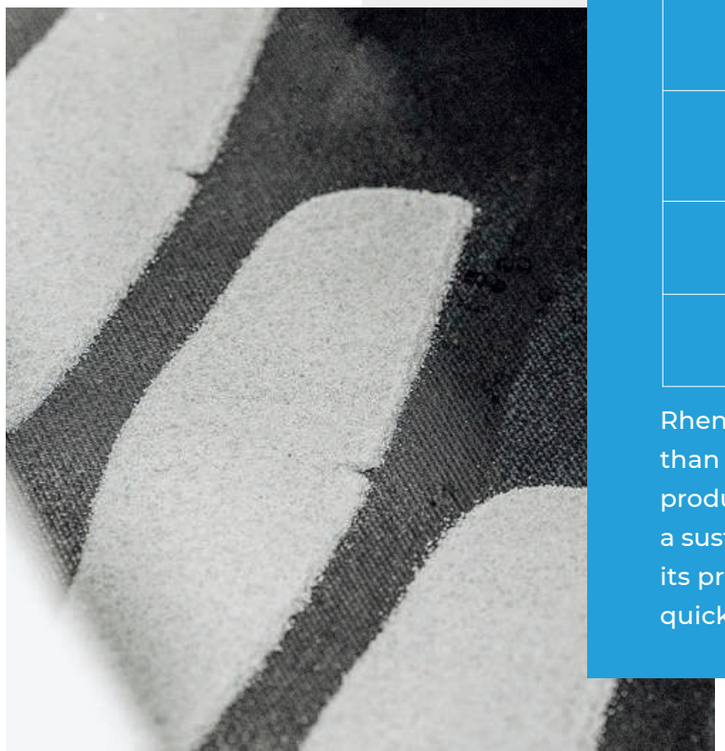
In shoe factories, the Rhenoprint™ process developed and patented by Rhenoflex in the mid-1980s is far more resource-efficient and completely waste-free. With this process, thermoplastic counters are produced directly, eliminating the usual cutting and skiving of sheet material. In addition, it reduces the CO_2 footprint by 50 percent compared to conventional processes. Another advantage is that the process is already precisely tailored to customer requirements during production.

Instead of conventional cutting, Rhenoflex "prints" a ready-to-use component that is both accurate to the

millimeter and customized to the customer's needs. The company digitally reads the component specifications sent by the customer and then uses them to produce a Computer Aided Manufacturing (CAM) template. A powder mixture (which may contain recycled, biodegradable or renewable raw materials depending on the customer's needs) flows over this template onto a conveyor belt. The future component, such as a shoe stiffener, first exists as a powder. It is then melted, pressed, cooled again and appears as a finished product at the end of the machine. Rhenoprint™ also allows for multiple layers and dedicated areas. And local production sites make the supply chains and delivery routes to most customers a good bit shorter.

Based on its Rhenoprint™ technology, Rhenoflex has also newly developed its Multizone product concept. The new process enables the customized production of shoe counters and other reinforcement solutions, along with the most diverse customer-specific designs. It also allows the company to reduce the weight of its products by up to 25 percent. Rhenoflex has several patent applications under review for both the Multizone concept and an enhanced Rhenoprint™ process.

The new Multizone process enables the customized production of shoe counters and other reinforcement solutions.



The advantages of Rhenoprint™ at a glance

Rhenoflex's enhanced Rhenoprint™ process results in:

50%	lower CO_2 footprint compared to the standard process using powder-sintered sheet
70%	increase in an end product's recyclate content
	zero-waste production
	production without process water
	production without the use of chemicals and solvents
	a decentralized production option
	production without die cutting and skiving

Rhenoflex also requires new products to be more sustainable than their previous counterparts in terms of ingredients and production process. Therefore, the company plans to introduce a sustainability scorecard system that provides relevant data for its products. In this way, new developments can be assessed quickly and easily in terms of their environmental impact.

Cooperation with universities and research institutions

Rhenoflex cooperates with universities and research institutes to exchange expertise and implement development projects. Research partners include the Institute for Microsystems Engineering at the University of Freiburg, the Fraunhofer Institute for Structural Durability and System Reliability in Darmstadt and the SATRA Technology Centre, with locations in the UK and China. Research topics include the development of integrated sensor technology to evaluate wearing comfort, reinforcement with function and weight reduction as well as the use of renewable raw materials and 3D printing. Together with these research bodies, Rhenoflex typically supports master's theses or student research projects in order to explore topics on a scientific basis.

Rhenoflex puts a premium on developing new technologies and identifying innovative trends in collaboration with universities and research institutes.

First trials to apply new Rhenoflex reinforcement material and high elastic reinforcement concepts with Knitwear Lab

Cooperation with Knitwear Lab

Knitted shoes are a major trend in the footwear market as they are extremely lightweight, flexible and offer a high level of comfort. Their woven upper consists of one piece that wraps the foot like a sock. This trend toward knitted design in the casual footwear sector requires the development of new reinforcing materials that do justice to the special properties of knitted fabrics. Conventional reinforcing materials severely restrict the flexibility and air permeability of footwear.

For that reason, Rhenoflex launched a cooperation with Knitwear Lab, a Dutch laboratory specializing in knitting technology, in November 2019. Their collaboration has shown that two Rhenoflex materials support the special properties of knitted fabrics and can be used in their production. In addition, the two partners have developed and filed a patent application for a new material called Elastic Reinforcement. Elastic Reinforcement is the first and so far only reinforcement material that strengthens knitwear shoes without limiting their flexibility and comfort. It is elastic, breathable, adapts perfectly to the knitted fabric and increases its durability.

Quality and customer proximity

Excellent quality and customer orientation are core values for Rhenoflex. The cornerstones of product quality include wearing comfort, stability and durability, which the company always brings into line with current fashion trends. Consistently high product quality is ensured by responsible, qualified and committed employees and a state-of-the-art infrastructure. The company's internal quality management system is certified at regular intervals in accordance with the internationally recognized ISO 9001 standard. Rhenoflex has also had a Global Quality Manager since June 1, 2020. His task is to drive quality management forward and harmonize it internationally.

A consistently high level of quality and permanent quality assurance are the basis for continuously improving customer satisfaction. Regular quality controls, analyses, audits and comprehensive complaints management serve to monitor and improve the effectiveness of our quality management system. Rhenoflex has developed an internationally harmonized process for the centralized recording and evaluation of customer complaints. The staff charged with this task have undergone specific training. In addition, the company has introduced a new key performance indicator (KPI) that reflects complaint costs in relation to the quantity disputed. In 2020, Rhenoflex succeeded in further improving the quality of its products and in registering a low number of complaints.

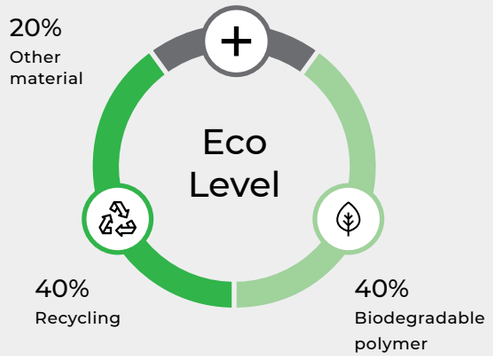
Close cooperation with customers

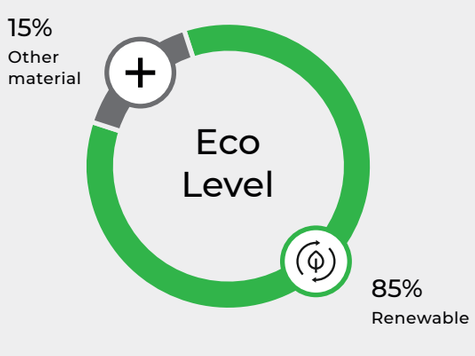
Rhenoflex strives for long-term value enhancement through close cooperation with its customers. These include major sporting goods manufacturers as well as leading brand manufacturers in the footwear and lifestyle industries. The specialist for reinforcement materials has been supplying its main customers for more than 20 years.

Another factor contributing to customer satisfaction is the proximity that Rhenoflex achieves through its global market presence and local contacts. In addition to its headquarters in Ludwigshafen and its Asian sites, the company has sales companies in France, Italy and the United States. Other services available to customers include on-site technical support, manufacturing training, customized outsourcing solutions, and support in developing new products and improving existing ones.

Furthermore, Rhenoflex opened a Technology and Competence Center Asia (TCCA) at its Vietnam site at the end of 2020. This proximity offers customers another opportunity to familiarize themselves with the company's innovative products and – building on them – to jointly develop new technologically-advanced solutions. The competence and production center gives partners and customers direct access to Rhenoflex's pioneering technologies and an insight into how the company develops its cutting-edge solutions.

Since fall 2020, an internally developed Eco Level system has informed customers at a glance about the degree of sustainability of Rhenoflex products. This simple system assigns the ratio of product components in the categories biodegradable polymers, recycling and renewable, and other materials (non-sustainable). This measure makes the company's sustainability performance more transparent for specifiers and purchasers.





Digitalization

Digitalization is part of Rhenoflex's sustainability strategy. The company is keen to use digital technologies to achieve the highest-possible level of efficiency in all internal and external processes, and thus to conserve resources and reduce its CO_2 footprint.

In the framework of its Green up your Mind Agenda 100, Rhenoflex has already launched a number of projects aimed at driving digitalization forward within the company. These include digital signature, digital invoice processing (see page 9), digital payroll and digital time recording. These four projects contribute mainly to conserving paper and speeding up internal processes.

Rhenoflex Shoe Engineer

Since summer 2021, Rhenoflex customers have been able to find the right product for them in the shortest possible time with the help of a smart website called the Rhenoflex Shoe Engineer. Until now, access to the company's extensive portfolio of products and services was provided by mailing sample books. In this way, Rhenoflex reduces paper consumption, shipping costs – and its carbon footprint.

After logging in personally, customers can use the digital product catalog to access the Rhenoflex products they need, quickly and easily. This is ensured by smart filters and search functions. The website also features detailed product information, such as the sustainability factors of the individual products, the composition of the materials, and the technical specifications – everything is easy to understand and to use without previous experience.

Another advantage over the previous sample books: The digital product catalog always offers the current portfolio, as new products are fed into the database on a regular basis. Customers and partners can also use this tool conveniently in mobile mode on their smartphones.

RFID/NFC in shoes

In addition, Rhenoflex is working on new reinforcement concepts that will also allow the integration of Radio Frequency Identification (RFID) and Near Field Communications (NFC) chips into thermoplastic materials. These chips are protected from mechanical pressure and external environmental influences and enable automatic and contactless localization and identification. They can be integrated into the thermoplastic material without any need for changes in the shoe manufacturing process.

> **We are keen to use digital technologies to achieve the hightest-possible level of efficiency in all processes.**

Rhenoflex customers can use these chips to optimize their logistics and distribution processes, such as by linking them to delivery and customs data for transport. Further advantages facilitate the contact with the end consumer. For example, customers can now quickly and easily check which substances were used in production, whether the shoe is in stock in a different color, or where it was manufactured.

GRI
301
302
305
306
403

Certifications and audits

Rhenoflex attaches great importance to compliance with legal requirements as well as to continuous certification and regular audits by external bodies and experts. They assure customers and partners of the quality, expertise and reliability of the company. In 2020, compliance with the internationally recognized standards ISO 9001 (quality management), ISO 14001 (environmental management), ISO 45001 (occupational health and safety management) and ISO 50001 (energy management) was confirmed by control audits at its Ludwigshafen site.

External experts regularly inspect all electrical equipment in accordance with DGUV 3, a German statutory regulation for the safety of electrical systems and equipment in companies and public institutions. The inspection intervals depend on the type and usage of the electrical equipment. Rhenoflex likewise entrusts all other mandatory recurrent inspections – such as accident prevention inspections of industrial vehicles and lifting platforms or inspections of fire extinguishers and mechanical lifting equipment – to specialized companies in the cycles prescribed by law.

> **Rhenoflex sets higher standards for its restricted substance list than those required by law.**

Rhenoflex even exceeds the standards prescribed by the regulations for restricted substance lists (RSL). These lists specify which chemicals and substances pose a risk to humans and the environment and must not be contained in products. When developing its own RSL, Rhenoflex first collects the requirements of its customers and then formulates its own strict standards. At least once a year, an external analytical laboratory verifies that the substances listed in the RSL are not contained in Rhenoflex products.

Rhenoflex achieves legal compliance by means of a legal register listing all laws and regulations of importance for the company. An external service provider updates the register every three months and points out relevant changes in the law.

Beyond ISO certifications, all Rhenoflex sites are certified according to the Global Recycled Standard (GRS). This ensures both the recycled content of products and the compliance with social, environmental and chemical regulations during production.

Global alignment of certifications

As part of its Green up your Mind Agenda 100, Rhenoflex has launched two projects to drive forward certification within the company. With regard to the goal of becoming climate neutral by 2030, a Product Carbon Footprint (PCF) was developed with the support of external experts.

In addition, Rhenoflex uses its membership in the Sustainable Apparel Coalition (SAC), which it joined in 2016, to assess and optimize its sustainability performance using the SAC Higg Index. The Higg Index is a leading standardized tool for assessing the environmental impact of materials in the apparel, footwear and textile industries. To date, Rhenoflex has used the Facility Environmental Module (Higg FEM) at three production sites in Europe and Asia to determine the status quo of its sustainability performance and identify further opportunities for improvement. A further goal is to implement the Facility Social and Labor Module (Higg FSLM) at these sites by 2023.

Moreover, the company certifies all its sites worldwide in accordance with the Global Recycled Standard (GRS). This voluntary product standard aims to increase and guarantee the share of recycled materials in a given product. The GRS also includes criteria to ensure that certified companies comply with social, environmental and chemical regulations all along the production chain.

Sustainable Apparel Coalition

The second internal project focuses on the global alignment of certifications, particularly ISO certifications. This includes defining the basis for certification, standardizing the testing and approval processes, and harmonizing specifications between sites in China and Germany. To achieve this, Rhenoflex has already purchased two new testing devices. The long-term goal is to have local responsibility for quality control at the production sites and to carry out only random checks in Ludwigshafen.

03 CLIMATE NEUTRALITY & ENVIRONMENTAL PROTECTION

GRI 305

Measuring emissions, reducing CO_2 footprint

Rhenoflex measures its corporate CO_2 emissions on the basis of the Greenhouse Gas Protocol (GHG Protocol), which divides emissions into three main areas or scopes. Scope 1 includes all direct CO_2 emissions, meaning those produced by combustion in its own facilities. Scope 2 records emissions related to purchased energy, such as electricity and district heating. Scope 3 includes all other indirect emissions that arise in the upstream and downstream value chain, such as from business travel or from purchased goods and services. The CO_2 footprint helps the company to identify its significant impacts on the environment more precisely and to implement suitable measures to mitigate them.

> **With a view to our Scope 3 targets, we are increasingly switching our procured raw materials to sustainable recyclates, renewable raw materials and bio-based plastics.**

Rhenoflex's fundamental goal is to operate in a completely climate-neutral way by 2030 (Scope 3). With regard to Scope 1 and Scope 2, this should already be the case by 2025. For this purpose, Rhenoflex has recorded the Scope 1 and Scope 2 emissions at its site in Ludwigshafen since 2018 (see table on page 28). The site in Vietnam was added in 2020.

For now, the focus is on energy management at the various sites. However, as a manufacturing company, Rhenoflex is also aware that its carbon footprint typically resides in the materials it procures and, as the case may be, in the disposal of its products. For this reason, the company is already thinking about the next step and, with a view to its Scope 3 targets, is increasingly switching its procured raw materials to sustainable recyclates, renewable raw materials or bio-based plastics. In 2020, Rhenoflex not only started to systematically assess the life cycle of its products and collect its Scope 3 emissions, but also commissioned a product carbon footprint (PCF) for its first products. The goal for 2021 is Scope 3 screening for relevant categories upstream and downstream in the value chain. In all measures, the company acts according to the principle of "avoid, reduce, compensate".

In 2020, the company was already able to reduce its energy consumption – and thus also its CO_2 emissions – compared with 2019 (see page 28). Yet its specific CO_2 emissions are set to decrease further. In Jiangyin, for example, a machine conversion from liquid gas to natural gas is contributing to this effort. This changeover allows the site to eliminate the use of liquid gas altogether and to save natural gas at the same time.

In 2020, Rhenoflex also introduced a new CO_2 KPI (measured in CO_2 equivalent (eq)/square meter of material) to assess the carbon footprint at its Ludwigshafen site. There, CO_2 emissions are placed in relation to the quantities produced, which means that this indicator is also adjusted for production volume. During the reporting year, the CO_2 KPI decreased significantly by approximately 30 percent (from 0.604 kilograms CO_2 equivalent (eq)/square meter of material to 0.422 kilograms CO_2 equivalent (eq)/square meter of material) due to energy-saving measures initiated in 2019 and implemented in 2020. This KPI is to be extended step by step to all sites.

GRI
305-1
305-2

Rhenoprint™ reduces CO_2 emissions

The Rhenoprint™ process, developed and patented by Rhenoflex, combines resource conservation and a low-emissions method of producing reinforcement products (see page 19). Compared to the industry-standard process of powder sintering – an energy-intensive thermal process that involves the cutting and skiving of sheet goods along with the machinery and the energy this requires – the Rhenoprint™ process already has a 50 percent lower product carbon footprint (PCF).

Reducing this CO_2 footprint further in Rhenoprint™ processes and products is the goal of an internal Agenda 100 project. Based on the CO_2 footprint analysis, Rhenoflex experts compared different products with comparable formulations (Rhenoprint™ and sheet goods) as well as Rhenoprint™ products with different compositions. From September 2021, a further PCF study is planned to investigate extrusion, the third and final production process in the manufacture of sheet goods.

DEVELOPMENT OF SCOPE 1 AND SCOPE 2 EMISSIONS 2020 COMPARED TO 2019

IN T CO_2 EQ	SCOPE 1	SCOPE 2
Ludwigshafen	-21.0%	-40.3%
Dongguan	No emissions	+0.25%
Jiangyin	-26.4%	-23.4%
Vietnam	Start of production 2020	
TOTAL	-24.0%	-13.0%

RHENOPRINT™
lower product carbon footprint (PCF) by
50%

CO_2 EMISSIONS FOR 2020

IN T CO_2 EQ	SCOPE 1	SCOPE 2
TOTAL	633	2,973

GRI
302
302-1

Energy management

Rhenoflex's permanent goal is to save energy wherever possible. By 2025, energy consumption is to be reduced by 20 percent compared to 2020. Saving energy is directly linked to protecting the climate and achieving climate targets. To this end, the company pursues these approaches: reducing energy consumption in production processes and in the operation of its buildings and – wherever possible – using electricity from renewable sources. To make the operation of its production facilities as environmentally friendly and energy efficient as possible, Rhenoflex relies on scientific findings and technical innovations. Energy and resource efficiency are always taken into account during the planning and procurement phases of new systems.

An ISO 50001 (2001) certified energy management system plays an important role in reducing energy consumption and promoting climate protection measures. It enables Rhenoflex to determine the company-wide systems and processes that are required to continuously improve energy-related performance, including energy usage, energy consumption and energy efficiency.

In parallel, the company also sets itself energy-saving targets. For our Ludwigshafen site, for example, specific savings of 5 percent each in electricity and natural gas consumption were planned for 2020. These targets were exceeded: The specific savings, measured in terms of the amount of sheet produced in square meters, were 11 percent for electricity and 21 percent for natural gas. In the future, Rhenoflex intends to formulate energy savings targets for the other sites as well.

ENERGY SAVINGS
electricity at Ludwigshafen site
11%

ENERGY SAVINGS
natural gas at Ludwigshafen site
21%

Rhenoflex has significantly reduced its carbon footprint in recent years. In 2020 alone, the CO_2 KPI fell by around 30 percent.

A range of energy saving measures

Rhenoflex's energy management planning also includes a continuous review of activities and processes that have an impact on energy performance. In this way, the company identifies additional savings potential, which it then realizes through an action plan. This plan contains diverse measures that are currently being or have already been implemented and that will lead to a continuous improvement of energy performance. One such step is the conversion from fluorescent tubes to LED for emergency lighting in the production facilities, raw materials warehouse and shipping area in Ludwigshafen. Due to the interruption caused by the Corona pandemic, the ongoing conversion process has been delayed and is now scheduled for 2022 in the laboratory and administration areas.

In a second line of action, Rhenoflex is working to further reduce the energy consumption of its machinery, with a particular focus on product and process solutions, as this is where the greatest savings potential has been identified. For example, the company began operating a new cooling machine with an integrated energy measuring device that complies with the Euro-

pean Ecodesign Directive 2009/125/EC. Measuring its consumption is expected to save the company approximately 350 MWh of electricity per year, which is about 17 percent of its total electricity consumption in 2019. The goal is to equip all production facilities with appropriate energy meters by the end of 2022; in some cases, the new electricity and gas meters are already operating as pilot projects.

A third approach is to reduce energy consumption in the company's offices by investing in energy-efficient computers, printers and monitors, as well as air conditioners and refrigerators. In addition, Rhenoflex is already using the first hybrid cars at its Ludwigshafen site and plans to purchase further environmentally friendly vehicles.

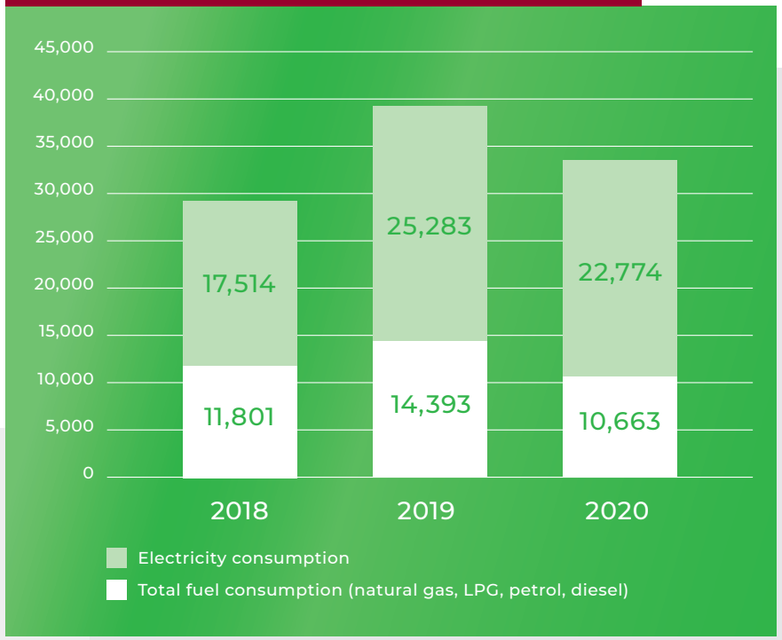
Lower energy consumption in Ludwigshafen

The energy-saving measures initiated in 2019 and continued in 2020 are already having a positive impact on energy consumption at the Ludwigshafen site. It fell to 2,843 MWh from 3,587 MWh in 2019, with electricity consumption falling to 1,560 (previous year: 1,986) MWh and natural gas consumption to 1,107 (previous year: 1,400) MWh. Due to the contractual situation at the industrial site, Rhenoflex in Ludwigshafen purchases an electricity mix. Nevertheless, the company fully offset its electricity in 2020 with green electricity certificates supplied by Scandinavian hydroelectric power plants.

However, this lower energy consumption is also partly explained by a 13 percent lower production volume in 2020 due to the effects of the Corona pandemic. Conversely, the frequent start-up and cool-down phases of the plant due to Corona-related shutdowns had a negative impact on specific energy consumption. The significant decrease in natural gas consumption is attributable to a 30 percent reduction in the use of textile finishing.

For the total consumption values, the specific energy quantity is related to the production quantity in COe to obtain an overall picture for the company.

ENERGY CONSUMPTION IN 2018–2020 ALL SITES / GJ



Complete data collection is found in the Annex (see page 46)

SPECIFIC AMOUNT OF ENERGY, LUDWIGSHAFEN

	QUANTITY PRODUCED T M²	CO_2E/TONS	KPI	
2018	2,729.9	1,536	0.5625	
2019	2,341.3	1,414	0.6038	CO_2e ↓ compared to 2018 KPI ↑ compared to 2018
2020	2,168.1	915	0.4222	CO_2e ↓ compared to 2019 KPI ↓ compared to 2019

KPI = Kg CO_2 / m² amount of production

GRI
301
301-1
301-2

Renewable energy sources in Vietnam

Rhenoflex is also working to save energy and use sustainable energy sources at its international sites. In Jiangyin, China, for example, a technical switch in production from liquefied petroleum gas (LPG) to natural gas in 2020 has significantly reduced that plant's gas consumption. The site also uses no electricity from hard coal or lignite and relies mainly on renewable energy sources. In Vietnam, most of the electricity comes from hydroelectricity. All sites track their energy consumption on a monthly basis.

We are working to save energy and use sustainable energy sources at our international sites.

Sustainable raw materials

Rhenoflex recognizes its responsibility to use the resources required in its production processes as sustainably as possible. In total, the company uses more than 500 materials, 75 percent of which can already be produced on a recycled or sustainable basis. Through the qualified selection and evaluation of suppliers, Rhenoflex ensures that it uses only quality-compliant raw and auxiliary materials. At the same time, the manufacturer of reinforcement materials raises the requirement profile for raw materials wherever possible. A specially developed ECO Level symbol system shows customers at a glance how high the sustainability factor of a particular Rhenoflex product is (see page 22).

With regard to Scope 3 considerations, Rhenoflex is increasingly turning to recyclates or materials based on renewable raw materials when procuring raw materials. By 2025, two-thirds of the raw materials used are to be sustainable. At the end of 2020, a total of 38 percent of all purchased materials, including packaging, were sustainable. In 2020, Rhenoflex used around 200 tons of renewable raw materials and 2,250 tons of recycled materials.

The share of recyclates in the final product is already up to 70 percent in some cases and is set to increase even further. This effort is part of an internal project as part of Agenda 100. In a separate project, the Rhenoflex experts are working on expanding the use of renewable raw materials, such as rice husks, wood, straw, corn, coffee grounds or leaves. To do this, they analyze the existing portfolio and determine the current share of these substances. In the next steps, they define new formulations, evaluate supply sources and potential suppliers, and assess possible applications. Innovation workshops are held at least twice a year to present and discuss new developments and opportunities.

No process water in production

Thanks to a closed cooling water circuit, Rhenoflex consumes no process water in its production operations. Essentially, the company requires neither chemicals nor solvents to manufacture its products. In the innovative Rhenoprint™ process, for example, a powder mixture is trickled onto a conveyor belt – depending on the customer's requirements, this mixture may contain recycled, biodegradable or renewable raw materials (see page 19).

Rhenoflex consumes no process water in its production operations.

In 2020, the company discharged a total of 108 cubic meters of treated wastewater into the Ludwigshafen public sewer system, after having checked the concentration of adsorbable organic halides (AOX), which was in line with the previous year's level. At 36.93 tons, the resulting volume of sewage sludge to be disposed of was also the same as in the previous year. In 2020, the internal checks again did not detect any exceedance of the maximum permissible values. The upper limit for AOX is 1.0 milligram/liter, while the average at Rhenoflex was only 0.4 milligram/liter in 2020, even lower than the previous year.

KEY FIGURES / MATERIALS

301-1 MATERIALS USED IN 2020

The total quantity of materials was determined from the purchases of raw materials and packaging materials for all four locations.

7,678 tons

including 142 tons of packaging

301-1 i NON-RENEWABLE MATERIALS USED

7,298 tons

301-1 ii RENEWABLE MATERIALS USED

380 tons

All materials come from external suppliers. The data is based on the weights and surface areas stated on the delivery bills. Sheet materials were converted using the specified weight per unit area.

301-2 RECYCLED MATERIALS USED

30%

Percentage of feedstock recycled to produce main products: 30 percent (calculated from total materials of 7,678 tons and recycled materials of 2,343 tons).

Detailed information is found in the Annex (see page 48)

No use of hazardous chemicals

Rhenoflex strives to reduce the use of hazardous substances or even to replace them wherever possible. The company maintains a register of hazardous substances, which is reviewed annually. Safety data sheets are also available for all products; for new products, these are drawn up by an external service provider.

Rhenoflex complies with the current European regulations on hazardous chemicals. In addition, all products comply with the EU regulation on the registration, evaluation and authorization of chemicals (REACH), contain no substances of very high concern (SVHC) and meet the requirements of industry bodies including the Zero Discharge of Hazardous Chemicals (ZDHC) Program and the Apparel and Footwear International RSL Management (AFIRM) Group.

GRI 306

Zero Waste

At Rhenoflex, avoiding or reducing waste is and will remain a core priority. The main objective in both production and administration is to achieve zero waste. The company minimizes its impact on the environment by using state-of-the-art technology either to avoid production waste as much as possible or to recycle it into its own processes. Remaining by-products and waste are recycled or disposed of in an environmentally friendly manner.

One way in which Rhenoflex addresses the issue of zero waste is through its integrated management system and the requirements of ISO 14001. Another way is through its core technologies and innovations, such as the waste-free Rhenoprint™ process (see page 19) and the internal recycling of production waste. Waste management in Ludwigshafen is in the hands of a waste management officer, who regularly attends relevant training courses. He also prepares annual reports with information on waste development, legal changes, key figures and waste disposal audits. At the sites in China and Vietnam, an HSE manager is responsible for waste issues.

Rhenoflex has launched Project Lean to systematically tap further waste avoidance potential in its production processes.

REDUCED TRIM EDGE

at Ludwigshafen site

50%

Since 2017, Rhenoflex has had a waste management concept in place at its Ludwigshafen site. In this context, for example, the company has optimized the placing and emptying of containers for the collection of paper, cardboard, cartons and oil-contaminated materials and items from its production operations. All hazardous waste must be declared by employees before it is delivered. For all types of waste, Rhenoflex first reviews the recycling options within the industrial park. Paper and cardboard have been collected separately from films since 2019, and non-recyclable residual waste is disposed of separately. For this purpose, the company works exclusively with certified disposal companies that commit themselves to strictly adhering to all legal requirements.

In 2016, Rhenoflex introduced a waste volume register for recording all waste materials, including non-hazardous types of waste (wood, paper, cardboard, foils and other commercial waste). Waste management monitoring is carried out exclusively using the company's own records; the company does not rely on collective disposal records.

Exceptions are the disposal of electronic waste and aerosol cans. In 2020, a total of 369.51 tons of non-hazardous waste and 1.54 tons of hazardous waste were generated at the Ludwigshafen site. The disposal paths are shown in the table on page 35. The largest part of the non-hazardous waste produced is incinerated for energy recovery.

Rhenoflex defines concrete targets and improvement measures as part of its environmental management.

The company aims to reduce production waste and increase the recycling rate at its Ludwigshafen site. To this end, Rhenoflex has launched Project Lean to systematically tap further waste avoidance potential in its production processes. For example, the newly introduced “external deckling” on the large extrusion line (Plant 10) reduces the amount of edge trim by half. Start-up and shut-down losses (so-called “maculature”) are also significantly reduced by an automatic die adjustment unit (Maku Die Tool), leading to production waste savings of about 5 percent (depending on the materials). In addition, the powder sintering plant (Plant 8) was equipped with a device that automatically adjusts the coating thickness gauge (Maku Squeegee Tool), which leads to raw material savings of around 30 grams per square meter produced (depending on the material).

The company aims to increase its recycling rate as much as possible by reintroducing as much production waste (including that from customers) into the product cycle as is technically and logistically possible.

In 2020, Rhenoflex recycled (i.e., shredded and ground) input and output pieces, edge strips and product discards for reuse at the Ludwigshafen site. The company took back 12.8 tons of die-cutting waste from customers, processed it and reused it in new products. At its Dongguan site, Rhenoflex generates about 1.5 percent production scrap, which is fully recycled and reintroduced into the production process. The company also plans to further promote the use of secondary materials in product formulation.

By auditing disposal providers, Rhenoflex aims to reduce the risk of non-complaint disposal methods and ensure the highest level of disposal safety.

TOTAL PRODUCTION SCRAP at Dongguan site

of which 100% is reprocessed

1.5%

DIE-CUTTING WASTE TAKEN BACK FORM CUSTOMERS AT THE LUDWIGHAFEN SITE

2018	**11.9** tons
2019	**0.6** tons
2020	**12.8** tons

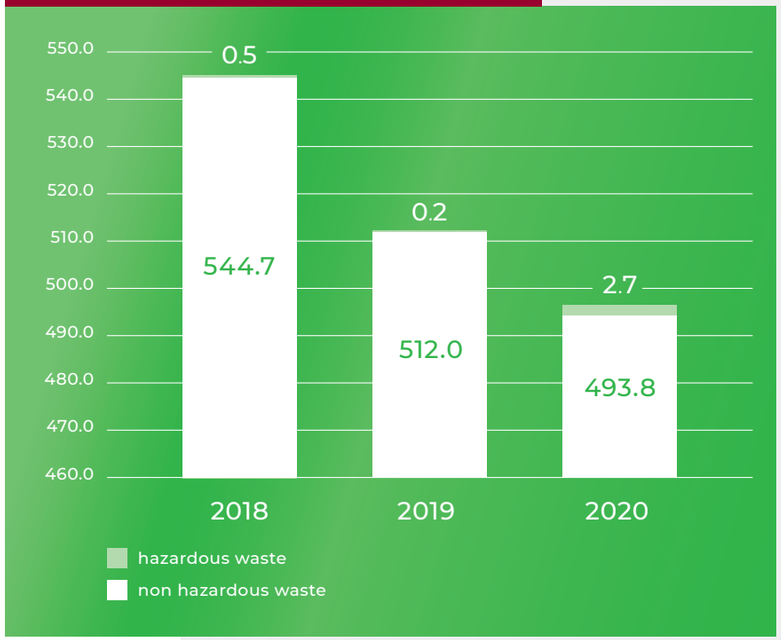
Disposal audits

In 2020, an external certifier audited the waste disposal at Rhenoflex. This audit did not reveal any major or minor deviations. Furthermore, Rhenoflex’s waste management officer organized audits at the company’s disposal providers for empty containers with harmful residues and for filter cakes. In 2021, the company plans to audit a disposal provider for organic and inorganic chemical waste and another for used oil and oil-contaminated materials. By auditing disposal providers, Rhenoflex aims to reduce the risk of non-compliant disposal methods and ensure the highest level of disposal safety.

GRI 306-3

Waste ratios are recorded for all four production sites. Key figures according to GRI 306-3 Effluents and Wastes by type and method of disposal.

WASTE GENERATION IN 2018–2020 IN TONS



KEY FIGURES / WASTE 2020

SITE		QUANTITY (t)	METHOD OF DISPOSAL Passed on to disposal companies for further utilization:
Ludwigshafen	Hazardous	1.54	64% reuse of material / 36% incineration
	Non hazardous	369.51	88% incineration with energy recovery / 12% reuse of material
	Total	**371.05**	
Dongguan	Hazardous	0.28	100% incineration
	Non hazardous	28.00	100% incineration
	Total	**28.28**	
Jiangyin	Hazardous	0.84	100% incineration
	Non hazardous	44.96	100% reuse of material / 1% disposal site
	Total	**45.80**	
Vietnam	Hazardous	0.05	5% reuse of material / 95% disposal site
	Non hazardous	51.3	97.5% reuse of material / 2.5% disposal site
	Total	**51.35**	
ALL SITES	Hazardous	2.71	5% reuse of material / 95% disposal site
	Non hazardous	493.77	97.5% reuse of material / 2.5% disposal site
	Total	**496.48**	

Note: Production volumes yield a KPI Waste, i. e., ton of waste per ton of products.

04 ASSOCIATES

GRI
102-8
401
405
405-1 bi
405-1 bii
406

A responsible employer

Motivated and qualified employees are a key success factor for Rhenoflex. For this reason, its human resources work aims to position the company as an attractive employer and to assume social responsibility towards its employees. At the same time, it strives to create a stimulating working atmosphere and a high-performance culture. Following the leadership principle of "support and challenge", Rhenoflex provides all employees with targeted support in developing their personal and professional skills and building on their strengths. This enables them to master the ever-increasing challenges of the working world in general and their areas of responsibility in particular. In the future, the same standards will apply at the company's sites in Europe, the USA and Asia with regard to integrating new colleagues, providing employee feedback and identifying development needs and potential.

INTERNATIONALITY

10 nationalities representing the company

FEMALE OCCUPATION

see page 44

42%

Employee motivation is boosted by safe working conditions, flexible working hours, appropriate remuneration and a wide range of benefits, as well as ergonomic workplaces and an enhanced work-life balance. In 2020, the focus of HR activities was on overcoming the challenges of the Corona pandemic together with the employees. This was achieved through even more flexible working conditions, extensive home office solutions and the provision of appropriate IT equipment.

> **Rhenoflex embraces a corporate culture characterized by trust and respectful interaction between employees, customers and business partners.**

Rhenoflex ensures that human rights and working conditions are respected along the entire supply chain. To this end, the company is guided by the UN's Global Compact and its Sustainable Development Goals (SDGs), the standards of the UN's International Labor Organization (ILO), and the OECD's Guidelines for Multinational Enterprises.

Respect, diversity and equal opportunities

Rhenoflex embraces a corporate culture characterized by trust and respectful interaction between employees, customers and business partners. The company attaches great importance to providing all employees a discrimination-free workplace that offers them equal opportunities – regardless of gender, age, religion, origin, sexual identity or disability. The ten nationalities represented in the company worldwide across a wide range of age groups are proof of diversity in action.

GRI 102-8

Remuneration

Rhenoflex applies a performance-oriented and thus a gender-neutral remuneration structure. At its various sites, wages and salaries are based on the respective national practices. In Germany, the collective wage agreement for the chemical industry applies; minimum wages are complied with in China and exceeded in Vietnam. In addition, the company provides its employees a broad range of social benefits. During the Corona pandemic, it offered them online fitness classes with a personal trainer free of charge.

In addition, Rhenoflex plans to subsidize public transportation tickets starting in the fall of 2021 to save on commuter car miles.

Work-life balance

Rhenoflex strives to offer its employees general conditions that meet the changing requirements of age and family structures. The goal is to ensure that employees are able to find the best possible balance between work and private life in each phase of life. Flexitime models and individual part-time models help achieve this. In the administration in Ludwigshafen, for example, almost 20 percent of employees work part-time. And for those returning from parental leave, the return to working life is always made as easy as possible.

In 2020, many employees worked from home due to the Corona pandemic. Given the positive experiences with the home office format, Rhenoflex plans to introduce a hybrid model that combines office and home work according to clear rules. This promotes the desire to work independently while making the company more attractive for all groups of professionals.

PART-TIME RATIO*
of all employees
in Germany

15%

excluding employees in
full-continous shift
operations

19%

* As of Dec. 31, 2020 in Ludwigshafen

GRI 404

More women in management positions

Women hold senior positions in the Finance, Human Resources and Supply Chain Management departments in China and Vietnam, for example. Whenever management positions in the company become vacant, Rhenoflex sees this as an opportunity to increase further its share of female managers.

At Rhenoflex, innovative commitment counts, regardless of whether it's a man or a women. Everyone has the same development opportunities here.

Lina Lin,
Supply chain director Asia

Training and continuing education

Rhenoflex needs specialized professionals and thus places great importance on providing its employees with targeted support for their professional and personal development. The company is aware of the high value of continuing education and plans to do even more to support its staff in the future. To this end, Rhenoflex will transform its training program from a demand-driven system to a coordinated development-oriented system.

CONTINUING EDUCATION COSTS IN GERMANY*

FY2018	EUR 19,105
FY2019	EUR 23,248
FY2020	EUR 7,894
YTD 05.2021	EUR 3,300

* No complete figures are currently available for the sites abroad.

As a first step, the company will introduce a regular feedback process for each employee. In these discussions, employees and supervisors will jointly identify learning areas and development perspectives that build on the employee's existing skills. On this basis, Rhenoflex will derive suitable training measures for the future. The goal is to have the best qualified employees for the tasks arising in the company.

Previously, the specialist departments identified mostly technically oriented training courses for their employees and then applied to the HR department for suitable measures. In 2020, the spectrum of seminars and trainings ranged from occupational safety and export management to collective bargaining law. There were also English courses for the local managers at the Asian locations to simplify communication with the employees in Asia and to engage them more strongly. However, many of the planned classroom events could not take place due to the Corona pandemic.

At the production sites in China and Vietnam, a dual training system like the one in Germany does not exist.

GRI
403
403-2

There, the company hires production workers and qualifies them internally for their work. In Germany, Rhenoflex does not currently employ any apprentices, as the company has no current need for junior staff in the classic apprenticeship professions.

To raise employee awareness of future sustainability issues and to anchor the goal of sustainability in its corporate culture, Rhenoflex launched the internal initiative Green up your Mind in early September 2020 (see page 9). In late December, the management presented Rhenoflex's sustainability strategy and its related House of Sustainability to all employees worldwide via three online company meetings.

In March 2021, four webinars were held at the Ludwigshafen site to encourage employees to act responsibly and sustainably in the office (keyword "green office"). New colleagues will also take part in such a webinar in the future.

Furthermore, once the home office phase is over, Rhenoflex plans to introduce an action calendar, which will introduce employees to a new sustainability topic (saving paper, sorting waste, etc.) each month.

Clever ideas for more sustainability

In early 2020, an ideas competition encouraged employees to submit suggestions on how Rhenoflex can become even more sustainable. The jury received over 20 clever ideas, three of which were selected for awards. These included installing motion detectors for lighting in hallways, kitchens, file rooms and copy rooms to reduce power consumption, and scanning stamps and signatures on invoices, packing lists and forms to reduce paper consumption and avoid inefficient workflows. Staff also suggested installing timers on heaters to lower the temperature overnight to save energy.

More sustainable office supplies

Rhenoflex is working to make its consumption of office supplies more sustainable. In the in-house webshop, where employees buy their office supplies, the share of sustainable products increased by 43% in the reporting year. Currently, 72% of all standard office supplies and 31% of all kitchen products are certified green. By early 2022 at the latest, the company will also introduce software for digitally capturing, processing and billing invoices, thus limiting paper consumption.

Occupational health and safety

A healthy and motivated workforce is the basis for Rhenoflex's performance. Therefore, the company attaches particular importance to protecting the health of its employees. Occupational safety makes an important contribution in this context. Rhenoflex complies with the legal requirements and technical standards for occupational health and safety at all its sites.

The overriding goal of occupational health and safety is to prevent work-related accidents and illnesses. To achieve this, Rhenoflex relies on an integrated management system based on the requirements of the ISO 45001 standard (Occupational Health and Safety Management). Moreover, in accordance with the Occupational Safety Act, it has appointed a company physician and an occupational safety specialist at its Ludwigshafen site. The latter helps to prevent accidents by informing employees about job safety issues and inspecting individual work stations. At the international sites, Health, Safety and Environment (HSE) managers perform this task. The occupational safety specialist and the HSE managers report to senior management.

At Rhenoflex, a range of measures ensure the safety and health of the employees. For example, occupational safety

GRI
403-2
403-9

specialists carry out inspections and risk assessments at regular intervals. In addition, all employees take part in annual safety training, and new employees are briefed on this topic as well. Furthermore, first aiders and fire protection assistants are trained annually, and therefore more frequently than required by law (every two years and every three to five years respectively).

No Corona infections in the workplace

In the course of the Corona pandemic, no Covid 19 cases have occurred at any of Rhenoflex's sites to date. In order to protect the health of its employees, the company promptly implemented all precautionary measures prescribed by politicians and public authorities, including voluntary ones. In addition to increasing home office work, this meant strictly following the DHM rules (maintaining a minimum distance of 1.5 meters, following hygiene guidelines and wearing a face mask in daily life, e.g. on the way to and from work). In addition, Rhenoflex provided disinfectants, masks and rapid tests. Other measures included improving ventilation, installing air purification equipment in certain rooms, and introducing staggered breaks. If vaccination appointments fell during working hours, employees were given time off for this purpose.

The Occupational Safety Committee (OSC) meets regularly to develop new safety measures, such as eliminating trip hazards in production facilities. In 2020, the focus in this area was on maintaining and expanding the existing high safety standards. Rhenoflex constantly strives to improve the safety of its facilities and to keep them at the cutting edge of technology. Protecting employees always has top priority.

In 2020, the number of occupational accidents compared to the previous year decreased from 4 to 1 (a bicycle accident on the way to work). The declared goal remains: 0 work-related accidents.

As part of its health management program, Rhenoflex supports employees in sports activities and offers the legally prescribed preventive medical checkups. This includes both mandatory and voluntary examinations, such as for VDU workers (according to G37) and for employees with driving, control and monitoring tasks (according to G25).

OCCUPATIONAL ACCIDENTS

In 2020 (TBC)
LTCR/LWDR/TIT

Outlook

Rhenoflex has achieved much in terms of sustainability and responsibility in recent years, but still has a lot on the table. The company is planning the next steps on the basis of a database containing all facts and key performance indicators (KPIs) with regard to sustainability. A significant part of these plans will focus on internationalization efforts. For example, Rhenoflex is to extend the projects and measures initiated since the second half of 2021 as part of the Green up your Mind Agenda 100 at its Ludwigshafen site to its Asian sites through an enhanced Green up your Mind Agenda 200 (see page 9). In the same spirit, the company's certifications, especially ISO certifications, are to be adapted worldwide (see page 24). Moreover, the Rhenoflex Sustainability Council is to be expanded to include managers from Asia (see page 9), and the Asian sites are to be assigned their own sustainability managers.

CLIMATE 2030 NEUTRAL

We want to be the leading sustainable company in our industry. This ambition underscores our goal to operate in a completely climate-neutral way by 2030.

Key figures

Entities included in the group‘s consolidated financial statements (2019) GRI 102-45

COMPULSORY REQUIREMENTS		GENERAL STATEMENT	COMPANY	FURTHER INFORMATIONEN
a)	A list of all entities included in the organization’s consolidated financial statements or equivalent documents.	In addition to its operational activities, Rhenoflex GmbH assumes the function of the holding company in the Rhenoflex Group. In this function, it directly holds 100% of the shares in each of the following companies:	Rhenoflex Italia S.r.l.	
			Gurit-Worbla GmbH, Siegburg, Germany	The two subsidiaries in France and Germany do not maintain their own production facilities. They are primarily responsible for the marketing and sales of Rhenoflex GmbH’s products in the European market, mainly in the Lifestyle sector.
			Rhenoflex France S.A.S., St. Macaire en Mauges, France	
			Jiangyin Rhenoflex Waterproof Materials Co. Ltd., Jiangyin City, PR China	Jiangyin Rhenoflex Waterproof Materials Co. Ltd. functions almost exclusively as a contract manufacturer for Rhenoflex GmbH.
			Rhenoflex Hong Kong Ltd., Hong Kong, Hong Kong	Rhenoflex Hong Kong Ltd. handles most of the marketing and sales for the Asian market.
			Rhenoflex Americas Corp., Delaware, USA	The American subsidiary Rhenoflex Americas Corp. acts purely as a marketing and sales company.
		Furthermore, Rhenoflex GmbH indirectly holds 100% of the shares in the following companies:	Dongguan Rhenoflex New Material Co., Ltd., Dongguan, PR China	The subsidiaries Rheno Shoe Components (VN) Co. Ltd. and Dongguan Rhenoflex New Material Co., Ltd. are contract manufacturers for the production of reinforcement components manufactured using the RhenoprintTM process.
			Rheno Shoe Components (VN) Co. Ltd., Ho Chi Minh City, Vietnam	
			Dongguan Rhenoflex Shoe Materials Co., Ltd., Dongguan, PR China	Dongguan Rhenoflex Shoe Materials Co, Ltd. handles the marketing and sales for the local Chinese market.
b)	Total number of employees by type of employment contract (permanent or temporary), by region.	not specified		

Information about employees and other workers (2020) GRI 102-8, 405-1 b i

COMPULSORY REQUIREMENTS	Employment contract	Men	Women	Total
a) Total number of employees by employment contract (permanent and temporary), by gender.	permanent	156	107	263
	temporary	13	15	28
	result	169	122	291

	Employment contract	China	France	Germany	Hong Kong	Italy	USA	Vietnam	Total
b) Total number of employees by employment contract (permanent and temporary), by region.	permanent	136	2	65	3	1	1	55	263
	temporary	21	0	2	0	0	0	5	28
	result	157	2	67	3	1	1	60	291

	Employment type	Men	Women	Total
c) Total number of employees by employment type (full-time and part-time), by region.	full-time	169	112	281
	part-time	0	10	10
	result	169	122	291

	Significant share of activities
d) Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scope of the tasks performed by workers who are not employees.	no, no significant share

	Significant variations
e) Any significant variations in the numbers reported in Disclosures 102-8 a, 102-8 b, and 102-8 c (such as seasonal variations in the tourism or agricultural industries).	no, no significant variations

f) An explanation of how the data have been compiled, including any assumptions made.	not specified

The most important economic figures Rhenoflex Group 2019 GRI 201-1

KEY FIGURES	IN THOUSANDS OF EUROS (TEUR)
Revenues	67,210
Operating cost	-61,105
EBITDA	11,625

Energy GRI 302-1

KEY FIGURES ENERGY ACCORDING TO GRI

Disclosure 302-1

Energy consumption within the organization

GRI 302-1	DESCRIPTION	2018 Ludwigshafen and Jiangyin	2019 Ludwigshafen, Jiangyin and Dongguan	2020 Ludwigshafen, Jiangyin, Dongguan, Vietnam	UNIT	COMMENT
a)	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	11,801	14,393	10,663	GJ	MWh to joule conversion, energy management Ludwigshafen, consumption billing based on EVU meters and fuel bills (fuel cards), consumption bills and meters in China and Vietnam
b)	Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	0	0	0	GJ	no fuels based on renewable sources were used
c)	i) electricity consumption	4,865	7,023	6,326	MWh	Energy management Ludwigshafen, EVU meters, consumption bills and meters in CN and VN provided by HSE Management
	ii) heating consumption	310	336	310	MWh	Heating only in Ludwigshafen, China and Vietnam sites do not have heating systems, based on energy management records 24% in 2019 and 28% in 2020 were calculated for the proportionate heating-related natural gas consumption in Ludwigshafen respectively.
	iii) Cooling consumption	not calculated	not calculated	not calculated		no data available, included in overall electricity consumption
	iv) steam consumption	0	0	0		no steam consumed
e)	Total energy consumption within the organization, in joules or multiples.	29,315	39,676	33,437	GJ	sum of a) and c) i)
f)	standards, methodologies, assumptions and/or calculation programmes used.		VDI 3807 Blatt 1 and VDI 3807			
g)	Source of the conversion factors used		VDI 3807 Blatt 1 (fuels), hiips://ecoscore.be/en/info/ecoscore/co2 (LPG), hiips://www.erdgas.info (natural gas)			

Emissions GRI 305-1, 305-2

SITE		2018 in t CO_2 eq	2019 in t CO_2 eq	2020 in t CO_2 eq
Ludwigshafen	Scope 1	327	367	290
	Scope 2	1,209	1,047	625
Dongguan (CN)	Scope 1	n.a.*	0	0
	Scope 2	n.a.*	1,614	1,618
Jiangyin (CN)	Scope 1	371	466	343
	Scope 2	414	757	580
Vietnam	Scope 1			0
	Scope 2	n.a.**	n.a.**	150
Total	Scope 1	698	833	633
	Scope 2	1,623	3,418	2,973
	Scope 1 + 2	2,321	4,251	3,606

* no data collected
** not a production site yet

Waste GRI 306-3

PRODUCTION SITE	WASTE Type of waste	2018 Amount in (t)	2019 Amount in (t)	2020 Amount in (t)
Ludwigshafen	hazardous	0.36	0.03	1.54
	non hazardous	454.66	412.71	369.51
	total LU	457.67	412.94	371.05
Dongguan (CN)	hazardous	0	0	0.28
	non hazardous	29.7	29.5	28.00
	total DG	29.7	29.5	28.28
Jiangyin (CN)	hazardous	0.1	0.128	0.84
	non hazardous	60.39	69.47	44.96
	total JY	60.49	69.598	45.80
Vietnam	hazardous	0	0	0.,05
	non hazardous	0	0	51.3
	total VN	0	0	51.35
Total Waste Rhenoflex	hazardous	0.46	0.158	2.71
	non-hazardous	544.75	511.68	493.77
	total	545.21	511.838	496.48

Materials in tons GRI 301-1

	2018	2019	2020	GRI
Total purchased material (main products and packaging)	9,221	8,998	7,678	301-1 a)
non renewable materials	8,717	8,522	7,298	301-1 i
renewable materials	504	476	380	301-1 ii
recycled materials	2,465	2,349	2,343	
recycled material in %	27%	26%	30%	301-2

Age structure GRI 405-1, 405-1 b ii

Age structure at the site in Ludwigshafen 2020	
younger than 35 years	24%
between 35 and 50 years	34%
older than 50 years	42%

GRI Index

GRI STANDARD	CHAPTER	GRI NUMBER	TITLE OF DISCLOSURE	FULFILLED	PAGE / COMMENT
General Disclosures					
GRI 101: Foundation (2016)	Foundation	101	Foundation	Yes	4
GRI 102: General Disclosures (2016)	1. Organizational profile	102-1	Name of the organization	Yes	4
		102-2	Activities, brands, products, and services	Yes	6
		102-3	Location of headquarters	Yes	6
		102-4	Location of operations	Yes	6
		102-5	Ownership and legal form	No	4
		102-6	Markets served	Yes	6
		102-7	Scale of the organization	Yes	7
		102-8	Information on employees and other workers	Yes	37, 38, 47
		102-9	Supply chain	Yes	14
		102-10	Significant changes to the organization and its supply chain	Yes	7
		102-11	Precautionary principle or approach	Yes	11
		102-12	External initiatives	None	not applicable
		102-13	Membership of associations	None	not applicable
	2. Strategy	102-14	Statement from senior decision-maker	Yes	3, 8-12
	3. Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	Yes	3, 8-12

GRI STANDARD	CHAPTER	GRI NUMBER	TITLE OF DISCLOSURE	FULFILLED	PAGE / COMMENT
General Disclosures					
GRI 102: General Disclosures (2016)	4. Governance	102-18	Governance structure	Yes	9
	5. Stakeholder engagement	102-40	List of stakeholder groups	Yes	13
		102-42	Identifying and selecting stakeholders	Yes	12, 13
		102-43	Approach to stakeholder engagement	Yes	12, 13
		102-44	Key topics and concerns raised	Yes	12
	6. Reporting practice	102-45	Entities included in the consolidated financial statements	Yes	4, 45
		102-46	Defining report content and topic Boundaries	Yes	12, 13
		102-47	List of material topics	Yes	12
		102-48	Restatements of information	Yes	not applicable / first report
		102-49	Changes in reporting	Yes	not applicable / first report
		102-50	Reporting Period	Yes	4
		102-51	Date of most recent report	Yes	not applicable / first report
		102-52	Reporting cycle	Yes	4
		102-53	Contact point for questions regarding the report	Yes	4
		102-54	Claims of reporting in accordance with the GRI Standards	Yes	4
		102-55	GRI content index	Yes	49 ff

GRI STANDARD	CHAPTER	GRI NUMBER	TITLE OF DISCLOSURE	FULFILLED	PAGE / COMMENT
General Disclosures					
GRI 102: General Disclosures (2016)	6. Reporting practice	102-56	External assurance	No	not applicable
Significant Disclosures					
Economic Performance					
GRI 201: Economic Performance (2016)	1. Management approach disclosures	201	Management approach to disclosures under 201 applying 103-1, 103-2, 103-3	Yes	8
	2. Topic-specific disclosures	201-1	Direct economic value generated and distributed	Yes	7
CLIMATE NEUTRALITY & ENVIRONMENTAL PROTECTION					
Emissions					
GRI 305: Emissions (2016)	1. Management approach disclosures	305	Management approach to disclosures under 305 applying 103-1, 103-2, 103-3	Yes	24, 27
	2. Topic-specific disclosures	305-1	Direct (Scope 1) GHG emissions	Yes	28, 45
		305-2	Energy indirect (Scope 2) GHG emissions	Yes	28, 45
Energy					
GRI 302: Energy (2016)	1. Management approach disclosures	302	Management approach to disclosures under 302 applying 103-1, 103-2, 103-3	Yes	24, 29, 30
	2. Topic-specific disclosures	302-1	Energy consumption within the organization	Yes	29, 30, 44

GRI STANDARD	CHAPTER	GRI NUMBER	TITLE OF DISCLOSURE	FULFILLED	PAGE / COMMENT
CLIMATE NEUTRALITY & ENVIRONMENTAL PROTECTION					
Materials					
GRI 301: Materials (2016)	1. Management approach disclosures	301	Management approach to disclosures under 301 applying 103-1, 103-2, 103-3	Yes	24, 31, 32
	2. Topic-specific disclosures	301-1	Materials used by weight or volume	Yes	31, 32, 46
		301-1 i	Non-renewable materials used	Yes	31, 32
		301-1 ii	Renewable materials used	Yes	31, 32
		301-2	Recycled input materials used (in %)	Yes	31, 32
Waste					
GRI 306: Waste (2020)	1. Management approach disclosures	306	Management approach to disclosures under 306 applying 103-1, 103-2, 103-3	Yes	24, 32
	2. Topic-specific disclosures	306-2 a	Management of significant waste-related impacts	Yes	19
		306-3	Waste generated	Yes	35, 45, 46
ASSOCIATES					
A responsible employer					
GRI 102: General Disclosures (2016)	1. Organizational profile	102-8	Information on employees and other workers	Yes	37, 38, 47
GRI 401: Employment (2016)	1. Management approach disclosures	401	Management approach to disclosures under 401 applying 103-1, 103-2, 103-3	Yes	37

GRI STANDARD	CHAPTER	GRI NUMBER	TITLE OF DISCLOSURE	FULFILLED	PAGE / COMMENT
ASSOCIATES					
A responsible employer					
	2. Topic-specific disclosures	401-3 b	Parental leave	Yes	38
GRI 405: Diversity and Equal Opportunity (2016)	1. Management approach disclosures	405	Management approach to disclosures under 405 applying 103-1, 103-2, 103-3	Yes	37
	2. Topic-specific disclosures	405-1 b i	Diversity of governance bodies and employees	Yes	37, 46
		405-1-b ii	Diversity of governance bodies and employees	Yes	37, 46
GRI 406: Non-discrimination (2016)	1. Management approach disclosures	406	Management approach to disclosures under 406 applying 103-1, 103-2, 103-3	Yes	37
Training and continuing education					
GRI 404: Training and Education (2016)	1. Management approach disclosures	404	Management approach to disclosures under 404 applying 103-1, 103-2, 103-3	Yes	39
Occupational health and safety					
GRI 403: Occupational Health and Safety (2018)	1. Management approach disclosures	403	Management approach to disclosures under 403 applying 103-1, 103-2, 103-3	Yes	24, 40
	2. Topic-specific disclosures	403-2	Hazard identification, risk assessment, and incident investigation	Yes	40, 41

GRI STANDARD	CHAPTER	GRI NUMBER	TITLE OF DISCLOSURE	FULFILLED	PAGE / COMMENT
ASSOCIATES					
Occupational health and safety					
GRI 403: Occupational Health and Safety (2018)	2. Topic-specific disclosures	403-9	Work-related injuries	Yes	41

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