RIETER

2021

Key Data on the Environment, Social Issues and Corporate Governance 2021

DEAR READER

2021 was marked by an exceptionally rapid recovery of the market for spinning machines. Rieter's innovative technology for yarn production is in high demand; this is clearly demonstrated by order intake at the record level of over CHF 2 200 million.

Rieter customers make their investment decisions based on cost-effectiveness and long-term security. Cost-effectiveness and sustainability go hand in hand here. Innovations in processing recycled or sustainably produced fibers are of great importance for long-term security. Rieter lives up to its claim of market and technology leadership in both areas.

Technology from Rieter allows yarn to be produced with minimal use of resources. In this way, Rieter makes an important contribution to improving sustainability in the textile value chain. Rieter summarizes the objectives in this regard under the keyword "Planet".

By 2021, two of the five targets Rieter had set for 2025 had already been achieved. With a reduction of up to 69%, the successes of recent years in terms of energy consumption per kg of yarn are considerable. Rieter has set development targets for more improvements in the future and in this way intends to further increase its contribution to the sustainability of yarn production.

Processing recycled or sustainably produced fibers is a technical challenge that Rieter tackles with great success. Mechanically recycled fibers have a high short fiber count, the processing of which into high-quality yarns places great demands on the technology. Rieter

offers and continually develops the appropriate systems. Chemically recycled or sustainably produced fibers also place great demands on technology. Rieter cooperates with leading manufacturers to develop and provide the necessary technology. This report highlights Rieter's broad range of activities.

Other aspects of Rieter's sustainability strategy, such as improving the sustainability of Rieter's business system or implementing the principles of sustainable corporate management, are highlighted in this report.

Investing in employees is particularly important to Rieter. At Rieter, dedicated employees around the globe work each day to contribute to meeting the basic human need for protection against wet and cold in a sustainable manner. Rieter summarizes the objectives in this regard under the keyword "People". At Rieter, people work for people – not least for this reason we are proud to report for the first time an accident rate of less than five per one million working hours.

We have set ambitious goals for ourselves. And we will continue to work to achieve these goals in order to make our contribution to improving sustainability in the textile value chain.

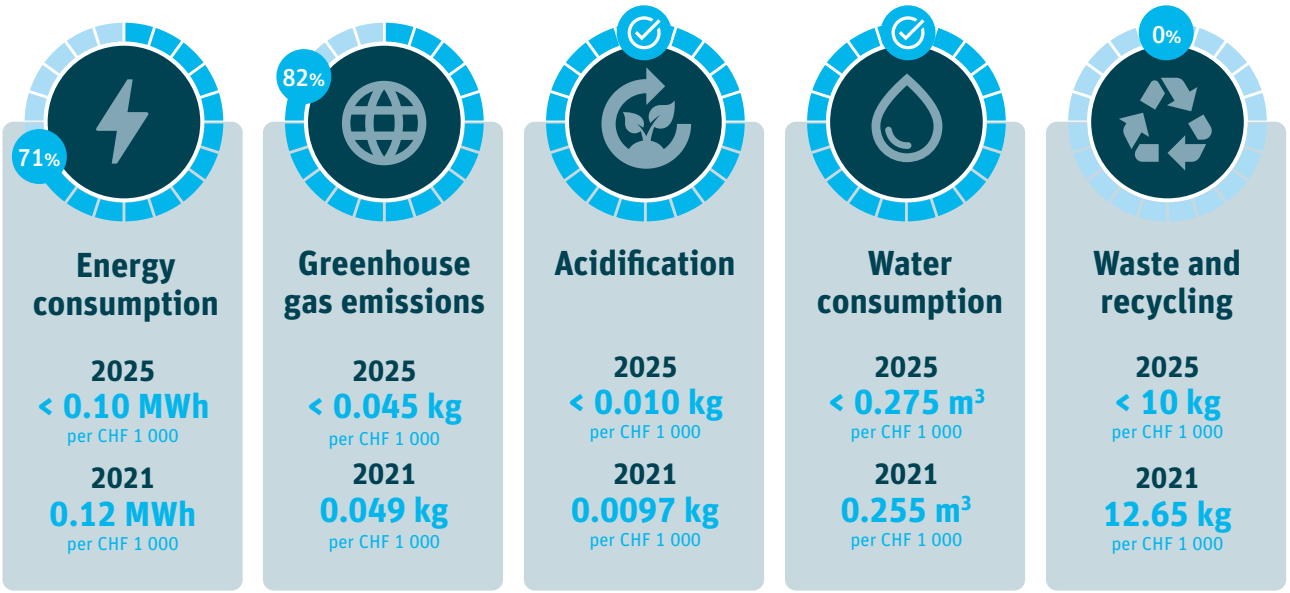
Winterthur, August 2022

Dr. Norbert Klapper
Chief Executive Officer

GOALS 2025:PROGRESS AT A GLANCE

Planet

CO_2 Circular economy



Energy consumption

Rieter reduced total energy consumption to 0.12 MWh per CHF 1 000 of sales. In absolute terms, energy consumption rose in 2021 by 19 195 MWh to 116 418 MWh. However, sales increased much faster, by 69%. The goal for 2025 is 0.10 MWh per CHF 1 000 of sales.

Greenhouse gas emissions

By using renewable energy and managing energy resources carefully in 2021, CO_2 emissions were reduced to 0.049 kg per CHF 1 000 of sales. This means that the target of 0.045 kg per CHF 1 000 of sales set for 2025 has almost been reached.

Acidification (SOx emissions)

For SOx emissions, with 0.0097 kg per CHF 1 000 of sales, the 2025 target of 0.010 kg per CHF 1 000 has already been exceeded.

Water consumption

In 2021, Rieter sites already surpassed the target for 2025. The corresponding target value is 0.275 m^3 per CHF 1 000 of sales; in the year under review, 0.255 m^3 per CHF 1 000 of sales was achieved.

Waste and recycling

With 12.65 kg of waste per CHF 1 000 of sales, the Group missed the target of less than 10 kg per CHF 1 000 of sales. The increase is due, among other aspects, to the increased order intake, the resulting inventory build-up and the recycling of packaging material. The recycling rate rose from 80% to 90%.

Labor turnover rate as percentage of workforce

In relation to the total number of employees, the labor turnover rate fell for the second year in succession to around 11% compared to 12% in the previous year. It varied considerably from region to region.

Women in management positions

The share of women in management positions remained at 12% overall. In the top four management levels, the share increased from 13% to 14%. Rieter aims to increase the share of women in management positions to at least 20% by 2025.

Education and training days per employee per year

The COVID-19 pandemic and the reduced working hours mandated in some countries in this context led to a reduction in the number of training days from 6 939 to 5 882. The average number of training days per employee per year decreased from 1.6 to 1.3.

Absence rate in relation to working hours

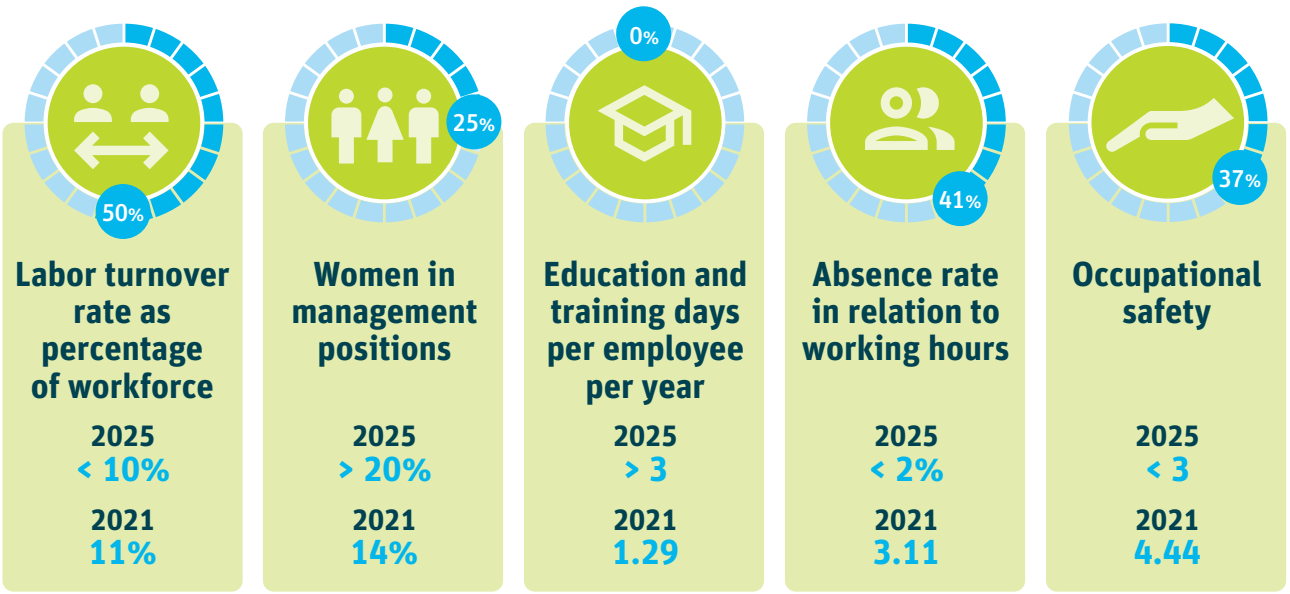
Despite the challenging market environment, the absence rate improved from 3.87% in the previous year to 3.11% in 2021. The target is to achieve an absence rate of less than 2% by 2025.

Occupational safety

The absolute number of occupational accidents fell from 46 to 39 in the reporting year. At less than four and a half cases (4.44) per million hours worked, the accident rate was almost one case per million hours worked lower on average than in the same period of the previous year. Rieter consistently pursues the goal to completely avoid occupational accidents.

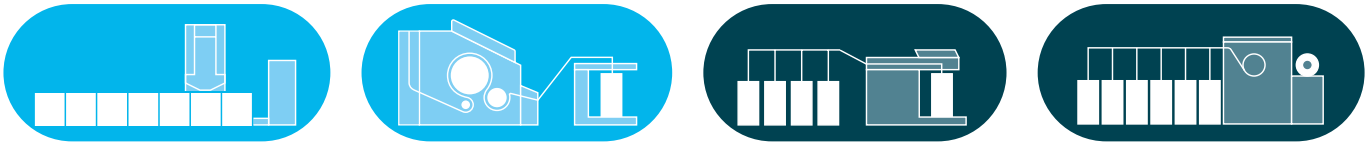
People

Employees



RIETER BUSINESS MODEL

COMPACT-SPINNING SYSTEM (EXAMPLE)



Blowroom/Opener | Card | Draw frame | Combing preparation

With its spinning systems, Rieter covers all four end spinning processes established on the market.

Around 107 million tons of fiber were processed around the world in 2021, for example for clothing, technical textiles or home textiles. Fiber consumption is growing with the world population and disposable income, on average between two and three percent per year.

Yarn production

The process from fiber to textile begins with fiber production. A yarn is produced from the fibers, for example from cotton, linen, polyester or viscose. A textile is then produced from the yarn via various processing steps such as weaving, knitting, dyeing or finishing.

Yarn is produced in two basically different ways. On the one hand, this is done by spinning staple fibers. These are fibers with a staple length of 23 to 60 mm (short-staple fibers) or over 60 mm (long-staple fibers). On the other hand, yarn is produced by processing so-called filaments to make continuous filament yarn. The yarns resulting from filaments have different properties than those produced from staple fibers. In the clothing industry, the yarn produced from staple fiber predominates because it offers pleasant wearing comfort.

Each of the two types of yarn production accounts for around 50 percent of world fiber consumption.

Rieter is mainly engaged in yarn production from staple fibers. The most important of these in 2021 were cotton (about 23 million tons), polyester (about 16 million tons) and viscose (about 6 million tons).

The process for producing a yarn from staple fibers consists of three stages: fiber preparation, spinning preparation and end spinning.

In fiber preparation, the fibers, which are delivered in bales, are separated, cleaned if necessary, and aligned. This takes place in the process stages blowroom/opener and card. Spinning preparation involves the homogenization and drawing of the sliver. The machine required for this is known as the draw frame. In cotton processing, the comber also plays a role: here, short fibers are combed out in order to produce a higher quality yarn. By the end of the spinning preparation stage, a uniform sliver or roving has been produced.

Comber | Draw frame | Roving frame | Compact-spinning machine

Spinning process

In the end spinning stage, the fiber mesh is further drawn (up to about 40 fibers in cross-section for very fine yarns) and spun into a yarn by twisting. Twisting takes place either by means of a rotating spindle (ring spinning, compact spinning), by rotation of a rotor (rotor spinning) or by an air flow (air-jet spinning). Compact spinning is a variant of ring spinning that uses an auxiliary device to achieve yarn with a higher density as a result of improved fiber integration.

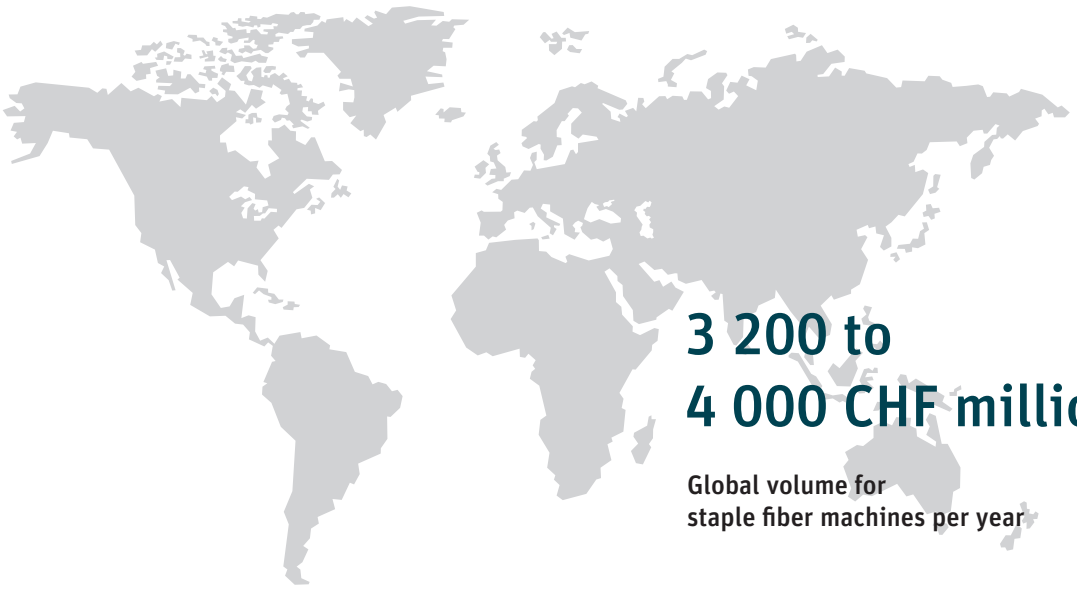
After spinning, imperfections are removed from the yarn. The yarn is then wound on a package, in order to present it in a suitable form for the subsequent process steps in the textile production chain.

Measured variables for capacity

The production capacity for producing yarn from staple fibers is measured in spindle equivalents. The production capacity of a ring spindle serves as the basis. The spinning unit of a rotor spinning machine corresponds to the productivity of five to six ring spindles, whereas that of an air-jet spinning machine corresponds to the productivity of 20 ring spindles.

A total of more than 250 million spindle equivalents worldwide were used in 2021 to produce yarn from the around 50 million tons of staple fibers, of which around 100 million are in China, 55 million in India, 70 million in the Asian countries (excluding China, India and Turkey) and 12 million in Turkey. Every year, between 11 and 13 million spindle equivalents are installed on average. Rieter delivered 1.69 million spindle equivalents (2020: 0.85 million) in 2021. In addition, spinning mills require wear and spare parts for ongoing operation.

MARKET VOLUME



3 200 to 4 000 CHF million

Global volume for staple fiber machines per year

Market

The world market for staple fiber machines, which is relevant for Rieter, has an annual volume of CHF 3 200 to 4 000 million. Rieter is the market leader with a market share of around 30 percent.

Business with new machines, wear and spare parts

The business with new machines is cyclical. The tendency to invest in the spinning industry is mainly influenced by expectations regarding fiber consumption and the margins that can be achieved by selling yarns. Fiber consumption is dependent on the economy, while the margins for yarn depend on the movement of raw material prices, capacity utilization and the production costs of the spinning mills, foreign exchange rates and government policies.

The business with wear and spare parts is much less cyclical. The basic business is driven by the degree of capacity utilization of spinning mills – operational spinning mills require wear and spare parts. Project business such as the conversion or modernization of entire spinning mills, on the other hand, are subject to the investment cycle described above.

Product and service offering

Rieter plans spinning mills, develops, produces and supplies the machines for fiber preparation, spinning preparation and end spinning, and supervises the installed machines throughout their life cycle.

Rieter with all its brands is established worldwide as a premium supplier. Innovative products and services from Rieter enable spinning mill operators to be more competitive. Success factors are either low yarn production costs, which are achieved through savings on raw materials, energy, labor and productivity advantages and therefore enable a sustainable yarn production, or special yarns, which allow higher prices to be achieved.

The professionalism and availability of the service is also a key aspect when customers decide to buy Rieter solutions.

(Sources: PCI, ITMF, estimate Rieter)

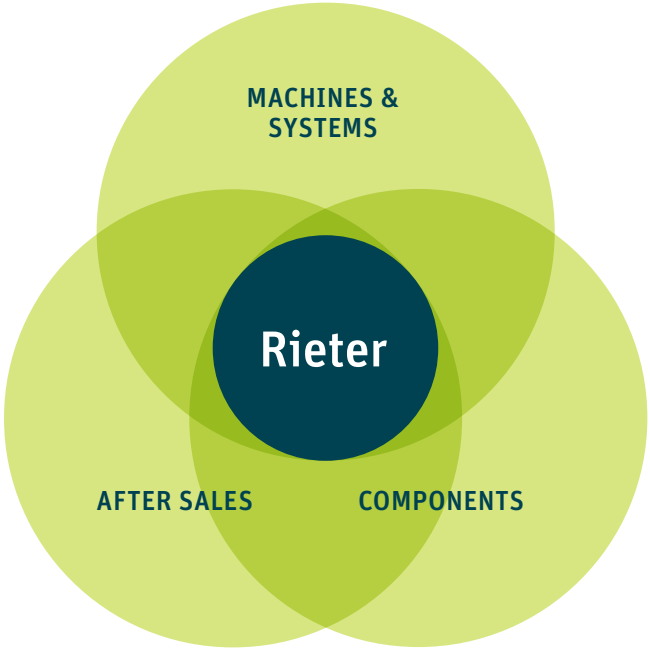
BUSINESS GROUPS

Three Business Groups

The Business Group Machines & Systems develops, produces and distributes new equipment as spinning systems or as single machines. Blowroom and cards are used for fiber preparation; draw frames, combers and roving frames are used for spinning preparation; and ring, compact, rotor and air-jet spinning machines are used for end spinning. The offer is supplemented by planning services and automation solutions as well as ESSENTIAL, the Rieter Digital Spinning Suite, as a digital platform for the complete spinning mill.

The Business Group Components develops, produces and distributes technology components and precision winding machines as well as solutions for the production of filament yarns and nonwoven fabrics. Technology components come into contact with fibers and affect yarn properties; they are used in new machines and have to be replaced at regular intervals during operation.

The Business Group After Sales develops, produces and distributes spare parts for Rieter machines as well as building conversions and modernizations. After Sales also sells technology components that are not included in the range of products offered by the Business Group Components. After Sales also offers services that enable Rieter customers to improve the efficiency and effectiveness of their spinning mills.



Established premium supplier with innovative products and services


Energy efficiency
is critical when it
comes to improving
sustainability in the
spinning process.
20
C 80

SUSTAINABILITY STRATEGY

Rieter has been committed to sustainability in relation to the environment, social issues and corporate governance (environment, social, corporate governance, ESG) for many years. ESG is an integral part of corporate strategy. Rieter strives to support the policy of energy transition by 2050 and the goals of the Paris Climate Agreement. For Rieter, sustainability has the following two dimensions: On the one hand, it is about the contribution that Rieter makes to sustainable textile production. The focus here is on energy consumption and raw material in the spinning process. The digitalization of the spinning mill also plays an important part. On the other hand, it is about improving the key environmental data at Rieter in-house.

The Board of Directors of Rieter Holding AG defines the company's sustainability strategy at the Group level and sets the objectives and priority areas. The Group Executive Board is responsible for implementing the sustainability strategy at the operational level. It ensures that the responsibilities and resources are allocated and deployed in line with the strategy. The measures relating to products and markets, such as the specifications for energy consumption in machinery, are defined and implemented by the respective Business Groups. Measures relating to specific locations, particularly in the areas of energy and occupational safety, are the responsibility of the respective business units. In performing their duties, they are supported by Corporate Risk Management. In addition, environmental risks are systematically recorded, assessed and taken into account in the decision-making process.

The sustainability strategy is based on the following pillars:

Environment

- Sustainable spinning processes thanks to Rieter technology
- Energy-efficient and ecological production concepts

Social

- Safe and healthy workplaces
- Continuous education and training
- Diversity
- Suppliers
- Social engagement

Corporate Governance

- Code of Conduct
- Business ethics
- Certificates, awards, ratings

These principles are set out in the following guidelines:

- Mission, vision, values and principles
- Code of Conduct
- Corporate governance
- Safety, health and environmental concept
- Supplier and purchasing conditions
- Supplier Code of Conduct
- Risk management policy

Once a year, the company publishes data on the environment, social issues and corporate governance.

ENVIRONMENT

Contribution to sustainable textile production thanks to Rieter technology

Rieter pursues the goal of sustainability in yarn production from three perspectives:

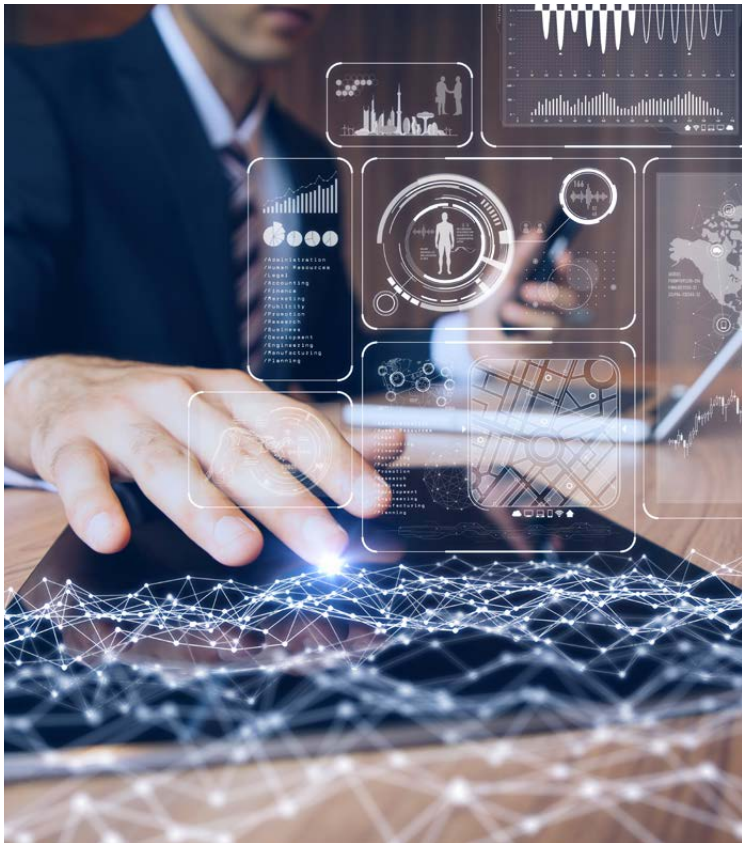
Firstly, the company for many years has differentiated through technologies that minimize energy consumption in the spinning process and maximize raw material yield. Rieter technologies thus lead to minimal resource consumption in the spinning process while also setting standards for economic efficiency and sustainability in the textile value chain.

Secondly, Rieter develops state-of-the-art technologies for processing mechanically recycled fibers into high-quality yarns. Due to the strong increase in demand, such developments will gain considerably in importance in the coming years. The technical challenge lies in the high short fiber content that results from mechanical recycling.

Thirdly, Rieter supports customers in the development of new yarns from fibers produced or recycled in a chemically sustainable manner. Demand for these yarns is also expected to increase sharply in the coming years.

Energy efficiency

Energy efficiency is critical when it comes to improving sustainability in the spinning process. Rieter offers an energy-efficient product range for all spinning systems and contributes to producing yarns with a continuously decreasing energy requirement. Since the year 2000, Rieter has reduced the energy consumption of its spinning systems by up to 69%. By 2030, the company aims to reduce consumption of both ring and air-jet spinning systems by a further 22% through energy-saving technologies and further developments, while the goal is to cut consumption of



the comparatively high-efficiency rotor spinning system by an additional 7%. In this way, Rieter is making an important contribution to reducing CO_2 emissions and strengthening the competitiveness of spinning mills (see figure, p. 24).

Optimal use of raw materials

Rieter technology guarantees optimum utilization of raw materials. This reduces fiber consumption and preserves resources. The company advances innovative solutions for the sustainable use of raw materials. In this way, the company creates added value for its customers and the environment.

Digitalization

The spinning mill management system ESSENTIAL – Rieter Digital Spinning Suite – connects all machines, auxiliary equipment and operational management systems in one or more spinning mills. It creates value from data by presenting key indicators of spinning mill performance at a glance from the raw material to the yarn. By permanently monitoring the entire process, inefficiencies quickly become visible and processes can be optimized. Immediate intervention increases the efficiency of the spinning mill in terms of energy consumption and raw material utilization.

Automation

Automation solutions in the spinning process enable more efficient use of resources. Employees are freed from repetitive tasks and can focus on more important activities.

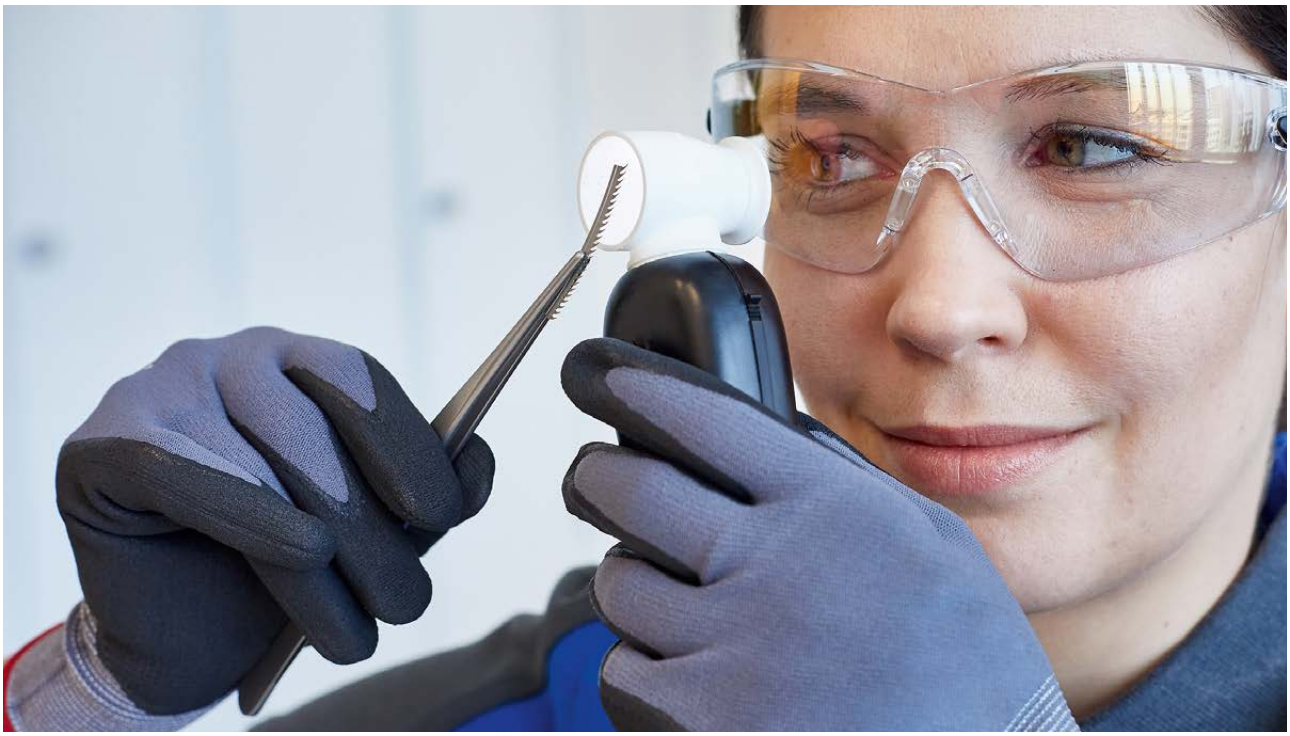
After Sales services

Performance optimization services increase the efficiency of the spinning mill over its life cycle and reduce yarn production costs. This service facilitates sustainable spinning operations, thus giving customers a competitive advantage.

Long service life

Long service life is a decisive factor in using resources as efficiently as possible. Longer service life of a machine or its components increases benefits, reduces costs and preserves resources.

SOCIAL SUSTAINABILITY



The safety and health of employees are the top priority.

Occupational health and safety

The safety and health of employees remain at the center of Rieter's prevention efforts.

EHS minimum requirements and audits

Based on the safety, health and environmental strategy, the Rieter Group has defined clear minimum requirements that are safeguarded by the environmental and occupational safety officers at the production locations. Compliance with these requirements is verified in the context of the risk audits and by means of self-testing. The Rieter Group has operated a well-established risk control audit system for all locations for many years. The Corporate Risk and Insurance Management team conducts risk audits at regular intervals in conjunction with external partners. In addition to standard property insurance risks such as fire and natural hazards, business interruption, occupational safety and environmental risks are also analyzed. The team then informs management at the respective locations of the results and provides recommendations while monitoring implementation.

Product safety

Product safety is Rieter's top priority. For this reason, Rieter has a well-structured product safety organization and works with external specialists if necessary. A product safety officer has been appointed for each product group. These officers are supported by a global network and regular internal training courses. Clear processes and risk assessments have been established and an appropriate exchange of experience is assured.

Continuous education and training

To manufacture and deliver high-quality products and services, Rieter needs competent employees. Know-how, commitment, flexibility and loyalty are the key to success. Therefore, Rieter attaches great importance to the continuous development of its employees.

Rieter needs high-performing employees who understand the company and its challenges. That is why Rieter focuses on promoting talented specialists. The Group strives to fill as high a percentage of management positions as possible with employees from its own ranks.

Diversity

Diversity is firmly rooted in Rieter's value system and provides the framework for a corporate culture based on mutual respect and trust. Unified in the values and corporate strategy, individual and cultural differences are experienced as enrichment and are a source of innovation and inspiration. By relocating operational activities closer to the sales markets, the workforce increasingly reflects the cultural diversity of Rieter's customers.

Rieter is a firm believer in the added value of intercultural cooperation and promotes the transfer of know-how through the assignment of employees worldwide. Whereas, in the past, experienced employees were predominantly transferred from the parent company to the national companies, the company in recent years has invested more heavily in transferring knowledge from the national companies to the parent company.

In addition to intercultural cooperation, Rieter pursues the goal of increasing the overall proportion of women in the workforce, and continuously increasing the proportion of women in management positions to over 20% by 2025.

Cooperation with suppliers

Rieter fosters a partnership relationship with its suppliers. The aim is to work together to continuously improve the quality and reduce the cost of purchased materials and components. Rieter places emphasis on gaining the active support of its suppliers in the innovation process. The company respects the intellectual property rights of its partners and strives for long-term cooperative relationships characterized by mutual respect and joint commitment to addressing business challenges. The company also expects its suppliers to adhere to the principles of Rieter's Supplier Code of Conduct.

More than 75% of suppliers have signed the Rieter Supplier Code of Conduct or have their own equivalent code of conduct. An update of the Supplier Code of Conduct is planned for 2022, which will now also include provisions on the reduction of CO_2 emissions. Rieter will also verify compliance with the Supplier Code of Conduct through audits and initiate projects with selected suppliers to help improve CO_2 emissions from supplies and the recyclability of supplied components.

Social and community commitment

Cooperation with employee representatives worldwide is of fundamental importance for Rieter. At the European level, this takes place through an international council, and at the national level directly with the relevant employee representatives and trade unions in the individual countries.

Rieter has always taken its social responsibility in the communities where its plants are located and toward employees very seriously. In Switzerland, for example, through the Johann Jacob Rieter Foundation, Rieter is engaged in the fields of art, culture, education and charitable causes.

As an employer, Rieter provides support for its employees concerning their voluntary commitments in associations and social services or concerning political authorities. Rieter is a member of various industrial associations and is actively involved with the various committees according to the field of activity.

CORPORATE GOVERNANCE

Code of Conduct

As a global company, Rieter observes the laws and regulations of all countries in which it operates. The actions and practices of all Rieter companies and their employees are in accordance with the Universal Declaration of Human Rights of the United Nations, the fundamental conventions of the international labor organizations and the OECD guidelines for multinational companies.

Business ethics

Rieter's business relationships with its partners are based on the principles of honesty and trust.

The safety of Rieter's products for customers and operating and maintenance personnel in all phases of the product cycle is of paramount importance to Rieter. Rieter and its business partners work together closely to achieve a high standard and continuous improvements in this area.

Human rights

Rieter respects the human rights of its employees and provides them with a professional, safe and hazard-free working environment. Rieter obliges its suppliers to observe human rights.

Rieter rejects any form of compulsory or forced labor and does not tolerate any kind of abusive disciplinary measures. Working hours are always in accordance with applicable local legislation.

Rieter is committed to the fundamental conventions of the International Labor Organization, the OECD guidelines for multinational companies and the principles opposed to the systematic exploitation of natural resources and raw materials.

Conflicts of interest

Rieter prohibits all forms of bribery and other corrupt business practices. In particular, Rieter employees or their agents may not offer, promise or give anything of value to officials or representatives of Rieter's customers or suppliers in order to gain an improper advantage. Furthermore, they may not accept gifts or favors from such persons.

Taxes

As both company and employer, Rieter complies, in good faith, with the applicable tax legislation and obligations in all countries in which the company operates, with regard to all direct and indirect taxes as well as international agreements and tax guidelines. In accordance with the "Base Erosion and Profit Shifting" (BEPS) campaigns of the OECD, Rieter prepares the Country-by-Country Report (CbCR) for the entire Rieter Group and makes it available to the Swiss tax authorities. Rieter shares the CbCR with the competent authorities in the countries that have signed the relevant agreements. Rieter recognizes that all taxes that the company pays and collects for governments are an integral part of corporate social responsibility.

Data protection

Rieter takes the protection of personal data very seriously. Personal data includes all information that allows a person to be identified. The privacy statement provides information about which data Rieter collects and how Rieter uses and protects the collected data.

Rieter takes appropriate technical and organizational measures to protect personal data against manipulation, loss or access by unauthorized third parties. These measures are continuously checked and improved taking account of new technological developments.

Risk management

Rieter has introduced a comprehensive risk management system that also records and handles so-called non-financial risks. The risk management process is regulated by the directive "Rieter Risk Management System". This directive sets out the procedures for the identification, reporting and handling of risks, the criteria for qualitative and quantitative risk assessment, and the thresholds for reporting identified risks to the competent management levels. Environmental risks are also evaluated and assessed as part of this risk assessment. Based on this analysis, various fields of action and measures have already been defined. Other areas, especially procurement and logistics, still need to be analyzed in much greater depth.

At least once a year, the risks are assessed in the context of a workshop under the direction of the General Counsel and recorded in a report to the Board of Directors.

In accordance with the requirements of Swiss law, Rieter does not trade in or import minerals or metals that contain tin, tantalum, tungsten or gold. Insofar as pre-products are processed that may contain such minerals, Rieter requires certification from the suppliers that these minerals do not originate from conflict or high-risk areas.

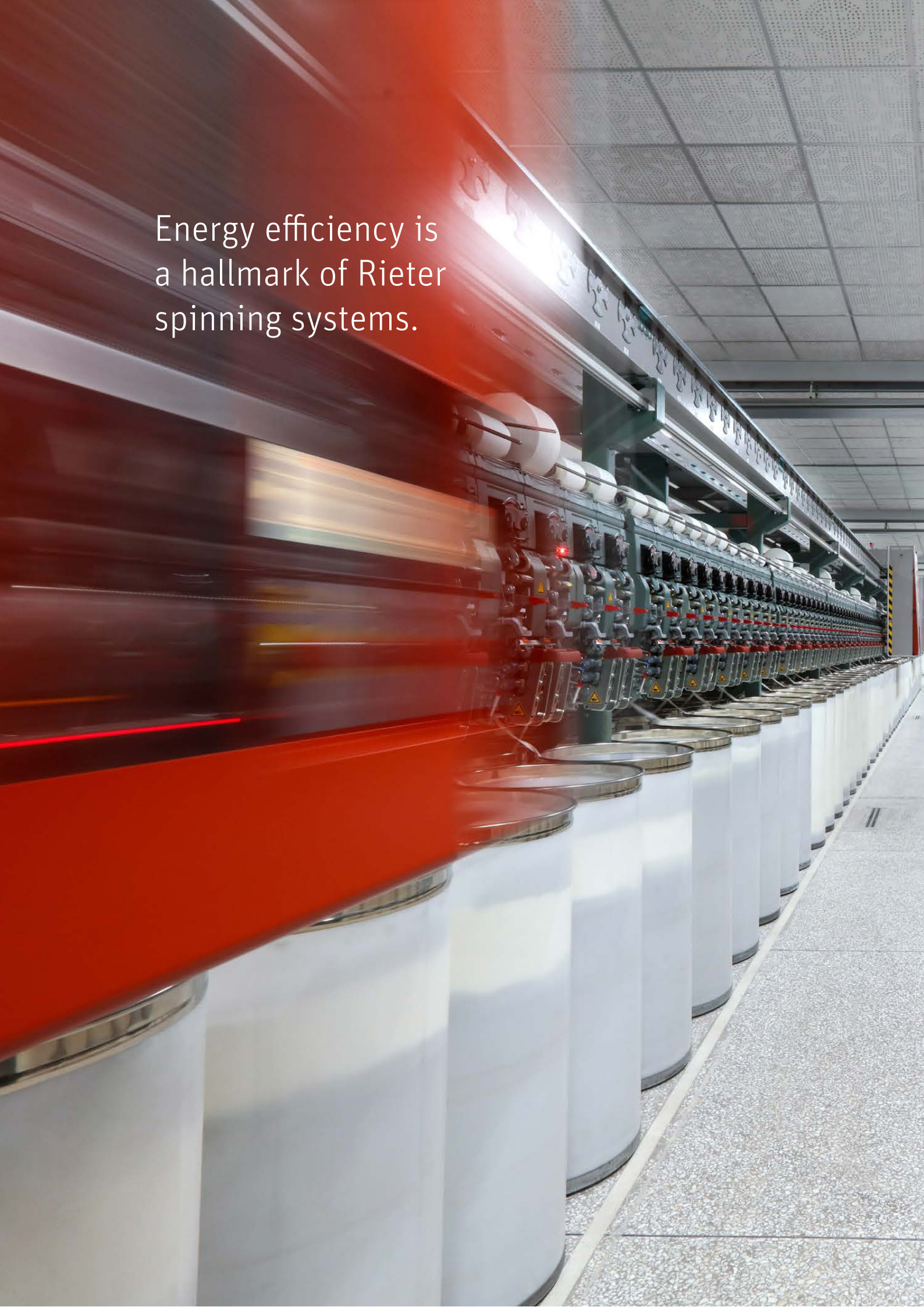
Rieter does not employ children in its plants and stipulates that its suppliers must not tolerate child labor. Rieter has carried out a risk analysis on the subject of child labor. The aspects examined included the supplier structure and the quality of the purchased products. The analysis concluded that the risk of child labor, as defined by the applicable international directives based on the Children's Rights Atlas, can most likely be excluded. The Children's Rights Atlas is a due diligence platform operated by UNICEF and the Global Child Forum. It helps companies to evaluate the actual and potential impact of their business activities on children.

Certificates, awards and ratings

In the MSCI ESG rating for 2021, Rieter was rated A (on a scale from AAA to CCC). The MSCI ESG ratings assess companies based on their industry-specific exposure to environmental, social and governmental risks, and their ability to deal with these risks.

In addition, the Swiss sustainability rating agency Inrate gives Rieter Holding AG a rating of B- (on a scale from A to D). This rating confirms that Rieter operates in an area of business that is sustainable in the long term and strives to continuously improve its sustainability performance.

Since 2021, the Rieter share/outstanding bond is part of the SPI-ESG share index/SBI-ESG bond index of the Swiss stock market SIX. The indices are developed based on data from the independent Swiss sustainability rating agency Inrate.


Energy efficiency is
a hallmark of Rieter
spinning systems.

IMPLEMENTATION OF THE SUSTAINABILITY STRATEGY

ENERGY EFFICIENCY – WHEN LESS IS MORE

Energy efficiency is a hallmark of Rieter spinning systems. Climate change and rising energy costs require decisive action. That is why Rieter is increasing its focus on energy efficiency and setting measurable targets for 2030.

The fashion industry is responsible for around 4% of global greenhouse gas emissions. The report "Fashion on Climate" (2020)[1] predicts that, without additional reduction measures, this figure could increase by one third by 2030. According to the study, yarn production accounts for around 8% of the industry's total emissions. Yarn production thus accounts for 0.32% of global greenhouse gas emissions. Although this figure is relatively small compared to other sectors, Rieter firmly believes that every contribution to reducing emissions is important. In times of rising energy costs, energy efficiency also enhances the competitiveness of spinning mills.

Energy efficiency in focus

For decades now, Rieter engineers have placed great emphasis on energy efficiency when developing new machines. This includes all machines relevant to the spinning process.

However, the greatest potential for energy savings is in the end spinning process. Ring, compact-, rotor or air-jet spinning machines consume around 60% to 80% of the energy required for yarn production. The finer the yarn, the greater the motor speed and hence the higher the energy consumption. This applies above all to ring and compact-spinning machines, which are used for finer yarns. Air-jet spinning requires both electrical and compressed air energy. Thanks in particular to the excellent yarn characteristics such as low hairiness, this spinning process can be used to manufacture high-quality products. By contrast, the rotor spinning machine is used for coarser yarns, from which workwear is produced, for example. In comparison with the other three spinning technologies, it requires the least energy per kilogram of yarn. Since 2000, compared to today, Rieter has significantly reduced energy consumption for the production of 100 kg of Ne 30 viscose yarn: by 37% for the ring spinning system and by 54% for the rotor spinning system. For the air-jet spinning process, Rieter succeeded in reducing energy consumption by 69% since 2008.

But that is not enough. Compared to 2021, consumption of ring and air-jet spinning systems is to be reduced by a further 15% and 16%, respectively, by 2025, and by 22% by 2030. This will be accomplished, in particular, through energy-saving technologies and enhancements to all machines involved in the process. The energy consumption of the comparatively highly efficient rotor spinning system will be reduced by 2% by 2025 and by another 5% by 2030.

Air-jet spinning machine J 26 – targeted innovation for greater efficiency

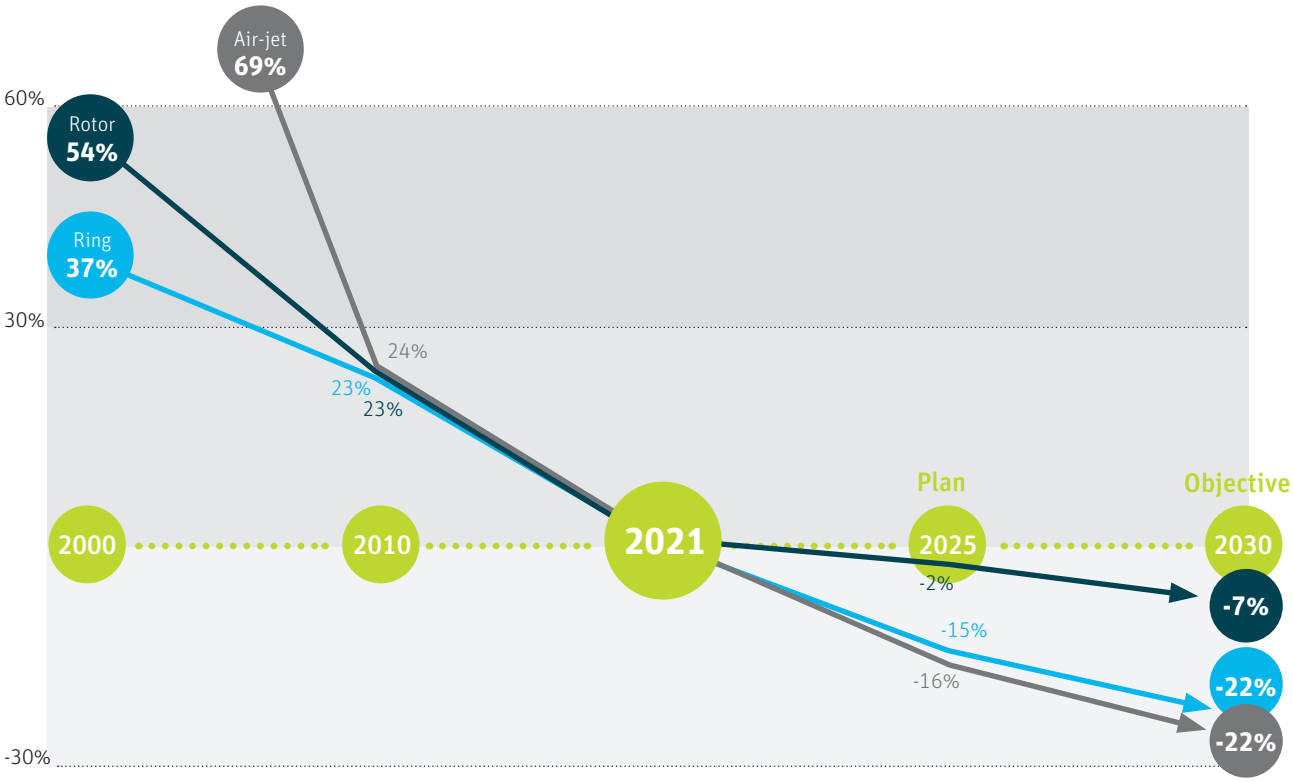
Air-jet spinning is still a relatively novel technology. Its high productivity and the unique characteristics of the yarns will contribute to its strong growth in the coming years. In addition to the electrical energy for the drives and the exhaust system, the air-jet spinning machine requires compressed air for imparting twist during yarn formation. On the J 26 air-jet spinning machine from Rieter, the design of the main fan was optimized and the number of spinning positions was increased from 120 to 200. As a result, it requires around 15% less energy per spinning unit than its predecessor.

1 McKinsey and Global Fashion Agenda. (2020). Fashion on Climate. www.mckinsey.com/industries/retail/our-insights/fashion-on-climate

Card C 80 - efficient through and through

The card is an integral part of any spinning system. It breaks down fiber tufts into single fibers and processes them in parallel. It accounts for up to 15% of the energy consumed in the spinning process. The current card C 80 is central to achieving the 2025 efficiency targets.

It requires half as much energy as the C 51 card model from the year 2000. At the same time, the C 80 produces 30% more fiber sliver than its direct predecessor. This means that a modern spinning mill requires fewer cards for the same production output. This reduces energy consumption and therefore also lowers production costs.



Energy efficiency of the spinning systems

CLOSING THE LOOP WITH CUTTING-EDGE TECHNOLOGY

Clothing is manufactured, used and finally disposed of. This linear "take-make-waste" model of the textile industry has far-reaching consequences. Less than 1% of garments are recycled in a closed-loop system. After the use phase, only this quantity is processed into equivalent products or used to manufacture other products. The Ellen MacArthur Foundation, a leading think tank in this sector, estimates that if the trend remains the same, over 150 million tons of garments will be discarded or incinerated annually by 2050[1].

In a "circular economy", according to the Ellen MacArthur Foundation, materials are recycled any number of times, waste and pollution are avoided, and nature is regenerated[2]. The Rieter Group continues to develop recycling technologies and expertise to support the textile industry on this route.

Preserving the value of raw materials

The most common process used in textile recycling is mechanical recycling. It has been used for decades. In this process, textiles are broken down into smaller fragments, and finally into fibers, before being spun into new yarns. This process results in a high amount of short fibers. The challenge is to meet the requirements on yarn quality, despite the high amount of short fibers.

Rieter has continuously developed and optimized rotor spinning technology. In terms of its functionality, this is well suited for applications that use materials with short fibers. For example: For its rotor yarn, a Rieter customer processes a blend of 90% recycled cotton from textile waste and 10% polyester. For this purpose, the customer uses the Rieter card C 80, which is particularly suitable for this type of material.

1 Ellen MacArthur Foundation. A New Textiles Economy (2017). emf.thirdlight.com/link/2axvc7eob8zx-za4ule/@/preview/1

2 Ellen MacArthur Foundation (2022). ellenmacarthurfoundation.org/topics/circular-economy-introduction

Ring and compact spinning are the predominant spinning technologies for standard yarns worldwide with a very wide range of applications. Short fibers pose a challenge for these technologies because they impair quality. Rieter's aim is to also achieve good quality for ring or compact yarns made from recycled material.

To provide spinning mills with a tool for processing recycled fibers, Rieter has introduced a recycling classification system, which is available on the market. Classification according to this system makes it easier for spinning mills to realistically assess their production targets depending on the fiber material used. After the tearing process, short fiber count, average fiber length and 5% long fibers are important parameters. These make it possible to determine the most suitable process, achievable yarn evenness and possible degree of fineness.

Sustainable or recycled fibers

An alternative to mechanical recycling is the processing of yarns that have been produced or recycled in a chemically sustainable manner. Demand for such yarns is expected to increase sharply in the coming years. The Rieter Group supports customers in developing new yarns on this basis.

Rieter is supporting the Finnish company Spinnova in the development of a sustainable textile fiber that requires no harmful chemicals, uses 99% less water and produces 72% less CO_2 than conventional cotton. Spinnova is putting in place an in-house research and development spinning line equipped with Rieter machines that will be installed at the end of 2022.

A customer used a blend of 90% recycled cotton for its rotor yarn. The C 80 card is particularly suitable for such applications.

The US specialty chemicals company Eastman also received support from Rieter in the development of a new staple fiber to be used in textile applications. The fiber, called Naia, is manufactured from pulp sourced from sustainably cultivated pine and eucalyptus forests. This is produced in a closed-loop process in which solvents are recycled back into the system for reuse. No hazardous chemicals are used here. The manufacturing process is characterized by a low CO_2 and water footprint from tree to fiber. Combined with certified biodegradability, this results in a sustainable solution for yarn production.

Working together for the circular economy

Rieter participates in the "Texcircle" research project of Innosuisse, the Swiss agency for the promotion of innovation. Led by Lucerne University of Applied Sciences and Arts, the research team investigates and develops opportunities for a circular economy in the textile industry. Rieter and five other Swiss companies are working together on a closed-loop value chain that aims to generate high-quality, marketable product prototypes.

The conversion of the textile value chain in accordance with the principles of the circular economy has begun. As a technology leader, Rieter will play a key role in the conversion process.

Recycling at Rieter: www.rieter.com/products/system-applications/recycling-spinning-system

ENERGY-EFFICIENT AND ECOLOGICAL PRODUCTION PROCESSES

In 2021, Rieter made quantifiable progress towards its environmental targets regarding the Rieter business system. The Group pressed ahead with the expansion of photovoltaic systems at the company-owned locations. The company plans to switch fully to renewable energy sources by 2030.

Targeted investments pave the way to the goal

Rieter is making targeted investments in renewable energies and the enhancement of energy efficiency. In 2021, the company moved closer to achieving its self-imposed targets. In each case, per CHF 1 000 of sales, energy consumption was 0.12 MWh and greenhouse gas emissions 0.049 kg. The corresponding targets for 2025 are < 0.10 MWh and 0.045 kg, respectively. At 0.255 m³ per CHF 1 000 of sales, Rieter's water consumption beat the self-imposed target of 0.275 m³. Sulfur dioxide emissions were also lower than the target: 0.0097 kg versus 0.010 kg per CHF 1 000 of sales. The volume of waste increased, however. At 12.65 kg, it exceeded the target of less than 10 kg per CHF 1 000 of sales.

Expansion of photovoltaic systems

In 2021, the company drew a total of 2 036 MWh from six photovoltaic systems (PVS) at its locations in Wing (India) and Winterthur and Pfäffikon (Switzerland). In India, the company has been sourcing around 10% of its electricity needs from solar power since 2019. As a result, CO_2 emissions declined by around 1 400 tons in the year under review.

Rieter is making targeted investments in renewable energies and the enhancement of energy efficiency.

Heat recovery systems reduce gas consumption.

At the Winterthur location, the company increased its consumption of sustainable electricity by 21% to 1 127 MWh, while CO_2 emissions fell by almost 25%. In Pfäffikon, Bräcker sourced 33 MWh from its own solar power, which corresponds to 5% of the total consumption at the site.

Further PVS with an annual capacity of 4 200 MWh from 2022 will be installed in China, the Czech Republic and Switzerland. The green light was given in 2021. This will increase solar capacity to 7 326 MWh by 2023. In 2021, the foundation stone was also laid for the Rieter CAMPUS, which will be ready for occupancy from 2024. The three PVS on this building will provide about 200 MWh of solar power annually, which will cover 5% of the demand at the location.

Increasing energy efficiency

Energy efficiency is also a top priority in-house at Rieter. For this reason, the Group is replacing heating and ventilation equipment with energy-efficient and environmentally friendly systems. Systems for heat recovery from heat generated during production play an increasingly important role in this context.

At the Suessen (Germany) site, four heat recovery systems with an integrated system for mist collection are in operation. Overall, they reduced gas consumption by around 1.3 MWh. The mist separation system also improves air quality. In addition, it prevents the emulsion of water-miscible aerosols released from cooling lubricants during machining and chipless shaping. This significantly improves the working atmosphere for employees and reduces the impact on the environment.

Energy audits

The company is currently conducting energy audits at all production locations with the support of accredited energy consulting firms. The results will be available by the end of 2022. A combination of behavioral changes – such as turning off power consumers when they are not needed – and leading-edge technology to reduce energy consumption, is designed to further increase efficiency.

In 2021, Rieter completely abandoned the direct consumption of carbon and carbonaceous products. In addition, the Group has reduced the proportion of electricity generated from coal through the increased use of photovoltaic systems and the selection of electricity suppliers and their electricity mix.

Electric vehicles

More and more Rieter employees can now charge their electric vehicles at work. At the Winterthur location, ten charging stations have been in operation since 2019. In 2021, additional charging stations were added at eight sites in Brazil, China, the Czech Republic, Germany and Switzerland. More stations are planned.

SOCIAL GOALS

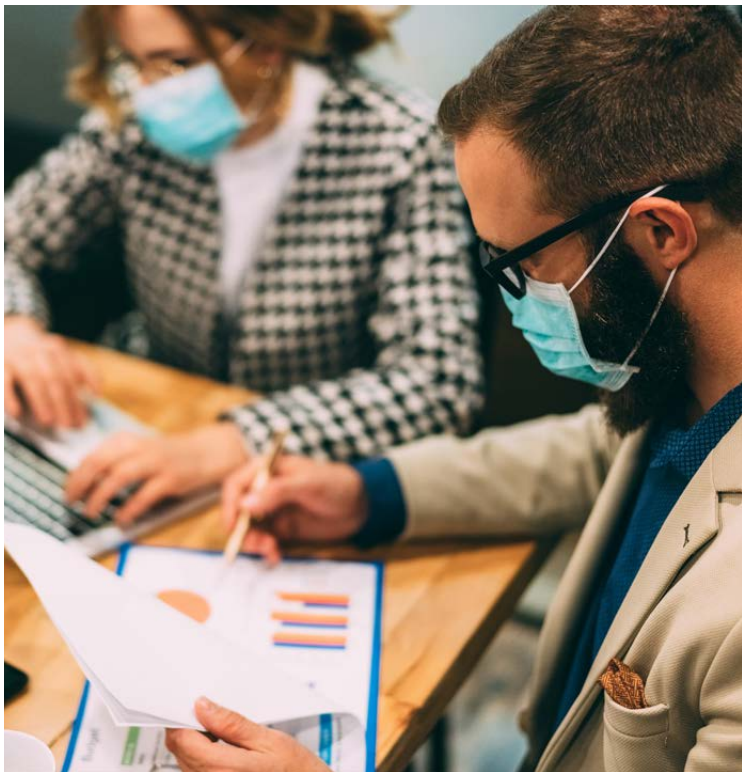
In the context of a rapid market recovery and a strategically important acquisition

Employees faced particular challenges in 2021 due to the rapid market recovery, supply chain bottlenecks and the ongoing pandemic. Added to this was the acquisition of the three businesses from Saurer. With the integration of the Accotex and Temco components businesses as of December 1, 2021 and the acquisition of the automatic winding business as of April 1, 2022, Rieter's workforce increased by around 800 employees.

In this challenging market environment, in particular, the health and safety of employees has always been a top priority. Thus, all regulatory COVID-19 measures were implemented quickly and consistently worldwide. At the same time, extensive in-house hygiene concepts were developed and implemented, and in-house testing facilities were established.

In the first half of 2021, an employee survey was conducted on the topics of cooperation and quality. In total, 60% of all employees worldwide took part in this survey. The results were used to identify key objectives for building leadership skills, promoting intercultural collaboration and improving quality.

The Rieter Interns program gives university graduates an opportunity to get to know Rieter as an employer.



The Performance Management Process supports professional personnel development.

Gender equality

Switzerland enacted the revision of its Gender Equality Act on July 1, 2020. The resulting in-house equal pay analysis at the three Rieter companies Graf + Cie AG, Maschinenfabrik Rieter AG and SSM Schärer Schweiter Mettler AG concluded that women and men at Rieter receive the same pay for work of equal value. As a matter of principle, employee remuneration at all Rieter companies is geared to the respective position and its requirements.

Management and personnel development

The Group strives to fill as high a percentage of management positions as possible with employees from its own ranks. The Performance Management Process supports professional personnel development. This process was carried out at all locations worldwide during the financial year 2021. An intensive bottom-up process across the global management structure identified internal employees with strong potential and facilitates their advancement in a targeted manner.

The young talent program Rieter Interns offers university graduates the opportunity to get to know Rieter as an employer and to apply the knowledge acquired from their studies in practice. Following its successful introduction at the Winterthur location in the previous year, the program was rolled out globally in stages.

Managers from China, Germany, India, the Netherlands and Switzerland took part in the annual leadership program. Digital learning opportunities and practical exercises helped the participants to develop their individual leadership style. Exchanging experiences with other participants and discussions with experts are integral parts of the program.

Rieter organizes induction programs for new employees. At the management level, a program of this kind has been in place quarterly on a virtual basis since 2021. Onboarding provides basic information about Rieter in five half-day online events. This includes corporate culture, business units and strategies, textile technology, customer information and relevant future topics.

India was particularly hard hit by the pandemic. Rieter participated in Swiss-Indian relief actions.

Social engagement in India

India was particularly hard hit by the pandemic, especially in early 2021. The local teams focused on protecting employees and maintaining business operations.

The Swiss-Indian Chamber of Commerce, the Swiss Embassy and the Swiss Business Hub India organized a medical aid campaign valued at around CHF 7 million. Rieter India responded by donating 250 Powered Air Purifying Respirators (PAPR) and 5 000 test kits to hospitals in the state of Maharashtra.

Further COVID-19 aid projects were implemented as part of Rieter India's social engagement program, which was launched in 2018. The projects were selected by the Corporate Social Responsibility Committee and included, within the perimeter of the Wing site in the Indian state of Maharashtra:

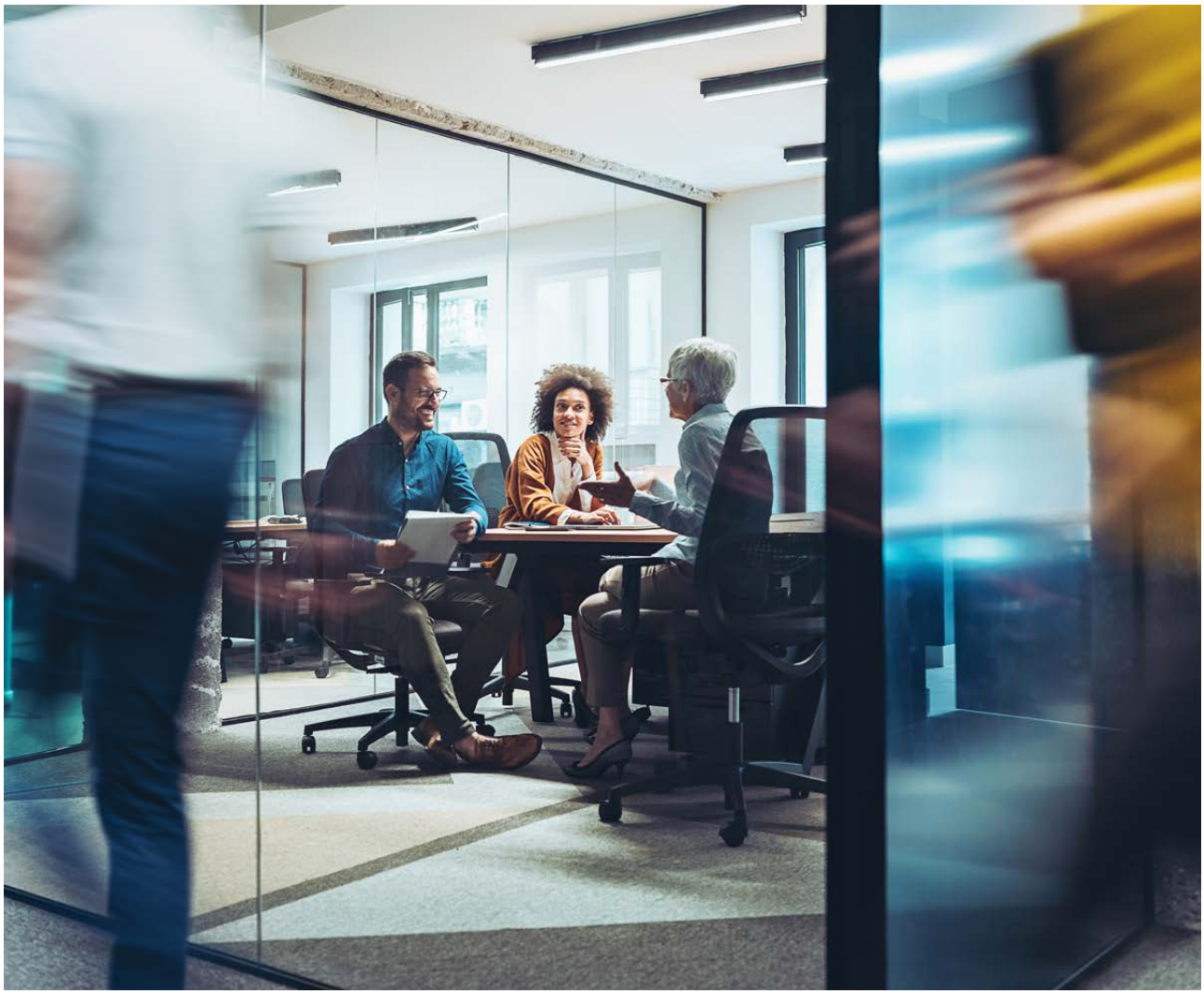
- Safety materials for COVID care centers,
- Grants for the development and operation of a COVID hospital,
- Donation of ventilators for hospitals.

In addition, Rieter India supported the renovation of the Tahsil Health Care Center and donated furniture for a women's shelter.

CORPORATE GOVERNANCE

Code of Conduct

The Code of Conduct is part of every employee's contract of employment and is part of the induction-program in the individual business units. In 2021, centralized coaching was also provided for members of management in the form of an e-learning program. Compliance with the Code of Conduct is regularly verified in the context of internal audits and by additional audits.



SUSTAINABILITY GOALS 2025

Rieter is conscious of its responsibility towards its employees, the environment and society. The company has set specific goals for 2025 in relation to the environment and its employees.

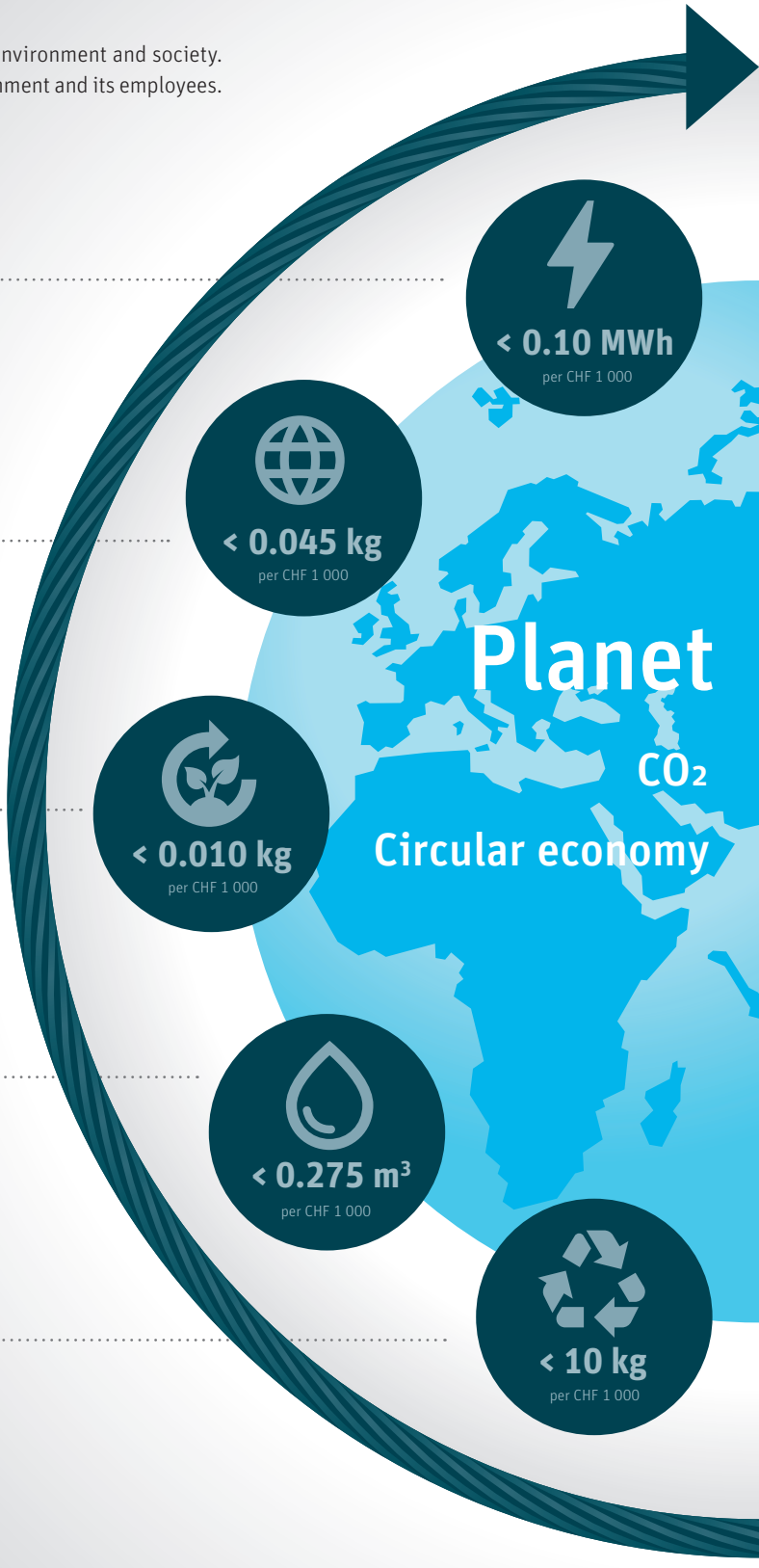
Energy consumption

Greenhouse gas emissions

Acidification

Water consumption

Waste and recycling



The data for measuring the goals are recorded in the SEED database (Social, Environmental, Economic Data). They form the basis for key data on the environment, social issues and corporate governance. Progress is reviewed and evaluated annually.

Labor turnover rate as percentage of workforce

Women in management positions

Education and training days per employee per year

Absence rate in relation to working hours

Occupational safety

INCREASING ENERGY EFFICIENCY

The company will rely entirely on renewable sources for energy generation by 2030.

Energy consumption

2025
< 0.10 MWh
per CHF 1 000

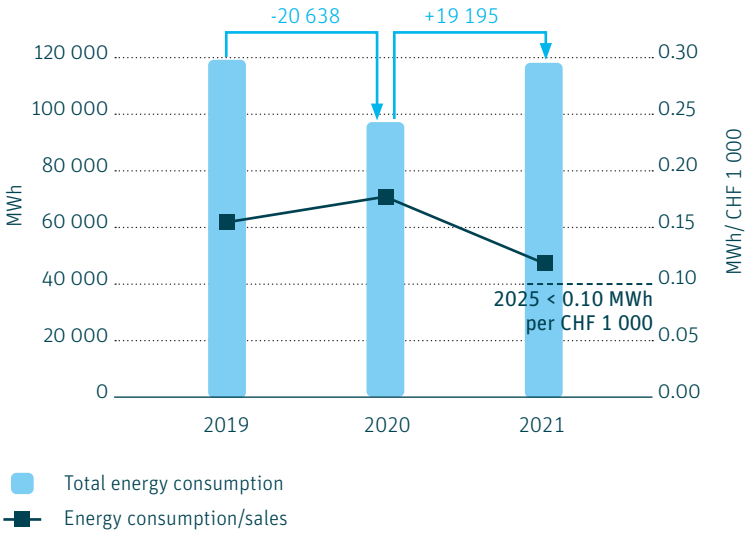
2021
0.12 MWh
per CHF 1 000

Energy consumption is a key indicator for Rieter. The company will therefore focus entirely on renewable sources for energy generation by 2030. At the same time, energy efficiency is constantly being improved by using heating and ventilation equipment with environmentally friendly systems. In 2021, 90% of energy consumption was still attributable to the principal energy sources of electricity and gas.

Compared to the previous year, the use of renewable energy increased by about 25% and now amounts to around 5% overall. The increase was primarily due to the supply of electricity from photovoltaic systems (PVS) at the Wing production site in India as well as Winterthur and Pfäffikon in Switzerland. In total, as of the end of 2021, the installed solar energy capacity amounted to 3 070 MWh. The switch to heating systems using wood pellets at the Wädenswil site has also improved the energy mix.

In the year under review, Rieter reduced total energy consumption to 0.12 MWh per CHF 1 000 of sales. In absolute terms, it is true that energy consumption rose in 2021 – by 19 195 MWh to 116 418 MWh – an increase of just over 19%. However, sales increased much more strongly, by 69%. This positive development demonstrates the effectiveness of the measures taken to reduce relative energy consumption. The goal for 2025 is 0.10 MWh per CHF 1 000 of sales.

Energy consumption
Efficiency measures are having an impact.



GREENHOUSE GAS EMISSIONS

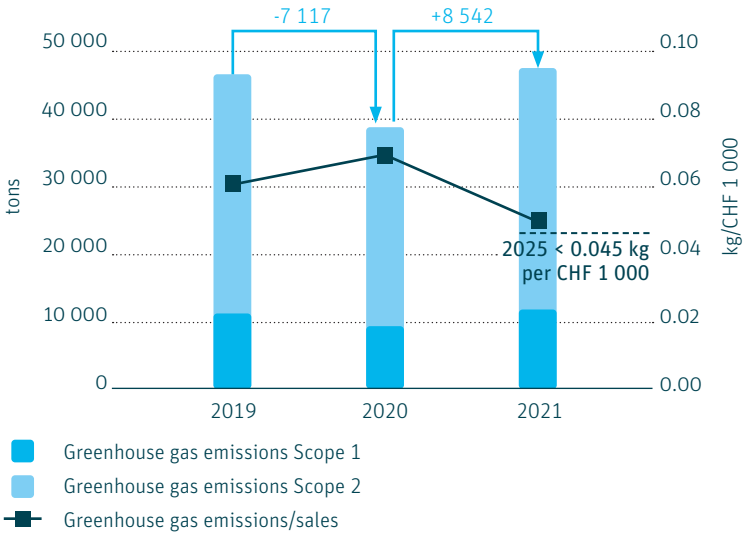
Renewable energies account for around 5% of total energy consumption.

CO_2 is an important benchmark for climate change. The chemical combination of carbon and oxygen to form carbon dioxide is one of the greenhouse gases that contribute to global warming. Since industrialization, the amount of carbon dioxide in the earth's atmosphere has risen sharply, with far-reaching consequences for people and the environment.

Most greenhouse gas emissions at Rieter result from the combustion of fossil fuels and the use of electricity as an energy source. Rieter calculates the CO_2 footprint on the basis of Scope 1 and Scope 2 of the Greenhouse Gas (GHG) Protocol[1], where Scope 1 refers to greenhouse gas emissions that Rieter releases directly due to the use of fossil fuels in its own operations. Scope 2, by contrast, measures indirect emissions that Rieter consumes but purchases from the electricity supplier.

By using renewable energy and managing energy resources carefully in 2021, CO_2 emissions were reduced to 0.049 kg per CHF 1 000 of sales. This means that the target of 0.045 kg per CHF 1 000 of sales set for 2025 has almost been reached. Greenhouse gas emissions increased overall by 8 542 tons to 47 822 tons. Compared to 2019 before the pandemic, emissions in the reporting year remained at the same level, despite the 28% increase in sales.

Greenhouse gas emissions
Substantial improvement of the carbon footprint.



1 https://ghgprotocol.org/

ACIDIFICATION (SOx EMISSIONS)

Acidification

2025
< 0.010 kg
per CHF 1 000

2021
0.0097 kg
per CHF 1 000

Rieter reduces the potential for acidification by using air purification equipment and filters at all sites.

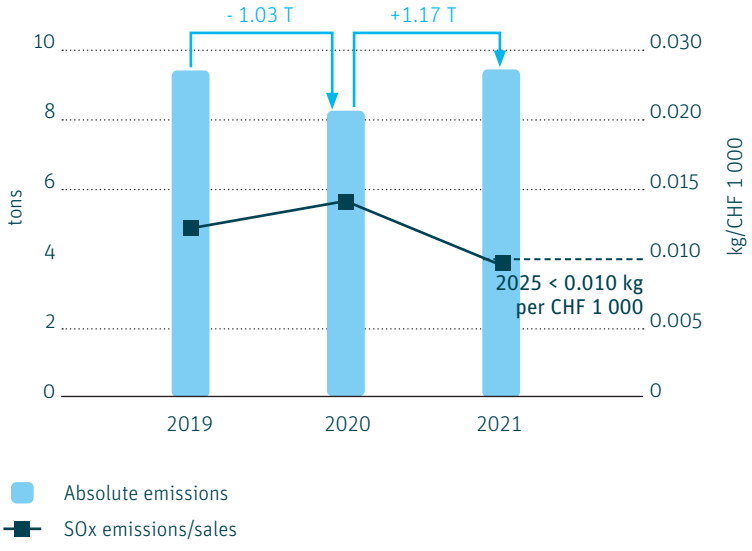
The acidification potential describes the sum of all gases from the manufacturing process that, in combination with water, can contribute to the acidification of bodies of water and soils. This is where air pollution and water meet and produce so-called acid rain, which damages the environment. Emissions are measured in SOx or sulfur dioxide equivalent.

At all sites, the company uses measuring equipment to monitor emissions of these gases and reduces the potential for acidification by means of air purification equipment and filters.

For SOx emissions, with 0.0097 kg per CHF 1 000 of sales, the 2025 target of 0.010 kg per CHF 1 000 has already been surpassed. It is true that in 2021, compared to the previous year, Rieter increased absolute SOx emissions by around 1 ton to 9.42 tons. With significantly higher sales in the 2021 reporting year, this figure is approximately the same as in 2019.

Acidification

SOx emissions significantly outperform 2025 target.



WATER CONSUMPTION

Water consumption

2025
< 0.275 m³
per CHF 1 000

2021
0.255 m³
per CHF 1 000

Rieter pays special attention to the careful handling of water.

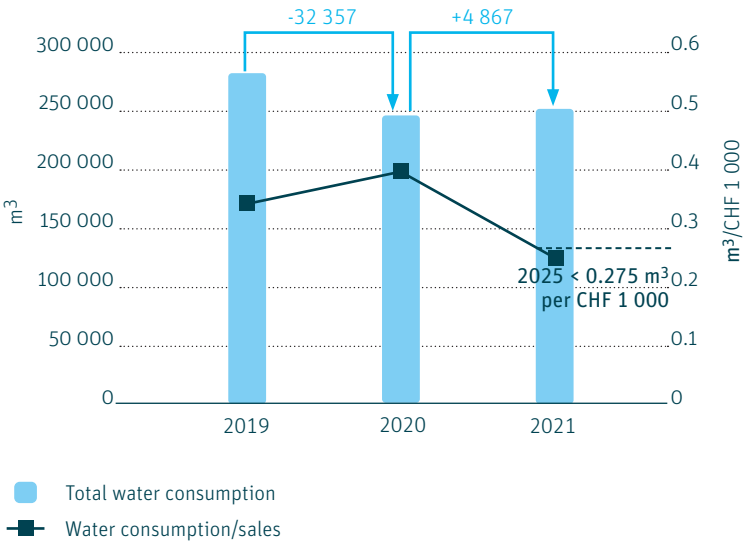
Water is a scarce resource. Climate change is further exacerbating shortages in many regions. That is why the company pays special attention to the careful handling of this precious resource. Water consumption is reduced to the absolute minimum at all sites.

In the reporting year, around 67% of the water used came from the municipal water supply. Ground water accounted for the remaining 33%. Rieter needs water for production machinery and equipment, in particular.

In 2021, Rieter sites already surpassed the target for 2025. The corresponding target value is 0.275 m³ per CHF 1 000 of sales; in the year under review, 0.255 m³ per CHF 1 000 of sales was achieved. In absolute terms, water consumption increased by 4 867 m³. However, since the percentage increase in sales was greater, this means a considerable improvement in relative terms. Compared to 2020, Rieter achieved a 7% reduction in consumption values per employee to 62 m³.

Water consumption

Careful handling of water.



WASTE AND RECYCLING

Thanks to a new disposal system, the recycling rate rose from 80% to 90%.

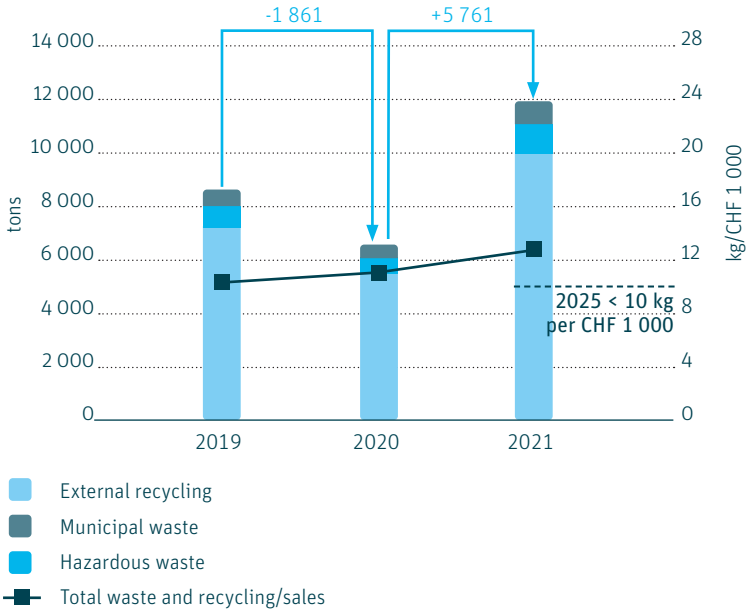
The textile industry is raw material-intensive, which is why Rieter pays attention to the careful use of resources at all production sites. The focus here is on the circular economy. The aim is for raw materials to be used several times in the value creation process.

Waste is generated, in particular, during the manufacture of machines and components. Due to increased sales, in the year under review the volume of waste generated at Rieter's sites rose by 5 761 tons to 12 262 tons.

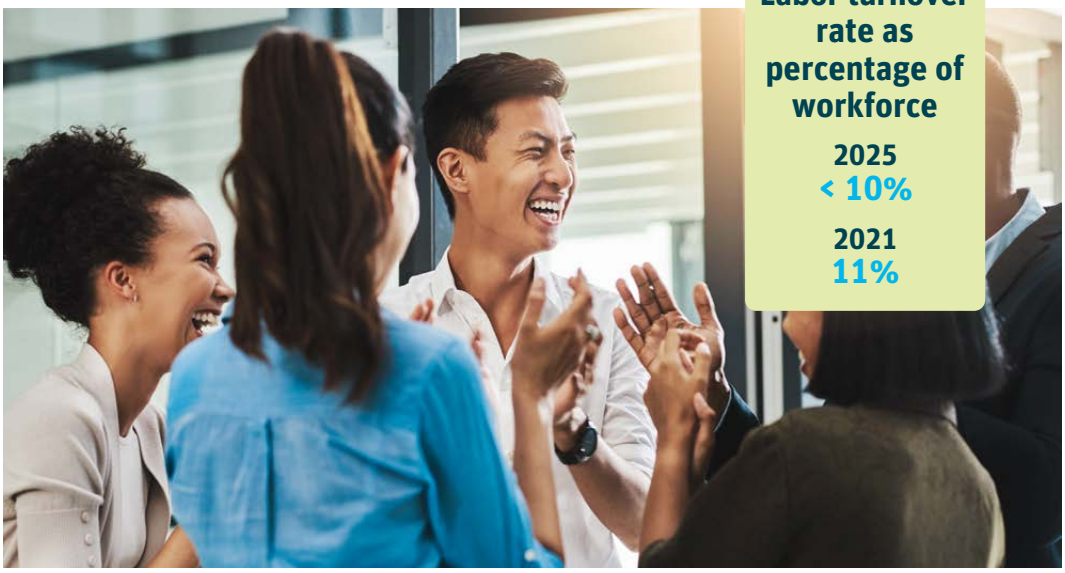
The Group has introduced a new waste disposal system and set up collection points for sorting waste. The recycling rate rose from 80% to 90%. Municipal and hazardous waste increased by a comparatively modest 13% to 1 315 tons.

Waste and recycling

The recycling rate was increased.



LABOR TURNOVER RATE AS PERCENTAGE OF WORKFORCE



Labor turnover rate as percentage of workforce

2025
< 10%

2021
11%

Capacities were ramped up at numerous production sites in 2021.

As a global corporation, Rieter offers a large variety of attractive positions with development potential – and this in a multicultural work environment around the globe.

Due to the rapid market recovery in 2021, additional employees were hired at Rieter's production sites. The number of full-time equivalent positions (excluding temporary employees) increased from 4 416 to 4 907, while the number of temporary employees rose from 136 to 846.

In relation to the total number of employees, the labor turnover rate fell for the second year in succession – to around 11% compared to 12% in the previous year. It varied considerably from region to region.

The age distribution of the Rieter workforce was virtually unchanged from the previous year. At 31% in each case, the age groups from 30 to 39 years and from 40 to 49 years comprised the largest number of employees.

WOMEN IN MANAGEMENT POSITIONS

An analysis of wages showed that women and men in Switzerland receive an equivalent wage for equivalent work.

Rieter's commitment to gender equality goes far beyond legal requirements. Diversity is seen as enrichment and is considered a source of innovation and inspiration.

An analysis of wages carried out in Switzerland showed that women and men at Rieter receive an equivalent wage for the same work. As a matter of principle, employee remuneration at all Rieter companies is geared to the respective position and its requirements.

Rieter's declared goal is to increase the number of women in the overall workforce. To safeguard the progress already made and to accelerate further development, the Group has specified its objectives and set up a task force. Rieter aims to increase the share of women in management positions to over 20% by 2025.

In the reporting year, women accounted for around 21% of the total workforce. In management positions, the share remained at 12% overall. In the top four management levels, the share increased from 13% to 14%.

EDUCATION AND TRAINING DAYS PER EMPLOYEE PER YEAR

Rieter employs 150 trainees worldwide.

Rieter employees apply their experience and expertise in a competitive environment that is changing at an ever-faster pace. Particularly in connection with the COVID-19 pandemic, the Group invested more heavily in the resilience of its employees and supports them in dealing with change while developing their skills in this regard in a targeted manner.

Technology leadership can be achieved only by well-trained, experienced and motivated employees. Therefore, Rieter attaches great importance to the continuous development of its employees.

In the year under review, some 90% of all Rieter employees had vocational training qualification or a university degree. The COVID-19 pandemic and the reduced working hours mandated in some countries in this context led to a reduction in the number of training days from 6 939 to 5 882 in financial year 2021.

The average number of training days per employee per year decreased from 1.6 to 1.3. There is a need to catch up here. In 2021, the Rieter Group employed 150 trainees, 56 of whom were in Switzerland.

ABSENCE RATE IN RELATION TO WORKING HOURS

Despite the challenging market environment, the absence rate improved in 2021.

The absence rate is an important indicator of employee well-being. It measures the number of days employees are absent from work due to an accident, for example.

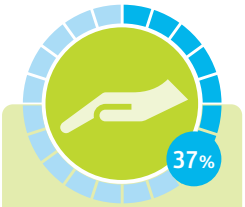
The absence rate is basically associated with a healthy work-life balance. This is needed to deliver good performance, which is of key importance to Rieter as a market and technology leader.

Rieter operates primarily in a cyclical environment, especially in the new machinery business, and the market is constantly subject to major changes. This was evident during the pandemic and the subsequent rapid recovery in 2021. The operational problems that occurred in this challenging environment required top performance from employees in order to minimize the impact on customers. In this cyclical environment a good work-life balance is essential.

Despite the stated challenges, the absence rate improved from 3.87% to 3.11% in 2021. This is also testimony to the extraordinary commitment of the employees, who worked tirelessly to overcome operational problems and find solutions for customers.

In addition, corporate culture and management communication are defining elements for absence rates. Consistent implementation of Rieter's values will help to further improve these rates.

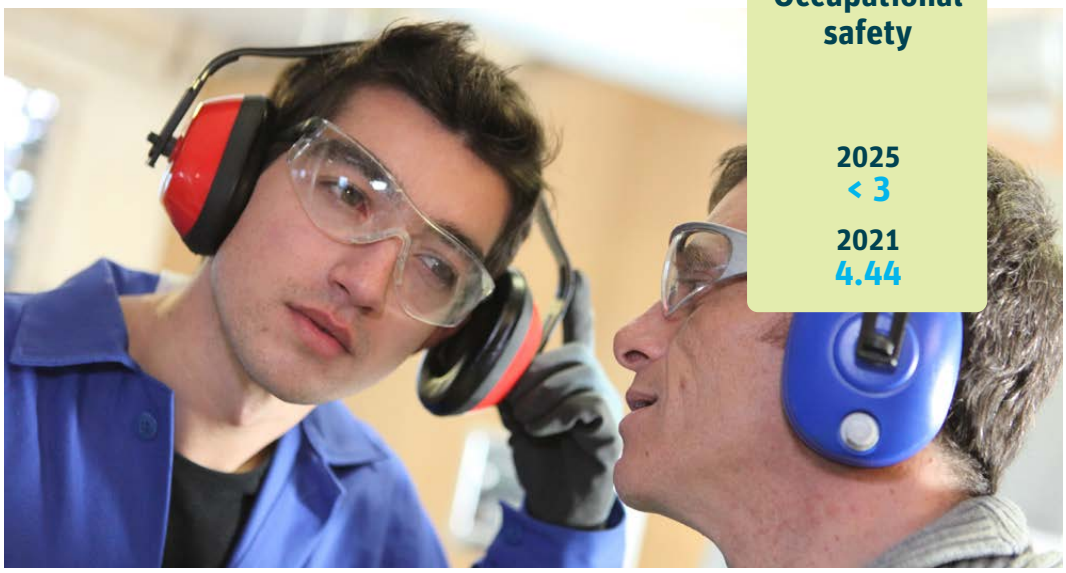
OCCUPATIONAL SAFETY



Occupational safety

2025
< 3

2021
4.44

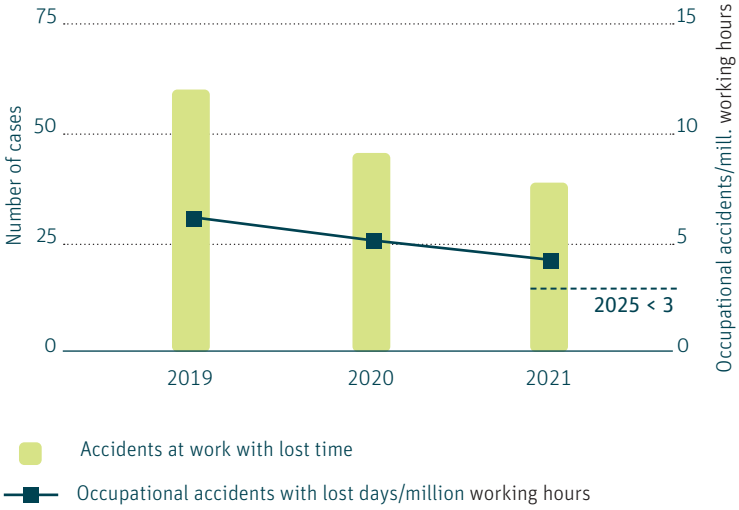


Rieter takes a comprehensive approach to health and safety management.

The safety and health of employees are of fundamental importance to the Rieter Group. The Risk Control Audit System and occupational safety officers at all production sites help to protect employees and promote their well-being.

Rieter takes a comprehensive approach to health and safety management in order to achieve continuous performance improvement in these areas. The absolute number of occupational accidents fell from 46 to 39 in the reporting year. At less than four and a half cases (4.44) per million hours worked, the accident rate was almost one case per million hours lower on average than in the same period of the previous year. Rieter consistently pursues the goal to completely avoid occupational accidents.

Occupational accidents



GLOBAL REPORTING INITIATIVE INDEX

In its reporting on sustainability, Rieter follows the Global Reporting Initiative (GRI). The Group sets specific targets and monitors compliance with the targets. For the measurement and reporting of progress in sustainability, Rieter is guided by the requirements of the GRI. These requirements stand for transparency and credibility and ensure uniform terminology.

The current data situation allows the tracking of eight performance indicators and is guided by a further ten performance indicators. For Rieter, the achieved transparency is an important prerequisite for identifying areas for action, documenting improvements and learning from each other on the basis of "best practices".

GRI 200	Economic topics	Page	GRI performance indicators
GRI 205	Anti-corruption	13, 19, 20	
GRI 206	Anti-competitive behaviour	13, 19, 20	
GRI 207	Tax	13, 19, 20	

GRI 300	Environmental topics	Page	GRI performance indicators
GRI 302	Energy	6, 13, 15, 28, 29, 35, 36, 38	✓
GRI 303	Water and effluents	6, 13, 15, 28, 36, 41	✓
GRI 305	Emissions	6, 13, 15, 28, 29, 35, 36, 38, 39, 40	✓
GRI 306	Waste	6, 13, 15, 28, 35, 36, 42	✓
GRI 307	Environmental compliance	13	

GRI 400	Social topics	Page	GRI performance indicators
GRI 403	Occupational health and safety	7, 13, 16, 29, 30, 35, 37, 46, 47	✓
GRI 404	Training and education	7, 13, 17, 30, 31, 37, 45	✓
GRI 405	Diversity and equal opportunity	13, 17, 30, 31, 35, 37, 43, 44	✓
GRI 406	Non-discrimination	7, 13, 17, 30, 31, 35, 37, 44	✓
GRI 407	Freedom of association and collective bargaining	18, 30	
GRI 408	Child labor	13, 20	
GRI 409	Forced or compulsory labor	13, 20	
GRI 412	Human rights assessment	13, 19, 20	
GRI 414	Supplier social assessment	18	
GRI 418	Customer privacy	13, 20	

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All statements in this report which do not refer to historical facts are forecasts which offer no guarantee whatsoever with respect to future performance; they embody risks and uncertainties which include – but are not confined to – future global economic conditions, exchange rates, legal provisions, market conditions, activities by competitors, and other factors which are outside the company's control.

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