

**2025  
SUSTAINABILITY  
PERFORMANCE  
UPDATE**



# Table of contents

**INTRODUCTION ..... 1**

Making progress transparent. Focused reporting.  
Providing orientation and creating a solid foundation.  
With a new format.

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

Roadmap for our sustainability commitment –  
dynamic, measurable, purpose-driven.  
Laying the groundwork for transformation.

**ECOLOGICAL AWARENESS ..... 10**

Sustainability with substance and genuine  
commitment: Focus topics and performance 2025:  
Energy, water circularity, Product Carbon Footprint.

**PEOPLE MATTER ..... 16**

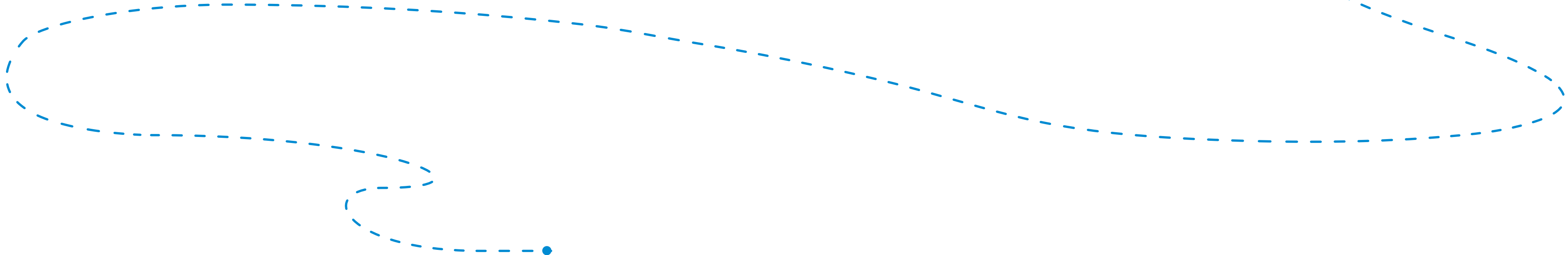
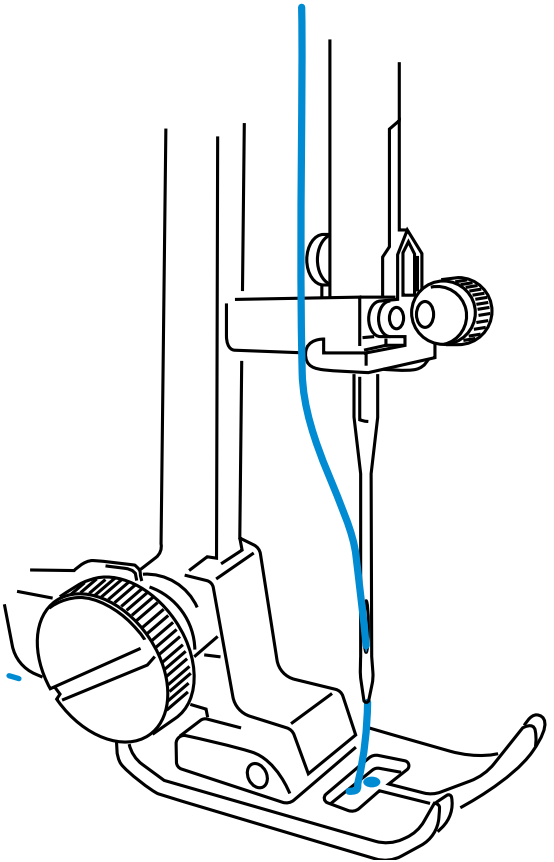
Change is driven by our employees: Focus topics and  
performance 2025 - AMANN Learning Hub, relaunch  
Intranet, AMANN Roadshows.

**PROFITABILITY ..... 22**

Economic Sustainability – driven by smart risks and  
opportunities management, a sharpened brand image  
and a lived commitment to service.

**ANNEX ..... 27**

Figures, data, facts 2025 – additional insights  
into the Sustainability Performance Update.





# Foreword

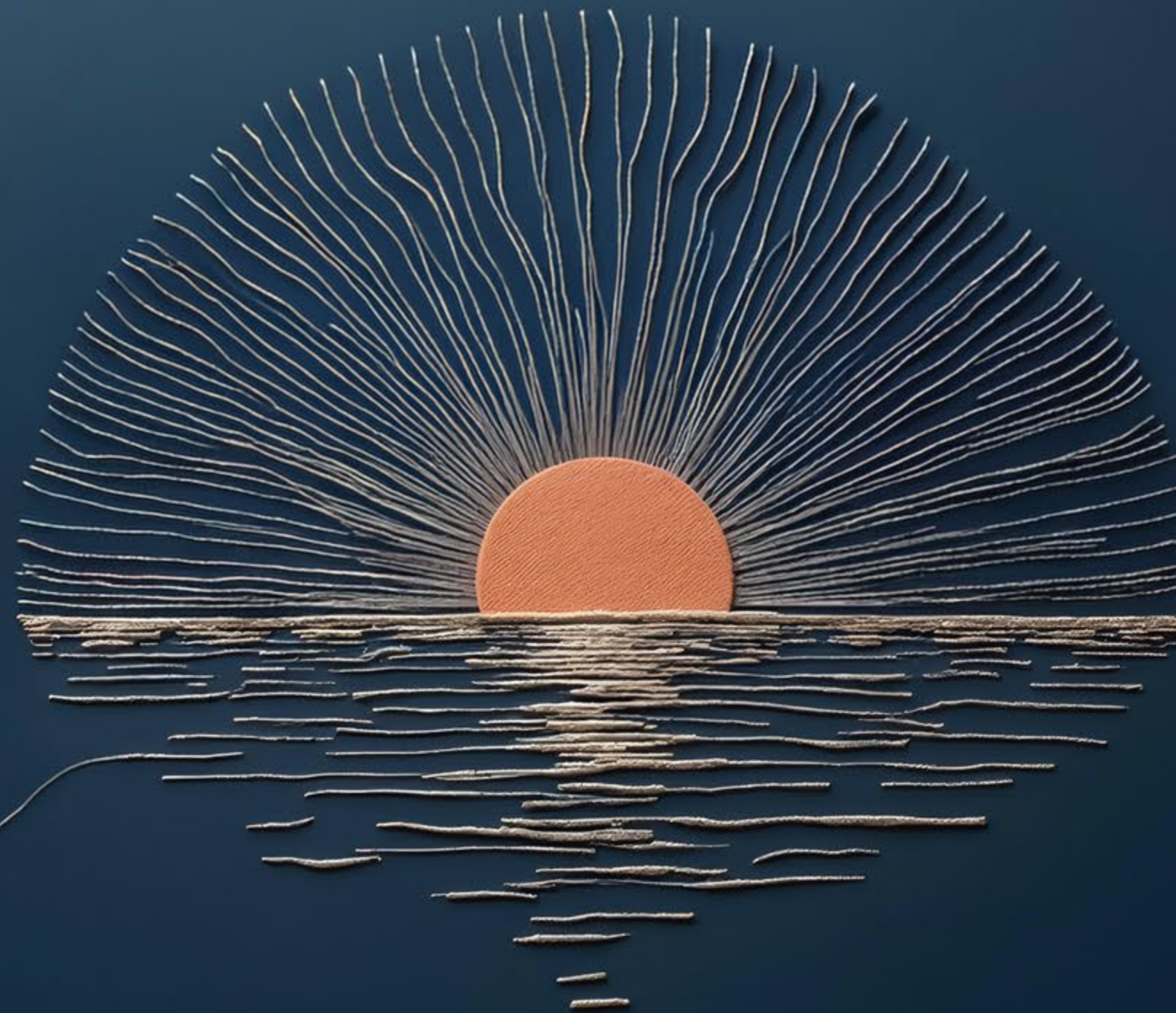
Dear readers,

For us, sustainability is not a project with an end date. It is a mindset – and a path we consciously follow every day.

As a CSIO, I see every day just how much innovative power lies in sustainable decisions: there is rarely a single ‘perfect’ solution – but there are countless steps that help us move forward in a pragmatic and effective way. Progress is not a linear process. Sometimes we go round in circles; sometimes it feels like hard work or as though we are standing still. The key is: to keep going, learn, refine – and that is precisely where the reward lies in the end: a genuine impact that lasts.

This approach is also in line with our vision and our brand promise ‘Beyond Threads’. For me, this means not staying on the surface, but thinking ahead, looking at the bigger picture and creating a lasting impact with real substance.

*“Progress does not come from looking back, but from learning from mistakes and not making them a second time.”*



A key milestone in 2025 was the integration of our sustainability requirements into our process map. They are now an integral part of processes, roles and interfaces – implemented systematically across the globe. Responsibility is thus not viewed as an individual initiative, but as an integral standard guiding our actions.

As a result of improved supplier surveys and greater data depth, we reassessed our Corporate Carbon Footprint for 2025. We had to revise our carbon footprint upwards by around 20,000 tonnes – both for the reporting year and retrospectively for the base year 2022. This, too, is a reflection of our approach. We practise transparency, even when it becomes challenging.

I am proud of our sustained success: not as an individual achievement, but as the result of many people working together, many different perspectives and a shared commitment. I would like to thank all our colleagues around the world who are helping to shape this journey with dedication, openness and responsibility.

*Ivo Herzog*

Chief Sustainability and Innovation Officer

# Making Threads. For Generations.



## WELL POSITIONED

For generations, people have been at the heart of our success. Around 2,800 employees in 20 countries ensure quality, innovation and certified standards worldwide.



## INTERNATIONALLY PRESENT

8 production sites and 19 subsidiaries ensure customer proximity and reliable supply chains – worldwide.



## SUSTAINABLE & INNOVATIVE

Innovation is in our DNA and drives sustainable growth. We offer carefully designed solutions for Apparel, Footwear, Home Textiles, Automotive, TechTex and Retail.



## PROFITABLE & FUTURE-PROOF

Economic success and responsibility go hand in hand for us. By integrating sustainability into our strategy, we ensure our long-term viability.



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



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



Our global presence ensures market insight, customer proximity, and supply chain reliability.



# Management Summary 2025

## SUSTAINABILITY STRATEGY

### GOVERNANCE AND OPERATIONAL IMPLEMENTATION

- Finalisation of the group-wide water roadmap with milestones for 2027 and 2030
- Integration of sustainability targets into the AMANN Process Map
- Transfer of sustainability targets into the OPEX system

### MEASURABILITY AND TRANSPARENCY

- Expansion of carbon footprint tracking: Product Carbon Footprint (PCF) at AMANN brand level

### EMPOWERMENT AND COMMUNICATION

- Continuation of the Sustainability Roadshow in Bangladesh and Vietnam
- Publication of the booklet “Ready for the journey” and rollout of Elevator Pitches

## ECOLOGICAL AWARENESS

### CHANGES IN CO<sub>2</sub> EMISSIONS

- Scope 1 + 2 = 3 % (all stages of production, all plants)\*
- Scope 3 = - 3.6 % (quantity produced)\*

### SHARE OF GREEN ELECTRICITY

- 47 % (consumption across all sites)

### WASTE

- 86.2% is recycled or thermally recovered. 13.8% is landfilled

### ESTABLISHMENT OF A WATER ROADMAP

- With a clear baseline for 2025 and defined milestones for 2027 and 2030

\* Climate Protection Roadmap: Base Year 2022  
Scope 1 and 2 intensity is based on the cumulative production volume of all relevant process steps, whilst Scope 3 is based on the final production volume.

## PEOPLE MATTER

### GENDER EQUALITY AND DIVERSITY

- Employees from 38 countries
- Number of employees: approx. 2,800
- Gender distribution: Women: 42%, Men: 58%

### EDUCATION

- Further development of the AMANN Learning Hub, all learning resources in one place, digital, structured, and strategically aligned

### ACCIDENT RATE IN 2025: 1.49%

- 28 reportable accidents in 2025 led to an increase in the accident rate compared to the previous year. However, the decrease in the LDR\* from 0.52 to 0.25 indicates that the accidents resulted in shorter downtime. Additional training was implemented to further reduce the accident rate, which is below the industry benchmark.

\* LDR = Lost Day Rate

## PROFITABILITY

### STRENGTHENED BRAND POSITIONING

- Development and preparation of the global AMANN campaign “Beyond Threads”

### ZDHC COMPLIANCE

- 99.5% of the chemicals currently in use comply with the requirements of the Zero Discharge of Hazardous Chemicals (ZDHC) initiative

### SUPPLIER SURVEY

- A significantly optimised second round of surveys focusing on our raw material suppliers has improved the collection of primary data on energy consumption, water, and waste management

### GLOBAL SERVICE EXPERTISE

- Opening of a new TAS sewing lab in Bangladesh

# Sustainability Strategy

## THE AMANN WAY: CLEAR. CONSISTENT. HOLISTIC.

We pursue a sustainability strategy with clear objectives in key areas of focus and implement these consistently in line with their relevance and the specific need for action. In this context, sustainability means striking a balance between economic, environmental and social aspects.

Our sustainability initiatives cover the entire value chain – from the sourcing of materials through production at AMANN sites worldwide to the product use phase and beyond.

The Sustainable Development Goals (SDGs) serve as our overarching framework, which we have embedded within our organisation through concrete measures.

Strategic areas of focus

-  **CO<sub>2</sub>-NEUTRALITY**
-  **WATER**
-  **WASTE**
-  **FAMILY VALUES**
-  **HEALTH**
-  **EDUCATION**
-  **FORESIGHT**
-  **CORE VALUES**
-  **HONORABILITY**

Focus topic 2025

# Integrating sustainability into our processes

To implement our sustainability strategy effectively, we are concentrating our efforts on clearly defined key areas. In 2025, the focus was on integrating sustainability into AMANN's operational framework and further enhancing the effectiveness of steering committees and working groups. This enables us to translate the strategy more quickly into concrete decisions, actions and measurable progress.

## INTEGRATION INTO THE AMANN PROCESS MAP

The process map provides the framework for translating our systemic guidelines into our processes and procedures. It makes value creation, responsibilities and interfaces transparent and ensures consistent, reliable standards – across all sites and functions.

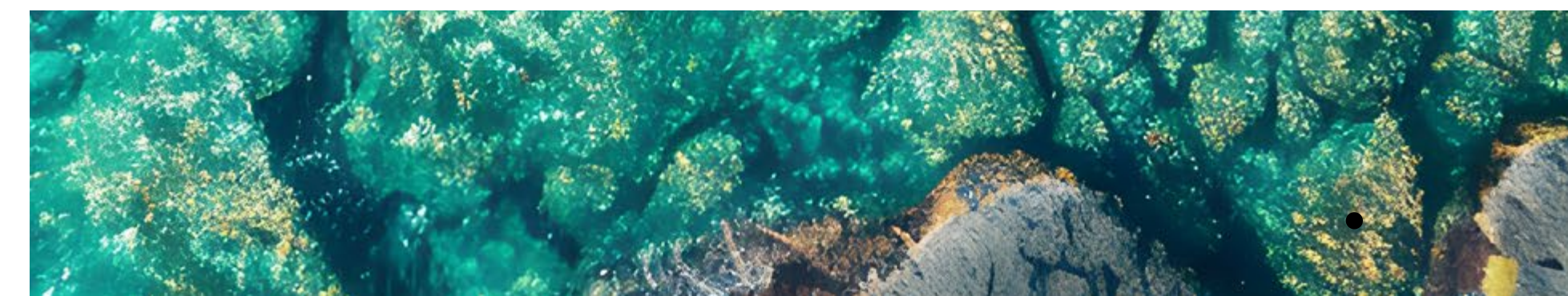
In 2025, we systematically integrated sustainability into this process map. This means that sustainability is no longer organised as a standalone initiative, but is firmly established as a binding corporate process. We can thus consistently translate strategic sustainability goals into operational action and embed them permanently in our day-to-day work.

## INTEGRATION INTO THE OPEX SYSTEM

We have also incorporated our sustainability goals into our Operational Excellence System (OPEX). OPEX aims to continuously improve the value chain in terms of efficiency and effectiveness. Sustainability extends this objective to include the conservation of resources and the reduction of the ecological footprint. In this way, compliance requirements and efficiency improvements

are effectively combined. Environmental and social objectives are thus directly integrated into the methods for process improvement.

The framework ensures clear roles and effective control loops – across the entire organisation, cascaded end-to-end, from guiding principles through core processes to operational routines and KPIs.



# Sustainability management

The scope of sustainability management within a company is wide-ranging and complex. It therefore requires clear roles, committees and decision-making processes, as well as a practical approach.

Global Sustainability & Innovation (GSI) had already established a structured process for this in 2023. In 2025, the focus was on embedding this process in practice and across the organisation.

## HOW IT WORKS

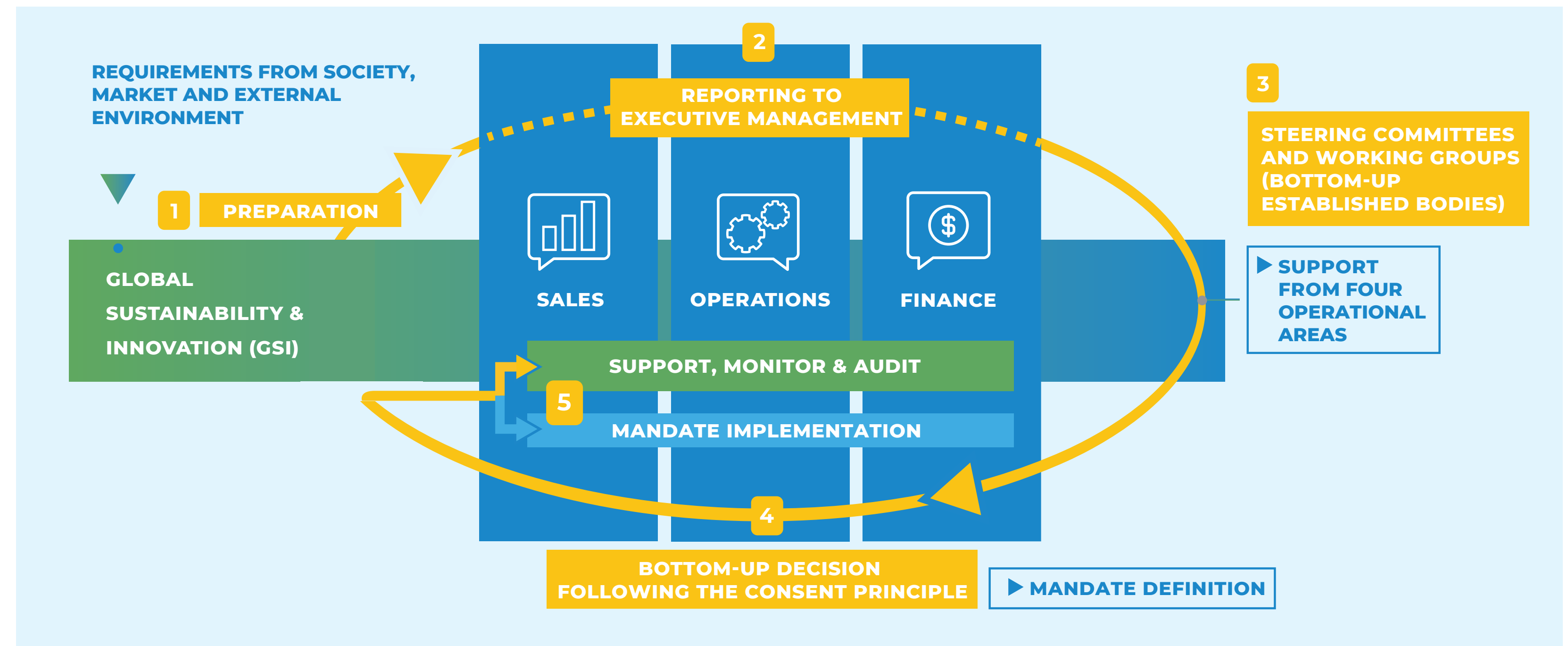
- ▶ GSI identifies and prioritises topics
- ▶ GSI informs the management about tasks identified within existing and new areas of activity
- ▶ Steering committees and working groups are developing the framework for implementation using a bottom-up approach
- ▶ Employees contribute their perspectives and work together to develop solutions
- ▶ Decisions are made in accordance with the consensus principle
- ▶ GSI supports the process, coordinates, ensures transparency, and that the initiative is firmly established

## BOTTOM-UP PROCESSES

The implementation of sustainability initiatives is driven from the bottom up, primarily through steering committees and working groups. Employees from all divisions worldwide are actively involved in these bodies. They set priorities, initiate joint projects and actively promote these across all sectors of the AMANN Group.

## CONSENSUS PRINCIPLE

Decisions are made according to the consensus principle: a decision is considered final once there are no further justified objections. This ensures efficiency, fosters acceptance and creates a shared sense of responsibility. These decisions give rise to specific tasks, which are implemented within the departments and integrated into existing processes.



# Communication that gets through

The AMANN Group's sustainable transformation requires expert knowledge and an understanding of the bigger picture. From everyone. Not just from management. Only those who understand the fundamentals of sustainable business will support the necessary changes and commit to sustainability initiatives.

A key objective of our sustainability communications is therefore to empower our employees. To this end, we have developed two special formats in 2025 – alongside many other communication initiatives (see the 'People Matter' section): the Elevator Pitch and the booklet 'Ready for the journey'.



## AMANN ELEVATOR PITCHES

To create short video messages on the topic of sustainability, we filmed a series of 'Elevator Pitches' in 2025. With these videos, which are just as long as an elevator ride, we demonstrate in a concise and engaging way how everyone can integrate sustainability into their own daily working lives and why this matters in the first place. Through these clips, we spark interest, provide inspiration and encourage people to get involved.

In 2025, we produced a total of nine videos and rolled them out via the intranet. CSIO Ivo Herzog delivered the opening remarks. In subsequent episodes, other experts from a wide range of company departments shared their insights. The topics covered were as diverse as the subject of sustainability itself.

## BOOKLET "READY FOR THE JOURNEY" -->

With the booklet "Ready for the journey", we are taking the entire AMANN family worldwide on a journey towards sustainable transformation. We invite everyone to join us on a shared journey into the future. In this journey, the AMANN family becomes the travel group, GSI the tour guide and the UN Global Compact the compass. Through analogies and metaphors, the abstract becomes tangible and we create an emotional framework that narrates sustainability as a shared adventure.



In this way, "Ready for the journey" provides simple and clear information on AMANN's sustainability strategy, the SDGs, and the organisation and timeline. The booklet inspires, sparks curiosity and motivates people to get involved. Above all, however, "Ready for the journey" acts as a shared compass for a movement that transcends locations and cultures.



Performance 2025

# Facts & Figures

## GOVERNANCE AND OPERATIONAL IMPLEMENTATION

- Finalisation of the group-wide water roadmap with milestones for 2027 and 2030
- Integration of sustainability targets into the AMANN Process Map
- Transfer of sustainability targets into the OPEX system

## MEASURABILITY AND TRANSPARENCY

- Expansion of carbon footprint tracking: Product Carbon Footprint (PCF) at AMANN brand level

## EMPOWERMENT AND COMMUNICATION

- Continuation of the Sustainability Roadshow in Bangladesh and Vietnam
- Publication of the booklet "Ready for the journey" and rollout of Elevator Pitches

Outlook 2026

# The next tasks are defined



## WASTE PREVENTION AND RECYCLING

A key focus in 2026 will be the development and implementation of sustainable concepts that help to

- ▶ prevent waste,
- ▶ increase the reuse rate and
- ▶ largely eliminate landfill and thermal recovery.

To identify solutions and implement them, a steering committee will be formed to drive the issue forward using a 'bottom-up' approach.



## WATER – RECYCLING AND REUSE

Following the publication of the Water Roadmap 2025, implementation will take place in 2026. The focus will be on the consistent management of the water cycle. Tailored to the production conditions at the individual sites, specific action plans will be developed and implemented.

The aim is to reduce water consumption efficiently without compromising product quality or operational safety.



## PEOPLE MATTER – TAKING EVERYONE ALONG

In 2026, we want to make our collaboration even more deliberate and involve everyone – especially new colleagues. Those who are deeply immersed in the subject often consider many things as obvious. That is precisely why it is important not to let a gap develop, but to take responsibility for actively getting others on board. Sustainable progress arises where we explain, ask questions, make connections visible and truly reach people. In this way, we provide guidance and avoid ambiguities as well as unnecessary delays.

# Ecological Awareness

## THE AMANN WAY: ENVIRONMENTAL RESPONSIBILITY. MEASURABLE SUCCESS.

Sustainability with substance and sincerity: thoughtful and focused rather than loud and superficial – that is how we go about our business. We focus on genuine reduction, measurability and transparency. As a family business, we think long-term and act responsibly.

Our company-wide climate and environmental management system provides a framework with clear objectives and realistic milestones. Transparency is key: we use regular, KPI-based reporting to ensure that progress across the entire value chain is traceable.

Strategic  
areas of focus



**CO<sub>2</sub>-NEUTRALITY**



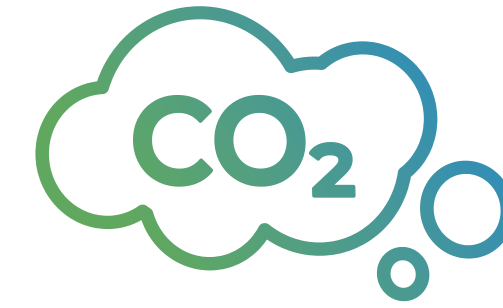
**WATER**



**WASTE**

Focus topic 2025

# Energy as a key element of the CO<sub>2</sub> roadmap



Within the area of ecological awareness, in 2025 we focused on measures with particularly high impact potential in order to achieve the ambitious targets of the climate roadmap.

As we work towards achieving carbon neutrality in our operational activities (Scope 1, 2 & 3) by 2050, we are focusing primarily on expanding our own energy generation, sourcing electricity from renewable sources and improving energy efficiency. We measure our progress across the entire value chain by calculating our Corporate Carbon Footprint (CCF) annually.

## FOUR STEPS TOWARDS NET ZERO

### 01 Transition to green energy

We have made significant progress in driving the transition to green energy, both within our own organisation and amongst our suppliers. In addition, a number of measures to improve process efficiency have been implemented.

### 02 Site-specific approach

Instead of a 'one-size-fits-all' approach, we focus on site-specific strategies: we assess each site individually, taking into account the varying conditions (including the potential for wind and solar energy generation).

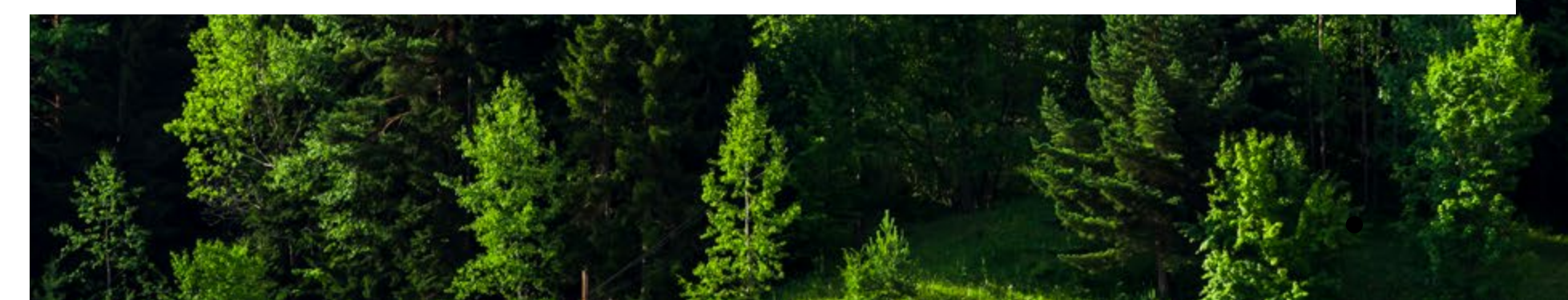
### 03 Consistent prioritisation

Our focus was on the potential for impact: at each site, measures were prioritised based on impact and feasibility – e.g. energy efficiency, process optimisation, electrification, on-site power generation and the procurement of renewable energy.

### 04 Roadshows as implementation boosters

In 2025, roadshows were used strategically to work with individual sites in order to identify concrete local energy solutions and speed up implementation.

*More information can be found in the Annex.*



# Water circulation as a key element of the water roadmap



In 2025, AMANN launched a cross-site water roadmap for all global locations. It is based on a systematic analysis of our water flows and the identification of the main drivers of water consumption and impact at each site. Our target vision is clear:



► Reduction in freshwater consumption



► Increase in the proportion of recycled and reused shares



► Implementation of site-specific solutions, tailored to the respective production processes and local conditions

Our aim is to keep water in the technical cycle for as long as possible and at the required quality. Reuse and recycling help us to reduce our fresh water consumption and use water flows more efficiently.

## WATER REUSE

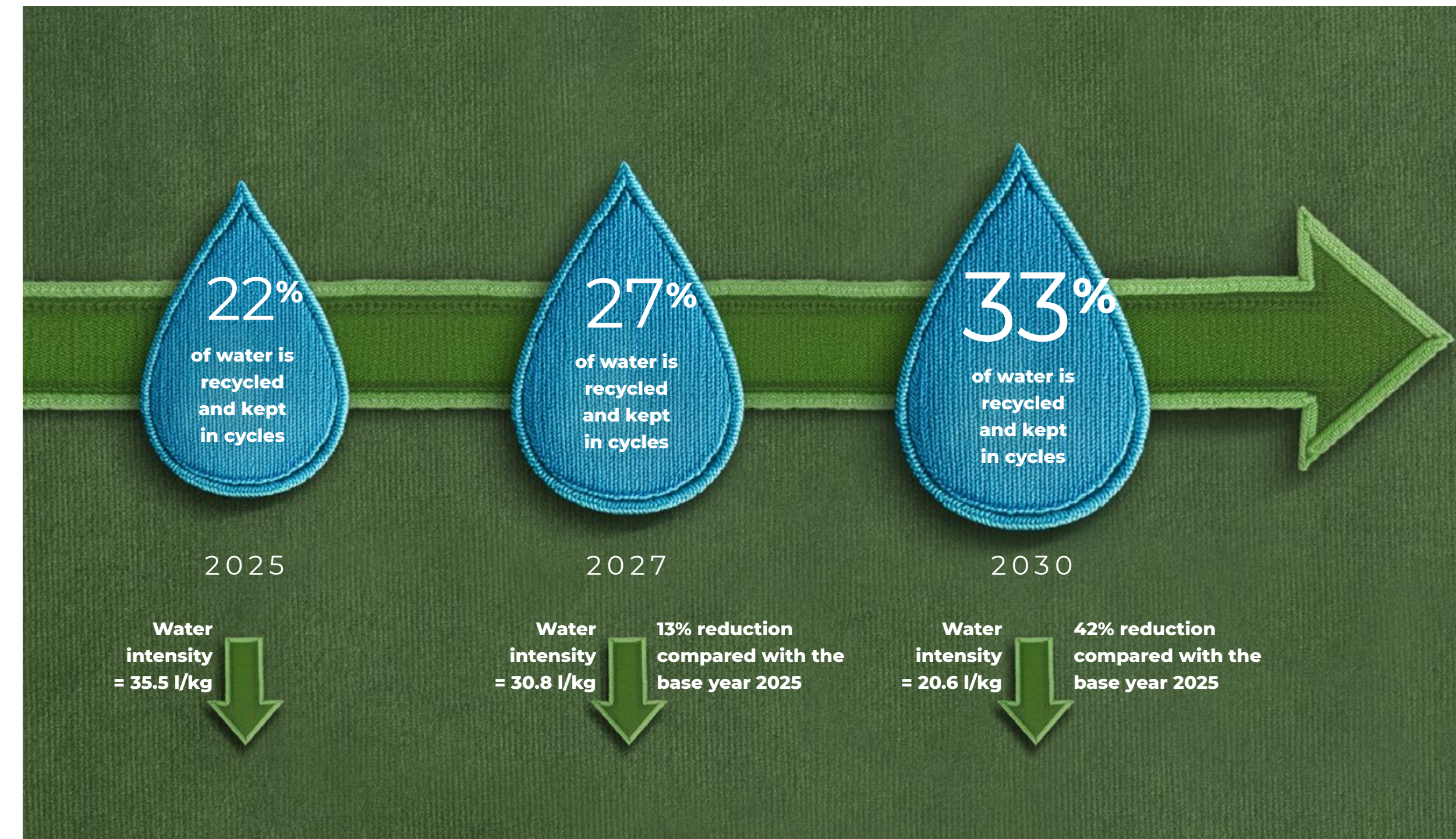
After use, the water is returned to the process or to other areas on site, without being treated.\*

## WATER RECYCLING

After use, the water is treated and then returned to the process or to other areas on site.

We assess measures based on their environmental impact, technical and organisational feasibility, and capital and operating expenditures (CAPEX/OPEX).

\* Ideally in cascaded or closed systems



More information can be found in the Annex.

Focus topic 2025

# Product Carbon Footprint



Since autumn 2025, AMANN has been offering the Product Carbon Footprint (PCF) for its main brand families. In doing so, we are creating transparency and providing reliable CO<sub>2</sub>e figures. This represents a significant step forward in managing our own CO<sub>2</sub> emissions and those of our customers.

## FOCUS ON DATA QUALITY AND GOVERNANCE

The consistent calculation of PCFs requires clean master data, clear system boundaries, valid measurement concepts and comprehensive documentation. This makes the PCF a reflection of our operational excellence.

A key component in 2025 was the further development of our supplier survey. Through expanded questionnaires and standardised data collection, we were able to significantly increase the proportion of primary data (PDS). As a result, we have noticeably improved the quality of our Scope 3 data and laid the foundations for robust corporate carbon accounting.

*More information can be found in the Annex.*

## TRANSPARENCY AS THE BASIS FOR REDUCTION

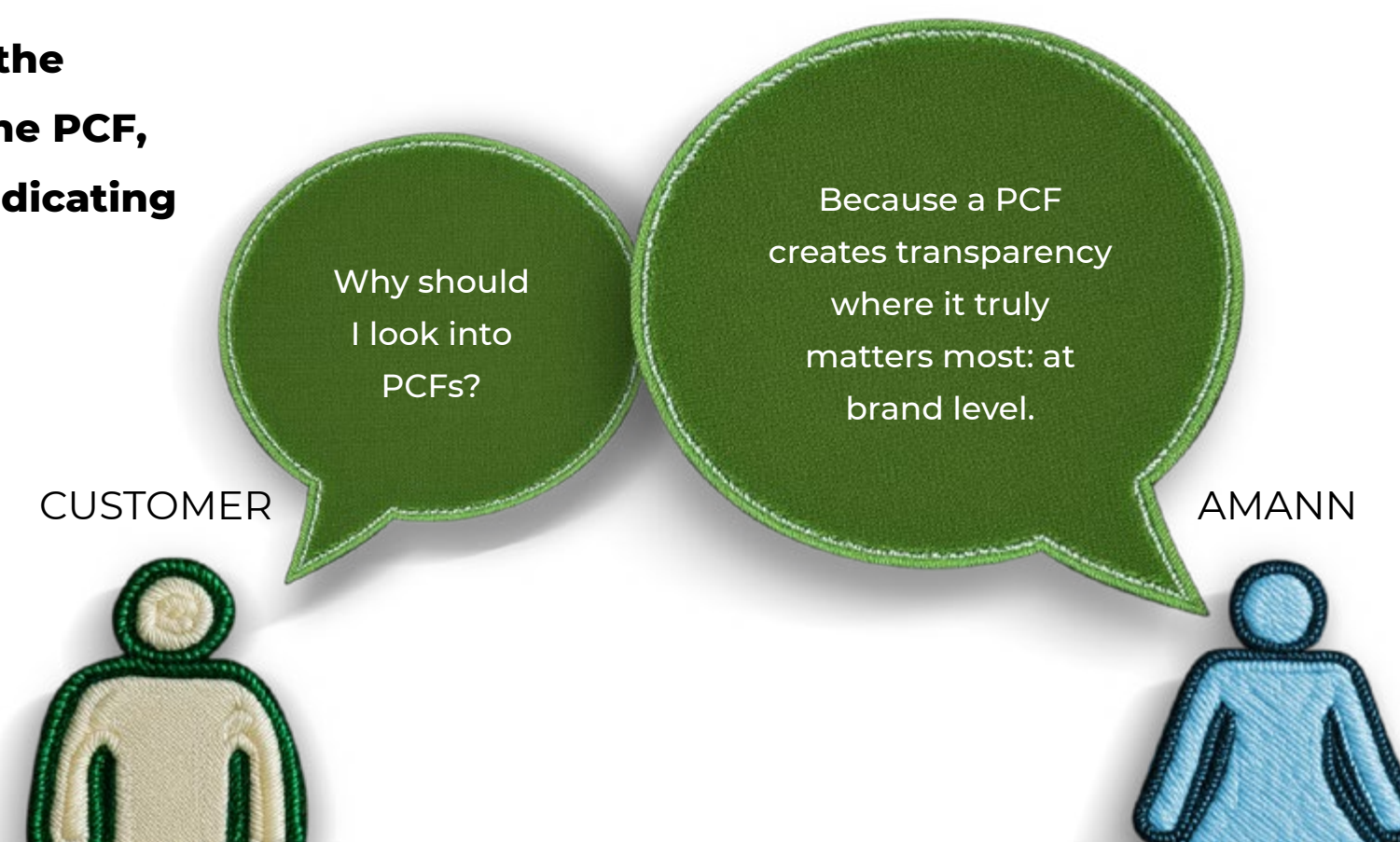
The PCF results highlight emissions drivers in material use, energy consumption and processes. This enables us to identify specific hotspots and derive effective decarbonisation measures. Comparisons between product alternatives become meaningful with the PCF: differences are not random, but can be explained methodologically – for example, by different materials or a changed energy mix.

**A high PDS increases the informative value of the PCF, without necessarily indicating low emissions.**

## ADDED VALUE FOR CUSTOMERS

The PCF data helps our customers achieve their own sustainability goals. The reported CO<sub>2</sub>e figures can be incorporated directly into Scope 3 calculations to ensure compliance with regulatory requirements.

With robust PCF verification, we simultaneously enhance our customers' competitiveness in supplier tenders and reduce the risk of unsubstantiated sustainability claims.



# Inside AMANN. Performance 2025.



↑  
Inside

## BANGLADESH

- Expansion of the recycling business: 41% of the total business consists of recycled threads
- Family dyeing: Reduction in dyeing batches and increase in capacity utilisation through 645 associated dyeing processes, saving 4.6 tonnes of CO<sub>2</sub>e
- Direct recycling of production waste increased by 7.1%

## Inside INDIA

- In February 2025, the solar power plant in India was commissioned, enabling the site to cover up to 35% of its own electricity requirements
- Optimised use of briquettes has led to a 37% reduction in biomass consumption per kilogram of dyed material



↑  
Inside

## VIETNAM

- Reduced paper consumption through the processing and separation of the wrapping cards. CO<sub>2</sub> reduction of approx. 0.6 tonnes CO<sub>2</sub>e
- By the end of the year, the water-repellent finishing (WRe) process had been significantly optimised. This leads to lower emissions, primarily as a result of reduced electricity consumption, shorter processing times and lower chemical usage

## Inside UNITED KINGDOM

- Change to a closer spool supplier in the middle of the year. As a result, approximately 1 tonne of CO<sub>2</sub>e was saved in the second half of the year
- Investments in new dyeing vessels led to an increase in efficiency



Performance 2025

# Facts & Figures

## CHANGES IN CO<sub>2</sub> EMISSIONS

- Scope 1 + 2 = 3 % (all stages of production, all plants)\*
- Scope 3 = - 3.6 % (quantity produced)\*

## SHARE OF GREEN ELECTRICITY

- 47 % (consumption across all sites)

## WASTE

- 86.2% is recycled or thermally recovered. 13.8% is landfilled.

## ESTABLISHMENT OF A WATER ROADMAP

- With a clear baseline for 2025 and defined milestones for 2027 and 2030

\* Climate Protection Roadmap: Base Year 2022 Scope 1 and 2 intensity is based on the cumulative production volume of all relevant process steps, whilst Scope 3 is based on the final production volume.

Outlook 2026

# Uncompromising performance with maximum environmental compatibility

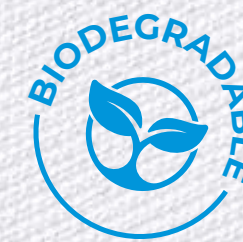


## HIGH-PERFORMANCE AND COMPOSTABLE

In 2026, we will launch AeoniQ™ Fil, a compostable sewing and embroidery thread. The material was developed by the innovative joint venture AeoniQ™.

AeoniQ™ Fil is made from renewable wood pulp and is the first nature-based sewing and embroidery thread to come close to matching the performance of synthetic alternatives in terms of elongation and durability. The product is ideal for use with cellulose-based

fabrics and supports mono material designs for circular concepts. Thanks to recyclable dyes, the thread is biodegradable within 12 weeks.



## EFFICIENT RECYCLING THROUGH EASY DISASSEMBLY

For the Texprocess 2026, we are expanding our portfolio with Smart Stitch™, a heat-dissolvable sewing thread that enables the automated disassembly of garments at the end of their life cycle. This innovative product dissolves at a defined temperature, ensuring that the disassembly process (Smart Disassembly™) as part of the recycling process results in cleaner material streams.

Smart Stitch™ was developed by the Belgian technology start-up Resortecs and forms part of a complete Smart



Disassembly™ system. AMANN is taking over production under licence as a strategic industrial partner and ensures global availability.

# People Matter

## THE AMANN WAY: TOGETHER. WITH A STRONG SET OF VALUES

Sustainability is a shared responsibility that requires the involvement of the entire AMANN family. All locations. All employees. From management to production. Their collaboration determines our long-term success.

A strong set of values and ethical principles provide the guiding principles for our corporate culture and leadership as a family-owned business. Core values that strengthen our open and equal collaboration are trust, respect, and fairness.

Strategic areas of focus



**FAMILY VALUES**



**HEALTH**



**EDUCATION**



Focus topic 2025

# AMANN Learning Hub



Our employees are our most important resource for sustainable transformation. Their professional development and personal growth are a key component in achieving our sustainability goals.

With our digital learning platform, the AMANN Learning Hub, we enable individualised learning and skill development at all locations worldwide and integrate learning content directly into everyday work.

In 2025, we took the AMANN Learning Hub to a new level with a fresh design, additional features, and a significantly expanded range of training courses.

## CONSOLIDATED KNOWLEDGE, AVAILABLE DIGITALLY

The new learning and development platform brings together our content, formats, and tools for professional development, knowledge sharing, and skill building. E-learning courses, in-person training, webinars, guides, or micro-learning modules – all learning resources are in one place, digital, structured, and strategically aligned. This allows employees to quickly find relevant content.

## LEARNING AND DEVELOPMENT – ON DEMAND

The learning platform offers AMANN maximum flexibility and accessibility for learning and development. Thanks to these enhancements, key future-oriented topics and standardised content can now be rolled out globally, regardless of time or location. This makes the implementation of onboarding programs, compliance training, or specialised training even more efficient. Employees can access the learning resources “on demand” and expand their knowledge.



# Relaunch AMANN Intranet

A company Intranet as a shared platform fosters interaction, dialogue, and understanding and supports a transparent communication culture that engages employees, builds acceptance, and strengthens trust. This culture is of central importance for current transformation processes. In 2025, we therefore relaunched our Intranet and redesigned it as a smart internal communication channel.

## AMANN ON THE MOVE

With many additional features and information resources, the AMANN Intranet has become, following its relaunch, the central hub for our internal communication and all company-related topics. A new user interface provides clear navigation, quick access to relevant content, and an improved search function. User-centred structures, a personalised home page, and clear navigation paths facilitate communication – especially for those who are not digital natives.

## COMING TOGETHER – DIGITAL, GLOBAL, TRUSTWORTHY

The new name “AMANN on the move” says it all. The platform connects all employees across hierarchical levels, departmental boundaries, and locations, bringing the AMANN family closer together.

## THE OBJECTIVE IS CLEAR:

- ▶ **Inform:** Build knowledge – about success stories, the AMANN sustainability strategy, AMANN’s performance, and much more. Knowledge builds trust.
- ▶ **Inspire:** Foster exchange, create meaning, and highlight achievements. Understanding drives change.
- ▶ **Engage:** Actively involve employees, promote interaction, and expand direct communication channels across all locations. Interaction boosts motivation.



# Roadshow as an implementation booster

With our “Sustainability on Stage” roadshow, we bring our sustainability strategy directly to our employees. Because change can only happen when we work together. Sustainability must be integrated into all processes, at all AMANN locations and departments worldwide. From senior management down to our trainees. “Sustainability on Stage” is an extremely effective format for achieving this.



## ROADSHOWS IN VIETNAM AND BANGLADESH

In 2025, the exchange format was expanded to Vietnam and Bangladesh. A central component was the development of concrete local projects by the on-site teams in collaboration with the Global Sustainability & Innovation (GSI) team at the headquarters in Germany. Guided by the Sustainable Development Goals (SDGs), efforts were specifically targeted where the real, location-specific benefits were greatest. In this way, global sustainability goals were translated into concrete measures that have an immediate impact on day-to-day work activities.



## SUPPORT FROM THE HANNS A. PIELENZ FOUNDATION

Two sustainability projects in Vietnam and Bangladesh received valuable support from the Hanns A. Pielenz Foundation, which, together with the Pielenz family, is a shareholder in the AMANN Group. In Vietnam, the foundation implemented an integrated scholarship programme that combines financial support with on-site workshops at AMANN. In Bangladesh, the foundation provided support for a comprehensive project aimed at balancing family, work, and leisure. Both projects are the result of the roadshows.



## FROM THEORY TO PRACTICE

With this roadshow, we invite all employees to get actively involved and shape their individual spheres of influence in a sustainable way. The goal is to build local teams, launch sustainable projects, and foster a shared understanding of sustainable action. Tailored to each location and adapted to local needs.



Movement. Progress. Impact.

# Inside AMANN. Performance 2025.



↑  
Inside

## BANGLADESH

- ▶ Encouraging physical activity: Walkathon on the beach with over 50 employees
- ▶ Establishment of a Women's Wellbeing Room
- ▶ Appreciation and recognition:
  - Honouring an employee's child who passed a prestigious exam
  - Annual employee soccer tournament with awards for teams and individual players
- ▶ By signing the first two-year company agreement with the elected employee representatives, AMANN Bangladesh is visibly committing to constructive social partnership and to the fair development of compensation and benefits

Inside  
**INDIA**

- ▶ Children's Day: Inauguration of the newly renovated, in-house daycare centre; early awareness-raising for children through craft activities using recyclable materials
- ▶ Women's Day and Men's Day: Expressions of gratitude and appreciation in the workplace



↓

Inside  
**CHINA**

- ▶ Expansion of first aid courses



↑  
Inside

## GERMANY

- ▶ Continuation of the "Next Level Textil" talent development programme and expansion of cooperation with other companies

Inside  
**UNITED KINGDOM**

- ▶ Set-up of a training room
- ▶ Fundraising campaigns – working together for a good cause



Inside  
**CZECH REPUBLIC**

- ▶ Group bike rides
- ▶ Regular health check-ups before hiring as well as after a prolonged illness



Inside  
**VIETNAM**

- ▶ Children's Day: employees' children and families as guests at AMANN Vietnam
- ▶ Teacher's Day: Focus on lifelong learning
- ▶ Supporting the next generation: Internship opportunities



# Facts & Figures

## GENDER EQUALITY & DIVERSITY

- Employees from 38 countries
- Number of employees: approx. 2,800
- Gender distribution: Women: 42%, Men: 58%

## EDUCATION

- Further development of the AMANN Learning Hub, all learning resources in one place, digital, structured, and strategically aligned

## ACCIDENT RATE IN 2025: 1.49%

- 28 reportable accidents in 2025 led to an increase in the accident rate compared to the previous year. However, the decrease in the LDR\* from 0.52 to 0.25 indicates that the accidents resulted in shorter downtime. Additional training was implemented to further reduce the accident rate, which is below the industry benchmark.

\* LDR = Lost Day Rate

# Make People Matter

## FROM TECHNOLOGICAL EXCELLENCE TO HOLISTIC SUSTAINABILITY

In the past, environmental and technological aspects were at the forefront of our sustainability efforts. Goals such as reducing CO<sub>2</sub> emissions, improving resource efficiency, and responsible water management topped our list of priorities.

These issues remain central. At the same time, we will place even greater emphasis on the social dimension of our actions in the future. After all, sustainability does not stem solely from efficient processes or new technologies, but above all from the ability to involve people, foster development, and shape change in a responsible manner.

That is why, in 2026, we will focus on strengthening areas such as lifelong learning, health, education, family values, and a responsible corporate culture. These help provide direction, foster collaboration, and ensure sustainable development over the long term.

***“True sustainability can only be achieved when people are taken into account.”***

Ivo Herzog, CSIO, AMANN Group



We view technological solutions and artificial intelligence as supportive tools: They help reduce complexity and create space – so that we have more time for collaboration, learning, and the further development of our organisation.

# Profitability

**THE AMANN WAY: INDEPENDENT.  
SUSTAINABLY PROFITABLE.  
FORWARD-LOOKING.**

For AMANN, profitability means economic sustainability. It is crucial for corporate management and for evaluating our performance. Only when we operate profitably can we invest in what matters most – innovation, responsibility, and the future.

The prerequisites for our economic success are, above all, customer focus, efficient processes, and responsible decisions. In 2025, we addressed these requirements in key areas of action: through the expansion of our Technical Advisory Services, the development of the “Beyond Threads” campaign, and the consistent further development of our risk and compliance structures.

Strategic  
areas of focus



**FORESIGHT**



**CORE VALUES**



**HONORABILITY**



Focus topic 2025

# Systematically identifying sustainability risks and opportunities

Long-term profitability requires forward-looking action. That is why we are continuously refining our risk management and integrating regulatory, environmental, and human rights risks – as well as the resulting opportunities – as an integral part of our corporate governance.

In this way, we lay the groundwork for identifying changes early on, assessing them robustly, and actively leveraging them for the further development of our company. In 2025, the focus was on reassessing current developments and systematically categorising both risks and opportunities.



## RISK MANAGEMENT

As part of our risk management process, we assess risks based on probability of occurrence and potential impact, continuously adapt our set of measures to meet requirements, and ensure comprehensive risk monitoring. The goal is to proactively manage uncertainty.

For this, we focus on the following areas:

- ▶ Supplier management & due diligence
- ▶ Internal governance & compliance
- ▶ Sustainability management as active risk management

## OPPORTUNITY MANAGEMENT

In line with our holistic approach to sustainability, we closely integrate risk and opportunity management. We view risks and opportunities as two sides of the same coin. Crisis situations, for example, can present opportunities for new markets.

Opportunities arise for us in particular where sustainability enables concrete further

development: through technological advances in water treatment technology, through CO<sub>2</sub> reduction measures with additional positive effects on processes and efficiency, through the targeted expansion of knowledge and expertise within the company, and through the consistent implementation of our raw materials roadmap.

Sustainability is thus not only a management and risk issue, but also a catalyst for transformation, innovation and long-term competitiveness.

Focus topic 2025

# New AMANN campaign: the journey to “Beyond Threads”

In 2025, we worked intensively to further refine the AMANN brand and strategically expand its international reach. With “Beyond Threads,” we have created a new communication framework that clearly highlights our strengths and effectively conveys our values.



## ANALYSIS STATUS QUO

No successful campaign development is possible without a thorough analysis of the status quo: brand and company analysis, market environment, customer perspective, competition, and much more. Previous campaigns were reviewed, and our brand’s core values were further refined. The key question here: What makes AMANN unique in the market, and how can we communicate this even more clearly?

## TARGET AUDIENCE AND MARKET INSIGHT

AMANN serves a wide range of global industries – from apparel to automotive to technical textiles. The target audience landscape is complex, with different decision-makers, regional requirements, and varying priorities. To ensure consistent, global communication, the brand message must resonate across all target audiences.

## BRAND IDENTITY: WHO WE ARE

The AMANN brand is rooted in what customers actually experience: reliability, proximity, and pragmatic solutions. AMANN is a global textile solutions partner that offers customers operational certainty:

- ▶ Reliable
- ▶ Solution-oriented
- ▶ Straightforward
- ▶ Global presence, local reach
- ▶ Collaborative
- ▶ Service-oriented

## GUIDING PRINCIPLE – NEW BRAND CLAIM

The new brand claim, which captures the essence of the brand in a nutshell, is “Beyond Threads” and describes exactly what makes AMANN strong: AMANN doesn’t just sell sewing thread. The real added value lies beyond the product:

- ▶ Peace of Mind
- ▶ Proven Solutions
- ▶ Partnership

# Technical support – expanding our global service capabilities

With two comprehensive services, we support our customers worldwide with practical expertise – from selecting the optimal sewing thread to providing on-site support at production facilities:

- ▶ Across all industries: AMANN Technical Advisory Services (TAS)
- ▶ For automotive customers: Process and Application Consulting (PAC)

This service was further expanded in 2025.



## NEW SEWING LAB IN BANGLADESH

In addition to our Sewing Technology Centre at our headquarters in Germany and our sewing labs in China, Vietnam, and India, we opened another sewing lab in Bangladesh in 2025. Tests and samples can now also be conducted directly on-site and in-house in this country. In this way, we are strengthening our technical service presence at a key location and creating the conditions to support our customers quickly, practically, and regionally.

## ADDED VALUE FOR CUSTOMERS

At launch, the sewing lab was equipped with basic machinery and equipment. Future expansions will be tailored to the needs of our customers. The increased number of sewing service centres ensures greater efficiency in customer support: service processes become faster, coordination more productive, and technical support can be provided in an even more targeted manner.



## TECHNICAL SERVICES FOR THE AUTOMOTIVE INDUSTRY

With its technical expertise and global presence, the PAC team offers support tailored specifically to the industry's requirements. In addition to sewing-related technical services, a particular focus in 2025 was on the rollout of DMix for digital colour management. Through presentations and training sessions at OEMs and tier suppliers, a more efficient colour selection was made possible: transport routes are eliminated, and existing colours can be reused in a targeted manner.



Performance 2025

# Facts & Figures

## STRENGTHENED BRAND POSITIONING

→ Development and preparation of the global AMANN campaign “Beyond Threads”

## ZDHC COMPLIANCE

→ 99.5% of the chemicals currently in use comply with the requirements of the Zero Discharge of Hazardous Chemicals (ZDHC) initiative

## SUPPLIER SURVEY

→ A significantly optimised second round of surveys focusing on our raw material suppliers has improved the collection of primary data on energy consumption, water, and waste management

## GLOBAL SERVICE EXPERTISE

→ Opening of a new TAS sewing lab in Bangladesh

Outlook 2026

# Go-live AMANN Knowledge Hub

In 2026, we will take the next step toward making our textile expertise even more accessible worldwide: The AMANN Knowledge Hub will go live.

Integrated with the AMANN website, the Knowledge Hub creates a unique knowledge portal – available at any time to our customers, partners, and internal teams worldwide. With this central platform, we are consolidating industry- and product-specific information, resources, and expert knowledge in a wide variety of formats.

## ADDED VALUE ON MANY LEVELS

With the Hub, we make relevant knowledge easily accessible. This creates diverse added value for efficiency, collaboration, and innovation:

### Centralized access to knowledge

Available 24/7, easy to use, no more time-consuming searches

### Greater efficiency in day-to-day work

Quick, well-founded answers and therefore faster decisions

### Self-service solutions

Thanks to help articles, FAQs, and tutorials

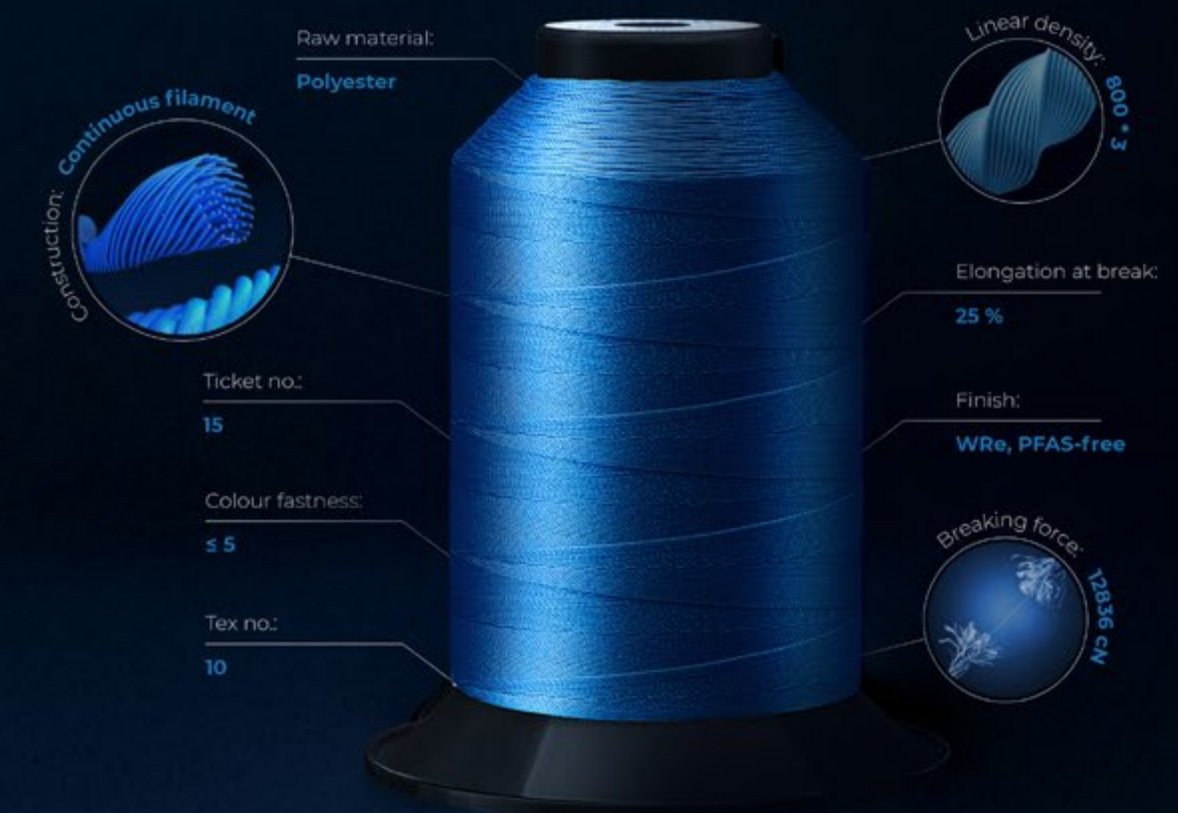
### Promotion of innovation

Linking knowledge sparks new ideas and solutions

### Networking & collaboration

The Hub facilitates exchange on many levels – AMANN, customers, partners

The AMANN Knowledge Hub is much more than a repository of knowledge. It is a key component of our strategy for sustainable business success.



# Annex

**THE AMANN WAY:  
WELL-FOUNDED.  
CONSISTENT. TRANSPARENT.**

On the following pages, you will find additional figures, data, and facts regarding the 2025 reporting year – clearly organised and deliberately presented in detail where necessary and appropriate. In this way, we provide a solid data foundation for anyone wishing to explore further, and we make developments and decisions transparent and understandable.

The figures, data, and explanations help provide a better understanding of the background and context. The comprehensive appendix thus underscores AMANN's commitment to providing open information and creating a reliable basis for evaluating sustainability performance.

# Ten principles of the UN Global Compact

Since this report is a Sustainability Performance Update focusing on selected developments and progress, we will not re-align the report's content with the ten principles of the UN Global Compact this year. A corresponding alignment can be found in the 2024 Sustainability Report on page 56.



The AMANN Group has been a member of the United Nations Global Compact since 2019. The table shows the alignment with the ten principles.

Principle	
<b>HUMAN RIGHTS</b>	
1	Respect for international human rights
2	Prevention of human rights violations
<b>WORKING STANDARDS</b>	
3	Respect for freedom of association and the right to collective bargaining
4	Elimination of forced labour
5	Abolition of child labour
6	Elimination of discrimination
<b>ENVIRONMENT AND CLIMATE</b>	
7	Precautionary principle in dealing with environmental problems
8	Promotion of environmental awareness
9	Environmentally friendly technologies
<b>CORRUPTION PREVENTION</b>	
10	Combating corruption

The report was prepared in accordance with the GRI Standards. Prior to publication, it was submitted to the AMANN Group's Chief Sustainability & Innovation Officer (CSIO). The 2025 Report is structured as a Sustainability Performance Update. The detailed GRI disclosure is included in the comprehensive report, which is published every two years. Further information on this can be found below.

# Key figures from sustainability management 2025

## COMPANY PROFILE

Legal structure: Limited partnership

Owner: 43 % Verwaltungsgesellschaft Amann & Söhne GmbH,  
57 % family-owned

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

## CENTRAL COMPANY DATA

Group sales: approx. EUR 225 million

Subsidiaries in 19 countries

Production facilities: 8 in 7 countries

Production volume approx. 10,000 tonnes

## CENTRAL DATA ON EMPLOYEES

Employees approx. 2,800 worldwide

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

AMANN Code of Conduct – is followed by all employees worldwide

## HAZARDOUS SUBSTANCES

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

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

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

Already today, approximately 99% of our products are PFAS-free.  
The few exceptions include certain personal protective equipment  
applications where PFAS are currently still permitted and, in some  
cases, required by customers, as well as one purchased item.

## PRODUCT APPLICATION

The use phase of our products is characterized by  
high functional requirements for quality, safety, and durability.

Through reliable processing properties and application-specific product  
solutions, we help our customers reduce scrap, stabilize processes,  
and extend the service life of end products. At the same time, we are  
working to further develop our portfolio in a targeted manner, for  
example with regard to resource efficiency, recyclability, and specific  
requirements of individual applications.

## BIODIVERSITY

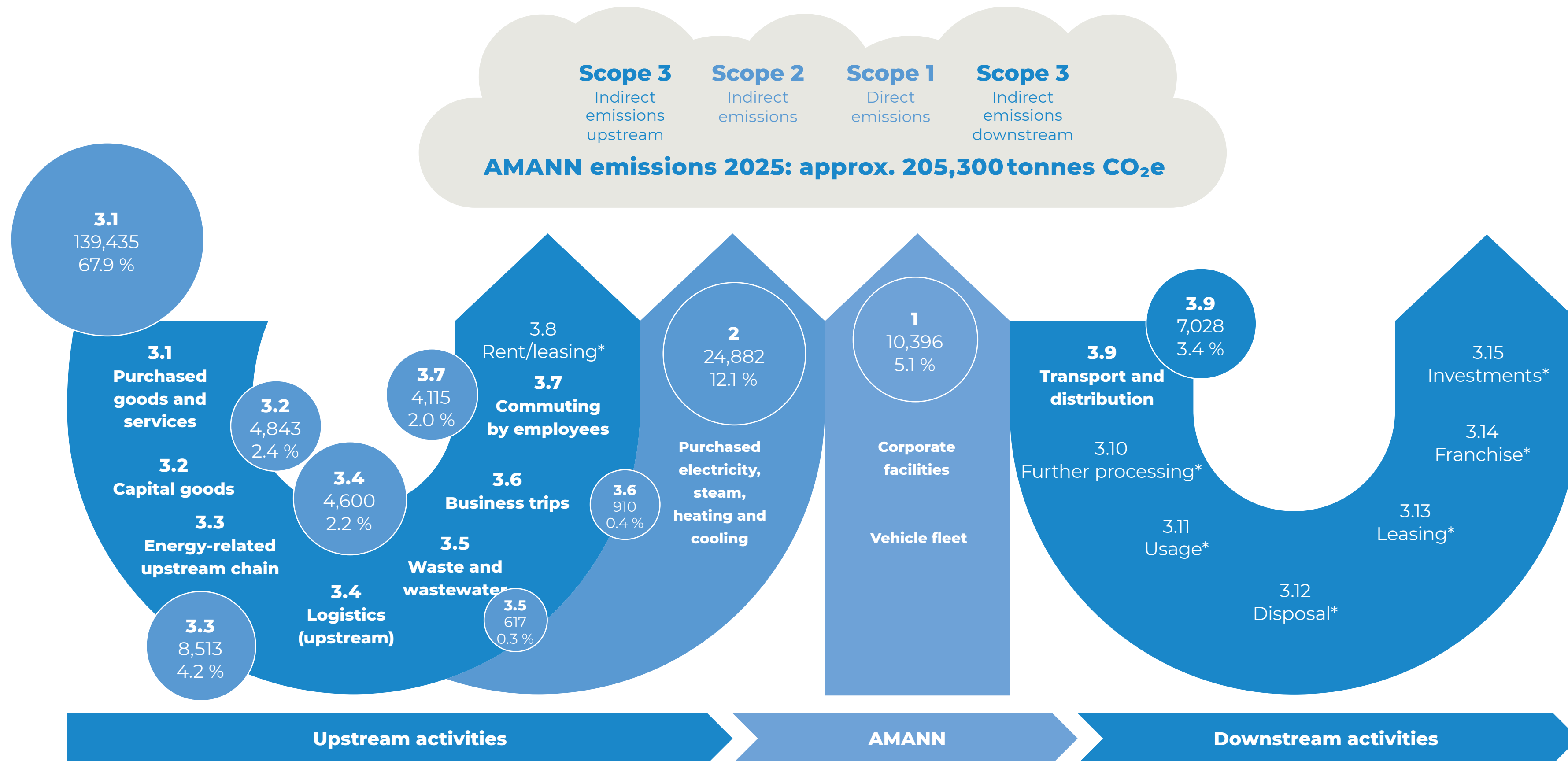
For us, protecting biodiversity is an integral part of  
responsible environmental management.

Direct impacts on biodiversity arise primarily  
from the procurement of raw materials, energy  
and resource consumption, as well as site-specific  
environmental impacts.

That is why we consider biodiversity particularly in  
connection with our upstream and downstream stages  
of the value chain and are gradually integrating relevant  
environmental aspects into our management and  
procurement processes. The goal is to identify potential  
impacts early on and to avoid or mitigate negative effects  
wherever possible.

The fundamental principles regarding human rights,  
the environment, supply chain responsibility, and  
ethical conduct are set forth in the AMANN Code of  
Conduct and the AMANN Supplier Code of Conduct.

# Carbon footprint and emissions overview – AMANN Group



2022 is our base year with approx. 216,500 t CO<sub>2</sub>e.

\*In the materiality analysis, categories 3.8 and 3.10 to 3.15 were identified as not relevant for AMANN.

# Further information about the CCF

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

In 2023, AMANN prepared its first comprehensive CO<sub>2</sub>e assessment (Corporate Carbon Footprint, CCF) for the previous year, 2022, covering all global locations. The CCF 2022, developed in collaboration with an external consulting firm, serves as the base year for defining targets and measures in the area of CO<sub>2</sub> neutrality by 2027 and 2030. The group-wide metrics provide transparency, identify opportunities for improvement, and enable targeted management of progress.

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

As data collection progresses, increasingly reliable primary data becomes available, enabling a more precise calculation of the CCF. This may result in adjustments and corrections – both for the current reporting year and the base year. This is in line with the recommendations of established standards such as the GHG Protocol. The Protocol explicitly recommends adjustments, particularly in the event of methodological changes or improved data sources. Sustainability metrics are not static figures. Rather, sustainability data continues to evolve – like a living system that

constantly improves with increasing knowledge and better data sources. In this context, transparency is the top priority: All changes, their causes, and their effects must be clearly documented and communicated in a transparent manner to ensure the credibility of the reporting for stakeholders, auditors, and internal decision-makers. After all, what matters is not only what changes, but also why.

As explained on pages 32–34, corrections were made based on new primary data and consistently applied to the base year 2022 to ensure a consistent and comparable trend in emission values. The table therefore shows the “adjusted base year 2022. To maintain the level of ambition of the targets for 2027 and 2030, they were also adjusted accordingly.

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

This data-driven progress report focuses on the publication of material core indicators. It covers the mandatory Scopes 1 and 2, as well as the categories identified as material within Scope 3. In addition, the ISO 14040/44 standards serve as the methodological basis.

- ▶ Categories 3.2, 3.5, 3.6 and 3.7 are generally only surveyed every three years. The results were updated in the 2025 reporting year. Strategic measures will be pursued independently of this.
- ▶ Climate protection measures should be sensible, efficient and economical – which is why we deliberately increase the intervals between data collection for emissions that are not very significant.
- ▶ In doing so, we accept that in some cases higher emissions are reported than actually occurred.
- ▶ As part of the materiality analysis at the beginning of the accounting process, Scope 3 categories 8 and 10-15 were classified as not material for AMANN.
- ▶ All emissions are based on the best available data. Recorded activity data, recognised emission factors and GHG compliant methods are supplemented in part by research or our own surveys.
- ▶ Energy and material-related emissions were calculated using country-specific emission factors, where available, and allocated to the respective locations. Transport and other emissions are allocated to the sending or receiving locations according to the polluter-pays principle.
- ▶ For better readability, all values are rounded.
- ▶ Continuous further development of data collection, calculation methods and assumptions is essential for us.
- ▶ Parallel to the retrospective CCF calculation, we also develop forecasting and simulation tools to specifically manage the reduction of future emissions.

# Emissions adjustment

	2022 base year	2022 base year adjusted	2025	2025 Share of total emissions	Difference 2025 - 2022	Milestone 2027	Milestone 2027 adjusted*	Milestone 2030	Milestone 2030 adjusted*
<b>Scope 1</b>	11,967 t CO <sub>2</sub> e	11,967 t CO <sub>2</sub> e	10,396 t CO <sub>2</sub> e	5.1 %	- 13.4 %	Scope 1 + 2 Reduction by 50 %*	Scope 1 + 2 Reduction by 50 %*	Scope 1 + 2 Reduction by a further 10 %*	Scope 1 + 2 Reduction by a further 10 %*
<b>Scope 2</b>	23,147 t CO <sub>2</sub> e	23,326 t CO <sub>2</sub> e	24,882 t CO <sub>2</sub> e	12.1 %	6.7 %				
<b>Scope 3 – Categories:</b>									
3.1 Purchased goods and services	129,859 t CO <sub>2</sub> e	148,300 t CO <sub>2</sub> e	139,435 t CO <sub>2</sub> e	67.9 %	- 6 %	Scope 3 Reduction by 10 %	Scope 3 Reduction by 20 %*	Scope 3 Reduction by a further 10 %*	Scope 3 Reduction by a further 10 %*
3.2 Capital goods	4,384 t CO <sub>2</sub> e	4,384 t CO <sub>2</sub> e	4,843 t CO <sub>2</sub> e	2.4 %	10.5 %				
3.3 Energy-related upstream chain	7,936 t CO <sub>2</sub> e	7,936 t CO <sub>2</sub> e	8,513 t CO <sub>2</sub> e	4.2 %	7.3 %				
3.4 Logistics (upstream)	7,641 t CO <sub>2</sub> e	7,641 t CO <sub>2</sub> e	4,600 t CO <sub>2</sub> e	2.2 %	- 39.8 %				
3.5 Waste and waste water	420 t CO <sub>2</sub> e	420 t CO <sub>2</sub> e	617 t CO <sub>2</sub> e	0.3 %	46.9 %				
3.6 Business trips	701 t CO <sub>2</sub> e	701 t CO <sub>2</sub> e	910 t CO <sub>2</sub> e	0.4 %	29.8 %				
3.7 Commuting of employees	3,770 t CO <sub>2</sub> e	3,770 t CO <sub>2</sub> e	4,115 t CO <sub>2</sub> e	2.0 %	9.2 %				
3.9 Logistics (downstream)	8,059 t CO <sub>2</sub> e	8,059 t CO <sub>2</sub> e	7,028 t CO <sub>2</sub> e	3.4 %	- 12.8 %				
<b>Scope 3 - Total:</b>	<b>162,770 t CO<sub>2</sub>e</b>	<b>181,211 t CO<sub>2</sub>e</b>	<b>170,060 t CO<sub>2</sub>e</b>	<b>82.8 %</b>	<b>- 6.2 %</b>				
<b>Total</b>	<b>197,883 t CO<sub>2</sub>e</b>	<b>216,504 t CO<sub>2</sub>e</b>	<b>205,338 t CO<sub>2</sub>e</b>	<b>100 %</b>	<b>-5.2 %</b>	30 % absolute Reduction		35 % absolute Reduction*	

Net zero by 2050

In 2025, significant adjustments to our emissions balance were necessary. To present these changes transparently, the underlying details are explained in three tables. This page shows the adjustment to emissions, the next page the adjustment to the target, and page 34 the final, currently valid table.

### Adjustment of emissions

As in the previous year, we surveyed our suppliers. In 2025, we received primary data for the first time from one of our main raw material suppliers. This revealed a need for correction regarding this supplier's N<sub>2</sub>O emissions. Since the global warming potential of N<sub>2</sub>O is nearly 300 times higher than that of CO<sub>2</sub>, the emission factor for the affected raw materials is about five times higher than the factor previously used, which was based on secondary databases. The correction for this purchased raw material alone led to an increase of approximately 20,000 tCO<sub>2</sub>e. The adjustment in the reporting year, as well as in the base year, was made in accordance with the explanation on page 31.

### Outlook

We immediately analysed the results together with the supplier in question. The supplier subsequently licensed its N<sub>2</sub>O reduction technology, thereby increasing the use of green energy. As a result, emissions caused by these raw materials in our CCF are expected to decrease by nearly 78 % in 2026.

\* Reduction adjusted to base year 2022

# Revised targets

	2022 base year	2022 base year adjusted	2025	2025 Share of total emissions	Difference 2025 - 2022	Milestone 2027	Milestone 2027 adjusted*	Milestone 2030	Milestone 2030 adjusted*	Net zero by 2050
<b>Scope 1</b>	<b>11,967 t CO<sub>2</sub>e</b>	<b>11,967 t CO<sub>2</sub>e</b>	<b>10,396 t CO<sub>2</sub>e</b>	<b>5.1 %</b>	<b>- 13.4 %</b>	Scope 1 + 2 Reduction by 50 %*	Scope 1 + 2 Reduction by 50 %*	Scope 1 + 2 Reduction by a further 10 %*	Scope 1 + 2 Reduction by a further 10 %*	
<b>Scope 2</b>	<b>23,147 t CO<sub>2</sub>e</b>	<b>23,326 t CO<sub>2</sub>e</b>	<b>24,882 t CO<sub>2</sub>e</b>	<b>12.1 %</b>	<b>6.7 %</b>					
<b>Scope 3 – Categories:</b>										
3.1 Purchased goods and services	129,859 t CO <sub>2</sub> e	148,300 t CO <sub>2</sub> e	139,435 t CO <sub>2</sub> e	67.9 %	- 6 %					
3.2 Capital goods	4,384 t CO <sub>2</sub> e	4,384 t CO <sub>2</sub> e	4,843 t CO <sub>2</sub> e	2.4 %	10.5 %					
3.3 Energy-related upstream chain	7,936 t CO <sub>2</sub> e	7,936 t CO <sub>2</sub> e	8,513 t CO <sub>2</sub> e	4.2 %	7.3 %					
3.4 Logistics (upstream)	7,641 t CO <sub>2</sub> e	7,641 t CO <sub>2</sub> e	4,600 t CO <sub>2</sub> e	2.2 %	- 39.8 %	Scope 3 Reduction by 10 %	Scope 3 Reduction by 20 %*	Scope 3 Reduction by a further 10 %*	Scope 3 Reduction by a further 10 %*	
3.5 Waste and waste water	420 t CO <sub>2</sub> e	420 t CO <sub>2</sub> e	617 t CO <sub>2</sub> e	0.3 %	46.9 %					
3.6 Business trips	701 t CO <sub>2</sub> e	701 t CO <sub>2</sub> e	910 t CO <sub>2</sub> e	0.4 %	29.8 %					
3.7 Commuting of employees	3,770 t CO <sub>2</sub> e	3,770 t CO <sub>2</sub> e	4,115 t CO <sub>2</sub> e	2.0 %	9.2 %					
3.9 Logistics (downstream)	8,059 t CO <sub>2</sub> e	8,059 t CO <sub>2</sub> e	7,028 t CO <sub>2</sub> e	3.4 %	- 12.8 %					
<b>Scope 3 - Total:</b>	<b>162,770 t CO<sub>2</sub>e</b>	<b>181,211 t CO<sub>2</sub>e</b>	<b>170,060 t CO<sub>2</sub>e</b>	<b>82.8 %</b>	<b>- 6.2 %</b>					
<b>Total</b>	<b>197,883 t CO<sub>2</sub>e</b>	<b>216,504 t CO<sub>2</sub>e</b>	<b>205,338 t CO<sub>2</sub>e</b>	<b>100 %</b>	<b>-5.2 %</b>			30 % absolute Reduction	35 % absolute Reduction*	

## Adjustment of targets

As reported, in 2025 we had to revise our results and the baseline upward by nearly 20,000 t CO<sub>2</sub>e. In discussions with our supplier, it became clear that optimizations and solutions for reducing emissions are already underway. Therefore, a significant improvement is expected for 2026. This means we will achieve our original target for 2027 as early as 2026. To maintain the level of ambition of our

milestones for 2027 and 2030, we have raised our Scope 3 target for 2027 from a 10 % to a 20 % reduction, as well as our absolute reduction target for 2030 from 30 % to 35 %.

With this adjustment, we are ensuring that our climate targets remain ambitious and continue to provide effective guidance for our emission reduction efforts.

\* Reduction adjusted to base year 2022

# Footprint and targets

	2022 base year adjusted	2025	2025 Share of total emissions	Difference 2025 - 2022	Milestone 2027 adjusted*	Milestone 2030 adjusted*
<b>Scope 1</b>	<b>11,967 t CO<sub>2</sub>e</b>	<b>10,396 t CO<sub>2</sub>e</b>	<b>5.1 %</b>	<b>- 13.4 %</b>	Scope 1 + 2 Reduction by 50 %*	Scope 1 + 2 Reduction by a further 10 %*
<b>Scope 2</b>	<b>23,326 t CO<sub>2</sub>e</b>	<b>24,882 t CO<sub>2</sub>e</b>	<b>12.1 %</b>	<b>6.7 %</b>		
<b>Scope 3 – Categories:</b>					Scope 3 Reduction by 20 %*	Scope 3 Reduction by a further 10 %*
3.1 Purchased goods and services	148,300 t CO <sub>2</sub> e	139,435 t CO <sub>2</sub> e	67.9 %	- 6 %		
3.2 Capital goods	4,384 t CO <sub>2</sub> e	4,843 t CO <sub>2</sub> e	2.4 %	10.5 %		
3.3 Energy-related upstream chain	7,936 t CO <sub>2</sub> e	8,513 t CO <sub>2</sub> e	4.2 %	7.3 %		
3.4 Logistics (upstream)	7,641 t CO <sub>2</sub> e	4,600 t CO <sub>2</sub> e	2.2 %	- 39.8 %		
3.5 Waste and waste water	420 t CO <sub>2</sub> e	617 t CO <sub>2</sub> e	0.3 %	46.9 %		
3.6 Business trips	701 t CO <sub>2</sub> e	910 t CO <sub>2</sub> e	0.4 %	29.8 %		
3.7 Commuting of employees	3,770 t CO <sub>2</sub> e	4,115 t CO <sub>2</sub> e	2.0 %	9.2 %		
3.9 Logistics (downstream)	8,059 t CO <sub>2</sub> e	7,028 t CO <sub>2</sub> e	3.4 %	- 12.8 %		
<b>Scope 3 - Total:</b>	<b>181,211 t CO<sub>2</sub>e</b>	<b>170,060 t CO<sub>2</sub>e</b>	<b>82.8 %</b>	<b>- 6.2 %</b>		
<b>Total</b>	<b>216,504 t CO<sub>2</sub>e</b>	<b>205,338 t CO<sub>2</sub>e</b>	<b>100 %</b>	<b>-5.2 %</b>		35 % absolute Reduction*

Net zero by 2050

## Greenhouse gas emissions balance

The table shows the AMANN Group's final CCF for the year 2025.

## General Explanations

Scope 1: The reduction in emissions is due to the lower production volume in the Scope 1 sector compared to 2022. Scope 2: Despite the overall increase in the share of green electricity, there was

an increase in emissions. This was due to a higher production volume in the Scope 2 sector compared to 2022, as well as the shift of production volumes to locations with a lower share of green electricity.

Category 3.1: The reduction is attributable to two factors: increased sales of recycled products and a decline in purchasing and order volumes.

Category 3.4: Through the consistent implementation of the

"Local-to-Local" strategy and the elimination of air freight, additional emissions were avoided.

Category 3.6: The changes are attributable to pandemic-related effects.

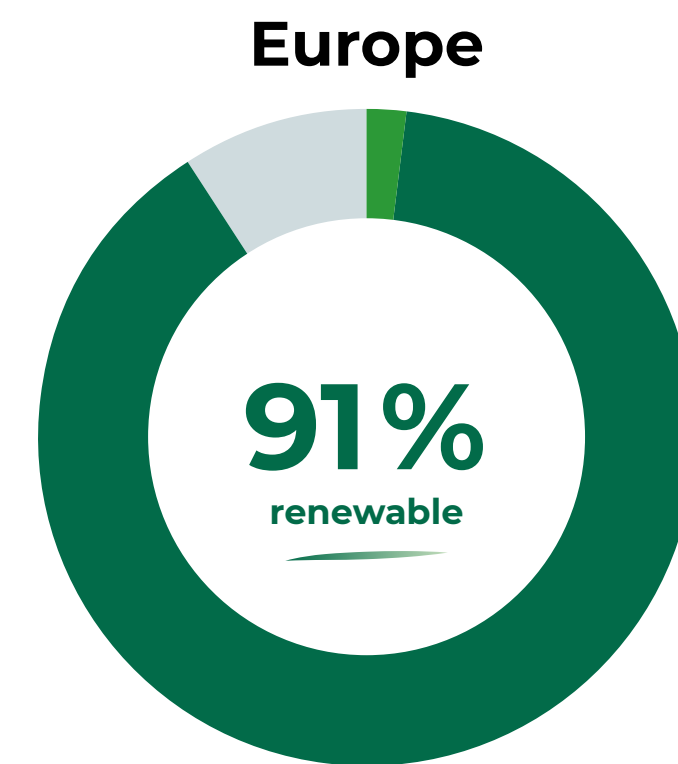
Category 3.9: In 2022, there was a discrepancy in the internal calculation. Starting in 2024, only emissions from deliveries to customers will be taken into account; a retroactive correction for 2022 is currently not possible.



\* Reduction adjusted to base year 2022

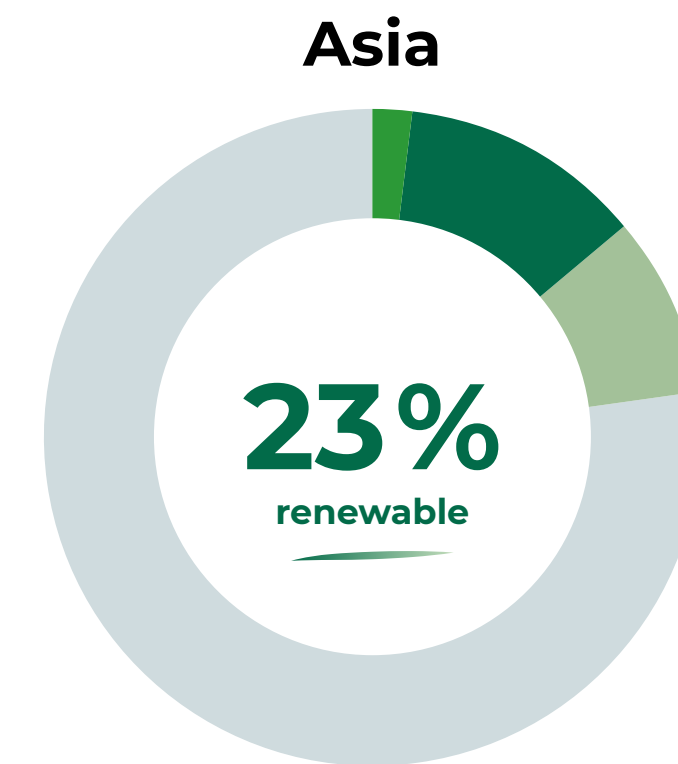
# Status of electricity supply from renewable energy sources by country





Energy is the most important lever for reducing our emissions. To provide a transparent overview, we have included a table on this and the following page. They show the status of electricity supply from renewable energy sources in the relevant production countries, as well as our Scope 2 reporting, presented for the first time according to both approaches of the GHG Protocol – location-based and market-based.

A key lever of our climate strategy is the reduction of fossil fuels in our production facilities as well as the expansion of renewable electricity sources across the entire Group. At the same time, we are continuing to drive our emissions reduction on the path to net zero. Renewable energy is at the heart of our transformation.



-  Onsite Solar **2 %**  
Germany (Central Warehouse)
-  Offsite certified **89 %**  
United Kingdom, Romania, Czech Republic, Germany
-  Non-renewable **9 %**  
Czech Republic

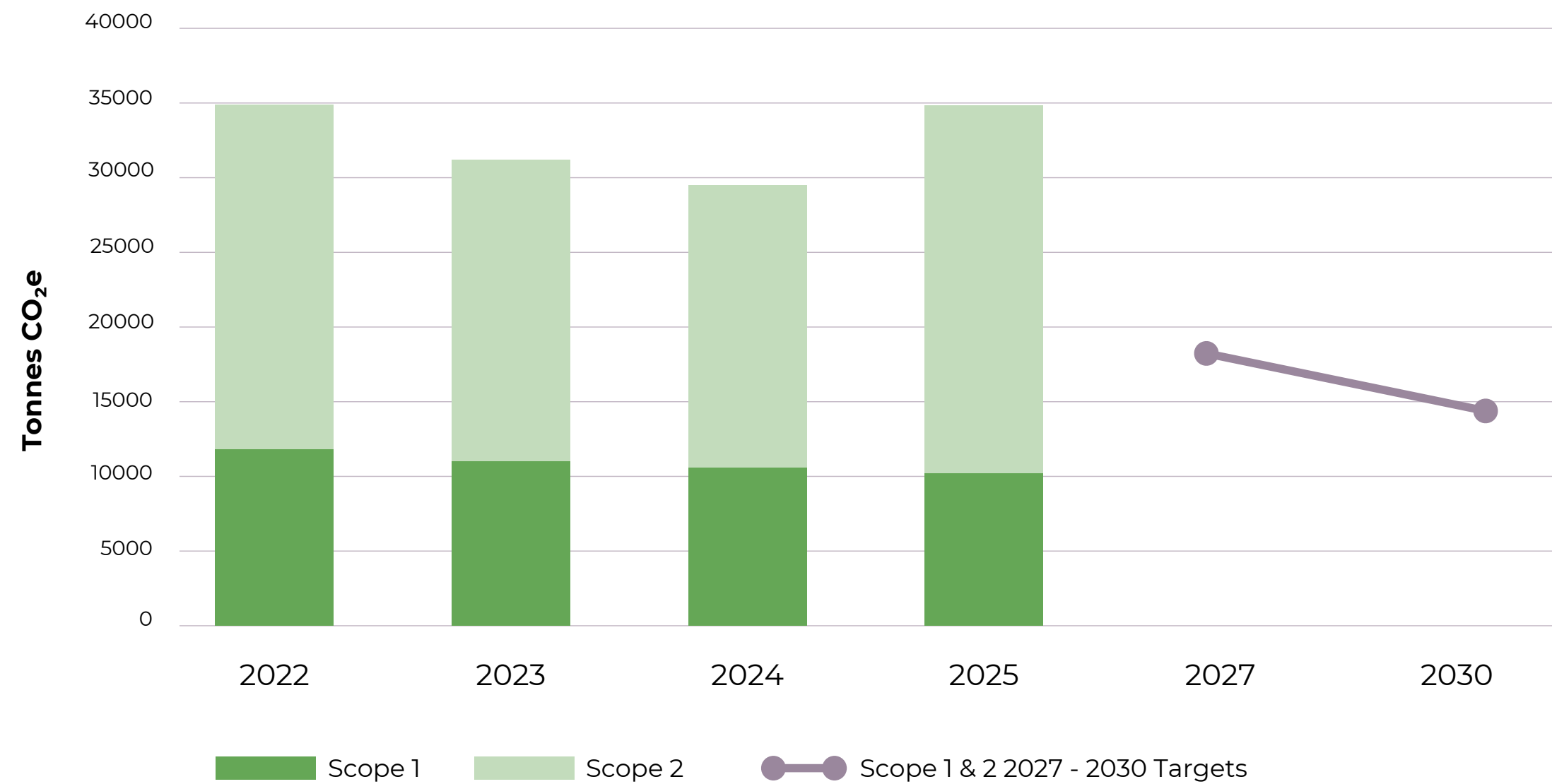


-  Onsite Solar **2 %**  
India
-  Offsite certified **12 %**  
China
-  Proof of Origin **9 %**  
China
-  Non-renewable **77 %**  
China, Vietnam, India, Bangladesh



# Market- and location-based

### Scope 1 & 2 emissions (tCO<sub>2</sub>e)



Reducing Scope 1 and Scope 2 emissions remains a central element of our sustainability strategy.

For Scope 2, we are hereby reporting for the first time using both approaches outlined in the GHG Protocol: **location-based**, based on the average emissions of the respective power grid, and **market-based**, based on the contractually procured electricity attributes.

In 2025, we developed site-specific energy transition concepts, advanced the expansion of solar energy and storage solutions, and launched initial pilot projects.

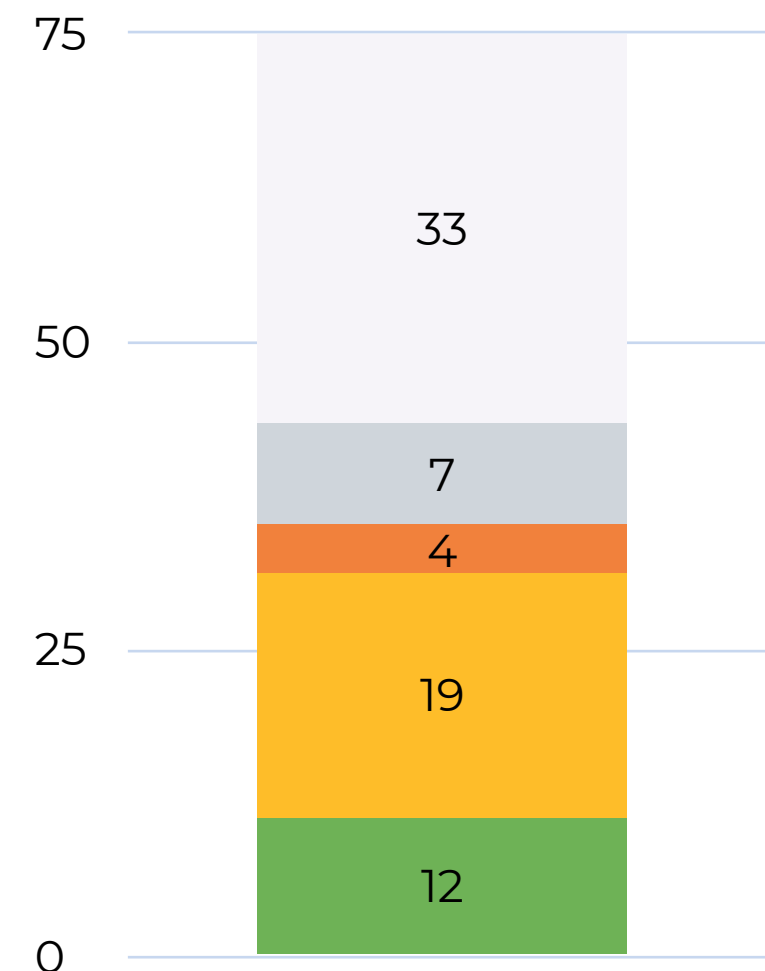
With this differentiated approach, we are proactively addressing the ongoing revision of the Scope 2 Guidance under the GHG Protocol. This enables us to prepare for potential methodological developments.

	tCO <sub>2</sub> e	2022	2023	2024	2025
<b>Scope 1</b>		11,967	11,150	10,740	10,396
<b>Scope 2</b>	Market-based	23,326	20,381	19,080	24,882
	Location-based	29,886	24,966	29,052	32,111
	Biogenic CO <sub>2</sub> emissions*			1,273	2,490

\* Biogenic emissions cover CO<sub>2</sub> emissions that occur from burning biomass for the purpose of steam generation. These CO<sub>2</sub> emissions are excluded from our reported emissions; however, the CH<sub>4</sub> and N<sub>2</sub>O emissions associated with biomass are included.

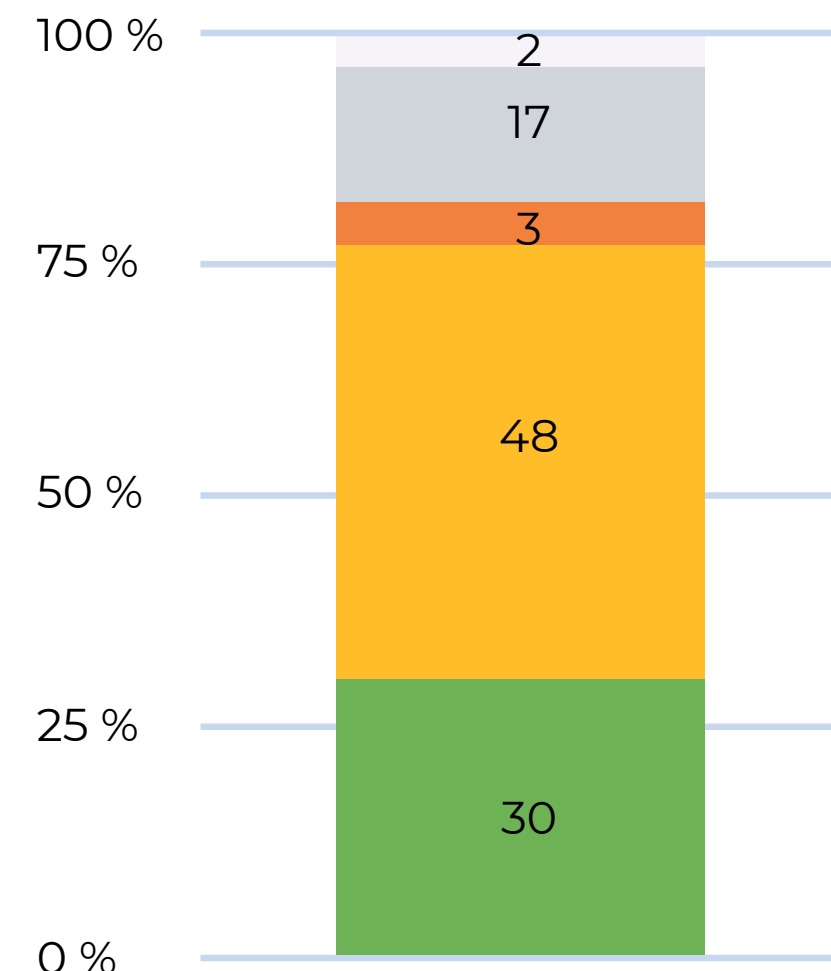
# Supplier survey 2025

**SUPPLIERS COUNT**



- SUPPLIERS OUT OF SCOPE
- SUPPLIERS NOT REPORTING
- "ORANGE" SUPPLIERS
- "YELLOW" SUPPLIERS
- "GREEN" SUPPLIERS

**PURCHASED QUANTITIES IN %**



- SUPPLIERS OUT OF SCOPE
- SUPPLIERS NOT REPORTING
- "ORANGE" SUPPLIERS
- "YELLOW" SUPPLIERS
- "GREEN" SUPPLIERS

In 2025, we further refined our qualitative and quantitative supplier survey for key raw materials in a targeted manner. The goal was to further improve the data foundation for our CCF and PCF calculations and to increase the proportion of reliable primary data.

Thanks to the optimised structure of the questionnaire and close collaboration with our suppliers, we were able to collect primary data for approximately 78% of our key raw materials, thereby significantly improving the data quality of our calculations.

Based on the 2025 CO<sub>2</sub> supplier questionnaire, we systematically classified our suppliers into five categories:

- ▶ Green (PCF available)
- ▶ Yellow (no PCF, but CCF or energy data available)
- ▶ Orange (no CO<sub>2</sub> data, backlog in energy data collection)
- ▶ Gray (non-reporting suppliers)
- ▶ Light gray (not within the scope for 2025)

This categorisation provides transparency regarding the status of the data and enables targeted development of our suppliers based on clearly defined measures.

At the same time, we have laid the groundwork for the next round of surveys: For 2026, the questionnaires have been further adapted to gain additional insights along the entire value chain. In addition, we have prepared to expand the survey to include suppliers of auxiliary materials (e.g., chemicals, dyes).

Next step

# Product Carbon Footprint (PCF)

The next milestone toward greater transparency is the calculation of the Product Carbon Footprint (PCF) for all AMANN brands. In doing so, we strictly adhere to ISO 14067 and follow the guidelines of the Catena-X Rulebook. These standards enable consistent and transparent CO<sub>2</sub> accounting throughout the entire supply chain.

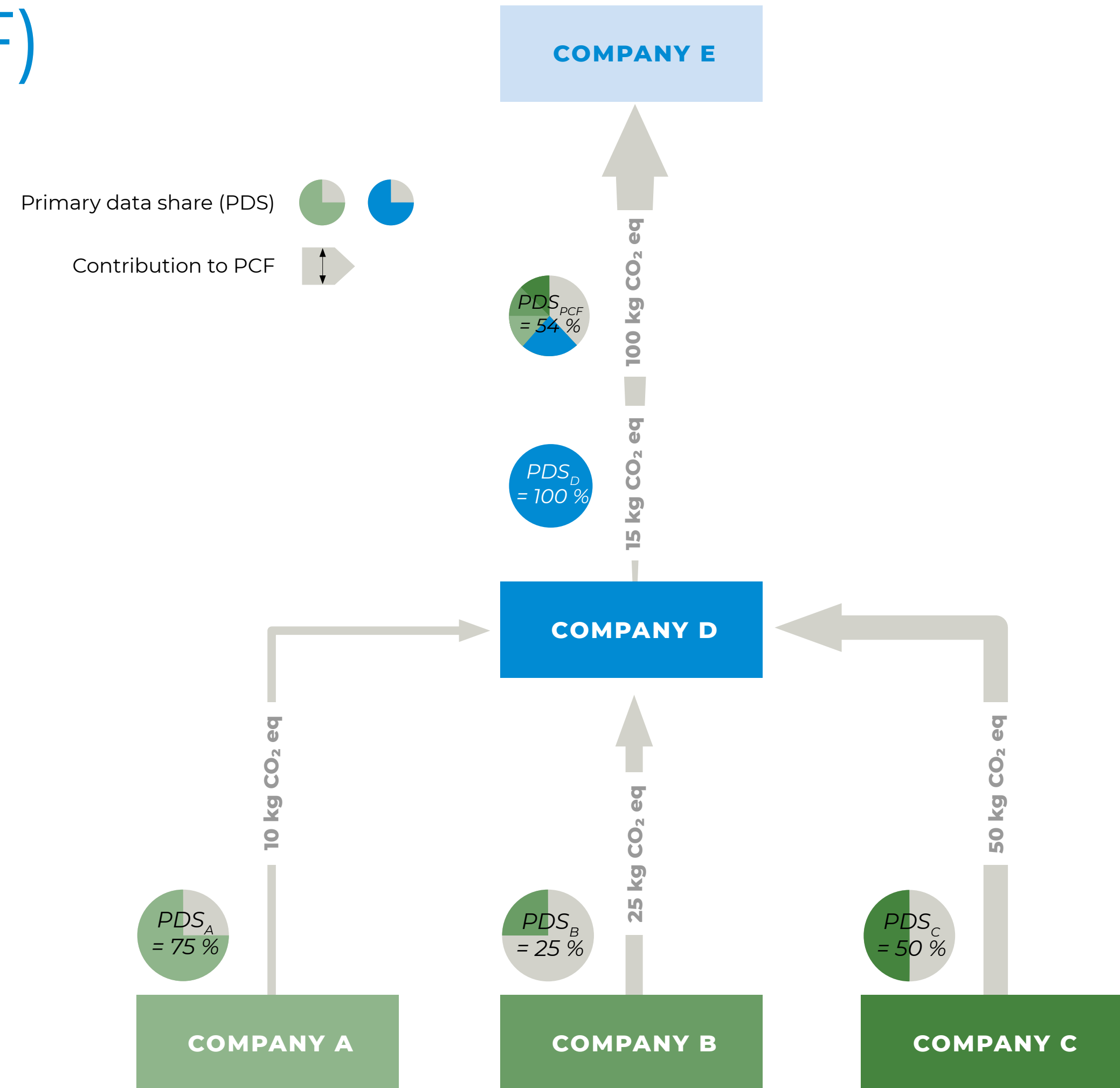
To determine the PCF, we use various data sources, which we colour-code for better classification:

- ▶ Blue – our own primary data
- ▶ Green – primary data from suppliers
- ▶ Gray – secondary data (industry or average values) and estimated data (with limited accuracy)

A key element of our approach is active data collection throughout the supply chain. We request PCF data from our suppliers, verify its quality, and rely specifically on reliable primary data. This increases the accuracy of our carbon footprint and lays the groundwork for targeted emissions reductions.

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

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



# Significance and application of the PCF

Upon request, AMANN has been providing product carbon footprints (PCFs) for its brands since autumn 2025. As a transparency tool, the PCF highlights product-specific greenhouse gas emissions, thereby supporting both the internal identification of reduction potentials and fact-based, transparent communication with our customers and other stakeholders. A prerequisite for the full effectiveness of this tool is a clear understanding of its significance and its scope of application.

Of particular importance here is the distinction between the PCF value and the PDS value. Only the interaction of these two metrics allows for a reliable assessment of both product-specific emissions and the quality of the underlying data.

System boundary	Carbon footprints of products by operational boundaries	kg CO <sub>2</sub> eq per kg	PDS
Pre-Manufacturing	Purchased raw materials, auxiliaries, consumables and services	12.58	27.3 %
Transportation	Upstream transportation and distribution	0.29	0 %
Manufacturing	Fuel and energy related activities- electricity, gas, water, etc.	1.95	83.7 %
<b>TOTAL</b>		<b>14.82*</b>	<b>34.2 %</b>

## COLUMNS 1 AND 2

These columns show which operational boundaries are included in the reporting. At the same time, it becomes clear that AMANN deliberately defines the PCF using the cradle-to-gate approach. In addition, they indicate which activities within the respective system boundary are included in the CO<sub>2</sub> calculation.

\* Note: This table is for illustrative purposes only and does not depict an actual PCF.

## PCF METRIC

The PCF value is shown in the “kg CO<sub>2</sub>eq/kg” column. There, the CO<sub>2</sub> equivalent emissions, broken down by operational boundaries, are listed individually. The sum of these individual values yields the total CO<sub>2</sub>eq value per product. Both the total value and its breakdown serve as a starting point for measuring improvements and identifying differences between products in a transparent and traceable manner.

## PDS METRIC

A key question is the source of the data used in the calculation. The last column, which contains the PDS value, provides this information. It indicates the proportion of primary data used in our CO<sub>2</sub> calculation. While primary data is based on specifically collected, process- or supplier-related information, secondary data is based on generic database values, average values, or assumptions. A high PDS value therefore indicates a robust and product-specific data foundation and thus serves as a key quality indicator.

# Reduce, Reuse, Recycle

For us, as a textile company, water is a key resource in our production processes. Responsible use and efficient water management are therefore high priorities. Since 2025, we have been following our own water roadmap with clear priorities and milestones through 2027 and 2030.

Our water roadmap is guided by the principles of water stewardship – that is, the responsible and sustainable use of water.

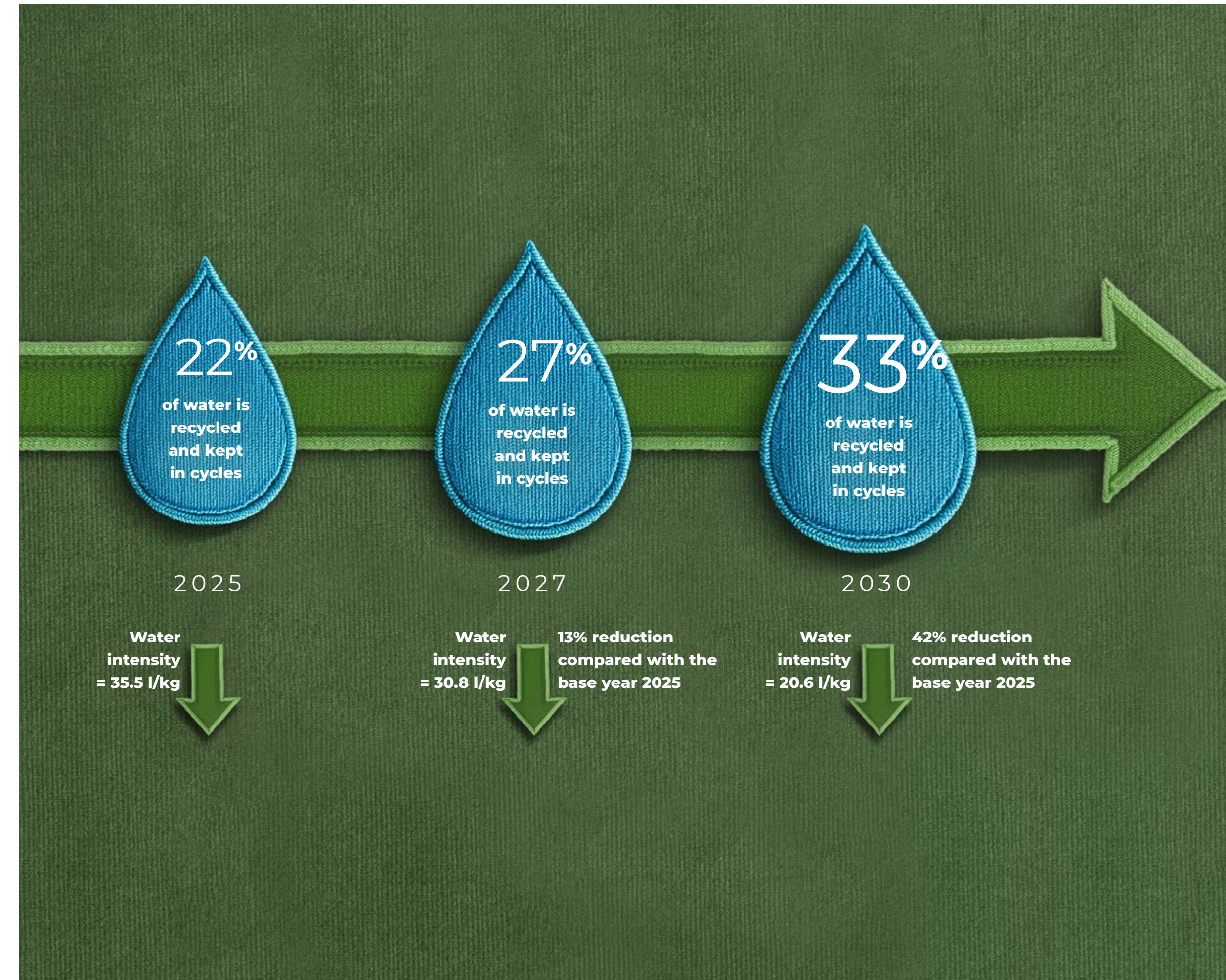
An important component is the regular assessment of water stress at our sites based on the World Resources Institute (WRI) definition. Currently, none of our sites are located in such regions. Nevertheless, we are keeping a close eye on the issue and continue to focus on risk screening and prevention.

Our water management is based on the principle of Reduce, Reuse, Recycle. Our goal is to continuously reduce water consumption, optimise processes, keep water in circulation for as long as possible, and – where possible – reuse or treat it internally multiple times.

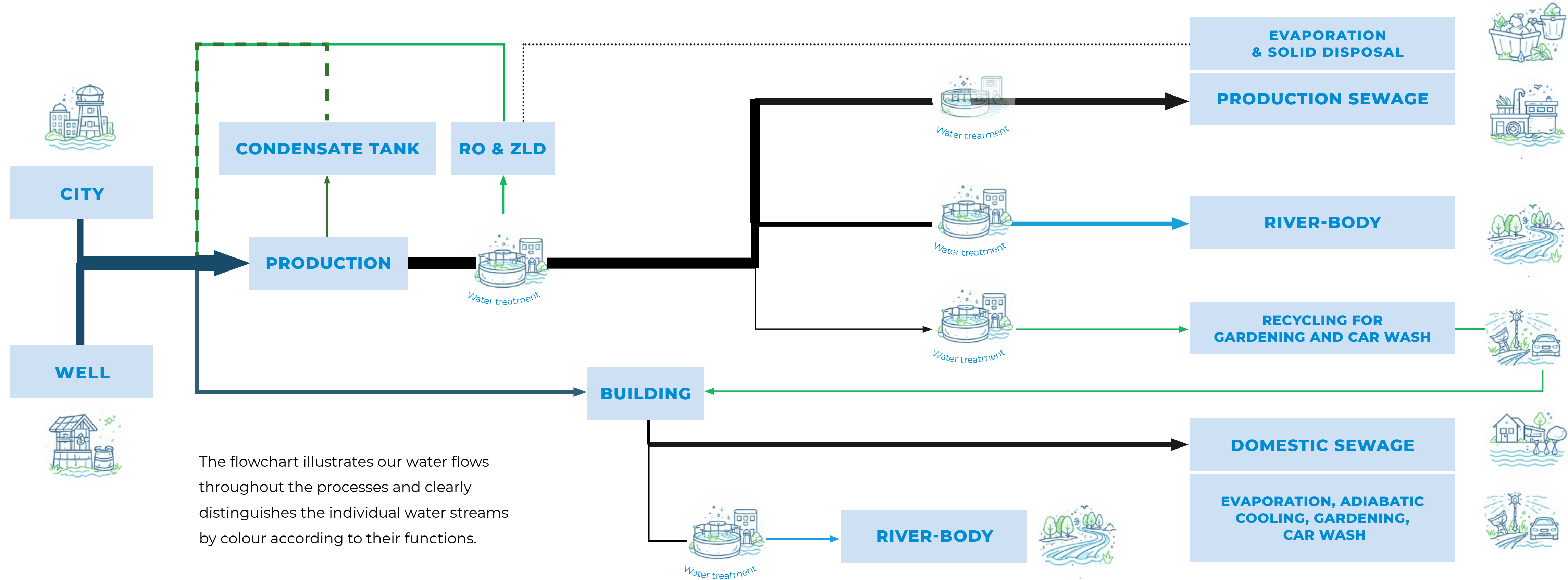
KPI	Base year
Water withdrawal	630,500 m <sup>3</sup>
Water recycling	58,000 m <sup>3</sup>
Water disposal	157,000 m <sup>3</sup>
Water reuse	123,000 m <sup>3</sup>
Water consumption	474,000 m <sup>3</sup>
Water intensity*	35.5 l/kg
Reuse and recycling rate	22 %

The year 2025 serves as the baseline year for measuring our progress. Our goal is to use water as efficiently as possible, reduce freshwater consumption, and continuously increase the proportion of circular water flows.

\* Based on water consumption during production



# The AMANN Water Flowchart



**LEGEND:**

**Dark blue** – Water withdrawal:  
The volume of water withdrawn for operational purposes from natural, artificial, or external sources. Withdrawal ≠ consumption.

**Light blue** – Water discharge: The return of used water to the environment in a quality suitable for reuse (e.g., into water bodies) for further use by ecosystems or communities.

**Dark green** – Reuse: Without treatment, wastewater is reused multiple times within the process or on-site.

**Light green** – Recycling: Through treatment, the wastewater can be reused in the process or on site.

**Black** – Water consumption: Water that is no longer available to the ecosystem or the local community. Consumption = Withdrawal – Disposal

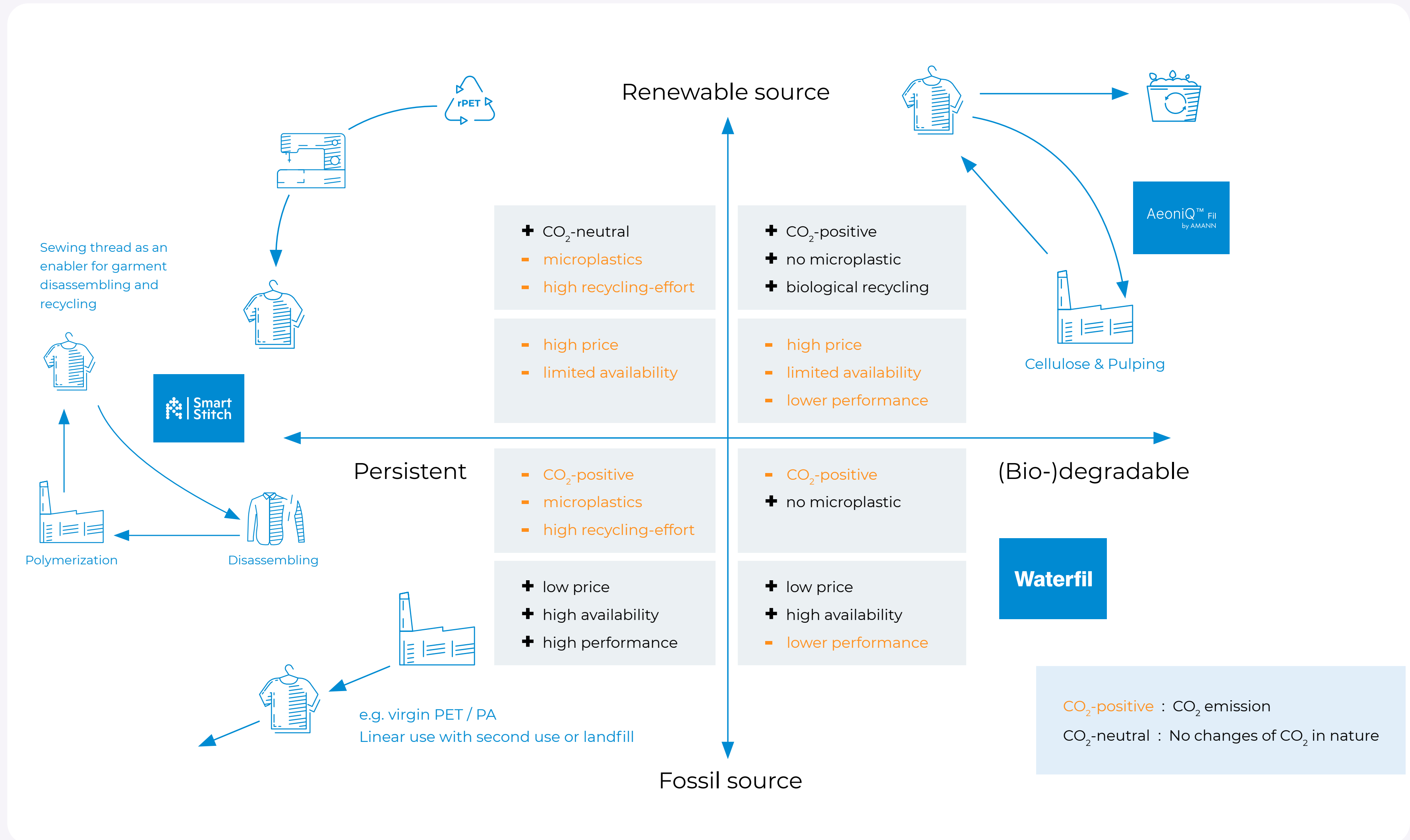
\* Reuse and recycling are forms of water circularity and strengthen the technical water cycle.

# Guiding principles for AMANN's raw materials strategy

## RECYCLING AT AMANN

The raw materials strategy adopted by AMANN is based on a clear system, as illustrated in the figure. It compares different types of polymers based on key properties and makes it clear that their evaluation is not based on a single criterion, but rather on the interplay of ecological, technical, and economic factors.

Additional factors such as market requirements, regulatory developments, and research and development are also incorporated into the evaluation. This methodology thus provides a structured framework for holistically classifying material options, making conflicting objectives transparent, and supporting informed decisions regarding future material applications. We classify current products directly.



# Risk management



## SYSTEMATICALLY IDENTIFYING SUSTAINABILITY RISKS

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

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

## THE MEASURES WE HAVE TAKEN INCLUDE, IN PARTICULAR:

- 1 Annual **Enterprise Risk Management Assessment** at the senior management level (Levels 1–3: Group-wide, global processes, plant level)
- 2 Regular and ad hoc reviews of new and existing suppliers based on recognised **risk management processes**
- 3 Risk management as needed, when unforeseeable situations must be assessed on short notice
- 4 “SpeakUp” **reporting centre** for internal and external complaints (whistleblowing)
- 5 **Inclusion of audit provisions** in our current purchasing terms and conditions for our suppliers
- 6 **Binding code of conduct** for suppliers
- 7 Internal **code of conduct and compliance policy**, mandatory for all employees
- 8 **Compliance awareness training** for all employees (supported digitally by the AMANN Learning Hub)
- 9 Publication of an annual **sustainability report** in accordance with the GRI guidelines since 2018
- 10 **Compliance Audits**
- 11 Member of **EcoVadis, rating result: Bronze** (Top 35% of all rated companies)
- 12 Member of **SEDEX** (ZS1000011589)
- 13 Rollout of ISO 14001 **Environmental Management**

# Demonstrating accountability

AMANN manufactures exclusively in its own production facilities. Our certified management systems make our approach to quality and sustainability measurable. They provide structure and comparability and enable us to systematically implement continuous improvements.

\* AMANN Group central functions

	Certification	Erligheim Böttigheim Augsburg*	Brasov Romania	Chribska Czech Republic	Manchester Great Britain	Yancheng China	Mawna Bangladesh	Tam Kỳ Vietnam	Ranipet India
<b>ISO 9001</b>	<b>Quality Management System</b>	✓	✓	✓	✓	✓	✓	✓	<b>2025</b>
<b>IATF 16949</b>	<b>Automotive Quality Management System</b>	✓	✓		✓	✓		<b>2025</b>	
<b>ISO 14001</b>	<b>Environmental Management System</b>		✓		<b>2026</b>	✓		<b>2025</b>	
<b>GRS</b>	<b>Global Recycled Standard</b>	✓	✓	<b>2025</b>		✓	✓	✓	<b>2025</b>
<b>Higg Index FEM (I)</b>	<b>Higg Index Facility Environmental Module</b>					✓	✓	✓	<b>2025</b>
<b>Higg Index FSLM (II)</b>	<b>Higg Index Facility Social &amp; Labor Module</b>					✓	✓	✓	<b>2026</b>
<b>C2C</b>	<b>Cradle to Cradle</b>	✓	✓	✓		✓			
<b>OEKO-TEX® STANDARD 100</b>	<b>OEKO-TEX® STANDARD 100*</b>	✓	✓	✓	✓	✓	✓	✓	✓
<b>Sedex</b>	<b>Supplier Ethical Data Exchange</b>						✓		
<b>ZDHC</b>	<b>Zero Discharge of Hazardous Chemicals</b>		✓	✓	✓	✓	✓	✓	✓

\* OEKO-TEX® Standard 100: AMANN sewing threads are now tested and certified exclusively in accordance with the strictest OEKO-TEX criteria, Product Class I, Annex 6.

# Targeted certification. Clearly structured.

The diagram illustrates our structured approach to navigating the “certification jungle”: Our management systems consolidate requirements into three areas – Operational Excellence & Compliance, Responsible Business & Supply Chain Responsibility, and Sustainability & Future Readiness.

AMANN is covered in all three areas and meets key market and regulatory requirements.

Not every certification makes sense or is cost-effective at every location. That is why we specifically select standards with real added value, avoid duplication of effort, and keep our systems lean. This ensures compliance and governance without unnecessary cost drivers.

# AMANN’s efficiency in the certification jungle

We ensure full topic coverage across operational excellence, responsible business, and long-term sustainability – without holding every individual certification. Our management systems cover performance, responsibility, and future readiness.

## Operational Excellence & Compliance

How we work – safe, compliant, reliable

- BSCI (Social Management)
- Content Claim Standard (CCS)**
- DIN EN ISO 14001** · DIN EN ISO 19600
- DIN EN ISO 27001 · DIN EN ISO 45001
- DIN EN ISO 50001 · DIN EN ISO 53001
- DIN EN ISO 9001** · EMAS
- Global Recycled Standard (GRS)** · GOTS HIGG FSLM · IATF 16949
- Organic Cotton Standard (OCS) · **SEDEX**
- Social Accountability (SA 8000)
- Step by OEKO-TEX® · **TISAX**

Summarised:

- Quality & Process Management
- Occupational Health & Safety
- Environmental Management (regulatory)

Efficiency in our management systems is part of our commitment to our customers. Our management systems ensure full coverage of quality, safety, sustainability, and compliance – in a pragmatic, efficient, and cost-conscious way, with direct benefits for our customers.

## Responsible Business & Supply Chain Responsibility

How we take responsibility – internally and externally

- Bluesign · BSCI (Social Management)
- CCS · **Cradle to Cradle** · **DIN EN ISO 14001**
- DIN EN ISO 19600 · DIN EN ISO 45001
- DIN EN ISO 53001 · EMAS · EU-Eco-Label
- Global Recycled Standard (GRS)**
- GOTS Organic Cotton Standard (OCS)
- Green Button · **HIGG FEM** · **HIGG FSLM**
- IATF 16949** · **OEKO-TEX® Standard 100**
- SEDEX** · Social Accountability (SA 8000)
- Step by OEKO-TEX® · **Zero Discharge of Hazardous Chemicals (ZDHC)**

Summarised:

- Social Responsibility
- Supply Chain Standards
- Chemicals & Product Safety

## Sustainability & Future Readiness

How we ensure future viability

- Bluesign · **Corporate Carbon Footprint (CCF)**
- Cradle to Cradle** · **DIN EN ISO 14001**
- DIN EN ISO 5001 · EMAS · EU-Eco-Label
- Global Recycled Standard (GRS)**
- GOTS · **HIGG FEM** · **ISO 53001**
- OEKO-TEX® Standard 100**
- Organic Cotton Standard (OCS)
- Product Carbon Footprint (PCF)**
- SBTi · **SEDEX** · Step by OEKO-TEX®
- Zero Discharge of Hazardous Chemicals (ZDHC)**

Summarised:

- Climate Protection & Strategic Sustainability
- Sustainable Materials
- Circular Economy

### Certified where it creates value:

- Structured and efficient to ensure competitive pricing for our customers.
- Structured and efficient to deliver value without unnecessary complexity.

People at AMANN



**One AMANN. Around the world.**  
What unites us goes beyond  
locations and countries:  
the people at AMANN.

- -> In this sustainability report, the AMANN Group provides information about its sustainability activities in 2025. The document is available in German and English and primarily covers the period from January 1 to December 31, 2025. The reporting deadline for this report was March 31, 2026.