

Sustainability key figures at a glance

Governance and compliance indicators		
	2024	2025
Total number of incidents of discrimination, including harassment	4	2
Number of incidents of discrimination, including harassment – reported exclusively via Whistleblowing Hotline	2	0
Number of incidents of discrimination, including harassment – reported within the entity	2	2
Total amount of material fines, penalties, and compensation for damages: work-related grievances (in euros)	0	0
Number of severe human rights issues and incidents	0	0
Total amount of material fines, penalties, and compensation for damages: severe human rights impacts and incidents (in euros)	0	0
Number of severe human rights cases remedied by the undertaking	0	0
Total number of confirmed incidents of corruption or bribery	0	0
Number of convictions for violation of anti-corruption and anti-bribery law	0	0
Amount of fines for violation of anti-corruption and anti-bribery law (in euros)	0	0
Total monetary value of financial and in-kind political contributions (in euros)	0	0
German Supply Chain Due Dilligence Act (LkSG)-relevant incidents - entity	0	0
LkSG-relevant incident - direct suppliers	19	20

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Employees by contract type								
As of 31 December 2025 ³	Worldwide		Europe		North and South America		Asia-Pacific	
	2024	2025	2024	2025	2024	2025	2024	2025
Permanent	3,591	3,455	1,854	1,792	713	667	1,024	996
Female/male/diverse/not specified ¹	1,552/1,917/0/122	1,461/1,870/0/124	764/1,089/0/1	719/1,073/0/0	296/296/0/121	269/274/0/124	492/532/0/0	473/523/0/0
Temporary	311	257	92	43	37	29	182	185
Female/male/diverse/not specified ¹	141/136/0/34	153/78/0/26	29/63/0/0	22/21/0/0	1/2/0/34	1/2/0/26	111/71/0/0	130/55/0/0

Employees by employment type								
As of 31 December 2025 ³	Worldwide		Europe		North and South America		Asia-Pacific	
	2024	2025	2024	2025	2024	2025	2024	2025
Full time	3,158	3,004	1,595	1,484	432	417	1,131	1,103
Female/male/diverse/not specified ¹	1,230/1,811/0/117	1,165/1,722/0/117	534/1,060/0/1	486/998/0/0	160/156/0/116	147/153/0/117	536/595/0/0	532/571/0/0
Part-time	729	673	336	316	318	279	75	78
Female/male/diverse/not specified ¹	458/232/0/39	438/202/0/33	254/82/0/0	244/72/0/0	137/142/0/39	123/123/0/33	67/8/0/0	71/7/0/0
Non-guaranteed hours employees	15	35	15	35	0	0	0	0
Female/male/diverse/not specified ¹	6/9/0/0	11/24/0/0	6/9/0/0	11/24/0/0	0/0/0/0	0/0/0/0	0/0/0/0	0/0/0/0
Total employees	3,902	3,712	1,946	1,835	750	696	1,206	1,181
Female/male/diverse/not specified ¹	1,694/2,052/0/156	1,615/1,947/0/150	793/1,152/0/1	742/1,093/0/0	297/298/0/155	270/276/0/150	604/602/0/0	603/578/0/0
Non-employee workers²	781	850	81	159	0	12	700	679
Temporary agency workers/Freelancers/Other	465/4/312	578/11/261	74/4/3	148/8/3	0/0/0	12/0/0	391/0/309	418/3/258

¹ In our North-American subsidiaries, it is not common practice and often not legally permitted to ask employees about their age and gender. Therefore, these are recorded as "not specified".

² Workers who are not employees were not determined on a reporting date basis, but according to annual averages.

³ All employee data was calculated as headcount figures as of 31 December 2025.

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Collective agreements and wages								
	Worldwide		Europe		North and South America		Asia-Pacific	
	2024	2025	2024	2025	2024	2025	2024	2025
Employees covered by collective bargaining agreements	45%	45%	79%	77%	0%	0%	18%	22%
Employees paid below the adequate wage	0%	0%	0%	0%	0%	0%	0%	0%

Training and skills development								
	Worldwide		Europe		North and South America		Asia-Pacific	
	2024	2025	2024	2025	2024	2025	2024	2025
Percentage of employees who take part in regular performance reviews	69%	74%	65%	68%	51%	72%	88%	86%
Average training hours per employee	6.3	4.9	9.7	6.9	2.2	4.2	3.2	2.3

Employees by age group and region								
	Worldwide		Europe		North and South America		Asia-Pacific	
Age group	2024	2025	2024	2025	2024	2025	2024	2025
Under 30 years old	691	619	345	281	154	136	192	202
30–50 years old	1,978	1,909	1,029	997	214	204	735	708
Over 50 years old	1,079	1,034	572	555	228	208	279	271
Not specified	154	150	0	2	154	148	0	0
Total	3,902	3,712	1,946	1,835	750	696	1,206	1,181

¹ In our North-American subsidiaries, it is not common practice and often not legally permitted to ask employees about their age and gender. Therefore, these are recorded as "not specified".

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Upper management employees by gender and region								
	Worldwide		Europe		North and South America		Asia-Pacific	
	2024	2025	2024	2025	2024	2025	2024	2025
Absolute	153	121	109	79	17	21	27	21
Female/male/diverse/not specified ¹	46/97/0/10	42/74/0/5	29/80/0/0	25/54/0/0	8/4/0/5	8/8/0/5	9/13/0/5	9/12/0/0
In percent								
Female/male/diverse/not specified ¹	30/64/0/6	35/61/0/4	26/74/0/0	32/68/0/0	47/24/0/29	38/38/0/24	33/48/0/19	43/57/0/0

Occupational health and safety		
in the ZWILLING Group	2024	2025
Share of fatal accidents per million hours worked	0	0
Share of employees covered by an occupational health and safety management system	99.3%	99.3%
Total working time covered by an occupational health and safety management system (in hours)	5,675,478	6,062,686
Share of workers who are not employees covered by the occupational safety and health system	60.7% ²	62.1%
Total working time of all workers who are not employees that are covered by an occupational health and safety management system (in hours)	1,053,559 ²	1,006,371

¹ In our North-American subsidiaries, it is not common practice and often not legally permitted to ask employees about their age and gender. Therefore, these are recorded as "not specified".

² Previous year's figures adjusted due to corrections.

New hires								
	Worldwide		Europe		North and South America		Asia-Pacific	
	2024	2025	2024	2025	2024	2025	2024	2025
New hires	607	715	246	235	237	321	124	159

Employee turnover rate by region								
	Worldwide		Europe		North and South America		Asia-Pacific	
	2024	2025	2024	2025	2024	2025	2024	2025
Turnover rate	19%	23%	17%	16%	28%	50%	18%	17%

Workers' representation		
In percent	2024	2025
Employees covered by workers' representatives (worldwide)	45%	45%
Employees covered by workers' representatives (non-EEA countries)	16% ²	17%

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Energy consumption of ZWILLING production sites in MWh			
Energy source	2021	2024	2025
Direct			
Natural gas	48,662	31,586	34,557
LPG ¹	0	226	76
Gasoline	573	438	283
Diesel	455	418	252
Coal and coal products	16,305	17,205	19,330
Wood	0	0	0
Heating oil ¹	0	194	291
Kerosene ¹	0	143	144
Propane ¹	0	0	2
Indirect			
Electricity consumption	50,825	34,661	39,768
Total	116,820	84,872	94,702

Energy consumption of ZWILLING logistics sites in MWh			
Energy source	2021	2024	2025
Direct			
Natural gas	1,697	951	1,316
LPG ¹	0	0	0
Gasoline	0	0	0
Diesel	32	0	0
Coal and coal products	0	0	0
Wood	0	0	0
Heating oil ¹	0	1,244	1,021
Kerosene ¹	0	3	0
Propane ¹	0	0	0
Indirect			
Electricity consumption	2,418	2,976	2,980
Total	4,147	5,175	5,317

¹ Heating oil, kerosene, propane and coolants were included for the first time as part of the comprehensive Scope 3 analysis in 2023.

Sustainability key figures at a glance

Energy consumption of the ZWILLING admin and office locations in MWh ²			
Energy source	2021	2024	2025
Direct			
Natural gas	104	2,068	2,167
LPG ¹	0	145	123
Gasoline	0	1,781	1,405
Diesel	151	813	730
Coal and coal products	0	0	0
Wood	0	0	0
Heating oil ¹	0	0	0
Kerosene ¹	0	0	0
Propane ¹	0	0	0
Indirect			
Electricity consumption	1,832	2,808	2,436
Total	2,087	7,615	6,861

Energy consumption of ZWILLING shops in MWh ³			
Energy source	2021	2024	2025
Direct			
Natural gas	0	499	564
LPG ¹	0	0	0
Gasoline	0	217	110
Diesel	0	191	177
Coal and coal products	0	24	26
Wood	0	38	87
Heating oil ¹	0	0	0
Kerosene ¹	0	0	0
Propane ¹	0	0	0
Indirect			
Electricity consumption	0	2,940	2,956
Total	0	3,909	3,920

¹ Heating oil, kerosene, propane and coolants were included for the first time as part of the comprehensive Scope 3 analysis in 2023.

² Consumption figures for admin and office locations were collected for the first time in 2022. In 2021, only logistics and production sites were recorded. The designation of individual sites and the categorization of individual sites in the ESG tool were changed, which is why consumption has shifted and a consumption value has now been assigned here for consistency with total consumption.

³ Consumption figures for shops were collected for the first time in 2022.

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Energy consumption of the ZWILLING Group in MWh			
Energy source	2021	2024	2025
Direct			
Natural gas	50,463	35,105	38,604
LPG ¹	0	372	199
Gasoline	573	2,436	1,797
Diesel	638	1,422	1,159
Coal and coal products	16,305	17,229	19,356
Wood	0	38	87
Heating oil ¹	0	1,438	1,312
Kerosene ¹	0	146	144
Propane ¹	0	0	2
Indirect			
Electricity consumption	55,074	43,385	48,140
Total	123,054	101,571	110,800

Direct and indirect greenhouse gas emissions of the ZWILLING Group (Scope 1 and 2)			
In metric tonnes of CO ₂ e	2021	2024	2025
Scope 1 emissions	16,990	16,378	17,593
Natural gas	11,107	7,727	8,497
LPG ¹	0	86	46
Gasoline	168	705 ²	521
Diesel	189	422	344
Coal and coal products	5,526	6,373	7,159
Wood	0	0	1
Heating oil ¹	0	416	380
Kerosene ¹	0	45	44
Propane ¹	0	0	1
Coolants ¹	0	604	600
Scope 2 emissions	16,668	10,208	10,640
Electricity purchase (location-based)	19,089	12,516	14,115
Electricity purchase (market-based)	16,668	10,208	10,640
Total Scope 1 and Scope 2 emissions	33,658	26,586	28,233
Intensity of GHG emissions (t CO₂e/T€)	0.038	0.032	0.033

¹ Heating oil, kerosene, propane and coolants were included for the first time as part of the comprehensive Scope 3 analysis in 2023.

² Correction [previously: 701]

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Greenhouse gas emissions of ZWILLING production sites			
In metric tonnes of CO ₂ e	2021	2024	2025
Direct (Scope 1) GHG emissions	16,539	14,094	15,436
Scope 2 emissions (location-based)	17,147	9,517	11,203
Scope 2 emissions (market-based)	14,549	7,879	8,509
Total (market-based)	31,088	21,973	23,945

Greenhouse gas emissions of the ZWILLING admin and office locations			
In metric tonnes of CO ₂ e	2021	2024	2025
Direct (Scope 1) GHG emissions	68	1,469	1,276
Scope 2 emissions (location-based)	1,211	1,359	1,214
Scope 2 emissions (market-based)	1,223	950	843
Total (market-based)	1,291	2,418	2,119

Energy generated by ZWILLING			
in MWh	2021	2024	2025
Self-generated renewable energy (e.g. solar) consumed	1,615	2,214	1,973
Self-generated renewable energy (e.g. solar) sold to the grid	0	229	238
Self-generated non-renewable energy, total	0	0	0
Self-generated renewable energy, total	1,615	2,443	2,211

Greenhouse gas emissions of ZWILLING logistics sites			
In metric tonnes of CO ₂ e	2021	2024	2025
Direct (Scope 1) GHG emissions	383	571	644
Scope 2 emissions (location-based)	731	657	713
Scope 2 emissions (market-based)	895	373	341
Total (market-based)	1,278	944	984

Greenhouse gas emissions of ZWILLING shops			
In metric tonnes of CO ₂ e	2021	2024	2025
Direct (Scope 1) GHG emissions	0	245	238
Scope 2 emissions (location-based)	0	983	985
Scope 2 emissions (market-based)	0	1,006	947
Total (market-based)	0	1,251	1,185

Sustainability key figures at a glance

Waste volume of the ZWILLING Group			
In metric tonnes	Combustible	2024	2025
Cured paints and varnishes	yes	11	7
Water-based rinsing liquids, with hazardous substances	yes	1	0
Halogen-free processing emulsions and solutions	no	53	57
Sanding sludge, not briquettable	no	354	52
Non-chlorinated mineral oil-based machine, transmission and lubricating oils	no	4	6
Packaging containing residues of dangerous substances or contaminated by dangerous substances	no	26	6
Polishing wool and felts with harmful impurities	yes	0	0
Oily waste	no	0	11
Insulating material	no	0.1	0.1
Fluorescent tubes and other waste containing mercury	no	0.3	0.7
Other non-combustible waste (including enamel sludge and particulate matter)	no	2,773	3,237
Total hazardous waste		3,223	3,376

Waste volume of the ZWILLING Group		
In metric tonnes	2024	2025
Metal waste	1,024	1,326
Production waste	6,142	6,350
Plastic waste	176	150
Paper and cardboard	657	798
Wood	252	468
Glass	37	18
Residual and other waste	829	871
Cafeteria waste	97	117
Construction rubble	45	10
Organic waste (e.g., green waste)	13	3
Total non-hazardous waste	9,273	10,112