

## Sustainability key figures at a glance

Governance and compliance indicators		
	2023	2024
Number of incidents of discrimination, including harassment	6	4
Number of incidents of discrimination, including harassment - reported exclusively via Whistleblowing Hotline	1	2
Number of incidents of discrimination, including harassment - reported within the entity	5	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 antibribery law	0	0
Amount of fines for violation of anti-corruption and antibribery law (in euros)	0	0
Total monetary value of financial and in-kind political contributions (in euros)	0	0
IkSG-relevant incidents - entity	0	0
IkSG-relevant incidents - direct suppliers	0	19

## Sustainability key figures at a glance

Employees by contract type				
As of 31 December 2024 <sup>3</sup>	Worldwide	Europe	North and South America	Asia-Pacific
	2024	2024	2024	2024
<b>Permanent</b>	<b>3,591</b>	<b>1,854</b>	<b>713</b>	<b>1,024</b>
Female/male/diverse/not specified <sup>1</sup>	1,552/1,917/0/122	764/1,089/0/1	296/296/0/121	492/532/0/0
<b>Temporary</b>	<b>311</b>	<b>92</b>	<b>37</b>	<b>182</b>
Female/male/diverse/not specified <sup>1</sup>	141/136/0/34	29/63/0/0	1/2/0/34	111/71/0/0

Employees by employment type				
As of 31 December 2024 <sup>3</sup>	Worldwide	Europe	North and South America	Asia-Pacific
	2024	2024	2024	2024
<b>Full time</b>	<b>3,158</b>	<b>1,595</b>	<b>432</b>	<b>1,131</b>
Female/male/diverse/not specified <sup>1</sup>	1,230/1,811/0/117	534/1,060/0/1	160/156/0/116	536/595/0/0
<b>Part-time</b>	<b>729</b>	<b>336</b>	<b>318</b>	<b>75</b>
Female/male/diverse/not specified <sup>1</sup>	458/232/0/39	254/82/0/0	137/142/0/39	67/8/0/0
<b>Non-guaranteed hours employees</b>	<b>15</b>	<b>15</b>	<b>0</b>	<b>0</b>
Female/male/diverse/not specified <sup>1</sup>	6/9/0/0	6/9/0/0	0/0/0/0	0/0/0/0
<b>Total employees</b>	<b>3,902</b>	<b>1,946</b>	<b>750</b>	<b>1,206</b>
Female/male/diverse/not specified <sup>1</sup>	1,694/2,052/0/156	793/1,152/0/1	297/298/0/155	604/602/0/0
<b>Non-employee workers<sup>2</sup></b>	<b>781</b>	<b>81</b>	<b>0</b>	<b>700</b>
Temporary agency workers/Freelancers/Other	465/4/312	74/4/3	0/0/0	391/0/309

<sup>1</sup> 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". The response option "not specified" was newly added in the 2024 data collection. In 2023, these values were approximately allocated proportionally to the age categories.

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

<sup>3</sup> All employee data was calculated as headcount figures as of 31 December 2024.

## Sustainability key figures at a glance

Collective agreements and wages								
	Worldwide		Europe		North and South America		Asia-Pacific	
	2023	2024	2023	2024	2023	2024	2023	2024
Employees covered by collective bargaining agreements	42%	45%	76%	79%	0%	0%	11%	18%
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	
	2023	2024	2023	2024	2023	2024	2023	2024
Percentage of employees who take part in regular performance reviews	61%	69%	63%	65%	36%	51%	73%	88%
Average training hours per employee and gender	6.3	6.3	10.0	9.7	3.1	2.2	2.3	3.2
Female/male/diverse/not specified <sup>1</sup>	6.2/6.7/0/0	6.8/6.3/0/0	9.5/10.3/0/0	9.9/9.6/0/0	3.1/4.2/0/0	2.9/2.7/0/0	3.6/1.0/0/0	4.5/1.8/0/0

Employees by age group and region								
Age group	Worldwide		Europe		North and South America		Asia-Pacific	
	2023	2024	2023	2024	2023	2024	2023	2024
Under 30 years old	812	691	379	345	232	154	201	192
30-50 years old	2,159	1,978	1,100	1,029	277	214	782	735
Over 50 years old	1,152	1,079	597	572	253	228	302	279
Not specified	0	154	0	0	0	154	0	0
<b>Total</b>	<b>4,123</b>	<b>3,902</b>	<b>2,076</b>	<b>1,946</b>	<b>762</b>	<b>750</b>	<b>1,285</b>	<b>1,206</b>

<sup>1</sup> 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". The response option "not specified" was newly added in the 2024 data collection. In 2023, these values were approximately allocated proportionally to the age categories.

# Sustainability key figures at a glance

Upper management employees by gender and region								
	Worldwide		Europe		North and South America		Asien-Pazifik	
	2023	2024	2023	2024	2023	2024	2023	2024
<b>Absolute</b>	193	153	121	109	16	17	56	27
Female/male/diverse/not specified <sup>1</sup>	74/119/0/0	46/97/0/10	38/83/0/0	29/80/0/0	6/10/0/0	8/4/0/5	30/26/0/0	9/13/0/5
<b>In percent</b>								
Female/male/diverse/not specified <sup>1</sup>	38/62/0/0	30/64/0/6	31/69/0/0	26/74/0/0	38/62/0/0	47/24/0/29	54/46/0/0	33/48/0/19

Occupational health and safety		
in the ZWILLING Group	2023	2024
Share of fatal accidents per million hours worked	0	0
Share of employees covered by an occupational health and safety management system	83.3%	99.3
Total working time covered by an occupational health and safety management system (in hours)	5,692,927	5,675,478
Share of workers who are not employees covered by the occupational safety and health system	47.9%	58.7%
Total working time of all workers who are not employees that are covered by an occupational health and safety management system (in hours)	1,002,570	1,023,559

Social protection	
	2024 <sup>2</sup>
Total	100%

<sup>1</sup> 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". The response option "not specified" was newly added in the 2024 data collection. In 2023, these values were approximately allocated proportionally to the age categories.

<sup>2</sup> All entities within the scope of the report have stated that all employees are covered by social protection.

<sup>3</sup> The employee turnover rate was calculated without the entities in Canada, Portugal and Spain due to missing employee data for 2022.

<sup>4</sup> Previous year's figures adjusted due to corrections.

New hires								
	Worldwide		Europe		North and South America		Asia-Pacific	
	2023	2024	2023	2024	2023	2024	2023	2024
New hires	670	607	296	246	251	237	123	124

Employee turnover rate by region								
	Worldwide		Europe		North and South America		Asia-Pacific	
	2023 <sup>3</sup>	2024	2023 <sup>3</sup>	2024	2023 <sup>3</sup>	2024	2023 <sup>3</sup>	2024
Turnover rate	18%	19%	17% <sup>4</sup>	17%	31% <sup>4</sup>	28%	13% <sup>4</sup>	18%

Workers' representation		
in Prozent	2023	2024
Employees covered by workers' representatives (worldwide)	37%	45%
Employees covered by workers' representatives (non-EEA countries)	0%	9%

## Sustainability key figures at a glance

Energy consumption of ZWILLING production sites in MWh			
Energy source	2021	2023	2024
<b>Direct</b>			
Natural gas	48,662 <sup>4</sup>	30,092	31,586
LPG <sup>2</sup>	0	307	226
Gasoline	573	493	438
Diesel	455 <sup>4</sup>	556	418
Coal and coal products	16,305	14,050	17,205
Wood	0	0	0
Heating oil <sup>1</sup>	0 <sup>1</sup>	0 <sup>1</sup>	194
Kerosene <sup>1</sup>	0 <sup>1</sup>	210 <sup>1</sup>	143
Propane <sup>1</sup>	0 <sup>1</sup>	1 <sup>1</sup>	0
<b>Indirect</b>			
Electricity consumption	50,825 <sup>4</sup>	32,592	34,661
<b>Total</b>	<b>116,820<sup>4</sup></b>	<b>78,300</b>	<b>84,872</b>

Energy consumption of ZWILLING logistics sites in MWh			
Energy source	2021	2023	2024
<b>Direct</b>			
Natural gas	1,697	1,277	951
LPG <sup>2</sup>	0	0	0
Gasoline	0	0	0
Diesel	32	0	0
Coal and coal products	0	0	0
Wood	0	0	0
Heating oil <sup>1</sup>	0 <sup>1</sup>	431 <sup>1</sup>	1,244
Kerosene <sup>1</sup>	0 <sup>1</sup>	5 <sup>1</sup>	3
Propane <sup>1</sup>	0 <sup>1</sup>	0 <sup>1</sup>	0
<b>Indirect</b>			
Electricity consumption	2,418 <sup>3</sup>	3,682 <sup>3</sup>	2,976
<b>Total</b>	<b>4,147<sup>3</sup></b>	<b>5,394<sup>3</sup></b>	<b>5,175</b>

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

<sup>2</sup> LPG was included for the first time in 2022.

<sup>3</sup> Changes to previous year's figures due to corrections in the calculation methodology in the ESG Tool.

<sup>4</sup> 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.

## Sustainability key figures at a glance

Energy consumption of the ZWILLING admin and office locations in MWh <sup>2</sup>			
Energy source	2021	2023	2024
<b>Direct</b>			
Natural gas	104 <sup>6</sup>	2,592	2,068
LPG <sup>2</sup>	0	139	145
Gasoline	0	1,378 <sup>5</sup>	1,781
Diesel	151 <sup>6</sup>	962 <sup>5</sup>	813
Coal and coal products	0	0	0
Wood	0	0	0
Heating oil <sup>1</sup>	0 <sup>1</sup>	0 <sup>1</sup>	0
Kerosene <sup>1</sup>	0 <sup>1</sup>	0 <sup>1</sup>	0
Propane <sup>1</sup>	0 <sup>1</sup>	0 <sup>1</sup>	0
<b>Indirect</b>			
Electricity consumption	1,832 <sup>6</sup>	2,284 <sup>5</sup>	2,808
<b>Total</b>	<b>2,087<sup>6</sup></b>	<b>7,355<sup>5</sup></b>	<b>7,615</b>

Energy consumption of ZWILLING shops in MWh <sup>3</sup>			
Energy source	2021	2023	2024
<b>Direct</b>			
Natural gas	0	553	499
LPG <sup>2</sup>	0	0	0
Gasoline	0	163	217
Diesel	0	258	191
Coal and coal products	0	23	24
Wood	0	9	38
Heating oil <sup>1</sup>	0 <sup>1</sup>	6 <sup>1</sup>	0
Kerosene <sup>1</sup>	0 <sup>1</sup>	0 <sup>1</sup>	0
Propane <sup>1</sup>	0 <sup>1</sup>	10 <sup>1</sup>	0
<b>Indirect</b>			
Electricity consumption	0	3,897	2,940
<b>Total</b>	<b>0</b>	<b>4,918</b>	<b>3,909</b>

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

<sup>2</sup> Consumption figures for admin and office locations were collected for the first time in 2022.

<sup>3</sup> Consumption figures for shops were collected for the first time in 2022.

<sup>4</sup> LPG was included for the first time in 2022.

<sup>5</sup> Changes to previous year's figures due to corrections in the calculation methodology in the ESG Tool.

<sup>6</sup> 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.

## Sustainability key figures at a glance

Energy consumption of the ZWILLING Group in MWh			
Energy source	2021	2023	2024
<b>Direct</b>			
Natural gas	50,463	34,515	35,105
LPG <sup>2</sup>	0	445	372
Gasoline	573	2,033 <sup>3</sup>	2,436
Diesel	638	1,776 <sup>3</sup>	1,422
Coal and coal products	16,305	14,073	17,229
Wood	0	9	38
Heating oil <sup>1</sup>	0 <sup>1</sup>	436 <sup>1</sup>	1,438
Kerosene <sup>1</sup>	0 <sup>1</sup>	215 <sup>1</sup>	146
Propane <sup>1</sup>	0 <sup>1</sup>	10 <sup>1</sup>	0
<b>Indirect</b>			
Electricity consumption	55,074	42,455 <sup>3</sup>	43,385
<b>Total</b>	<b>123,054</b>	<b>95,968<sup>3</sup></b>	<b>101,571</b>

Direct and indirect greenhouse gas emissions of the ZWILLING Group (Scope 1 and 2) <sup>4</sup>			
In metric tonnes of CO <sub>2</sub> e	2021	2023	2024
<b>Scope 1 emissions</b>	<b>16,990</b>	<b>14,077<sup>3</sup></b>	<b>16,378</b>
Natural gas	11,107	7,597	7,727
LPG <sup>2</sup>	0	103	86
Gasoline	168	585 <sup>3</sup>	701
Diesel	189	527 <sup>3</sup>	422
Coal and coal products	5,526	4,769	6,373
Wood	0	0	0
Heating oil <sup>1</sup>	0 <sup>1</sup>	126 <sup>1</sup>	416
Kerosene <sup>1</sup>	0 <sup>1</sup>	66 <sup>1</sup>	45
Propane <sup>1</sup>	0 <sup>1</sup>	2 <sup>1</sup>	0
Coolants <sup>1</sup>	0	295 <sup>1</sup>	604
<b>Scope 2 emissions</b>	<b>16,668<sup>3</sup></b>	<b>10,240<sup>3</sup></b>	<b>10,208</b>
Electricity purchase (location-based)	19,089 <sup>3</sup>	12,138 <sup>3</sup>	12,516
Electricity purchase (market-based)	16,668 <sup>3</sup>	10,240 <sup>3</sup>	10,208
<b>Total Scope 1 and Scope 2 emissions</b>	<b>33,658<sup>3</sup></b>	<b>24,317<sup>3</sup></b>	<b>26,586</b>
<b>Intensity of GHG emissions (t CO<sub>2</sub>e/T€)</b>	<b>0.038</b>	<b>0.030<sup>3</sup></b>	<b>0.032</b>

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

<sup>2</sup> LPG was included for the first time in 2022.

<sup>3</sup> Changes to previous year's figures due to corrections in the calculation methodology in the ESG Tool.

<sup>4</sup> In 2024, changes, harmonizations, and corrections were made to the ESG tool in preparation for CSRD reporting requirements. The values communicated last year for 2021 (Scope 2 market-based: 16,676, Scope 2 location-based: 19,097) and 2023 (Scope 1: 14,028, Scope 2 market-based: 12,557, Scope 2 location-based: 18,578) communicated last year have therefore been changed.

## Sustainability key figures at a glance<sup>2</sup>

Greenhouse gas emissions of ZWILLING production sites <sup>1</sup>			
In metric tonnes of CO <sub>2</sub> e	2021	2023	2024
Direct (Scope 1) GHG emissions	16,539 <sup>4</sup>	11,995	14,094
Scope 2 emissions (location-based)	17,147 <sup>4</sup>	8,811	9,517
Scope 2 emissions (market-based)	14,549 <sup>4</sup>	7,677	7,879
<b>Total (market-based)</b>	<b>31,088<sup>4</sup></b>	<b>19,672</b>	<b>21,973</b>

Greenhouse gas emissions of the ZWILLING admin and office locations <sup>1</sup>			
In metric tonnes of CO <sub>2</sub> e	2021	2023	2024
Direct (Scope 1) GHG emissions	68 <sup>4</sup>	1,407 <sup>3</sup>	1,469
Scope 2 emissions (location-based)	1,211 <sup>4</sup>	1,157 <sup>3</sup>	1,359
Scope 2 emissions (market-based)	1,223 <sup>4</sup>	810	950
<b>Total (market-based)</b>	<b>1,291<sup>4</sup></b>	<b>2,217<sup>3</sup></b>	<b>2,418</b>

Greenhouse gas emissions of ZWILLING logistics sites <sup>1</sup>			
In metric tonnes of CO <sub>2</sub> e	2021	2023	2024
Direct (Scope 1) GHG emissions	383	407	571
Scope 2 emissions (location-based)	731 <sup>3</sup>	1,125 <sup>3</sup>	657
Scope 2 emissions (market-based)	896 <sup>3</sup>	700 <sup>3</sup>	373
<b>Total (market-based)</b>	<b>1,278<sup>3</sup></b>	<b>1,107<sup>3</sup></b>	<b>944</b>

Greenhouse gas emissions of ZWILLING shops <sup>1</sup>			
In metric tonnes of CO <sub>2</sub> e	2021	2023	2024
Direct (Scope 1) GHG emissions	0	268	245
Scope 2 emissions (location-based)	0	1,044 <sup>3</sup>	983
Scope 2 emissions (market-based)	0	1,053 <sup>3</sup>	1,006
<b>Total (market-based)</b>	<b>0</b>	<b>1,321<sup>3</sup></b>	<b>1,251</b>

Energy generated by ZWILLING			
in MWh	2021	2023	2024
Self-generated renewable energy (e.g. solar) consumed	1,615	1,501	2,214
Self-generated renewable energy (e.g. solar) sold to the grid	0	361	229
<b>Self-generated non-renewable energy, total</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Self-generated renewable energy, total</b>	<b>1,615</b>	<b>1,862</b>	<b>2,443</b>

<sup>1</sup>In 2024, changes, harmonizations, and corrections were made to the ESG tool in preparation for CSRD reporting requirements. The values could therefore deviate from values reported in the past.

<sup>2</sup>Scope 2 emissions provided by subsidiaries were calculated using market-based emission factors.

<sup>3</sup>Changes to previous year's figures due to corrections in the calculation methodology in the ESG Tool.

<sup>4</sup>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.



## Sustainability key figures at a glance

Waste volume of the ZWILLING Group			
In metric tonnes	Combustible	2023	2024
Cured paints and varnishes	yes	9	11
Water-based rinsing liquids, with hazardous substances	yes	62	1
Halogen-free processing emulsions and solutions	no	149	53
Sanding sludge, not briquettable	no	266	354
Non-chlorinated mineral oil-based machine, transmission and lubricating oils	no	4	4
Packaging containing residues of dangerous substances or contaminated by dangerous substances	no	8	26
Polishing wool and felts with harmful impurities	yes	0	0
Oily waste	no	8	0
Insulating material	no	0.3	0.1
Fluorescent tubes and other waste containing mercury	no	0.6	0.3
Other non-combustible waste (including enamel sludge and particulate matter)	no	2,827	2,773
<b>Total hazardous waste</b>		<b>3,334</b>	<b>3,223</b>

Waste volume of the ZWILLING Group		
In metric tonnes	2023	2024
Metal waste	1,295	1,024
Production waste	6,027	6,142
Plastic waste	89	176
Paper and cardboard	795	657
Wood	194	252
Glass	102	37
Residual and other waste	1,064	829
Cafeteria waste	91	97
Construction rubble	90	45
Organic waste (e.g. green waste)	57	13
<b>Total non-hazardous waste</b>	<b>9,805</b>	<b>9,273</b>