



ZWILLING



2022 Sustainability Report

ZWILLING

We Care



Dear Reader,

The year 2022 marked a turning point in many respects. With war raging in the middle of Europe, mounting geopolitical tensions, energy and supply shortages, record inflation and climate change consequences that can no longer be ignored, multiple crises have put value chains across the globe under pressure. This turbulence has also left its mark on the ZWILLING Group, forcing us to tackle declining demand in Europe in particular. As a result, we have spent the past year focusing on strengthening our resilience and profitability and reducing the complexity of our business to ensure that we can push forward with digital and sustainable transformation even in weaker market phases.

The fact that we succeeded in doing this despite all the odds fills us with pride. We stood firm in the face of uncertainty and continued to pursue our sustainability agenda. More than that, we expanded our climate program at the end of 2022 to make sure we can play our part in meeting the 1.5-degree target. We also reached several important milestones in the action field of sustainable products and packaging, including conducting our first FSC multi-site audit and certifying the ZWILLING Pro knife range as our first climate-neutral product line.

We bolstered our risk management efforts in view of the new German Supply Chain Due Diligence Act (LkSG) and completed the risk analysis of our business operations and key suppliers ahead of schedule. Last but not least, we significantly strengthened our staff resources in the area of sustainability management. In this report, we document the progress we have made with our commitment to sustainability, and highlight the initiatives we have introduced and implemented in each individual action field.

The past crisis-ridden year has made one thing clear: efforts to increase resilience and adopt a forward-looking risk management approach go hand-in-hand with initiatives to protect our climate, conserve resources, and ensure fair supply chains. Gradual decarbonization means we are less dependent on fossil fuels, while sustainable supply chains make us more robust and crisis-resistant. Our dedicated and diverse teams play a crucial role in this respect. Together with all of our employees, we will continue on this path and enshrine sustainability even more comprehensively within our day-to-day business.

The Management Board of ZWILLING J.A. Henckels AG

Alexander Gulden

Helmar Hip

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The design of the ZWILLING four-star knife series was revamped in 2022. The handles will now be made of 100% recycled plastic



The switch to renewable energies by producing solar electricity, for example, is a key component of ZWILLING's climate strategy

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ZWILLING

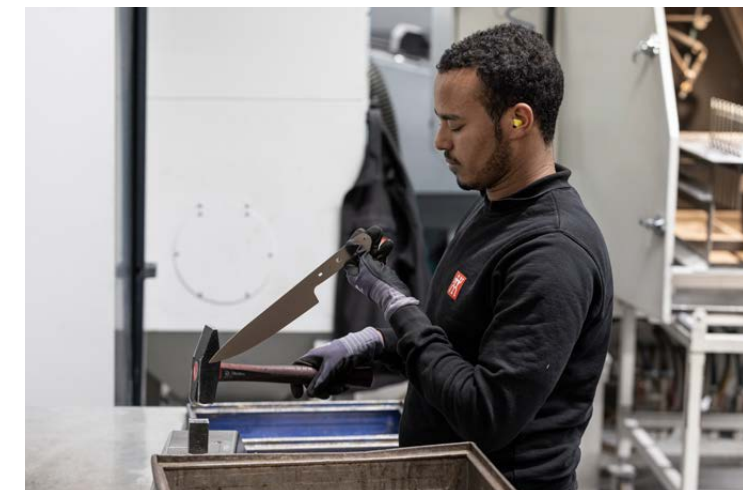
One of the oldest brands in the world

When knife-maker Peter Henckels applied to register his "twin" trademark with the Cutlers' Guild of Solingen in 1731, he had no idea that he was laying the foundations for what would become one of the world's oldest brands. His commitment to making cutlery using the most up-to-date forging and processing technologies has endured through the centuries. The range of products and services has since been expanded.

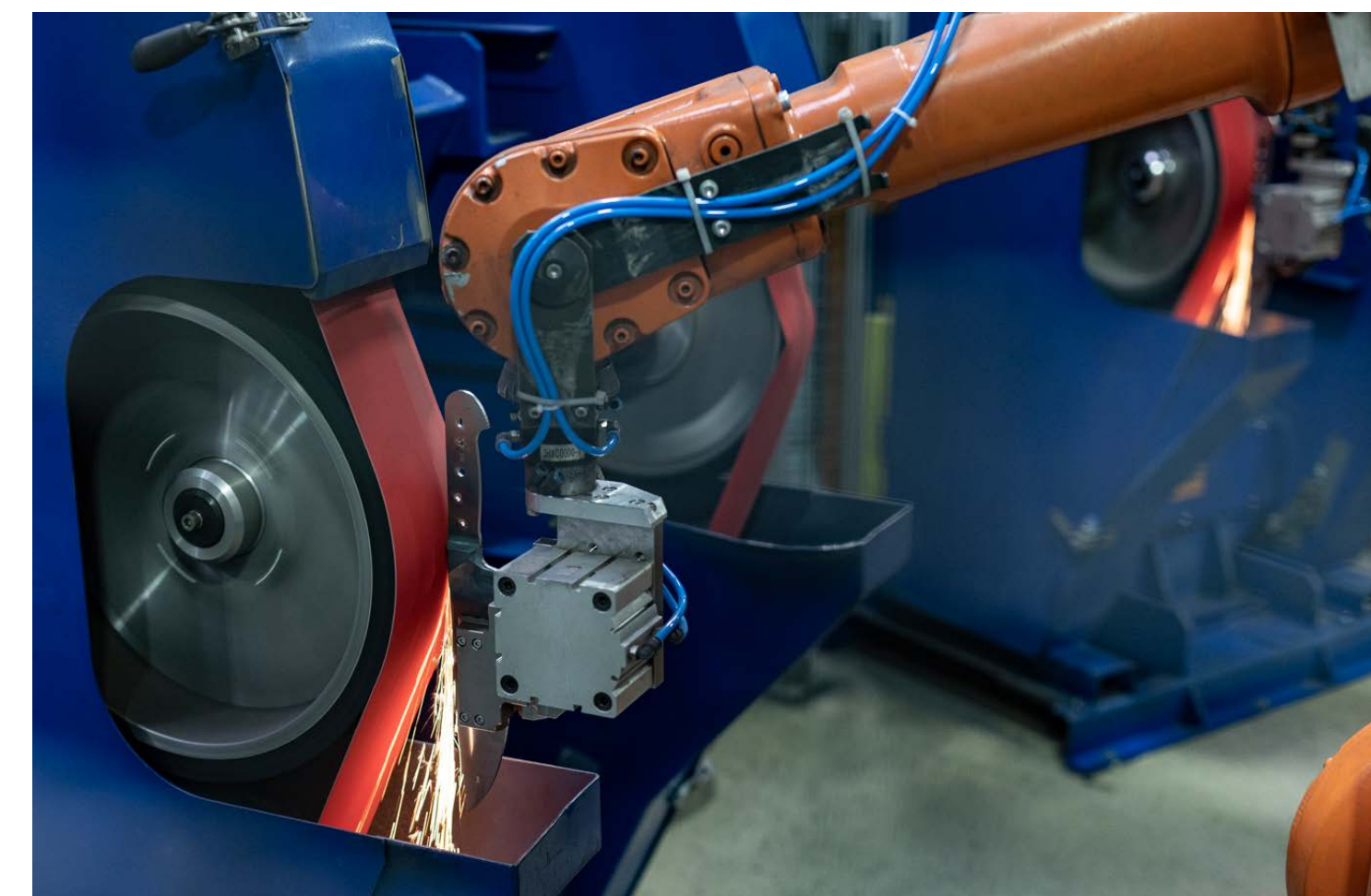
Today, the product portfolio includes not only knives and scissors but also cookware, cutlery, small electrical appliances, vacuum storage systems, grills and grill accessories. Despite the diversity of the product range, all brands share a common mission: to provide people around the world with premium products that combine quality and durability with a sense of responsibility towards the social and natural environment.

* All figures refer to the 2022 reporting year.

** Scope 2 emissions were calculated using market-based emission factors.



Knife blanks are forged from a single piece of steel and pre-treated. They are then wet ground under constant quality control until the desired blade geometry and blade profile are achieved.



Increased use of automation: The Solingen manufacturing facility currently deploys around 100 robots, most of whom undertake standardized, high-precision operations where tolerances are critical. ZWILLING's process development department is responsible for programming the robots to ensure their optimal integration into the overall production process.

DE



ZWILLING J.A. Henckels Deutschland*

ELECTRICITY sourced from renewables	CARBON EMISSIONS (Scope 1+2)**
100%	1,205 tonnes
EMPLOYEES	SHARE OF WOMEN
421	38%

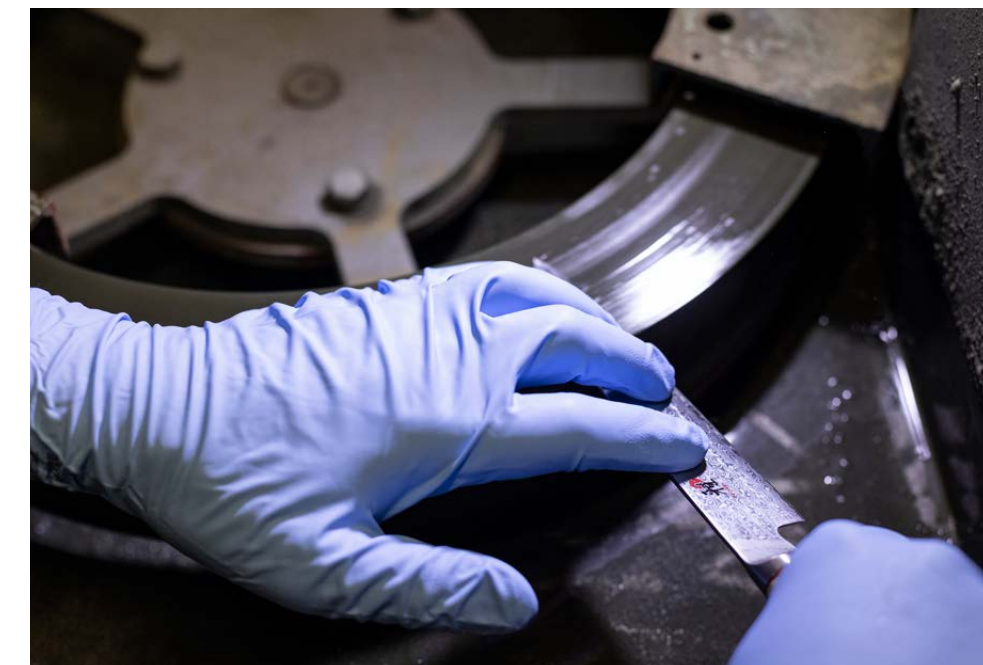


Ice hardened

We use a special ice-hardening process to optimize the hardness of our FRIODUR blades. The steel is first heated and then cooled to extreme temperatures. Ice hardening removes stress from the material and produces a product that is not only consistently hard but also has excellent elastic and corrosion resistance properties.

→

Our high-bay warehouse in Solingen comprises 4,000 pallet spaces and a small parts warehouse with a total of 25,000 bin storage spaces. Our electronic warehouse management system assigns a storage location to each individual pallet and bin. Storage and retrieval are fully automated.



←

Even premium knives become dull over time and require regular sharpening to keep them performing at their best. ZWILLING offers its own sharpening service. This involves grinding the knives with a fine abrasive belt and then polishing them. Once the grinding process is complete, we test for sharpness and clean the blades with powdered marble.



DEMEYERE

Induction pioneers

It all started with cookie tins and vehicle body components. Since it was established 115 years ago, the Belgian family-owned company of DEMEYERE has continued to perfect its metalworking capabilities and developed an international reputation as a manufacturer of high-quality stainless steel cookware. A pioneer in the field of induction technology, the company was the first to launch pans and woks with a safety system that reliably prevents overheating on

induction hobs. DEMEYERE demonstrated its innovative ability once again with the development of its SILVINOX series of stainless steel cookware, which features a unique electrochemical surface treatment that significantly extends the working life of the product. The stainless steel is impervious to fingerprints, detergents and acidic foods and the products retain their silvery-white appearance even after years of use.

* All figures refer to the 2022 reporting year.

** Scope 2 emissions were calculated using market-based emission factors.



DEMEYERE*

ENERGY EFFICIENCY

approx. 93,000 kWh
less electricity p.a. through LED

CARBON EMISSIONS (Scope 1+2)**

743 tonnes

EMPLOYEES

100

SHARE OF WOMEN

47%



DEMEYERE is based in Herentals near Antwerp and has been part of the ZWILLING Group since 2008.



Multi-ply construction

To increase thermal conductivity, a layer of copper is hermetically sealed within the stainless steel base. Some product lines contain silver to fuse together the various materials and alloys that make up the sandwich base. This ensures optimum temperature distribution and low energy consumption.



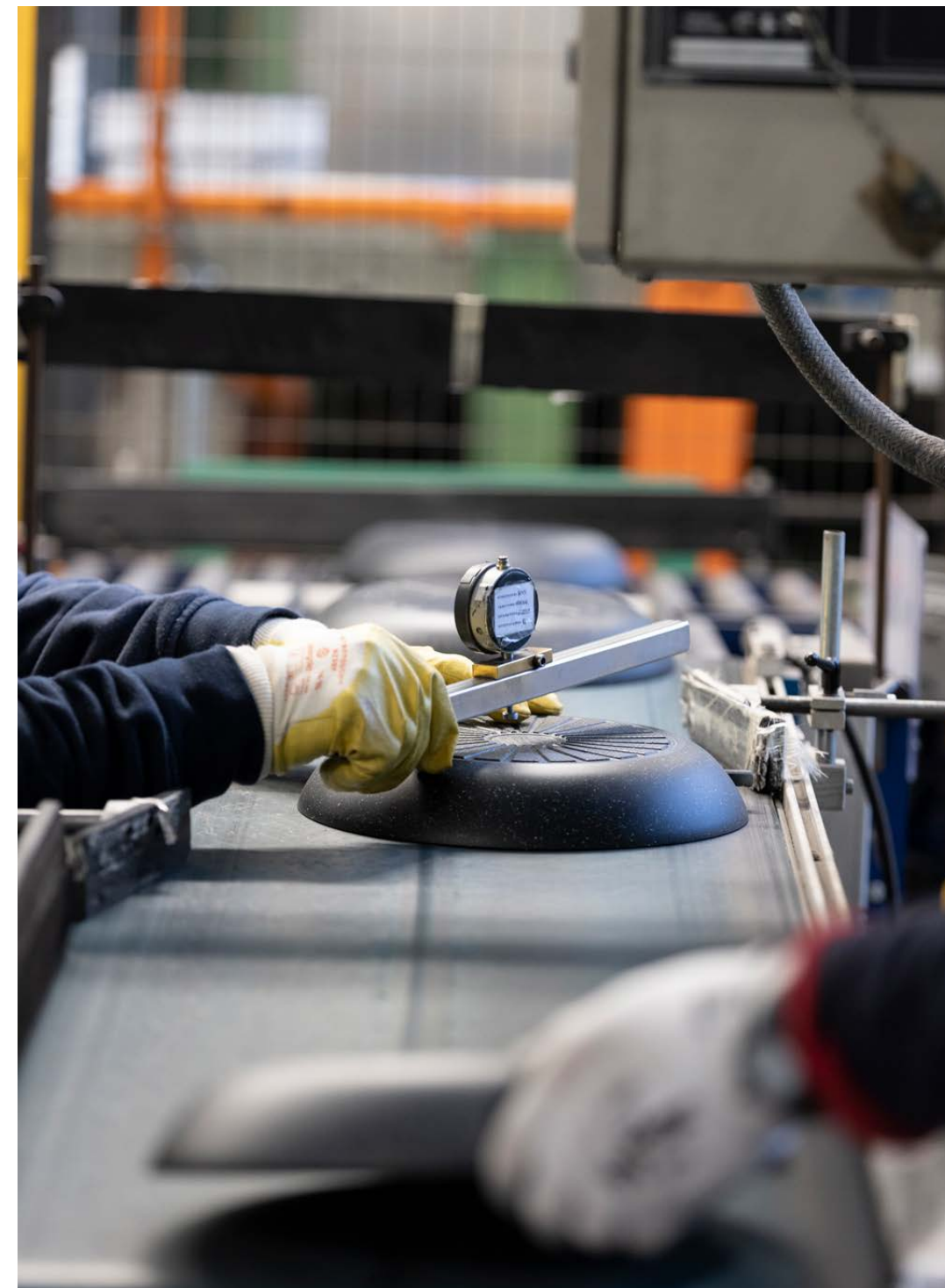
↑
The pot is formed by feeding a thin stainless steel disc into a stamping tool. Continuous quality control ensures product safety.

The offcuts from the die cutting process are collected in containers and sent for recycling. Stainless steel can be recycled many times without any loss of quality.



↑
Plastic-free packaging: DEMEYERE has transformed its product and transport packaging during the past few years. Today, these are made mainly from paper or cardboard in FSC® quality.





BALLARINI*

ELECTRICITY – own solar production	CARBON EMISSIONS (Scope 1+2)**
1,050,000 kWh	3,499 tonnes
EMPLOYEES	SHARE OF WOMEN
269	41%



Another BALLARINI specialty is its dry application technology in which powder coating is used to enhance the surface of the pans. To maximize the use of resources, surplus powder is collected and reused.



Quality control checks are carried out at each phase of production.



BALLARINI Trademark: Made in Italy

Founded in 1889 in the northern Italian town of Rivarolo Mantovano, BALLARINI is one of Europe's leading manufacturers of non-stick cookware. The long-established company has a rich heritage of technical expertise and a flair for the Italian lifestyle. Its products feature a bi-metal base made of aluminum and ferromagnetic stainless steel (photo above) specially developed by BALLARINI for use with induction hobs.

BALLARINI's environmental management system has been certified to DIN EN ISO 14001 since 2004 and the company has continually reduced its ecological footprint since that time. Self-generated solar power now provides around 13 percent of its electricity requirements. Thermal energy generated during production is recovered and used to heat the working environment. Most of the aluminum waste is also recovered and returned to the production process (photo right).

* All figures refer to the 2022 reporting year.
** Scope 2 emissions were calculated using market-based emission factors.



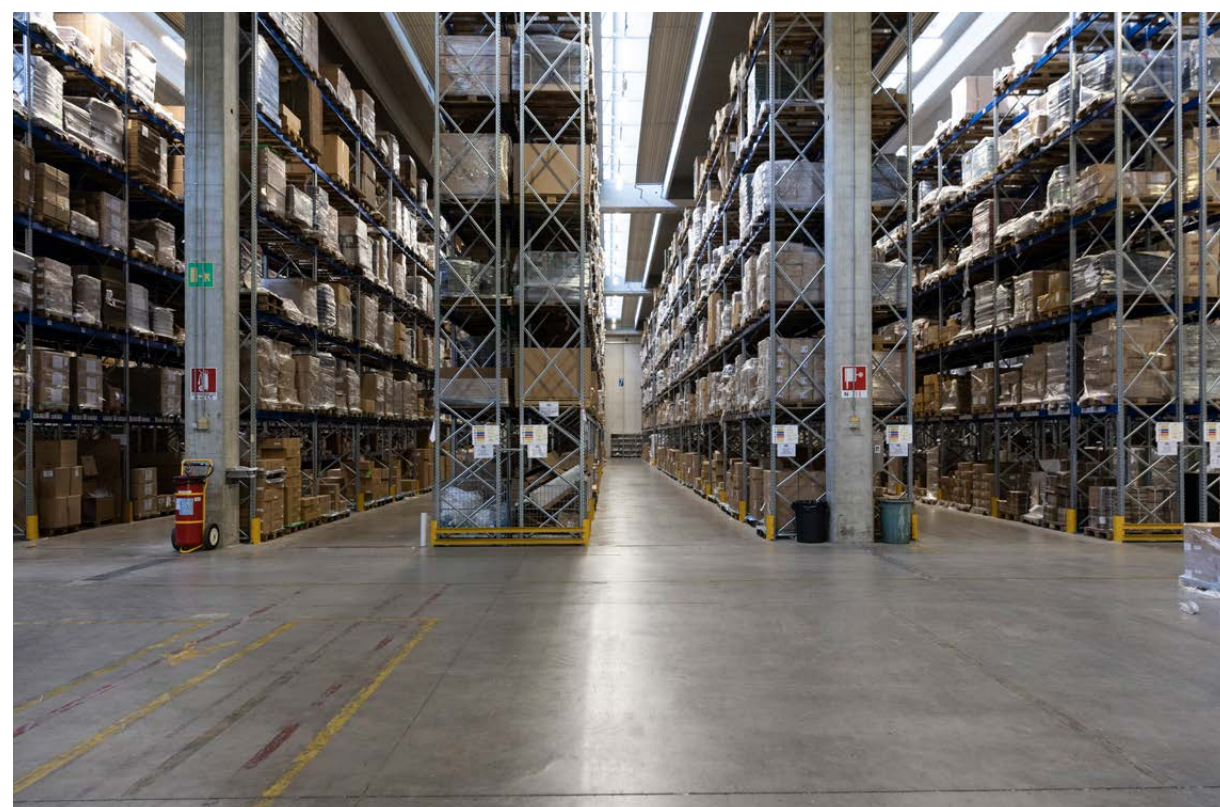
Two in one

During the stamping process, the aluminum body is permanently connected to the punched stainless steel sheet. The patented base design of the aluminum pans not only makes them ideal for use on induction and other types of hob but also enhances their energy efficiency during cooking.



→

BALLARINI is careful to use water sparingly in all of its production processes. The company's wastewater management processes have been thoroughly modernized during the past few years. The process water first goes through a multi-stage cleaning and treatment process before reaching the sedimentation basin, where the pollutants are separated. The water subsequently passes through a fine filtration system to further improve its quality. Most of the process water is reused in production, which greatly reduces fresh water consumption.

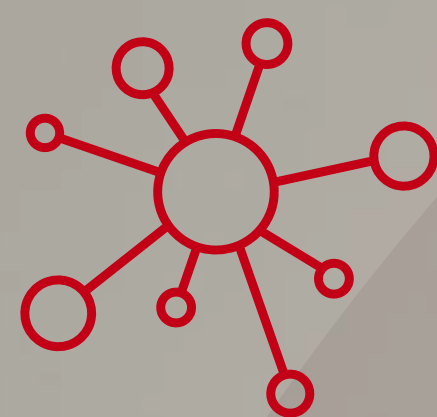


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BALLARINI pots and pans are stored in the distribution warehouse ready for export.



ZWILLING at a glance



ZWILLING J.A. Henckels AG is organized as a holding company that manages 34 subsidiaries both in Germany and abroad, including its own production facilities and distribution companies.

3,700
900
46%

Employing more than 3,700 people, ZWILLING generated revenue of around 900 million euros in 2022, with 46 percent of this revenue coming from its e-commerce business.



ZWILLING J.A. Henckels AG is a wholly-owned subsidiary of family-run Wilh. Werhahn KG and part of Werhahn's Consumer Goods division.



ZWILLING offers high-quality products for modern kitchens. Its broad range of products includes knives, cookware, kitchen appliances, vacuum storage systems, grills and grill accessories, cutlery and accessories.



We are family

As part of the Werhahn Group, ZWILLING is committed to the Group's corporate values and sees itself as a family business. Our values are shared and lived by all employees under the banner "ZWILLING - We Are Family".

A global business with strong local roots

ZWILLING has been headquartered in Solingen, Germany, since 1731. ZWILLING now operates another seven production facilities in Belgium, France, Italy, China, India and Japan via its subsidiaries. The Group supplies more than 100 markets worldwide and is represented by more than 20 distribution companies in Europe, Asia and North America. The company's largest markets outside Germany are the USA, China, Japan and Canada. Its products are sold worldwide via all available distribution channels, including specialist retailers, more than 500 ZWILLING stores and shop-in-shops, various online channels and distributors.

ZWILLING J.A. Henckels AG is led by a five-strong Management Board. This in turn is monitored by the Supervisory Board, whose members are appointed by the owner. As part of the Werhahn Group, ZWILLING is committed to the same values as Wilh. Werhahn KG.



A portfolio with strong brands

■ Production and distribution company
 ■ Distribution company



Our position as a market leader in the premium consumer goods segment is reinforced by our diverse portfolio of brands. Our ZWILLING core brand is synonymous with durability, premium quality, timeless design and a flair for innovation. The portfolio also includes the STAUB, BALLARINI, MIYABI, DEMEYERE, HENCKELS, SANTOS Grills and Flammkraft brands. While each brand has its own strengths and traditions, they all share the same passion for creating special cooking experiences under the guiding principle "Inspiring the Culinary World".



Knives & scissors
 Cookware
 Cutlery
 Vacuum storage systems
 Kitchen appliances
 Kitchen tools
 Tableware & glasses

Cast iron
 Ceramics
 Accessories

Cookware
 Knives
 Cutlery
 Kitchen tools

Knives
 Knife accessories

Cookware
 Frying pans
 Special cookware
 Accessories

Grills (gas, charcoal, pellet)
 Braziers
 Grill accessories
 Cast iron
 Barbecue seminars

Premium gas grills
 Grill accessories



Our sustainability strategy

Our vision

Sustainability matters because we all care about the future. We strongly believe that today's decisions and actions have become more important than ever to improve and enhance the livelihood and needs of future generations. As a family owned company with a strong heritage, we are committed to making a difference by contributing to the better.

Our mission

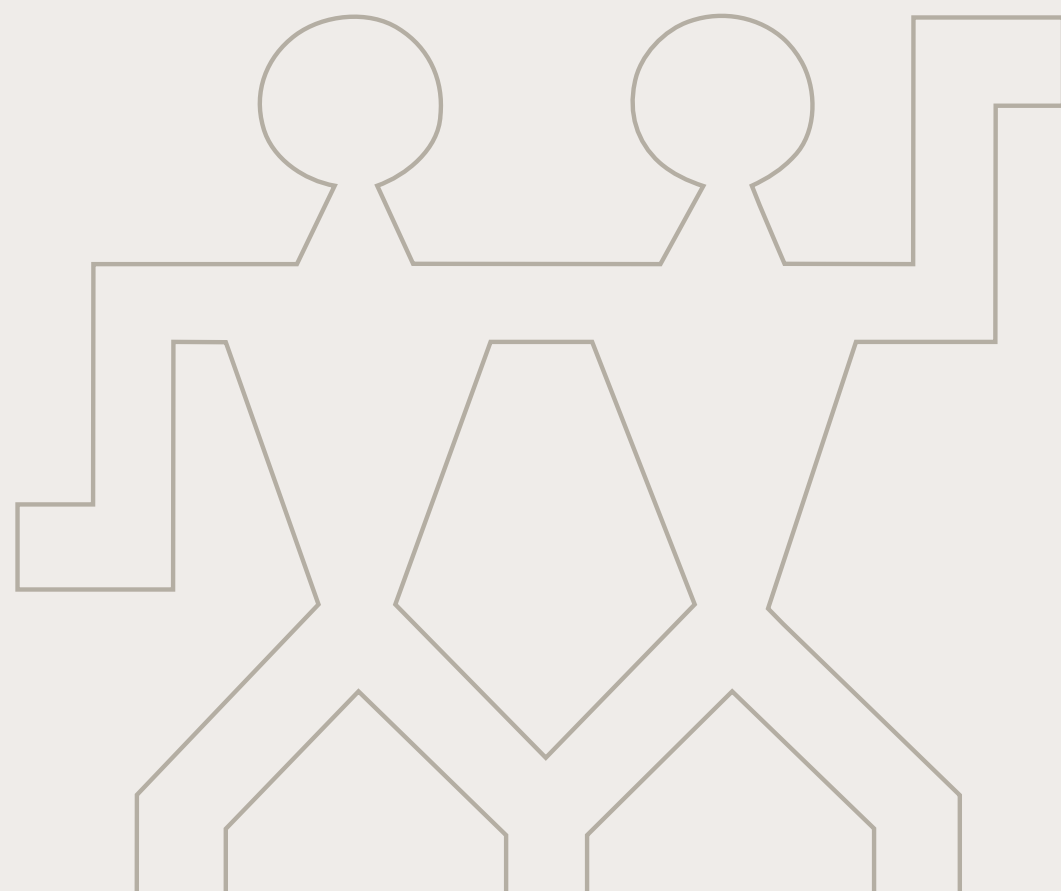
What drives us: We want to continuously add innovative, sustainable products to our range, source mindfully and make a positive impact in the communities in which we live and work in. We are building a diverse global team and offer our employees a satisfying and inspiring environment. And we are committed to the communities in which we live and work.

Our action fields

- Responsibility for employees
- Sustainable products and packaging
- Energy efficiency and environment
- Sustainable supply chain
- Responsibility for society

Governance and business ethics

Our sustainability organization and governance is based on the following main pillars: clear responsibilities, clearly defined targets, continuously ongoing monitoring process and - above all - strong commitment. We act in line with our Code of Conduct and our general principles including sustainability as a key factor when it comes to business decisions.





Our targets for 2030

Responsibility for society

We want to extend our programs and act as a good corporate citizen at each site we operate.



Responsibility for employees

We want to elevate employee engagement and personal development to build a diverse and happy team within the global ZWILLING family.



Sustainable products and packaging

We want to transform 100% of our product portfolio carbon-neutral and to obtain 100% of the wood used for our products from certified sustainable sources. We also aim to convert 100% of our packaging to recyclable or biogenic materials, increase the share of reusable packaging and reduce packaging as much as possible.



2030

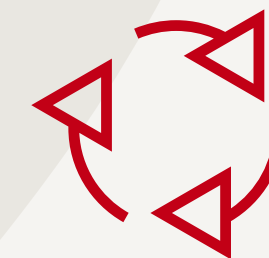
Sustainable supply chain

We will actively develop our suppliers to comply with the social and environmental standards set by globally accepted independent organizations.



Energy efficiency and environment

We have undertaken to reduce absolute carbon emissions from production and logistics sites (Greenhouse Gas Protocol Scope 1 and 2) by 42 percent by 2030 compared with the 2021 baseline year. During the course of 2023, we will also be extending carbon footprint calculation to the upstream and downstream value chain (Scope 3).





Our goals and progress made

Sustainable corporate governance			
Goal	Subgoal	Progress/action taken in 2022	Status
Integrate ecological and social factors more tightly in the value-added process	Expand sustainability management	Increased number of sustainability management personnel	
		Introduced ESG criteria into risk management	
		Carried out our first lKSG risk analysis	
	Improve data collection throughout the Group to improve transparency and validity	Improved data collection compliance, also with a view to meeting future ESRS standards	
		Standardized key figure definitions, plausibility checks and internal approval mechanisms	
		Arranged for an auditing firm to carry out the first audit of our sustainability report and reporting structures	
Expand the compliance management system	Expand the compliance organization	Expanded the compliance team, including recruiting a Compliance Officer/Human Rights Officer	
		Expanded the compliance structure and increased knowledge sharing within the compliance community	
Check compliance with established environmental and social standards in our own plants	Carry out BSCI audits at all ZWILLING production sites, also in non-risk countries, by the end of 2023	Carried out successful BSCI audits at our plants in Shanghai (China) and Swarnabhoomi (India).	

Responsibility for employees			
Goal	Subgoal	Progress/action taken in 2022	Status
Promote employee engagement and personal development to build a diverse and content workforce.	Carry out regular employee surveys and ascertain levels of employee satisfaction at all ZWILLING companies before the end of 2024	Implemented Workday's Peakon survey and feedback tool at ZWILLING in Germany, BALLARINI in Italy and our subsidiary in Vietnam.	
	Develop management principles and embed them in all ZWILLING locations by the end of 2024 using training courses and communication campaigns	The management culture at ZWILLING underwent a critical evaluation during the year under review, enabling us to identify specific needs and define management principles accordingly.	
Ensure the health and safety of our employees	Support occupational health management at all locations worldwide	Expanded health promotion services and set up a comprehensive company health management system at the Solingen site.	



Our goals and progress made

Sustainable products and packaging

Goal	Subgoal	Progress/action taken in 2022	Status
Produce climate-friendly products	Make our product portfolio carbon-neutral (including offsetting) by 2030.	Life cycle assessment (LCA) for the ZWILLING Pro range of knives	
		The ZWILLING Pro range of knives was our first product to achieve carbon-neutral certification.	
Make product life cycle more environmentally friendly	Continue to reduce environmental impact throughout the product life cycle and make the entire brand portfolio climate-friendly by 2030	Optimized the ZWILLING four-star knife series in a pilot project by reducing the carbon footprint and using recycled plastic in the knife handle	
		Expanded our expertise in sustainable product development, train employees, raise awareness and integrate this new knowledge into our processes	
	Source 100% of the wood used in our products from sustainable sources by 2030	Integrated sustainability criteria into the product development process	
		Expanded the team to include experts for eco-design, life cycle analysis, FSC certification, sustainable packaging and environmental compliance	
		Initiated multi-site FSC certification for the ZWILLING Group Solingen was the first site to be certified to the FSC Chain of Custody standard.	
		Placed first order for knife blocks made from FSC®-certified wood	

Sustainable products and packaging

Goal	Subgoal	Progress/action taken in 2022	Status
Reduce footprint of packaging	Convert 100% of our packaging to recyclable or biogenic materials	Maximized the sustainability of 38 percent of our product packaging available worldwide	
		Launched a pilot project to replace the plastic covers for electrical appliances with reusable microfiber bags	
		Introduced plastic-free, paper and cardboard-based packaging for ZWILLING cutlery sold in premium packaging.	

Energy efficiency and environment

Goal	Subgoal	Progress/action taken in 2022	Status	
Measure and reduce emissions	Achieve a reduction in absolute carbon emissions (Scope 1 & 2) of 42% by 2030 compared with 2021 levels	<ul style="list-style-type: none"> Reduced carbon emissions at production and logistics sites by 22.5% in 2022 compared with 2021 - also due to lower production volumes Development of a detailed decarbonization roadmap in 2023 		
		Include Scope 3 emissions in ZWILLING's carbon accounting analysis by the end of 2023	A project partner for the survey of Scope 3 emissions has been selected and the project is scheduled to begin at the end of Q2 2023.	
		Evaluate the possibility of joining the SBTi by the end of 2024.	Formulated short-term reduction targets (by 2030) for Scope 1 & 2 based on the SBTi's corporate net-zero standard.	



Our goals and progress made

Sustainable supply chain			
Goal	Subgoal	Progress/action taken in 2022	Status
Evaluate and manage risks in the supply chain	Evaluate and minimize supply chain risks	An interdisciplinary supply chain due diligence (IkSG) team was established.	
		Risk management was implemented and the risk framework/scope is being gradually expanded.	
		A process for tracking risks was implemented and prevention and remedial action (within the framework of the IkSG) put in place.	
		Data collection was extended throughout the Group to include matters such as supply chain and human rights risks.	
	Ensure that 80% of the value-based procurement volume from suppliers in the BSCI Scope* of the ZWILLING Group is sourced from BSCI-audited suppliers	On average, 81% of the ZWILLING Group's value-based procurement volume (in the BSCI Scope) was sourced from approved BSCI-audited suppliers.	
Each year, have 20% of previously unaudited suppliers in the BSCI scope complete an audit process.	24% of the suppliers not yet audited by BSCI have now conducted a BSCI audit.		

Sustainable supply chain			
Goal	Subgoal	Progress/action taken in 2022	Status
Implement environmental and social standards in the supply chain	The introduction of an ecological standard covering climate protection and resource conservation in the supply chain is scheduled for 2023.	In 2022, we piloted and intensively tested the amfori BEPI system to help improve the environmental performance of our supply chain. Alternative solutions are currently in the final evaluation phase.	

Responsibility for society			
Goal	Subgoal	Progress/action taken in 2022	Status
Promote community engagement	Expand the community engagement programs at all the sites we operate.	Our sites in India and Vietnam support ZWILLING Care projects, while other ZWILLING subsidiaries, such as ZWILLING in Germany, the USA and Turkey, support local projects.	

*The BSCI Scope includes suppliers based in high-risk countries from whom the ZWILLING Group purchases merchandise, components or raw materials worth over 10,000 euros.



Sustainable corporate governance

A Human Rights Officer was appointed in preparation for the new German Supply Chain Due Diligence Act

LkSG

We also conducted a risk analysis in accordance with the LkSG for the first time – both within our own business unit and for our direct suppliers.

In 2022, ZWILLING's sustainability organization was systematically expanded and its **specialist expertise** effectively strengthened.



ESRS

We have optimized our reporting to meet the new European Sustainability Reporting Standards (ESRS) in the future.

To promote ZWILLING's culture of compliance, we have ramped up our interactions with the compliance community, with the expansion of the compliance **training program** being one focus in 2023.





Driving change

Sustainability is part and parcel of the entrepreneurial spirit at ZWILLING. We conduct our business activities based on clear principles and use our brands to create value for generations to come. Environmental, ethical and social standards and targets are increasingly and more extensively integrated into our value chain to ensure that we can become a driver of change within our market segment.

Corporate sustainability is a constant process of development. In 2020, our 'WeCare' sustainability strategy marked the start of a fundamental transformation process at ZWILLING to embed social, ethical and environmental goals in the heart of our business. These strategic topics were specified in the materiality analysis conducted in 2020 with the help of internal and external stakeholders and in accordance with recognized standards. We defined the main focus points of our sustainability activities on this basis and identified the action areas relevant to ZWILLING:

- Responsibility for employees
- Sustainable products and packaging
- Energy efficiency and environment
- Sustainable supply chain
- Responsibility for society

Decarbonization goals refined

We reviewed our strategy and sharpened our focus during the year under review. The aim of this review is to underline the seriousness of our commitment and deploy our resources in areas where we see the biggest levers for positive change.

To ensure that we contribute significantly to efforts to fight climate change and global warming, we have refined our energy efficiency and environment targets in particular.

In preparation for validation by the Science Based Target Initiative, we are committed to reducing carbon emissions at our production and logistics sites (Scope 1 and 2 emissions) by 42 percent by 2030 compared to the 2021 baseline year. From 2023 onwards, we will also steadily expand our carbon footprint calculation to include upstream and downstream areas along the value chain (Scope 3

emissions), thereby increasing transparency about our greenhouse gas emissions across the company. The Management Board of ZWILLING J.A. Henckels AG decided on the adjusted target in December 2022. In the action field of sustainable products, we remain committed to our target of making sure that 100% of our product portfolio is carbon-neutral by 2030. We are aiming to accelerate the transition to renewable energy sources by using approved offset schemes. These carbon offset schemes are embedded in our climate strategy to reduce our carbon emissions, are used as a bridging mechanism to offset as-yet-unavoidable emissions, and have a direct positive impact on climate protection via funding projects.

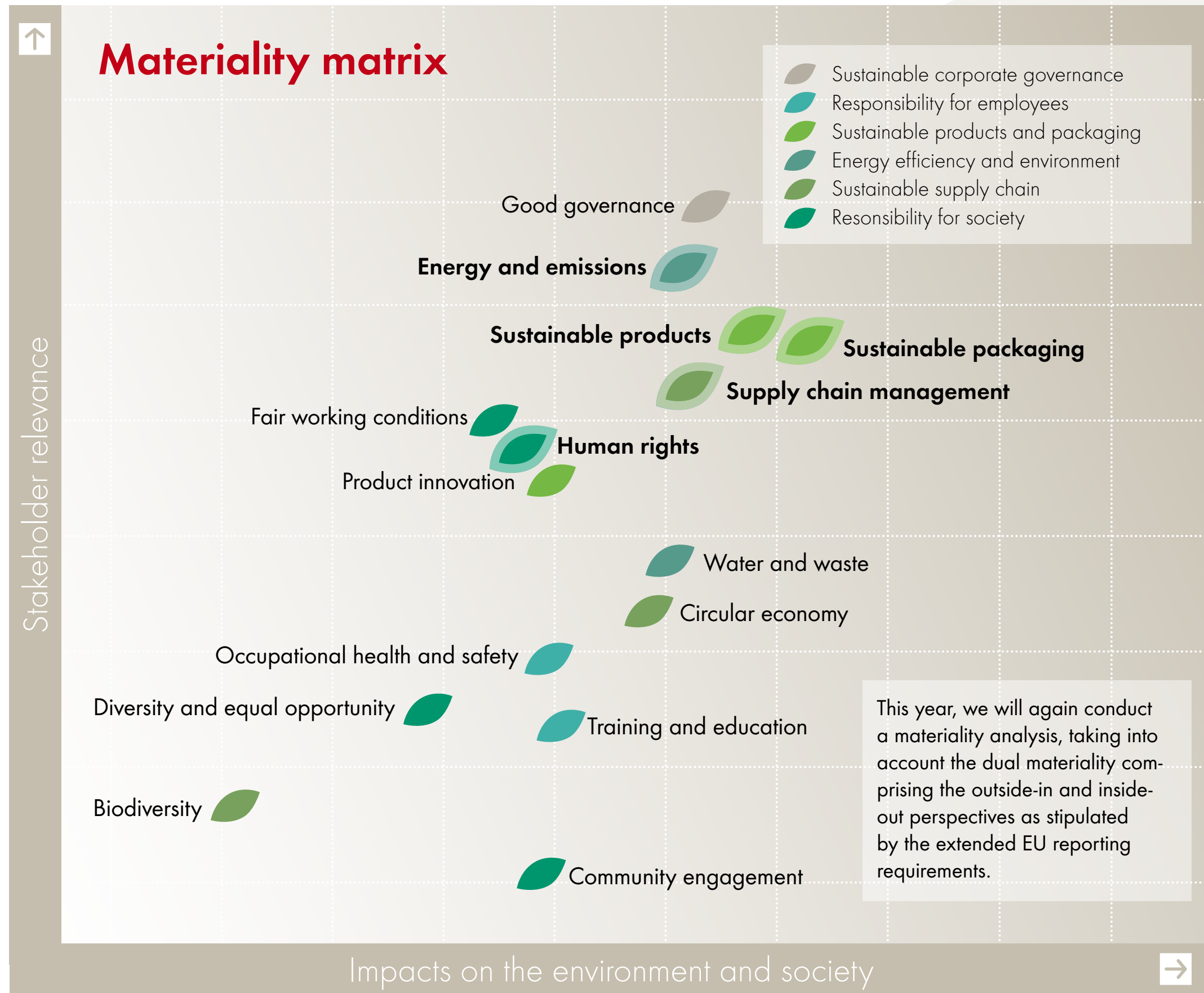
The ZWILLING sustainability management

In order to make substantial progress in each individual action field, we expanded our sustainability

Focus on our stakeholders



Building long-term, trusting relationships with our different stakeholders is a key concern of ZWILLING. Together with our employees, customers, distributors and suppliers as well as non-governmental organizations, we are reflecting on our strategies and planning processes. To understand what is relevant to our internal and external stakeholders, we involve them closely in our materiality analysis.



organization during the year under review and strengthened our professional expertise by adding further staffing capacity. Overall responsibility for the sustainable transformation lies with the Chief Technical Officer (CTO) of ZWILLING J.A. Henckels AG. The CTO provides information about relevant developments and progress to the overall Management Board on an ongoing basis and the Supervisory Board of ZWILLING J.A. Henckels AG once a year. We appointed a new Head of Global Sustainability Management who, in their role as Sustainability Officer, coordinates and supervises the implementation of initiatives, the development of a consistent data collection system and annual reporting in line with applicable regulations. Experts in life cycle analysis, energy efficiency, resource-efficient packaging design, and human rights due diligence help teams in each action field to achieve their ambitious goals at a centralized and decentralized level.

The Sustainability Council

The ZWILLING Sustainability Council, led by the Sustainability Officer, is ultimately responsible for managing the Group's global sustainability activities. The Sustainability Council consists of the Chief Technical Officer, the Action Field Leaders, the Global Head of Marketing Communications, the Head of

ZWILLING initiatives and memberships

ZWILLING J.A. Henckels AG is a member of

- the Solingen Employers' Association
- the ZVEI Trade Association for Small Domestic Appliances, the German E-Commerce and Mail Order Association
- the Federation of European Manufacturers of Cookware and Cutlery (FEC)
- the amfori Business Social Compliance Initiative (amfori BSCI)
- the amfori Business Environmental Performance Initiative (amfori BEPI)

ZWILLING also supports other organizations and is committed to their guiding principles and aims, including

- the International Organization for Standardization (ISO)
- the European Committee for Standardization (CEN)
- the CHUNO Labour Standards Association (via ZWILLING Japan)

Product Compliance & Material Technology, and the Global Head of Legal/Compliance/IP as the representative from the Good Governance & Business Ethics team. Firstly, the Council acts as a forum



for exchanging information and discussing current sustainability issues. The Action Field Leaders provide regular updates on their progress in implementing strategies and initiatives. Secondly, the Council makes fundamental decisions associated with the sustainability strategy and prepares corresponding draft resolutions for the Management Board. The CEO also participates in Sustainability Council meetings at regular intervals. The Sustainability Council is advised and supported by a Sounding Board consisting of representatives from the production facilities, the distribution companies and other business units.

Improved sustainability reporting

We want to use the experience we have gained from two sustainability reports to continue optimizing our reporting and the Group-wide data collection process in particular. The aim is to enhance the transparency and validity of data, manage our sustainability activities more systematically, and thus also meet the new European Sustainability Reporting Standards (ESRS) in the future. Going forward, a team of coordinators will ensure that data is collected consistently in each individual action field based on uniform definitions of key performance indicators, plausibility checks and internal approval mechanisms.



Corporate governance und compliance

Our success is fundamentally based on our values as a family business. Responsibility, fairness, honesty, trust, diversity, willingness to change and an entrepreneurial spirit are the pillars on which our company is built and shape the way we interact with our business partners, customers and employees.

Running alongside ZWILLING's system of values is the Wilh. Werhahn KG Code of Conduct, to which we are committed as part of the Werhahn Group. It describes our values, lays down clear rules of conduct, and uses a traffic light system to illustrate the limits of acceptable behavior. This Code of Conduct is binding for all employees and is implemented on a mandatory basis across all of ZWILLING's business units and subsidiaries.

The ZWILLING compliance management system

The global compliance management system is a key element of our corporate governance strategy. The system is geared towards prevention to enable the company to recognize compliance risks and violations at an early stage, respond appropriately to them, and avert damage to the company and its reputation. The Global Head of Legal/Compliance/IP,

together with 16 local compliance officers across the subsidiaries, is responsible for implementing the compliance management system. During the year under review, an additional compliance officer was appointed at ZWILLING J.A. Henckels AG to support global implementation of the system. In organizational terms, the system is incorporated into the Werhahn Group's compliance network. We regularly monitor compliance with applicable legislation and Group policies with the help of Wilh. Werhahn KG's internal audit team and external compliance audits. These checks focus in particular on compliance and integrity in the areas of antitrust law, anti-corruption, anti-fraud, data protection and data security.

Ensuring data protection

In light of the increasing digitalization of business and working processes and the steady expansion



✓ of e-commerce, the issue of data protection is extremely important for ZWILLING. Strict security standards and internal data protection and data security policies create a foundation for trusting customer, business and working relationships. In addition, documentation on processing workflows and erasure protocols are regularly reviewed to make sure they are up-to-date, while the data protection compliance status of existing processing activities is also continually checked. Established data protection processes are also critically scrutinized and, where possible, technically and organizationally optimized on an ongoing basis in relation to the rights of data subjects. We did not become aware of any reasonable complaints of privacy violations from customers during the period under review.

“Human rights are non-negotiable for us. We are committed to respecting human rights without exceptions in all of our business activities. We will not tolerate any human rights violations either in our business or in those of our suppliers, and will take swift corrective action wherever necessary.” // **ERICH SCHIFFERS**

Spokesman of the Management Board of ZWILLING J.A. Henckels AG

✓ **Group-wide whistleblower system**

ZWILLING employees and external third parties have the opportunity to report compliance violations anonymously via the Werhahn helpline (<https://helpline-werhahn.de>). An independent external ombudsman reviews these reports and takes the steps necessary to establish and clarify the facts of each case. This gives our employees an additional channel for reporting potential violations, in addition to the option to contact their line manager or the Compliance Officer. One incident was reported within the ZWILLING Group via the whistleblower system during 2022 (2021:1). ZWILLING pursues a zero-tolerance strategy. We do not accept any misconduct; instead, we follow up on every case and impose appropriate sanctions for proven violations. No serious compliance violations were recorded during the year under review. We expanded our compliance structure and stepped up our interactions with the compliance community in 2022. For example, this included visiting selected subsidiaries and appointing new local compliance officers. Regular interactions with compliance officers in the ZWILLING Kitchen division also strengthened our trust-based collaboration. The data collected once per quarter on the status quo of Group-wide compliance, the nature and number of the compliance cases reported, and the preventive measures introduced were expanded to include specific inquiries on topics

✓ **The core principles of the Werhahn Code of Conduct**

- **We comply with all legislation** and Werhahn Group regulations, particularly applicable occupational safety and environmental regulations.
- **We behave with compassion** and respect and are honest and loyal. We respect the dignity and personality of each individual and do not tolerate any form of discrimination, harassment or abuse.
- **We take responsibility** for our actions.
- **We act in a way that is sustainable**, conserve resources and protect health and the environment.
- **We do not tolerate any form of corruption** – we do not bribe others or allow ourselves to be bribed.
- **We compete fairly** and comply with the provisions of competition law.

such as supply chain and human rights risks during the year under review.

✓ **Compliance training for employees expanded**

Training sessions were offered both digitally and in person again in 2022. We will be expanding our compliance training program in 2023 to help our employees act in an ethically and legally appropriate way. In addition to updated online training sessions when onboarding new employees, we will also offer more in-class training sessions on the Code of Conduct, antitrust law, anti-corruption and human rights due diligence. The e-learning program is also scheduled to be rolled out with revised modules on topics

such as the Code of Conduct and antitrust law in 2023. As a result, the subject will be presented via different channels as appropriate.

✓ **ESG criteria embedded in risk management system**

We use our risk management system to assess risks according to their probability of occurrence and potential loss amount, and develop strategies to enhance our resilience. We have appointed a Human Rights Officer in preparation for the German Supply Chain Due Diligence Act (LkSG). The Human Rights Officer works hand-in-hand with representatives from other relevant disciplines such as Purchasing, Legal/Compliance,



Quality Management and the Sustainability Officer (LkSG team) to implement the due diligence obligations in order to meet requirements regarding human rights and environmental risks in particular.

Comprehensive risk analysis in accordance with German Supply Chain Due Diligence Act (LkSG)

During the year under review, we conducted a risk analysis in accordance with the LkSG for the first time – both within our own business unit and for our direct suppliers. All companies in the ZWILLING

Group were included. Findings from previous Workplace Conditions Assessments (WCAs) were also incorporated into the analysis. The risk analysis was implemented by local compliance officers together with human resources and health and safety officers in close cooperation with the ZWILLING LkSG team. In future, the BSCI audits carried out at our suppliers will also be conducted within our own production companies, irrespective of whether or not the company is located in a risk country. This harmonizes standards along the entire supply chain and helps to make the risk analysis more objective.



Risks within our own business unit

The following criteria are used to assess the severity of potential risks:

- Extent: how grave and serious are the potential impacts?
- Scope: how many people are/would be affected?
- (Ir)reversibility: is there the possibility to rectify negative impacts?

In terms of environmental risks (Section 2 (3) LkSG), subject matter experts in the Quality and Sustainability Management departments were unable to identify any areas of concern relating to the use of mercury or persistent organic pollutants (POPs) or the import and export of hazardous waste.

At one plant in Asia, however, it was determined that there is a higher probability of occurrence for occupational health risks. In response to this, the LkSG team worked with those responsible locally to introduce appropriate preventive measures.

The first independent audits within our own companies were carried out at our production sites in China and India during the year under review. Audits of the other ZWILLING production sites are planned for 2023.

ZWILLING Management Board and Sustainability Council (from left to right): Klaus Kuhl, Natalie McLachlan, Gregor Messner, Julia Bien, Nils Hohlweger, Tim Decken, Nina Tubic, Michael Otremba, Gernot Strehl, Sebastian Labud, Helmar Hipp, Alexander Gulden, Erich Schiffers

Risks associated with direct suppliers

To ensure that social and occupational safety standards are met within its supply chain, ZWILLING has arranged regular BSCI audits at its suppliers since 2017 (see ‘Sustainable supply chain’ action field). The core objective of this program is to assess supplier performance in 13 different social categories known as BSCI Performance Areas. Generally speaking, the human rights requirements set out in the LkSG are consistent with the BSCI Performance Areas. The current risk analysis was therefore carried out on the basis of available BSCI audit results for suppliers who

- operate in a risk country as defined by amfori BSCI,
- regularly supply merchandise, components or raw materials to ZWILLING locations and
- turn over more than 10,000 euros annually with the ZWILLING Group.

Overall, the results of the BSCI audits showed increased risks in our Asian supplier segment in the performance areas of working hours and occupational health and safety. To address these risks appropriately, we are developing detailed preventive action plans with our suppliers in order to initiate a process of continuous improvement. The implementation of these measures will be tracked and reviewed in all significant cases.

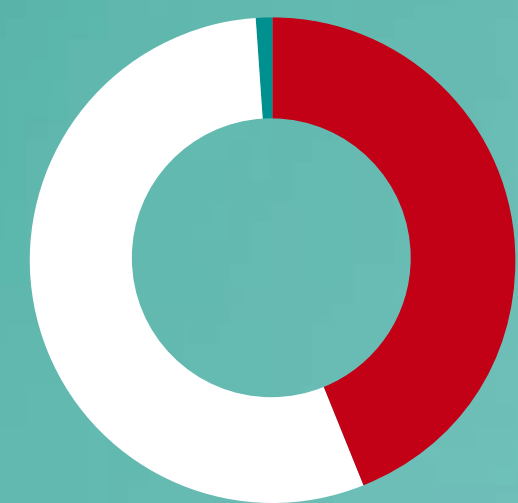


Responsibility for employees

62%

of employees at the German sites regularly took part in Peakon survey rounds in 2022.

The engagement value, which measures general employee satisfaction and loyalty, is 8.4 in Solingen (on a scale of 0 - 10).



Female
Male
Diverse

Share of employees worldwide



Share of managers worldwide

For ZWILLING, on-the-job training is an important pillar in safeguarding the Group's future. In 2022, a total of 57 young people received training, including dual study programs, in commercial and technical roles at our German sites before being employed on a permanent basis.

100%

of trainees are taken on as employees after finishing their training at ZWILLING in Germany.

People from

31

nations work together at the German ZWILLING sites.

The individuality and uniqueness of employees of different ages, genders, national identities and ideologies make a vital contribution to the success of our business.





The importance of an inclusive and respectful working environment at a close-knit company is particularly apparent in uncertain times.

If people work somewhere where they can develop and contribute their ideas, opinions and needs, they can help to overcome challenges and create innovative and creative products and services to ensure the long-term success of the business.

The world of work is undergoing radical change, and ZWILLING is no exception. Agile and collaborative ways of working, digital and automated processes, and integrating sustainability into our business models all place significant demands on our employees. The aim of ZWILLING's human resources management efforts is to attract and retain qualified and motivated professionals in the long term who embrace change as an opportunity and can actively help to shape the future of our business.

- As a responsible employer, we make targeted investments in recruiting, human resources development, and training and continuing professional education for our employees so that they can unlock their potential even in a changing environment.
- We create scope for co-working and remote working with flexible working hours wherever possible.
- We want to encourage diverse teams that can contribute a broad range of perspectives, skills and experience.
- We recognize our responsibility to create as safe and secure a working environment as possible at all of our sites and are committed to supporting the psychological and physical health of our employees.

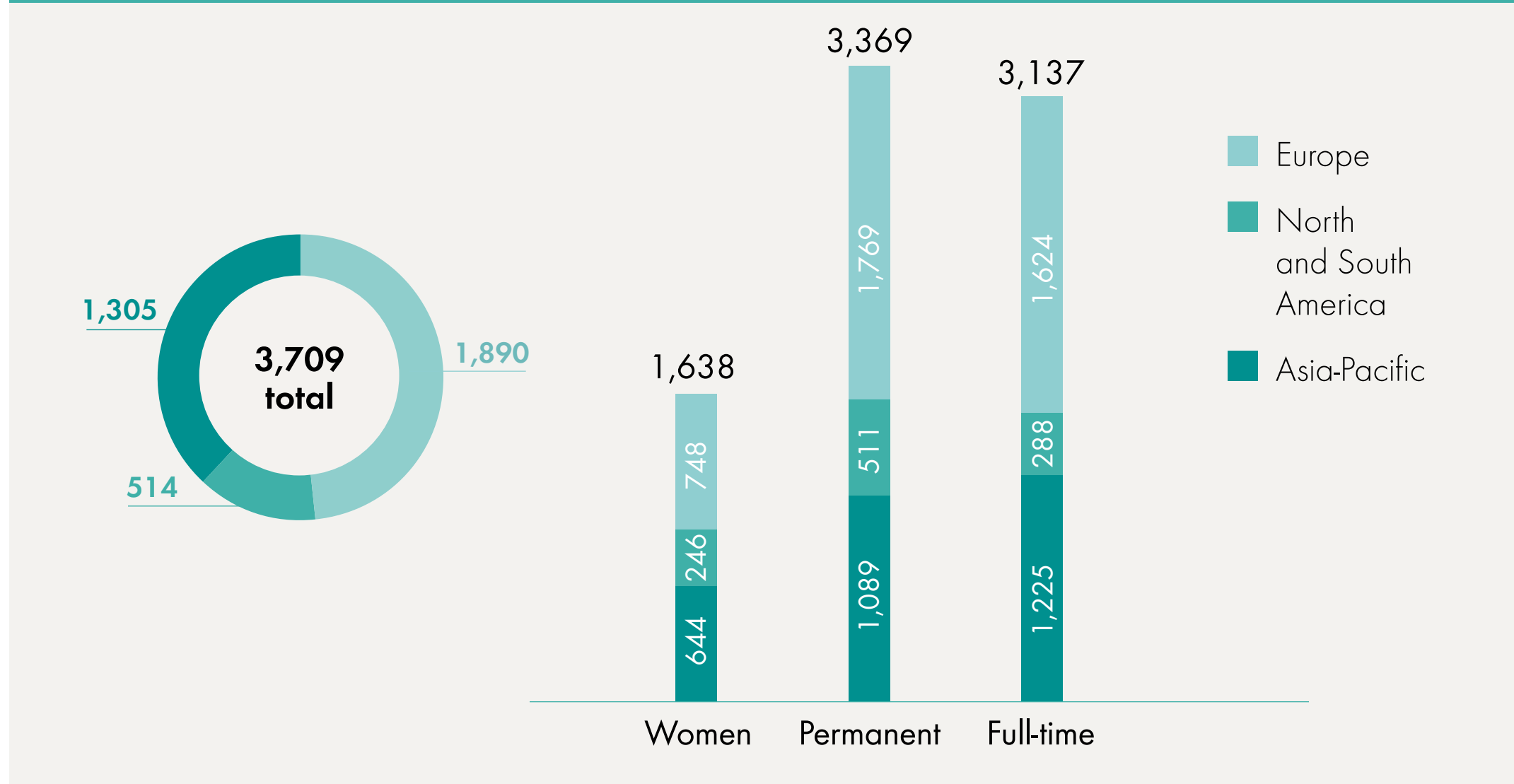
Every voice counts

Global dialog and feedback platform

The thoughts, actions, motivation and commitment of around 3,700 ZWILLING employees have a crucial role to play in transforming our company. To actively involve our staff in the Group's development and establish a lively dialog and feedback process, we began rolling out the Peakon survey platform globally in spring 2022. From remote working to career opportunities, remuneration models to long-term corporate strategy, this tool allows employees to express their

opinions, ideas and concerns promptly and regularly, and discuss and assess relevant issues and projects from their perspective. The online platform automatically evaluates individual contributions and makes them available in an aggregated and anonymized form. This not only provides ZWILLING management with subjective views but also gives an authentic, data-based picture of the mood within the company which they can use to create specific action plans and initiate a continuous dialog with their teams.

Employees worldwide in 2022



#wearefamily



Global rollout of Peakon

The first round of surveys began at the Group's Solingen headquarters in May 2022. We used notices and emails to share the results transparently with staff in our German businesses, who are now fully connected to the system.

In fall 2022, we launched the survey tool in Italy ahead of schedule. This was prompted by the fact that production capacities at the BALLARINI site in the Italian town of Rivarolo had been scaled back in the wake of deteriorating macroeconomic conditions and resulting changes in consumer behavior. Our aim is to make the site fit for the future with the help of the #Avanti turnaround program. We intend to make sure that this challenging process has a minimal impact on employees and to support it responsibly throughout. Another of our subsidiaries in Vietnam has been using the survey tool since the end of 2022, while a rollout in the USA, Canada and Japan is planned for the current year.

Occupational health and safety

The health of our employees and their safety in the workplace have a high priority at ZWILLING. We have taken precautions to prevent workplace accidents, work-related illnesses and excessive physical and psychological stress at all of our sites. The ZWILLING Chief Technical Officer bears overall responsibility for occupational health and safety. Local companies are responsible for introducing a safety organization and meeting statutory requirements. In addition to mandatory and initial training, we also hold regular safety training sessions to make our employees aware of accident and health risks. During the coronavirus pandemic, we focused our efforts of protecting our employees around the world from the virus and lowering the risk of infection in close cooperation with local authorities. As a result of the Chinese government's zero-Covid strategy, we implemented a closed-loop production system at our Shanghai plant for a period of four weeks.

Occupational safety key figures

in the ZWILLING Group

2022

Total working time covered by an occupational health and safety management system (in hours)	4,853,000
Number of employees covered by an occupational health and safety management system (in percent)	80.9
Number of workers who are not employees covered by the occupational safety and health system (in percent)	42
Average number of hours of occupational health and safety training (per employee/year)	9
Total number of reportable accidents per million hours worked	23.9
Number of lost-time workplace accidents per million hours worked	8.5
Number of fatal accidents per million hours worked	0
Absentee rate (in percent)	4.8





Focus on leadership

In 2021, we launched an intensive discussion process about our values with the 'We are family' campaign and included many of our employees around the world in the initiative. During the year under review, we followed this up by developing Group-wide leadership principles derived from our values, and set out the specific requirements for how management should act in their everyday work. The aim is to create a shared understanding of management responsibility that also takes into account cultural differences within different sites and subsidiaries. ZWILLING's future leadership principles were set

out in several workshops based on employees surveys as well as interviews with managers around the world on current leadership behavior and approved by the Management Board in early 2023. By doing this, we are committing to a management style based on trust, entrepreneurial spirit, customer focus, teamwork and a willingness to change. ZWILLING management are also expected to be networkers and combine a local focus with a global perspective. Our aim is to use training sessions and communication campaigns to embed these principles within all of our sites and bring them to life in 2023 and beyond.

41%

Women in leadership positions

We are working hard to continuously increase the number of women in the workplace, particularly in leadership positions. In 2022, 41 percent of managers across the Group were women. Offering equal pay for equal work or work of equal value and ensuring that there are no unjustified differences in pay is a matter of course for us. We take care to address all genders in a respectful way, including by drafting guidelines on gender-appropriate language for our employees.

To ensure the equal participation of all employees, it is essential to cultivate a working environment that allows staff to align their personal and professional goals. The entitlement to remote working and flexible working time models at ZWILLING are set out in a works agreement. The ZWILLING site in Solingen is home to an integrative company daycare center.

Holistic employee health management

We offer a variety of initiatives at our sites that are designed to promote good health, including preventative medical check-ups, eye tests, first aid courses and vaccinations. We continued to expand our range of health promotion services during the year under review, starting with a holistic employee health management program at our Solingen site that focuses on movement, nutrition, stress management and addiction prevention. We have developed special programs for each area, from nutritional advice to cooking and yoga courses, all the way to online courses to help our staff quit smoking.



Employee development and training

In an age of digital transformation and new agile ways of working, we are particularly focused on the training and continuing professional development of our employees. In addition to continuous on-the-job training, our offering also includes special in-house training sessions and coaching programs as well as seminars given by external providers on subjects such as IT knowledge, methodological and professional skills, and leadership and social skills. These sessions are increasingly delivered via digital learning formats as well as via traditional in-person training. During the year under review, we made preparations to establish our digital learning and training platform at all of our sites worldwide.





Sustainable products and packaging

100%

We want all of our product portfolio to be carbon-neutral by 2030. First and foremost, this means introducing initiatives to prevent and reduce carbon emissions. We will offset as-yet-unavoidable greenhouse gas emissions by funding high-quality offset schemes certified under the Gold Standard.

“We focus on keeping materials in the value cycle for as long as possible.”

1,564 t

of carbon emissions were offset via certified climate change mitigation projects in 2022. This enabled us to certify the ZWILLING Pro knife range as our first carbon-neutral product.

60 t

of plastic each year can be saved by replacing the plastic sleeves on cutlery packaging with plastic-free alternatives.

Basis: Cutlery sales in 2022



ZWILLING J.A. Henckels AG and ZWILLING J.A. Henckels Deutschland GmbH are the first companies in the ZWILLING Group to be

FSC®-certified

We want to source 100% of the wood used in our products from sustainable sources by 2030.





The ZWILLING Group's brands are renowned for creating special cooking experiences and moments of joy. We demand high standards when it comes to the quality, functionality and durability of our knives, cutlery, cookware and electrical goods.

Going forward, we want to continue minimizing our environmental impact throughout the product life cycle and incorporate environmental principles into our product and packaging development from the start. We are steadily moving closer to our goal of producing our entire brand portfolio in an environmentally and climate-friendly way by 2030.

We lay the foundations for sustainable product and packaging development during the planning and design phase. We strengthened our staff resources both at our Solingen headquarters and in our subsidiaries during the year under review. Specialists in ecodesign, life cycle analysis, FSC certification and environmental

compliance work across categories and departments to create a product range that respects the environment and climate and make environmentally-friendly design approaches an intrinsic part of our innovation management. We focus on:

- keeping materials in the value cycle for as long as possible,
- systematically reducing carbon emissions in the product life cycle,
- reducing the amount of finite resources we consume,
- creating a shared knowledge base for environmentally-friendly product development, and
- establishing a data management system that takes account of statutory requirements worldwide.

Considering the environment from the start

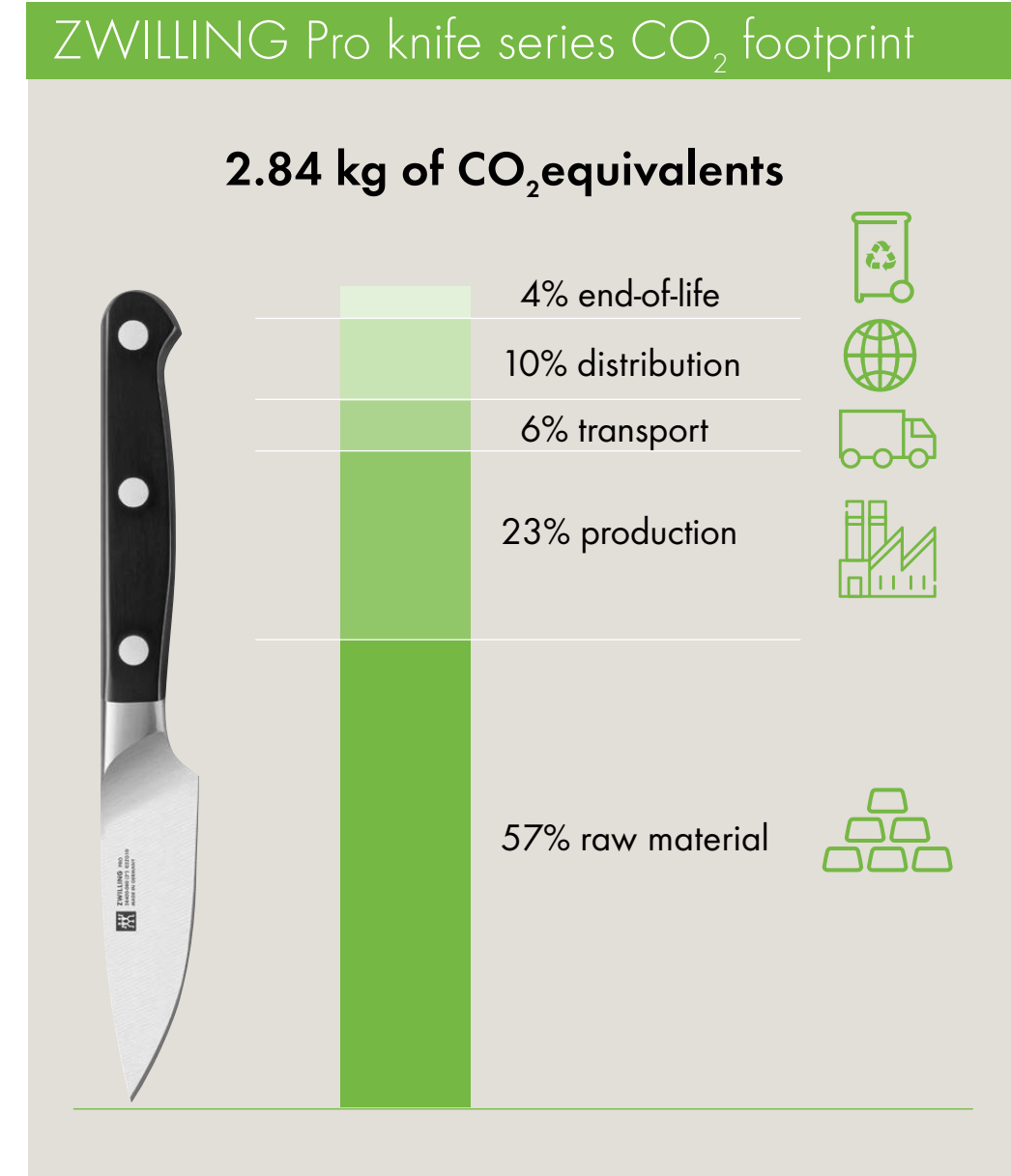
Carbon footprint of ZWILLING's Pro knife series

To develop products that generate low emissions and use resources efficiently, we need valid data about the environmental impact of our portfolio. We use Life Cycle Assessments (LCA) to identify and quantify carbon hotspots in our value creation process. The priority embedded in ZWILLING's holistic climate strategy is to reduce identified emissions and offset them as a supporting measure. This also creates transparency for consumers whose purchasing behavior is increasingly driven by environmental and climate considerations.

We used the first LCA screening conducted in 2021 to refine our database and calculate the carbon footprint of our ZWILLING Pro knife range. This calculation included greenhouse gas emissions throughout the product life cycle - from raw materials extraction and production (cradle-to-gate) all the way to distribution and disposal at the end of the cycle (end-of-life). The study was verified in an accompanying inspection carried out by DEKRA.

We have initially excluded the usage phase from the pilot project, as the durable products in the ZWILLING Pro knife range are used frequently over several decades. The emissions generated by this stage of the life cycle are difficult to quantify and are largely outside our sphere of influence.

The positive impact of a long useful life that avoids new purchases and the adverse environmental impact associated with such purchases should also be taken into account. We will use the lessons learned from this study in other product ranges and will review the option of including the usage phase in our assessment.





✓ **From hotspot analysis to carbon reduction**

Our analysis of an average Pro knife produced in 2021 shows that raw materials, particularly steel, make up the largest part of the knife's carbon footprint at 57 percent, followed by the manufacturing process (23 percent). By switching to electricity from renewable sources at our Solingen site, we have already generated significant savings amounting to 3,109 tonnes of greenhouse gas emissions each year. Another key component of our reduction program is the use of recycled steel scrap, which has a much more positive greenhouse gas balance compared to the primary raw material from iron ore.

First product range certified as carbon-neutral

We use certified climate change mitigation projects to offset the remaining average of 2.84 kg of CO₂ equivalents per knife. The corresponding labelling will only appear on product packaging in 2023. When selecting these projects, we make sure that they:

- are certified and regularly assessed in accordance with the Gold Standard developed by the WWF,
- are based in countries where we operate, and
- help to drive the transition to renewable energy sources.

✓ At the end of 2022, the ZWILLING Pro knife range was the first of our products to be certified as climate-neutral, while we offset the remaining as-yet-unavoidable carbon emissions by acquiring corresponding climate protection certificates. By supporting the construction of a solar farm in Jaloya, India, we are helping to increase the share of renewable energy within the subcontinent's energy mix. The photovoltaic systems installed so far, to whose construction we are contributing, generate a total of around 350,000 MWh of green electricity per year, saving approximately 327,000 tonnes of CO₂ annually. We are planning to certify additional product ranges in 2023, including the ZWILLING 4-Star knife range.

FSC® certificate: knife blocks from sustainable sources

In 2022, we took an important step towards gaining FSC certification for our wood-based products, particularly our knife blocks, handles and chopping boards. As part of our efforts to obtain FSC multi-site certification, we first established processes and structures within ZWILLING J.A. Henckels AG that meet the FSC chain of custody standard. Chain of custody certification means certified wood is fully traceable along the entire supply and commercial chain. ZWILLING Deutschland GmbH was also included as the first 'Participating Site' in the on-site audit conducted

✓ **Transparent customer communications**



CARBON NEUTRAL CERTIFIED
BY SCS GLOBAL SERVICES
OVER PRODUCT LIFECYCLE EXCLUDING USE PHASE

We use the 'Carbon Neutral' label from SCS Global Services and a QR code on our product packaging to provide consumers with detailed information about the steps we are taking to calculate, reduce and offset our carbon emissions.

by an approved certification body. The audit focused on ZWILLING knife blocks, which make up around 80 percent of all of the Group's wood products. In early November 2022, ZWILLING J.A. Henckels AG and ZWILLING J.A. Henckels Deutschland GmbH became the first companies in the ZWILLING Group to be FSC® certified (license code: FSC®-C-182665). Going forward, all new knife blocks launched in our home market will only be offered as certified FSC-quality products.

✓ The next step is to incorporate our other subsidiaries into the FSC multi-site certification. We are currently working to gain FSC certification for our UK and Scandinavian sites, followed by our subsidiaries in the USA and Canada by the end of 2023. This paves the way for us to obtain 100 percent of the wood used for our products from sustainable sources by 2030.

The ZWILLING packaging agenda

Our ambition is to systematically minimize the negative environmental impact of our packaging while recognizing its protective role. We avoid unnecessary packaging wherever possible and are switching to packaging made from bio-based or recycled materials that are recyclable and will stay in the value chain for longer.

- When developing new products, we avoid polystyrene from the start and use a molded pulp solution instead.
- We are gradually scaling back our use of plastic and opting for plastic-free packaging materials that increasingly have a second life ahead of them. Our Sous Vide Stick avoided polystyrene and other plastics from the outset. The stick is delivered in a cotton pouch that is great for storage.





Cutlery packaging: Completely plastic-free

We have developed completely plastic-free packaging made from paper and cardboard for our premium ZWILLING cutlery, which was previously packed in individual plastic sleeves for product protection. In addition, the tray consists of pulp made from bamboo, sugar cane or poplar fiber. We can save around 60 tonnes of plastic each year simply by replacing the plastic sleeves in our cutlery packaging (based on 2022 cutlery sales). These smaller packaging volumes also reduce our transport costs.



IT

Eco-efficient product design from Italy

The product designers at BALLARINI in Rivarolo, Italy, want to develop a pan made of 100 percent recycled aluminum, with the handle to be made of 50% recycled plastic. We opted for a ceramic coating for the non-stick surface. We are planning to introduce this resource-efficient, climate-friendly product range to the market in 2024.



ZWILLING bestsellers reimagined

The ZWILLING Four Star knife range has been on the market for more than 40 years and is one of ZWILLING's bestselling products. In 2022, we updated these classic knives to make them more sustainable, with the handles set to be made from recycled polypropylene in future. According to initial calculations from our suppliers, these recycled plastics will reduce carbon emissions by around

70%

compared to the equivalent primary materials without compromising quality. The changes will also save fossil raw materials and landfill capacity.



Checklist for sustainable product development

It is essential to incorporate environmental criteria into the early stages of concept development and consider them in every step of the process. To keep all of these aspects in mind from initial idea through to series production, we have created a checklist to guide our employees through the product development process. We are also using surveys to understand the extent to which sustainability aspects are already incorporated into our products and packaging models and identify areas where there is scope for improvement.





Energy efficiency and environment

6,522 t

less carbon emissions were emitted by the ZWILLING production plants and logistics sites in 2022 compared to the previous year.



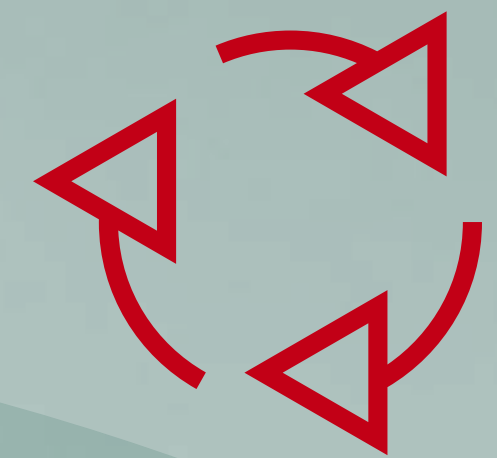
42%

less Scope 1 and Scope 2 carbon emissions by 2030 compared to the 2021 baseline year: The current ZWILLING decarbonization target was set in accordance with the net zero standard of the Science Based Targets Initiative.

100%

of the electricity at ZWILLING's headquarters in Solingen is obtained from renewable sources.

“Beyond our medium-term goal for 2030, we are setting our long-term net zero target for 2050.”



During the course of 2023, we will be extending carbon footprint calculation to the upstream and downstream value chain.

Scope 3





Climate researchers warn us that time is running out to keep the planet's climate stable. To limit global warming, we must act to cut greenhouse gas emissions and ideally reduce these emissions to zero by 2050.

We want to play an active part in this process of transformation and make our contribution to maintaining the 1.5 °C target from the Paris Agreement.

In 2022, we reviewed our Sustainability Program and transformed it into a significantly more ambitious climate strategy. Modeled on the Net-Zero Standard from the Science Based Targets initiative (SBTi), we are shifting the focus to cutting greenhouse gas emissions. To do this, we have set binding reduction targets across the Group.

- By 2030, ZWILLING has undertaken to reduce absolute carbon emissions from production and logistics sites (Greenhouse Gas Protocol Scope 1 and 2) by 42 percent compared with the 2021 baseline year. We will develop a detailed roadmap for this in 2023.
- During the course of 2023, we will be extending climate reporting to include the upstream and downstream value chain (Scope 3).
- As a next step, we will then look beyond our 2030 goal and define our reduction targets for 2050. By the end of 2024, we aim to have these targets reviewed and evaluated by the SBTi.



Focus on climate action: We Care for climate

Benchmark: Net-Zero Standard

As we move along our reduction pathway, we have set ourselves new, ambitious targets that are intended to meet the criteria from the Science Based Targets initiative and which will be validated as a next step. In 2015, the global network was launched by the World Resource Institute, the UN Global Compact, the Carbon Disclosure Project, and the World Wide Fund for Nature. The Net-Zero Standard developed by the SBTi is the first internationally accepted framework that ensures emissions are reduced on the basis of current findings from climate research, which have been shown to contribute to restricting global warming to 1.5 °C compared with pre-industrial levels.

2030 decarbonization target

Last year, we set a decarbonization target for our production and logistics sites based on the approach taken for the 1.5 °C scenario. To meet this target, we must achieve a 42 percent reduction in Scope 1 and 2 greenhouse gas emissions by 2030 compared with the 2021 baseline year, when we extended climate reporting to logistics sites as well as production facilities. Expressed as a linear trend, this means cutting our carbon emissions by 4.67 percent every year.

Reduction roadmap: Meeting targets top-down

As a first step towards achieving the stated reduction target at each of our ZWILLING production and logistics sites, we carried out an initial top-down analysis of energy consumption and GHG emissions in the reporting year. This analysis was used as a basis for identifying relevant sources of emissions and initial carbon-cutting levers. The following measures will achieve the greatest savings:

- Switching to renewable electricity to power our ZWILLING production facilities, warehouses and shops
- Investing in the technological transition to climate-friendly alternatives
- Further improving the energy efficiency of our processes

In recent years, our ZWILLING subsidiaries have been engaged in many activities that aim to reduce the greenhouse gas emissions generated on their premises. ZWILLING's headquarters in Solingen now uses 100% green electricity, for example, while ZWILLING's US premises in Pleasantville and BALLARINI in Italy use solar power systems to meet some of their power requirements, with





correspondingly large savings achieved for carbon emissions. The recently completed enameling line at STAUB cuts energy consumption by capturing waste heat from production and returning it to the kilns. Our production and logistics sites are also phasing out their old lighting in favor of low-emission LED systems.

Binding targets and clear responsibilities

In the context of our new climate strategy, the production and logistics sites must now take steps to align their decarbonization strategies with the 42 percent mitigation target, and derive specific measures that they then implement systematically. Relevant key figures are used to track the measurable progress they achieve on their reduction pathways on an annual basis. Facility management teams are responsible for ensuring the success of this process, with top-down coordination and support provided by the Energy and Environment Coordinator, the Action Field Leader and the Head of Global Sustainability Management.

Harmonized datasets

Transparency is the decisive factor that guides us towards our decarbonization goal. Our ambition is to achieve continuous improvements in the figures reported for our Scope 1 and Scope 2 emissions, while harmonizing Group-wide data collection and

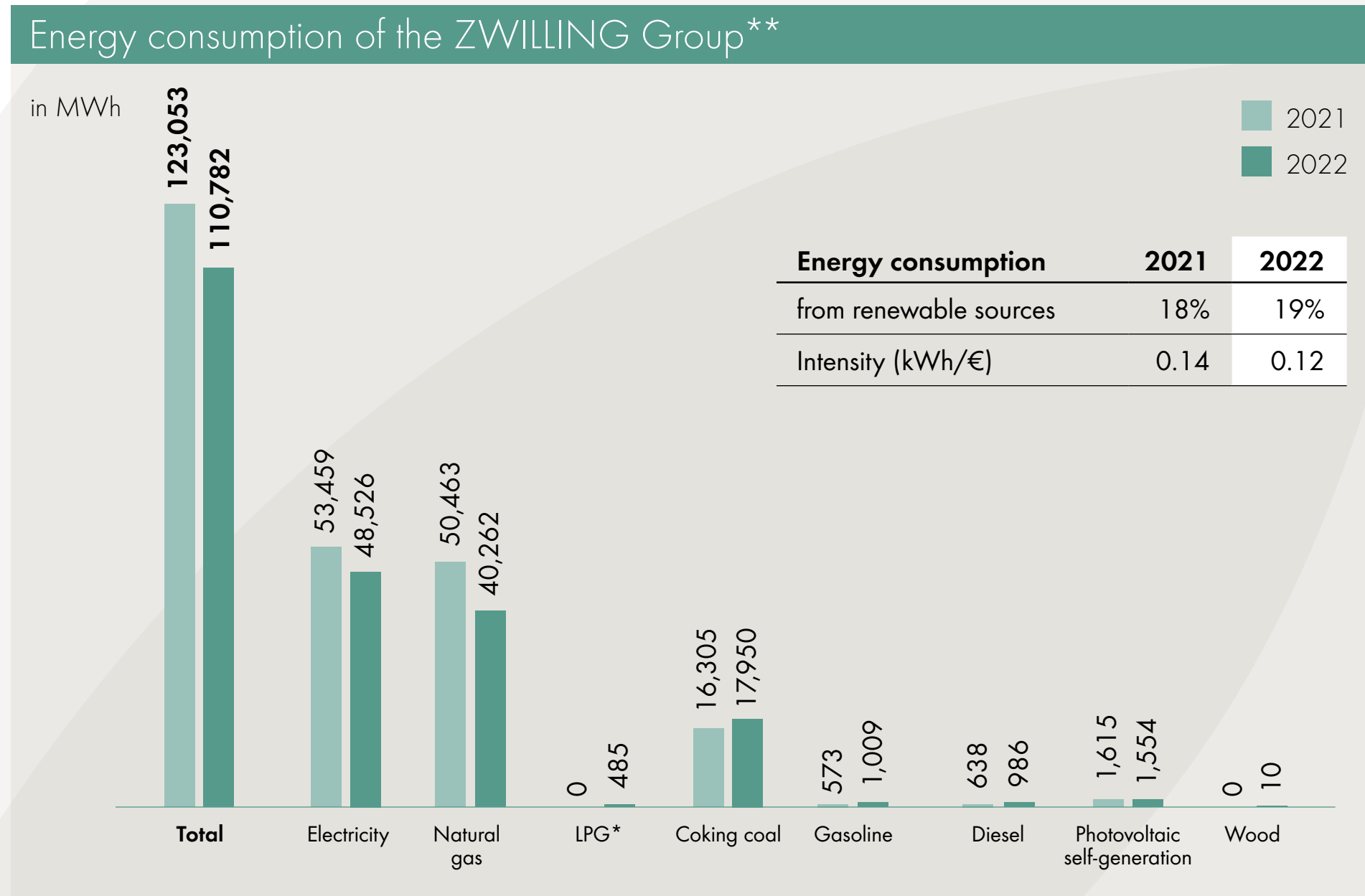
KPI reporting. In 2022, we achieved an important interim target when we equipped all of our European production sites with a measurement infrastructure. Going forward, this means we can now collect our underlying consumption data automatically using an energy management software suite. All production sites will also be reporting monthly energy consumption figures. As part of our 2022 reporting, we have

reviewed our carbon factors and updated them to ensure a uniform basis for our data.

Raising ambitions further in 2023

With the adoption of our new climate strategy, we are committing clearly to a net zero future. In 2023, we will extend our carbon accounting to our shops and offices, as well as the upstream and downstream

value chain (Scope 3). This will see us approaching our suppliers, sharing our knowledge, and motivating them to both measure and reduce their own emissions. Beyond our medium-term goal for 2030, we are also setting our long-term net zero target for 2050. By the end of 2024, we aim to have fulfilled the requirements for validation by the Science Based Targets initiative.



* LPG was not yet recorded separately in 2021. ** In 2022, the reporting scope was expanded to fully include Scope 1 and 2. In 2021, some administration locations and all shops were not included. *** ZWILLING only purchases electricity, no heat, cool or steam. Scope 2 emissions were calculated using market-based emission factors.





✓ Keeping resources in the loop

Using finite resources carefully is a top priority for us. We promote waste separation and recycling as ways to reduce resource consumption. Waste produced at all of our production sites is separated in accordance with applicable legislation. We aim to further optimize the recycling of materials in the future. We already recycle rather than dispose of metal shavings and the offcuts from our die-cutting processes. Our integrated water and wastewater management system allows us to handle process water at most of our production facilities in the loop as efficiently as possible. We also treat our industrial process water to prevent water quality being impaired by the accidental introduction of contaminants.

Material use in the ZWILLING Group*		
in tonnes	2021	2022
Metals	16,722	14,692
// Steel/iron	11,184	12,287
// Aluminum	5,082	1,852
// Copper	14	28
// Other	441	525
Plastics	988	1,082
Paper	5,728	4,513
Glass	603	259
Total	24,042	20,547

Waste volume of the ZWILLING Group**		
in tonnes	2021	2022
Total waste volume	14,824	14,918
// non-hazardous waste	11,069	11,194
// hazardous waste	3,755	3,724

Water withdrawal in the ZWILLING Group***		
in m³	2021	2022
Water withdrawal	387,799	320,343

Better energy efficiency in the kitchen



BALLARINI's Thermotion indicator takes temperature control for cookware to a new level. At the base of the pan handle, a movable pin is integrated that pops up once the ideal frying temperature is reached. This allows chefs to adjust the intensity of the heat source and avoid wasting energy. Once the indicator has retracted back into the handle, the cookware can be handled and washed in safety. This patented, mechanical heat sensor is especially durable and less fragile than an electronic component.



Time to switch off

Energy is consumed not only as part of ongoing production but also after the end of the shift or at the weekend. In a pilot project we ran in 2022, we analyzed power consumption outside of production hours at our energy-intensive upset forging plant in Solingen. We used the results to optimize system shutdown processes at the plant. Our energy management system now triggers an alarm automatically if electricity consumption levels outside of production hours exceed a specific threshold value. This allows us to identify and remedy deviations as quickly as possible. Initial projections from the pilot show that this strategy can be utilized to cut consumption by around 100,000 kWh per year, depending on capacity utilization at the plant. Going forward, this strategy will be implemented in other parts of production in Solingen and at other sites.



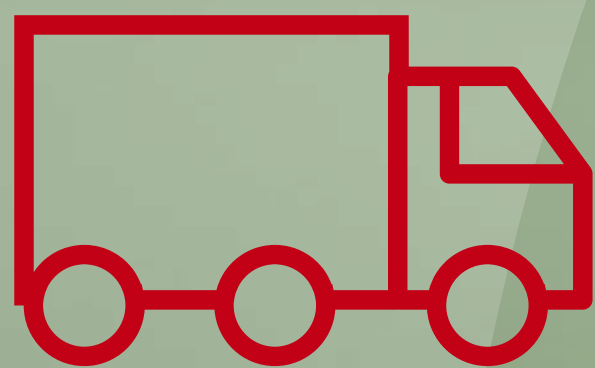
* In 2021, logistics, shops and administration were not yet included in the survey.
** In 2021, only production sites surveyed (no logistics, shops and administration included). In 2021, no detailed survey of individual components of waste.
*** In 2021, shops and administration were not yet included in the survey.



Sustainable supply chain

81%

of the ZWILLING Group's procurement volume by value (in the BSCI Scope) was sourced from approved BSCI-audited suppliers.*



Zero

violations of the BSCI zero tolerance rules were identified in 2022 during supplier audits.

"We actively support the implementation of prevention and remedial action above and beyond the minimum requirements of the amfori BSCI framework."

94

BSCI audits were carried out at ZWILLING suppliers in 2022. All audits were carried out semi-announced by external audit companies.

24%

of the BSCI scope suppliers not audited in the previous year have undergone a valid BSCI audit in the reporting year.



* The BSCI Scope includes suppliers based in high-risk countries from whom the ZWILLING Group purchases merchandise, components or raw materials worth over 10,000 euros.



For ZWILLING, our procurement strategy is informed by ethical, social and ecological principles and plays a vital role in our integrity-based corporate governance.

By implementing a Group-wide risk management system, we are already fulfilling tomorrow's legal requirements today.

During the reporting year, we significantly stepped up our efforts to minimize supply chain risks. Following a review of the current situation by our interdisciplinary supply chain team, which is made up of managers responsible for procurement, compliance, quality assurance and sustainability, we implemented a holistic risk management system.

We have gone beyond the minimum requirements set by the amfori BSCI Code of Conduct and taken a proactive approach to risk management by enabling our locally based employees to implement preventive and remedial measures. This allows us to meet not only the requirements of the new German Supply Chain Due Diligence Act (LkSG) but also the increasing demands of our customers. We see our efforts to achieve greater sustainability throughout the supply chain as an ongoing process and are committed to the further integration of human rights policies into our procurement processes.

BSCI

Greater transparency – better performance

Global sourcing

ZWILLING buys raw materials, intermediate products, merchandise and packaging from around 400 suppliers worldwide – primarily from Asia and Europe. In 2022, we procured goods and services worth a total of about 600 million euros. Of this, around 290 million euros was for merchandise, 60 million euros for raw materials and components, and 250 million euros for indirect materials and services. Our relationship with suppliers is based on the Werhahn Code of Conduct as well as the social standards and governance rules of the amfori Business Social Compliance Initiative (amfori BSCI), in which we have participated since 2017. At the heart of the BSCI assessment process are regular on-site supplier audits by independent auditing institutes.

Successful roll-out of risk management system

In spring 2022, we implemented a human rights and environment-related risk management system in preparation for the introduction of the new German Supply Chain Due Diligence Act (LkSG). We expanded its scope beyond the BSCI's list of risk countries and sectors by including additional business areas and product groups. The aim is to:

- promote greater transparency about risk hotspots, and
- establish regular reporting, to prioritize measures to minimize relevant risk areas and to implement them through an iterative process.

To accomplish this, we have adopted a collaborative approach and will be moving forward here together with our suppliers. We seek an open dialog and will be sharing our expertise.

Improving working conditions together

It is not just the legislators but also our B2B customers who are asking for information about the sustainability performance of our supply chain. Some of our trading partners audit their suppliers according to their own standards. One such customer audit took place in the reporting year at a Chinese supplier that was undergoing our BSCI onboarding at the same time. The audit uncovered some glaring suspicions in several areas, including events that pointed to the possibility of forced labor and bribery. We decided to take immediate action ourselves and entered into an intensive dialog with the supplier. The management of the supplier was cooperative and prepared to immediately address and remedy any possible violations.





- We subsequently conducted an unannounced BSCI audit, which failed to substantiate the worst violations of the customer audit but did uncover a number of other critical shortcomings. Based on this information, we worked with the supplier to develop an action plan designed to quickly eliminate the problems. In consultation with an cross-functional team at the supplier, we monitored progress carefully.
- At the same time, we organized a series of amfori Academy training sessions for the supplier to help raise their management team's awareness of social issues. By the end of 2022, 90 percent of the measures had already been implemented.

- The latest BSCI audit confirms a significant improvement in the supplier's performance. This is due to the fact that awareness at the factory has been raised and structures put in place to support social sustainability. The improvement in occupational safety performance from unsatisfactory to very good represents a significant success for the factory.

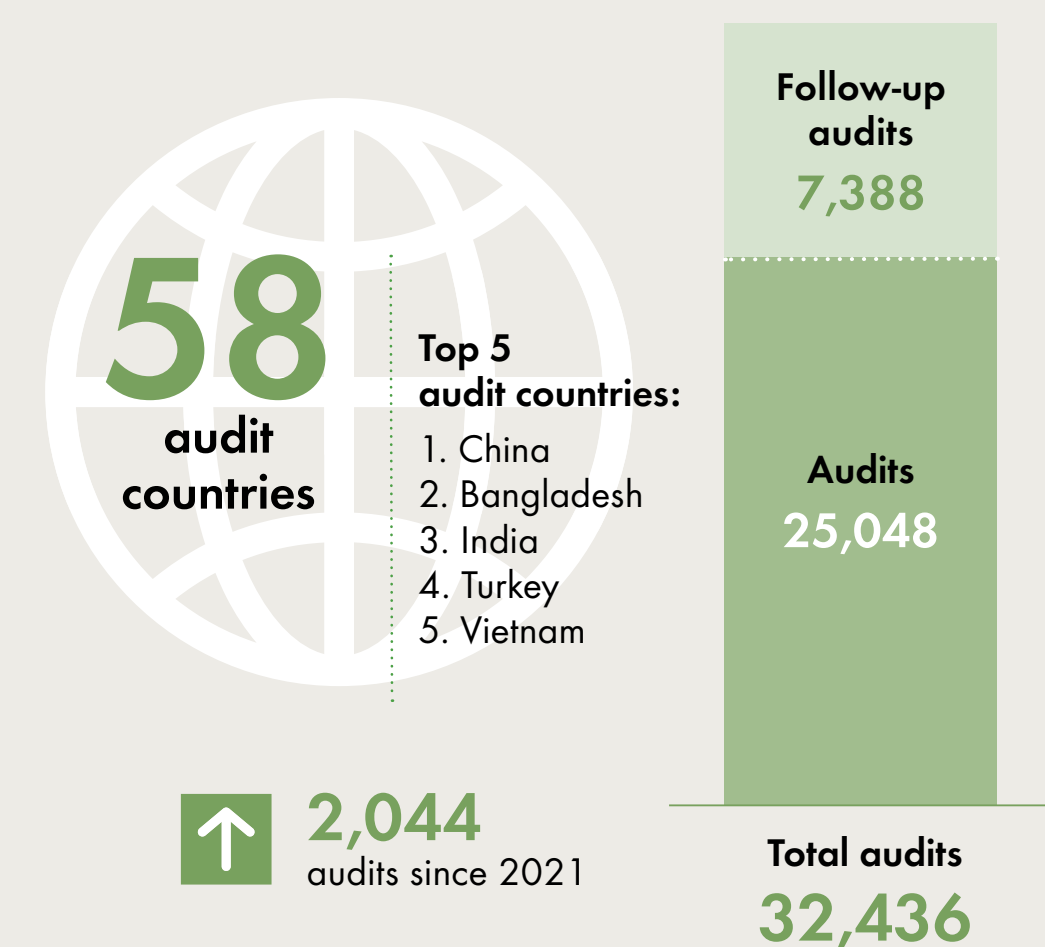
Our example shows that compliance with social standards in factories can be noticeably improved if we engage with suppliers and participate closely in the implementation process – provided that our partners are willing to cooperate.

Environmental standards along the supply chain

To anchor environmental standards alongside social principles in our supply chain, we joined the amfori Business Environmental Performance Initiative (amfori BEPI) in 2021. At the heart of BEPI, and the starting point for members, is the self-disclosure by suppliers of various environmental metrics and processes. We ran two self-disclosure pilot projects in preparation for our BEPI rollout. It soon became apparent that the extensive nature of the self-disclosure procedure requires several months of intensive processing, which was likely to result in significant reluctance from suppliers. Not only that, but the self-disclosure procedure does not provide the information on the necessary courses

The amfori Business Social Compliance Initiative (amfori BSCI)

amfori BSCI is a program to improve social standards in the global value chain. To help achieve this aim, the organization has developed a Code of Conduct based on the conventions of the International Labour Organization (ILO), the United Nations' Universal Declaration of Human Rights, the UN Global Compact and the OECD Guidelines. With the help of a carefully structured monitoring and qualification system, companies can measure social performance across their supply chains, identify problems and take measures to remedy them. Today, the amfori association includes more than 2,400 importers, retailers and brand manufacturers from 48 countries with total sales of more than 1.6 trillion euros.



of action we were looking for. However, these can be fleshed out in the subsequent improvement phase. At the same time, amfori announced a revision of the BEPI program in spring 2022. For these reasons, we initially refrained from rolling the program out. Instead, we focused in the reporting year on examining the revised BEPI program as well as several alternative programs. Our aim is to establish a methodology that improves the ecological performance of our suppliers in a continuous, goal-directed manner by:

- revealing the specific need for action by ZWILLING and its suppliers,
- introducing improvements where they will have the greatest effect, and
- taking into account changes in internationally applicable laws and requirements.

Following a further evaluation in the current year, we will decide on an ecological standard that will help us to incorporate climate action and resource conservation more effectively in our supply chain.

amfori @ BSCI
Trade with purpose





Responsibility for society

At our production site in Pondicherry, South India, women with disabilities or impairments can learn a trade in the textile industry – laying the foundations for them to live independent lives.

225

women have gained qualifications via the ZWILLING Foundation India's training and education center since 2011.

64

sponsorships

have been arranged so far. Children from the Pondicherry district are provided with financial support and encouraged in a variety of ways. Each sponsored child receives a monthly allowance to pay their school fees and purchase learning materials. Medical care is also provided.



Together with Wilh. Werhahn KG, ZWILLING raised approximately

360,000

euros in an online fundraising campaign for those affected by the war in Ukraine. The funds go to medical aid organization action medeor, which uses them to finance shipments of medication and medical equipment to Ukraine.

7,000

newborn babies have received better medical care with the help of our Turkish subsidiary. Zwilling J. A. Henckels Turkey supports the Mother and Baby Health Foundation in their bid to tackle the country's high infant mortality rate.





As a family business, we see it as our duty to take responsibility for communities in the vicinity of our production plants and distribution companies.

Under the umbrella of the global Care program, we launch and support projects that help people to help themselves.

There is a long tradition of community engagement at ZWILLING, and it is embedded in our corporate culture. Our aim is to promote economic and social wellbeing in all of the regions in which we operate. One of our focus areas is educating and training socially disadvantaged children and young people as well as securing the livelihoods of families in urgent need. We want to use our initiatives to create fresh prospects for people living near our sites and help them to lead independent, self-sufficient lives. Based on individual local circumstances, we go beyond short-term humanitarian aid to provide continuous support that allows our projects to have a long-term impact.

The Care program is supported by ZWILLING J.A. Henckels AG, its subsidiaries, and the Werhahn Foundation, while individual shareholders of Wilh. Werhahn KG provide additional financial support. Our employees also help to bring ZWILLING's values to life by being involved in the projects.

We Care – for a better tomorrow

ZWILLING Foundation India:

A commitment that is creating ripples

One particularly special initiative was launched in the southern Indian town of Pondicherry. At the production site operated by Tweezerman, a subsidiary of the Zwilling Beauty Group, the ZWILLING Foundation India is committed to improving the lives of people with disabilities and those in dire need. Founded in 2011, the Foundation has steadily expanded its commitment to the community in recent years.

It began by setting up a training and education center where women with disabilities or impairments can gain professional qualifications in the textile industry, giving them the opportunity to generate their own income and lead independent lives. A total of 225 women completed training between 2011 and 2022, with most of them now able to make their own living.

Additional activities have since sprung up around the training center. Today, the Foundation's commitment is based on three main pillars. In addition to qualification initiatives for women, the Foundation also offers programs to secure livelihoods for families in the Pondicherry community and a child sponsorship scheme.

Helping our neighbors to secure their livelihoods

One of the ZWILLING Foundation India's key missions is to help secure the material interests of families in the Pondicherry district. Whether it is for a market stall, a mobile snack bar or a grocery store, the Foundation's start-up funding enables people in need or with disabilities to start their own business and earn a living for

themselves and their families. The Foundation pursues a similar goal by offering advanced training courses for various employment opportunities offered locally depending on need. This qualified training improves graduates' prospects in the labor market. In 2021, all nine training program participants were able to secure a job.

Sponsorships: Improving children's quality of life

The ZWILLING Foundation India looks out for the smallest members of society in its efforts to break the poverty cycle. Sponsorships support children with disabilities or those in precarious living conditions in many ways until they become adults. This comprises support and funding for school fees/extra tuition, any necessary medical interventions and medication as well as mobility, visual and hearing aids or disabled toilet facilities.

Being transparent about the effective use of aid funds is an important part of our commitment. The ZWILLING Foundation India's Board and representatives of the ZWILLING Management Board normally meet twice a year with the sponsored children and their parents to keep informed about their health and learning progress, while regular health check-ups are also an established feature of the sponsorship program. In 2023, the ZWILLING Foundation India also decided to retroactively invest in a fund for each sponsored child and pay it out to the children when they turn 18 as 'seed capital' for their future. While only ZWILLING companies were involved in this initiative at the start, any interested party – including those outside the Werhahn Group – can now sponsor a child.



WE CARE



VIETNAM

A good start in life

Our subsidiary in Vietnam has been cooperating with the saigonchildren initiative since 2018. This non-profit organization helps to improve children's learning environment by supporting the construction and renovation of daycare centers, kindergartens and primary schools. All school construction projects are wheelchair-accessible and open to schoolchildren with disabilities. We extended this partnership by a further three years during the year under review. In the South Vietnamese province of Hau Giang, one of the poorest regions in the Mekong Delta, our financial support made it possible to build a new school wing and renovate an elementary school. More than 1,000 students have already benefited from our involvement since the initiative was launched.



Purchased with the help of the ZWILLING Foundation India, this mobile snack bar provides a secure livelihood for an entire family



Aid for Ukraine

Solidarity with those affected

With war raging in the middle of Europe, something that seemed inconceivable for decades has now been a bitter reality for more than a year. This military conflict is causing death, devastation and immense suffering and has touched us deeply at ZWILLING. Together with Wilh. Werhahn KG, the ZWILLING workforce, and the Works Council, we launched an aid program as soon as the war began. We are providing support for staff working for our Ukrainian distributors and software providers. We have

also provided numerous ZWILLING Care Packages to refugees in the communities around our German business to help them furnish and equip their homes. Our subsidiaries also feel a profound sense of solidarity and sympathy. Among other initiatives, STAUB organized donations along with essential goods for those affected by the war in Ukraine in partnership with the city of Merville. Since the start of the conflict, we also have donated around 360,000 euros to aid organizations in partnership with Wilh. Werhahn KG.



TURKEY

The fight against infant mortality

Community engagement is also a matter close to the heart of our ZWILLING subsidiary in Turkey, which has been supporting the country's Mother and Baby Health Foundation for more than seven years. To help the organization in their mission to lower the persistently high infant mortality rate in Turkey, we provide them with slightly damaged yet still fully functional ZWILLING products. The sales proceeds from these products are used to improve medical care in neonatal units. To date, we have helped more than 7,000 infants and supported more than 15 hospitals this way, including the neonatal unit at Cerrahpaşa University Hospital in Istanbul.





Further key figures at a glance

Employees worldwide				
As of 31 December 2022*	Total	Europe	North and South America	Asia-Pacific
Full-time	3,137	1,624	288	1,225
female/male/diverse	1,266/1,870/1	544/1,079/1	133/155/0	589/636/0
Part-time	572	266	226	80
female/male/diverse	372/199/1	204/61/1	113/113/0	55/25/0
Permanent	3,369	1,769	511	1,089
female/male/diverse	1,458/1,910/2	699/1,069/2	245/266/0	514/575/0
Non-permanent	340	121	3	216
female/male/diverse	180/160/0	49/72/0	1/2/0	130/86/0
Zero-hour contracts	279	53	226	0
female/male/diverse	134/145/0	21/32/0	113/113/0	0/0/0
On family leave**	129	85	10	34
female/male/diverse	88/41/0	57/28/0	7/3/0	24/10/0
Workers who are not employees	925	203	2	720
Dual students	14	14	0	0
Trainees	43	42	1	0
Total employees	3,709	1,890	514	1,305
female/male/diverse	1,638/2,069/2	748/1,140/2	246/268/0	644/661/0

Employees in leadership positions				
in percent	World-wide	Europe	North and South America	Asia-Pacific
Female	41	34	47	51
Male	59	66	53	49
Diverse	0	0	0	0

New hires in the year under review				
	World-wide	Europe	North and South America	Asia-Pacific
Female	311	113	125	73
Male	381	211	117	53
Diverse	0	0	0	0
Total	692	324	242	126

* All employee data was are calculated as headcount figures as of 31 December 2022
 ** Family leave includes maternity leave, paternity leave, parental leave, caregiver leave etc.

Employees by gender				
in percent	World-wide	Europe	North and South America	Asia-Pacific
Female	44.2	39.6	47.9	49.3
Male	55.8	60.3	52.1	50.7
Diverse	0.1	0.1	0.0	0.0

Rounding inaccuracies due to Excel calculations

Employee turnover rate by region				
in percent	World-wide	Europe	North and South America	Asia-Pacific
Total	15	15	30	10

Employees by age group, employee category and region										
Age group	Total	Europe			North and South America			Asia-Pacific		
		Senior management	Salaried employees	Hourly-paid employees	Senior management	Salaried employees	Hourly-paid employees	Senior management	Salaried employees	Hourly-paid employees
Under 30 years old	640	0	234	93	0	107	17	2	86	101
30-50 years old	2,038	59	558	395	12	143	38	44	383	407
Over 50 years old	1,031	31	236	285	5	163	29	7	104	171
Total	3,709	90	1,028	773	17	413	84	53	573	679



Further key figures at a glance

Energy consumption of ZWILLING production sites in MWh*		
Energy source	2021	2022
Electricity purchase	51,788	38,414
Natural gas	48,766	35,267
LPG**	0	396
Coke (coal)	16,305	17,928
Gasoline	573	647
Diesel	606	357
Photovoltaic self-generation	815	706
Wood	0	0
Total	118,853	93,715

* 2022: ZKS no longer included, as production was discontinued
 ** LPG was not yet recorded separately in 2021.

Greenhouse gas emissions of ZWILLING production sites*		
in tonnes of CO ₂ e	2021	2022
Scope 1	16,317	14,241
Scope 2	11,691	7,238
Total	28,008	21,479

* CO₂conversion factors adjusted to 2022 source.

Greenhouse gas emissions of ZWILLING logistics sites*		
in tonnes of CO ₂ e	2021	2022
Scope 1	352	304
Scope 2	569	613
Total	921	917

* CO₂conversion factors adjusted to 2022 source.

Basis of calculation: Scope 2 market-based emissions/based on electricity mix acc. to IEA (International Energy Agency) as of 2019. Conversion factors for Scope 1 GHG emissions according to Defra 2022

Energy consumption of ZWILLING logistics sites in MWh*		
Energy source	2021	2022
Electricity purchase	1,671	2,220
Natural gas	1,697	1,340
LPG	0	0
Coke (coal)	0	0
Gasoline	0	47
Diesel	32	78
Photovoltaic self-generation	800	848
Wood	0	0
Total	4,200	4,533

Greenhouse gas emissions of ZWILLING shops and administration**		
in tonnes of CO ₂ e	2022	
Scope 1	997	
Scope 2	3,034	
Total	4,031	

** Data first collected in 2022, no 2021 figures available.

Energy generated by ZWILLING	
in MWh	2022
Self-generation from renewables (e.g. solar)	1,898
Of which use of self-generated energy from renewables	1,554

Energy consumption of ZWILLING shops and administration in MWh*	
Energy source	2022
Electricity purchase	7,892
Natural gas	3,656
LPG	88
Coke (coal)	22
Gasoline	315
Diesel	551
Photovoltaic self-generation	0
Wood	10
Total	12,534

* Data first collected in 2022, no 2021 figures available.

Direct and indirect greenhouse gas emissions of the ZWILLING Group (Scope 1 and 2)		
in tonnes of CO ₂ e	2021	2022
Scope 1 emissions	16,699	15,542
Natural gas	10,207	8,144
LPG	0	112
Gasoline	146	257
Diesel	172	266
Coal and coal products	6,144	6,764
Wood	0	0.1
Scope 2 emissions*	12,260	10,886
Electricity purchase (location-based)**	15,883	14,544
Electricity purchase (market-based)	12,260	10,886
Total Scope 1 and 2 emissions	28,929	26,427
Intensity of GHG emissions (tCO₂e/T€)	0.033	0.029

* ZWILLING only purchases electricity, no heat, cool or steam.
 ** Not included in the sum total.

Waste volume of the ZWILLING Group**			
in tonnes	Combustible	2021	2022
Hazardous waste		3,755	3,724
Cured paints and varnishes	yes		5
Water-based rinsing liquids, with hazardous substances	yes		3
halogen-free processing emulsions and solutions	no		44
Sanding sludge, not briquettable	no		232
Non-chlorinated mineral oil-based machine, transmission and lubricating oils	no		2
Packaging containing residues of dangerous substances or contaminated by dangerous substances	no		12
Polishing wool and felts with harmful impurities	yes		16
Oily waste	no		9
Insulating material	no		0.1
Fluorescent tubes and other waste containing mercury	no		0.4
Enamel sludge	no		1,503
Particulate matter	no		1,230
Other non-combustible waste	no		688
Non-hazardous waste		11,069	11,194
Metal waste			2,027
Production waste			6,657
Plastic waste			228
Paper and cardboard			940
Wood			219
Glass			2
Residual and other waste			916
Cafeteria waste			147
Construction rubble			57
Organic waste (e.g. green waste)			1

* In 2021, only production sites surveyed (no logistics, shops and administration included).
 In 2021, no detailed survey of individual components of waste.



Our contribution to the sustainable development goals (SDGs)

SDG 4 // Quality education

Targets	Actions taken at ZWILLING
4.3 [...] ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education [...]	<ul style="list-style-type: none"> Strategic investment in the training and professional development of employees to help them maximize their potential Introduction of the Peakon dialog and feedback platform for a more participatory working environment Community engagement at ZWILLING locations including helping disadvantaged individuals access education and vocational training
4.4 [...] substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	<ul style="list-style-type: none"> Recruitment program designed to attract and retain new employees Carefully selected training and development programs enabling employees to qualify for high-value jobs and prepare for the digital transformation Offer co-working, mobile working and flexible working options Educational programs as part of community engagement activities to support the education and training of people in need and people with disabilities
4.5 [...] eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	<ul style="list-style-type: none"> Strengthening and promoting equal opportunities by creating diverse teams composed of individuals with varying perspectives, experiences, and skill sets Creation of a safe, low-risk working environment at all locations worldwide Commitment to protecting the mental and physical health of our employees As part of community engagement, the establishment of a training and education center to teach job-related skills to women with disabilities in India

SDG 5 // Gender equality

Targets	Actions taken at ZWILLING
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making [...]	<ul style="list-style-type: none"> Encouraging the formation of diverse teams Equal pay for equal work Committing to the Group-wide implementation of management principles to promote a shared understanding of management responsibilities and equal opportunities Establishing a family-friendly working environment that allows employees to balance their personal lives with their professional aspirations

SDG 7 // Affordable and clean energy

Targets	Actions taken at ZWILLING
7.2 [...] increase substantially the share of renewable energy in the global energy mix	<ul style="list-style-type: none"> Increasing in-house production of renewable energies at selected locations in Italy and the USA, with other locations at the planning stage Purchasing green electricity at Solingen and other locations, and evaluating the potential at all other plant locations
7.3 [...] double the global rate of improvement in energy efficiency	<ul style="list-style-type: none"> Commitment to the goal of reducing absolute carbon emissions from business operations by 42% compared with the 2021 baseline year and setting additional reduction targets for 2050



Our contribution to the sustainable development goals

SDG 8 // Decent work and economic growth

Targets	Actions taken at ZWILLING
8.4 Improve progressively [...] global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation [...]	<ul style="list-style-type: none"> ■ Incorporating sustainability into our product development processes so that they take ecological factors into account right from the planning and design phase ■ Conducting life cycle analyses to obtain greater insights into the potential to reduce the carbon footprint of our products ■ Optimizing products by replacing materials with sustainable alternatives: recycled materials, renewable raw materials from responsible sources, including FSC-certified wood ■ Optimization of packaging by reducing the amount of packaging used and switching to more climate- and resource-friendly packaging materials

SDG 9 // Industry, innovation and infrastructure

Targets	Actions taken at ZWILLING
9.4 [...] upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes [...]	<ul style="list-style-type: none"> ■ Increasing energy efficiency, decarbonizing technologies and processes in order to achieve our -42% carbon target.

SDG 10 // Reduced inequalities

Targets	Actions taken at ZWILLING
10.2 [...] empower and promote the [...] economic [...] inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	<ul style="list-style-type: none"> ■ Commitment to diversity and respect in the ZWILLING value system ■ Creation of a safe, low-risk working environment at all locations worldwide ■ Commitment to protecting the mental and physical health of our employees ■ As part of community engagement, promoting inclusivity, respecting diverse life perspectives and ensuring job security for disadvantaged individuals.

SDG 12 // Responsible consumption and production

Targets	Actions taken at ZWILLING
12.2 [...] achieve the sustainable management and efficient use of natural resources	<ul style="list-style-type: none"> ■ Strictly controlled waste management and recycling of production waste at all plants worldwide ■ Emphasis on production materials, including steel and aluminum already contain a high proportion of secondary raw materials ■ Switching to smaller packaging and reducing material use
12.4 [...] achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks [...]	<ul style="list-style-type: none"> ■ Rigorous product and material compliance with relevant local and global regulations



Our contribution to the sustainable development goals

SDG 12 // Responsible consumption and production

Targets	Actions taken at ZWILLING
12.5 [...] substantially reduce waste generation through prevention, reduction, recycling and reuse	<ul style="list-style-type: none"> Strictly controlled waste management and recycling of production waste at all plants worldwide Emphasis on production materials, including steel and aluminum already contain a high proportion of secondary raw materials Switching to smaller packaging and reducing material use
12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	<ul style="list-style-type: none"> Incorporating sustainability into our product development processes so that they take ecological factors into account right from the planning and design phase Expansion of sustainability-related skills and personnel More extensive and more professional data collection and sustainability reporting (GRI 2016 > GRI 2021 > ESRS). External audit of the sustainability report
12.8 [...] ensure that people everywhere have the relevant information and awareness for sustainable development [...]	<ul style="list-style-type: none"> Internal and external communication about ZWILLING's sustainability commitments and the contents of the ZWILLING sustainability strategy

SDG 13 // Climate action

Targets	Actions taken at ZWILLING
13.2 Integrate climate change measures into national policies, strategies and planning	<ul style="list-style-type: none"> Revision of our climate target and development of the ZWILLING climate strategy "WeCare for Climate" in December 2022 Definition of our -42% climate target Enhancing our climate accounting process for 2023 with the inclusion of Scope 3 emissions
13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	<ul style="list-style-type: none"> Comprehensive internal communication of our climate strategy, intensive dialog and disclosure within the global ZWILLING sustainability community Keeping employees informed about events such as company celebrations, company meetings, etc. External communication via the ZWILLING website, the ZWILLING Sustainability Report and social media

SDG 16 // Peace, justice and strong institutions

Targets	Actions taken at ZWILLING
16.5 Substantially reduce corruption and bribery in all their forms	<ul style="list-style-type: none"> Expansion of the ZWILLING compliance organization Commitment to voluntary obligations and guidelines, including the Werhahn Code of Conduct Introduction of risk management throughout the Group Continuous monitoring, including BSCI audits of external suppliers Zero tolerance rules / zero violations in 2022



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GRI 2-8	Mitarbeiter*innen, die keine Angestellten sind	41
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GRI 2-10	Nomination and selection of the highest governance body The sole owner of ZWILLING J.A. Henckels AG, Werhahn Industrieholding SE, which in turn is a wholly owned subsidiary of Wilh. Werhahn KG, elects a seven-member Supervisory Board consisting of the Management Board of Werhahn KG and four representatives, usually two external managers and two members of the workforce. The criteria used for nominating and selecting members of the highest governance body are competence, specific expertise and experience.	
GRI 2-11	Chair of the highest governance body The chair of the Supervisory Board of ZWILLING J.A. Henckels AG is also the chair of the Supervisory Board of Werhahn KG and has a strictly supervisory function.	

About this report

This Sustainability Report is the third such report published by ZWILLING J.A. Henckels AG. It provides information on the progress made by the ZWILLING Group in the area of sustainability during 2022 and contains all important information on the Group's management approach as well as the predefined action fields and associated targets underpinning its sustainability activities.

Reporting is done annually. The reporting period is the calendar year, i.e. all disclosures refer to the 2022 financial year, which comprises the period from 1 January to 31 December 2022.

Unless otherwise stated, all the information in this report refers to Group companies that are also included in the audited and published Werhahn Group's consolidated financial statements.

Unless otherwise indicated, the statements made in this report apply to ZWILLING J.A. Henckels AG including its affiliated subsidiaries from the ZWILLING Kitchen division ("ZWILLING" or "ZWILLING Group").

ZWILLING Spain, ZWILLING Portugal, ZWILLING Canada and Flammkraft are excluded from this year's report. Knife Aid, an entity acquired during the reporting year, is not yet included in this report, as the process of integrating them into the ZWILLING Group

was not yet complete across all systems as of the reporting date. All subsidiaries not yet included in this year's report will be included in next year's report.

This report has been prepared in accordance with the standards of the Global Reporting Initiative (GRI), a widely recognized framework for evaluating materiality, reporting on management strategies and providing general and topic-specific disclosures.

When gathering data, we have adhered to the principles of accuracy, comparability, balance, timeliness and data reliability. ZWILLING decided not to include HR and occupational safety figures from 2021 in this report, as comparability cannot be ensured due to changes in the reporting scope and the survey methodology. The report shows both market-based and location-based emissions. Unless otherwise specified, market-based emission factors were used. Subsidiaries for which specific market-based emission factors could not be identified report location-based emission factors.

Selected disclosures and key figures audited in the scope of a limited assurance engagement are marked .

This report is available in both German and English. In case of doubt, the German version shall prevail.



Governance		Page
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	10, 18-19
GRI 2-13	Delegation of responsibility for managing impacts The Management Board is responsible for implementing strategy. The associated objectives are cascaded to lower levels of management where necessary and appropriate. The development of the topics/content of these objectives is subject to regular consultation between the Management Board and management, and is continuously controlled and supervised.	20
GRI 2-14	Role of the highest governance body in sustainability reporting The Supervisory Board is informed annually about sustainability reporting and is consulted in the event of significant developments.	19
GRI 2-15	Conflicts of interest The rules governing conflicts of interest are contained in the rules of procedure for the Management Board, as well as in our Code of Conduct and Anti-corruption Policy. Known conflicts of interest must be disclosed to the Supervisory Board. In accordance with the Code of Conduct, Compliance and HR must also be consulted.	
GRI 2-16	Communicating critical concerns The Supervisory Board is informed three times a year at the Board's meetings. In the event of significant critical concerns, the chairman of the Supervisory Board is informed without delay. In accordance with the articles of association of ZWILLING J.A. Henckels AG and the rules of procedure for the Management Board, legal transactions and measures that are of great importance to ZWILLING J.A. Henckels AG are submitted to the Supervisory Board for approval together with the facts required by law. There were no reports in the year under review. Moreover, the risk report and compliance and sustainability report are regularly submitted to the Supervisory Board, and a compliance report is presented once a year at a Supervisory Board meeting. The chairman of the Supervisory Board also receives a copy of the ZWILLING Group's quarterly compliance report.	
GRI 2-17	Collective knowledge of the highest governance body In accordance with section 90 of the German Stock Corporation Act (AktG), the Supervisory Board receives regular reports on future business policy, fundamental issues of corporate planning, current developments, and the sustainability- and compliance-related measures and activities undertaken by the company.	
GRI 2-18	Evaluation of the performance of the highest governance body In addition to general governance activities, the Supervisory Board reviews the status of other relevant governance matters annually, including the compliance report, the sustainability report and the risk report. The performance of the highest corporate bodies at ZWILLING is also evaluated based on objectives and levels of achievement. The performance of the Supervisory Board is in turn reviewed by the Supervisory Board of Wilhelm Werhahn KG. The progress of the company in achieving these objectives is subject to regular consultation between the Supervisory Board and management and is therefore continuously controlled and supervised.	

Governance		Page
GRI 2-19	Remuneration policies Remuneration of the Supervisory Board is a fixed payment. The amount paid is regularly reviewed by the Werhahn Management Board and is based on comparative values for supervisory and advisory boards of medium-sized companies of ZWILLING's size. The Werhahn executive remuneration system for the Management Board is based on the usual forms of remuneration in medium-sized family businesses and consists of 50% basic salary and 50% variable remuneration. The remuneration of the senior executives (Global Heads and General Managers) consists of a base salary (86% - 64%) and variable remuneration (14% - 36%). The proportion of variable remuneration is higher the more direct influence the position has on the success of the company. Besides financial targets, we define personal performance targets derived from our current business strategy that comply with our responsibilities towards all of the company's stakeholders.	
GRI 2-20	Process to determine remuneration The German ZWILLING companies located at our Solingen site, being part of the Solingen Employers' Association, have entered into the collective bargaining agreement for the metal and electrical industry in North Rhine-Westphalia. Our companies in countries where the provisions of collective agreements are legally binding, such as ZWILLING Ballarini Italia or ZWILLING France Staub, also comply with these Non-pay-scale remuneration is negotiated worldwide between local management and the management of ZWILLING AG. No remuneration consultants are involved in setting remuneration.	
Strategy, policies and practices		Page
GRI 2-22	Statement on sustainable development strategy	2
GRI 2-23	Policy commitments Our policy commitments have been approved at the Management Board level. These commitments apply to all of our business relationships. We communicate our policy commitments to our employees, business partners, and all other relevant parties via training sessions, printouts, the bulletin board, and notices at our reception area and on our website. https://www.zwilling.com/de/uk-slavery-act.html https://www.zwilling.com/on/demandware.static/-/Sites-zwilling-de-Library/default/vf92d0b141c850f14c4799ac9585ff8145a691b5e/images/other/Code-of-Conduct_DE.pdf https://www.amfori.org/services/amfori-bsci	12
GRI 2-24	Embedding policy commitments All employees of the ZWILLING Group participate in mandatory training on the Code of Conduct. We also publish the Code of Conduct and the helpline on the Internet and at all of our production locations. Our internal company policies for the Solingen site are available for everyone to read via the intranet or SharePoint.	21, 43



Strategy, policies and practices		Page
GRI 2-25	Processes to remediate negative impacts https://helpline-werhahn.de/setup	21
GRI 2-26	Mechanisms for seeking advice and reporting concerns The mechanisms in place at the ZWILLING Group are the same as those used by Wilh. Werhahn KG. Access, which can be anonymous if desired, is via the Compliance Helpline. Our Compliance Officers are also able to accept reports. These are described in a freely accessible Helpline flyer. The Compliance department is also called in to carry out investigations. https://www.zwilling.com/on/demandware.static/-/Sites-zwilling-de-Library/default/vf4593fa7881791a33164bb31535dc92dc9b60236/images/other/Helpline_DE.pdf	
GRI 2-27	Compliance with laws and regulations	21
GRI 2-28	Membership associations	19
Stakeholder engagement		Page
GRI 2-29	Approach to stakeholder engagement In Germany, ZWILLING maintains a productive, trust-based relationship and engages in open and appreciative communication with the Works Council.	18, 24, 25
GRI 2-30	Collective bargaining agreements 39% of all employees are covered by a collective bargaining agreement	

GRI 3: Material Topics 2021

GRI 3-1	Process to determine material topics Material topics were determined in 2020 based on the basis of GRI 2016 applicable at that time. The materiality analysis involved external stakeholders, including NGOs, testing services providers, sustainability initiatives and trading partners via online survey and qualitative interviews. We also interviewed employees at various hierarchical levels. The materiality analysis was reviewed for this report based on the 2021 GRI Standards. It does not yet include an impact assessment as specified in disclosure 3-1 of GRI 3: Material Topics 2021. Accordingly, the management approaches of our material topics do not describe how we deal with actual and potential positive as well as negative impacts. We will take this into account in the next materiality analysis and derive appropriate measures for managing our impacts.	18-19
GRI 3-2	List of material topics	19

Material Topics		Page
GRI 205	Anti-corruption 2016	
GRI 3-3	Management approach	21, 22, 43
GRI 205-1	Operations assessed for risks related to corruption The following corruption risks have been identified: Invitations, gifts, events, sales agents, donations. Managing these risks is addressed in policies and training.	22
GRI 205-3	Confirmed incidents of corruption and actions taken	21
GRI 206	Anti-competitive Behavior 2016	
GRI 3-3	Management approach	14, 21, 22
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices In the year under review, there were no legal actions for anti-competitive behavior, anti-trust and monopoly practices https://www.zwilling.com/on/demandware.static/-/Sites-zwilling-de-Library/default/vf92d0b141c850f14c4799ac9585ff8145a691b5e/images/other/Code-of-Conduct_DE.pdf	
GRI 301	Materials 2016	
GRI 3-3	Management approach	15, 28, 34, 44, 45
GRI 301-1	Materials used by weight or volume	34
GRI 302	Energy 2016	
GRI 3-3	Management approach	15, 33, 34, 43
GRI 302-1	Energy consumption within the organization	33
GRI 302-3	Energy intensity	33
GRI 302-4	Reduction of energy consumption	32-34
GRI 305	Emissions 2016	
GRI 3-3	Management approach	15, 32, 34, 43, 44
GRI 305-1	Direct GHG emissions (Scope 1) Direct GHG emissions were calculated using the UK Government GHG Conversion Factors for Company Reporting.	32, 33, 42
GRI 305-2	Energy indirect (Scope 2) GHG emissions Indirect energy-related GHG emissions were calculated using the IEA Emissions Factors 2020.	33, 42



GRI 305	Emissions 2016	Page
GRI 305-4	GHG emissions intensity	33, 42
GRI 305-5	Reduction of GHG emissions	29, 33, 42
GRI 306	Waste 2016	Page
GRI 3-3	Management approach	34, 44, 45
GRI 306-2	Management of significant waste-related impacts	28, 34
GRI 306-3	Waste generated	34
GRI 401	Employment 2016	Page
GRI 3-3	Management approach	12, 24, 25, 43
GRI 401-1	Newly hired employees and employee turnover	41
GRI 401-3	Parental leave	41
GRI 403	Health and Safety 2018	Page
GRI 3-3	Management approach	14, 22, 25, 36, 37, 44
GRI 403-1	Occupational health and safety management system	22, 25
GRI 403-2	Hazard identification, risk assessment and incident investigation Employees and external third parties have the opportunity to report risks or incidents via the Werhahn compliance helpline.	
GRI 403-5	Worker training on occupational health and safety	25
GRI 403-6	Promotion of worker health	26
GRI 403-9	Work-related injuries	25
GRI 404	Training and Education 2016	Page
GRI 3-3	Management approach	24, 43
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	26
GRI 404-3	Percentage of employees receiving regular performance and career development reviews 70% of employees receive regular performance reviews	

GRI 405	Diversity and Equal Opportunity 2016	Page
GRI 3-3	Management approach	24-26, 43
GRI 405-1	Diversity of governing bodies and employees	26, 41
GRI 406	Non-discrimination 2016	Page
GRI 3-3	Management approach	16, 21
GRI 406-1	Incidents of discrimination and corrective actions taken No incidents of systematic discrimination were recorded in the year under review.	
GRI 408	Child Labor 2016	Page
GRI 3-3	Management approach	16, 20, 21
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	35
GRI 409	Forced or Compulsory Labor 2016	Page
GRI 3-3	Management approach	16, 20, 21
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	36
GRI 413	Local Communities 2016	Page
GRI 3-3	Management approach	16, 37
GRI 413-1	Operations with local community engagement, impact assessments and development programs	39, 40, 44
GRI 414	Supplier Social Assessment 2016	Page
GRI 3-3	Management approach	36, 37, 45
GRI 414-2	Negative social impacts in the supply chain and actions taken	36, 37, 16
GRI 418	Customer Privacy 2016	Page
GRI 3-3	Management approach	14, 21
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	21



Independent assurance practitioner's report

on a limited assurance engagement on sustainability information*

To the management board of ZWILLING J.A. Henckels AG, Solingen

We have performed a limited assurance engagement on the sustainability performance figures in the 2022 Sustainability Report (hereinafter referred to as the "report") from ZWILLING J.A. Henckels AG, Solingen, (hereinafter referred to as the "company"), for the period from January 1 to December 31, 2022. Our engagement relates solely to the information marked with as audited in the German PDF version of the report. Our assurance engagement does not extend to the external sources of documentation or expert opinions mentioned in the report, to information relating to prior years, or to forward-looking statements.

Responsibility of the management board

The management board of the company are responsible for preparing the report and presenting the sustainability performance information and key figures in accordance with the reporting criteria. The Company applies the "by reference to" option of the

GRI Sustainability Reporting Standards of the Global Reporting Initiative (GRI) (hereinafter referred to as the "reporting criteria") as Reporting Criteria. This responsibility of the management board of the parent company includes selecting and applying appropriate methods for sustainable reporting as well as making assumptions and estimates about individual figures that are reasonable in the circumstances. Furthermore, the management board are responsible for such internal controls as the management board consider necessary to enable the preparation of a report that is free from material misstatement, whether due to fraud (manipulation of the report) or error.

Independence and Quality Assurance of the Assurance Practitioner's Firm

We have complied with German professional requirements on independence and other professional conduct requirements.

Our auditing firm applies the national legal regulations and professional pronouncements – in particular the professional statutes for auditors and certified public accountants (BS WP/vBP) as well as the IDW Quality Assurance Standard issued by the Institute of Public Auditors in Germany (IDW): Requirements for Quality Management in the Audit Firm (IDW QS 1) and accordingly maintains a comprehensive quality management system that includes documented policies and procedures with regard to compliance with professional ethical requirements, professional standards, and relevant statutory and other legal requirements.

Responsibility of the Assurance Practitioner

Our responsibility is to express a limited assurance opinion on the report based on the audit we carry out. We conducted our assurance engagement in accordance with the International Standard on Assurance

Engagements (ISAE) 3000 (Revised): "Assurance Engagements other than Audits or Reviews of Historical Financial Information", issued by the IAASB. This standard requires that we plan and perform the assurance engagement to obtain limited assurance about whether any matters have come to our attention that cause us to believe that the report of the company has not been prepared, in all material respects, in accordance with the reporting criteria. In a limited assurance engagement, the procedures performed are less extensive than in a reasonable assurance engagement, and accordingly, the level of assurance obtained is substantially lower. The selection of the assurance procedures is subject to the professional judgement of the assurance practitioner. Within the scope of our assurance engagement, most of which was conducted in the period from March to April 2023, we performed, amongst others, the following assurance procedures and further activities:

* Note: This is a convenience translation of the German original. Solely the original text in the German language is authoritative.



Independent assurance practitioner's report

- Obtaining an understanding of the structure of the sustainability organization and the engagement of stakeholders
- Inquiries of personnel at the Group level involved in the preparation of the sustainability report about the preparation process, about the internal control system related to this process, and about selected disclosures in the sustainability report
- Identification of the likely risks of material misstatement in the sustainability report
- Analytical procedures on selected quantitative disclosures in the sustainability report
- Evaluation of selected internal and external documents
- Evaluation of the presentation of selected disclosures in the sustainability report

Audit Opinion

Based on our audit procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the sustainability performance data in the 2022 Sustainability Report of the company for the period from January 1 to December 31, 2022, has not been prepared, in all material respects, in accordance with the reporting criteria. We express an assurance opinion only on the information marked as audited in the German PDF version of the report. Our audit did not cover the external sources of documentation or expert opinions mentioned in the report, information for previous years, or forward-looking statements.

Restriction of Use

We draw attention to the fact that the assurance engagement was conducted for purposes of the company and that the report is solely intended to inform the company about the results of the assurance

engagement. As a result, the report may not be suitable for any purpose other than the aforementioned purpose. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the company alone. We do not accept any responsibility to third parties. Our audit opinion is not modified in this respect.

Liability

The engagement was based on the "General Engagement Terms for Auditors and Auditing Firms" dated January 1, 2017 of the Institute of Public Auditors in Germany (Institut der Wirtschaftsprüfer in Deutschland e.V.). By taking note of and using the information contained in this note, each recipient confirms to have taken note of the regulations made therein (including the liability regulation under No. 9 of the General Engagement Terms) and acknowledges their validity in the relationship with us.

Cologne, April 24, 2023

Rödl & Partner GmbH
Wirtschaftsprüfungsgesellschaft
Steuerberatungsgesellschaft

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