



Sustainabilityreport
2022/2023

TYROLIT

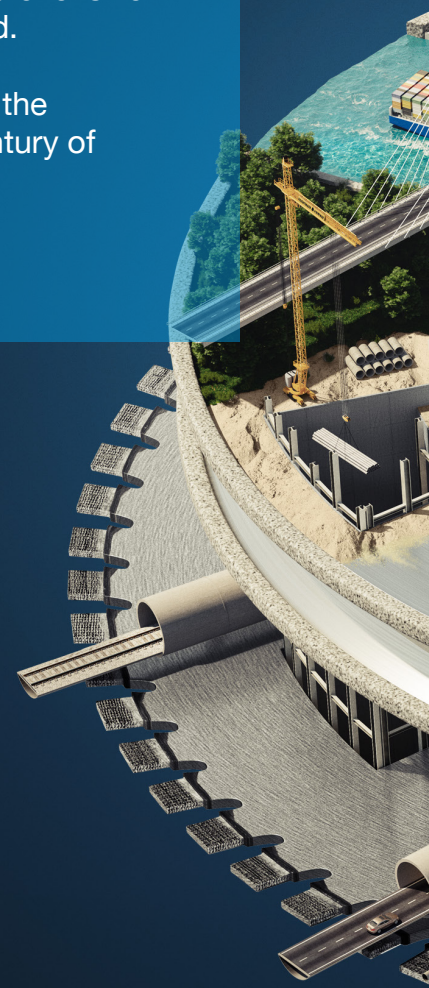
Premium grinding solutions since 1919
www.tyrolit.group

About us

Tyrolit is one of the world's leading manufacturers of grinding and dressing tools as well as a system provider for the construction industry.

Since 1919, our innovative tools have made an important contribution to the technological development in many industries. Tyrolit offers tailored grinding solutions for various applications, as well as a comprehensive assortment of standard tools for customers all over the world.

With roots in the heart of the Austrian Alps, Tyrolit combines the strengths of family values with a global vision and over a century of individual corporate and technological experience.





Preface

Embracing responsibility and having a notable impact – Tyrolit is committed to the future.

As a group of companies, we are convinced that corporate social responsibility (CSR) and sustainability are crucial to our success. We endeavour to ensure that all our activities have a positive impact on people, the environment and society as a whole.

Long before CSR became a generally recognised term, Tyrolit was already living and practising social and corporate responsibility. Tyrolit is committed to sustainability as part of its core values. With the Integrated Management System (IMS), social responsibility measures have been firmly anchored in our structures.

Our aim is to be a value-adding and responsible member of society. In doing so, we prioritise respect for human rights and the careful use of resources. We place great importance on providing high-quality and safe products and services for our customers as part of a sustainably optimised value chain. Active sustainability is a key focus for all internal and external stakeholders and forms the basis for a strategic sustainability policy in all business areas.

In order to achieve our goals, we work with long-standing and reliable suppliers throughout the Group who share our values, as well as with responsible, qualified employees and customers for whom sustainability and quality are important. The facts, figures and data from our global locations are all included in this report. In addition to the factual information, this sustainability report has also been characterised by the creativity of our employees in the form of nature photos.

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In 2015, the world's leaders agreed on 17 global goals.

The 17 goals

We all know that we are facing major challenges in today's world: Poverty, hunger, inequality and climate change are just some of the problems we urgently need to tackle. Big challenges require bold action to overcome them, and this is where the Global Goals come in. It's a plan agreed by all world leaders to build a greener, fairer and better world by 2030, and we all have a role to play in realising these goals. Learn about each of them and the goals associated with them here.

SDGs at Tyrolit

The SDGs (Social Development Goals) are important guidelines for the CSR work at Tyrolit. The 17 defined goals have been assigned to our initiatives – or stories – as part of this report. This makes it possible to see exactly which development goals the Tyrolit projects contribute to. The details of the SDG sub-goals can be found in the final index.



Factsheet



Tyrolit company headquarters in Schwaz (Austria)

Facts & Figures



Sales companies in Argentina, Australia, Austria, Belgium, Brazil, Canada, China, Czechia, Denmark, Estonia, Finland, France, Germany, Great Britain, Hungary, India, Indonesia, Italy, the Netherlands, Norway, Poland, Portugal, Russia, Sweden, Switzerland, Spain, South Africa, South Korea, Thailand, USA, UAE. Sales partners in 65 other countries.

Business units



METAL INDUSTRIES

From precision machining to the production of cut-off wheels with a diameter of up to 2 m – our product range in Metal Industries includes high-tech tools for a wide variety of applications. In addition, we offer a comprehensive trade assortment for cutting, grinding and surface treatment.



CONSTRUCTION

We are one of the world's leading suppliers of highly efficient machines and diamond tools for all types of construction-related applications. We also develop tailor-made system solutions for individual projects. In this way, we always offer the ideal answer to every challenge that construction professionals face.

Industries

With our many years of experience in surface treatment, we have developed a deep understanding of the specific requirements of our customers in various industries.

Automotive industry

Aviation and turbine industry

Bearing industry

Consumer goods

Construction industry

Electronics industry

Foundry industry

Industrial trade

Medical technology

Steel industry

Steel and plant construction

Tooling industry

Optics Precision industries

Transmission industry

Corporate brands

Tyrolit

Our core brand and one of the world's leading manufacturers of grinding and dressing tools

tyrolit.com

Grinding Techniques

A leading company in Africa for the manufacture of grinding tools for the industrial trade.

grindtech.com

Carborundum Electrite

The Czech company is Europe's oldest manufacturer of resinoid and vitrified abrasives.

carborundum.cz

Tyrolit Hydrostress

One of the world's leading manufacturers of machines and system solutions for the construction industry.

Tyrolit Nestag

A Swiss trading company for high quality system solutions for construction professionals

Diamond Products

A leading US manufacturer of diamond tools and machines for construction professionals

diamondproducts.com

Radiac Abrasives

A leading US manufacturer of conventional grinding tools and superabrasives

radiac.com

Olympus

An Asian manufacturer of grinding tools for the industrial trade

tyrolit.co.th

Sisa

An Asian manufacturer of high-tech grinding tools and abrasives

cnsisa.cn

Bibielle

A leading Italian manufacturer of high quality three-dimensional abrasive materials

bibielle.com

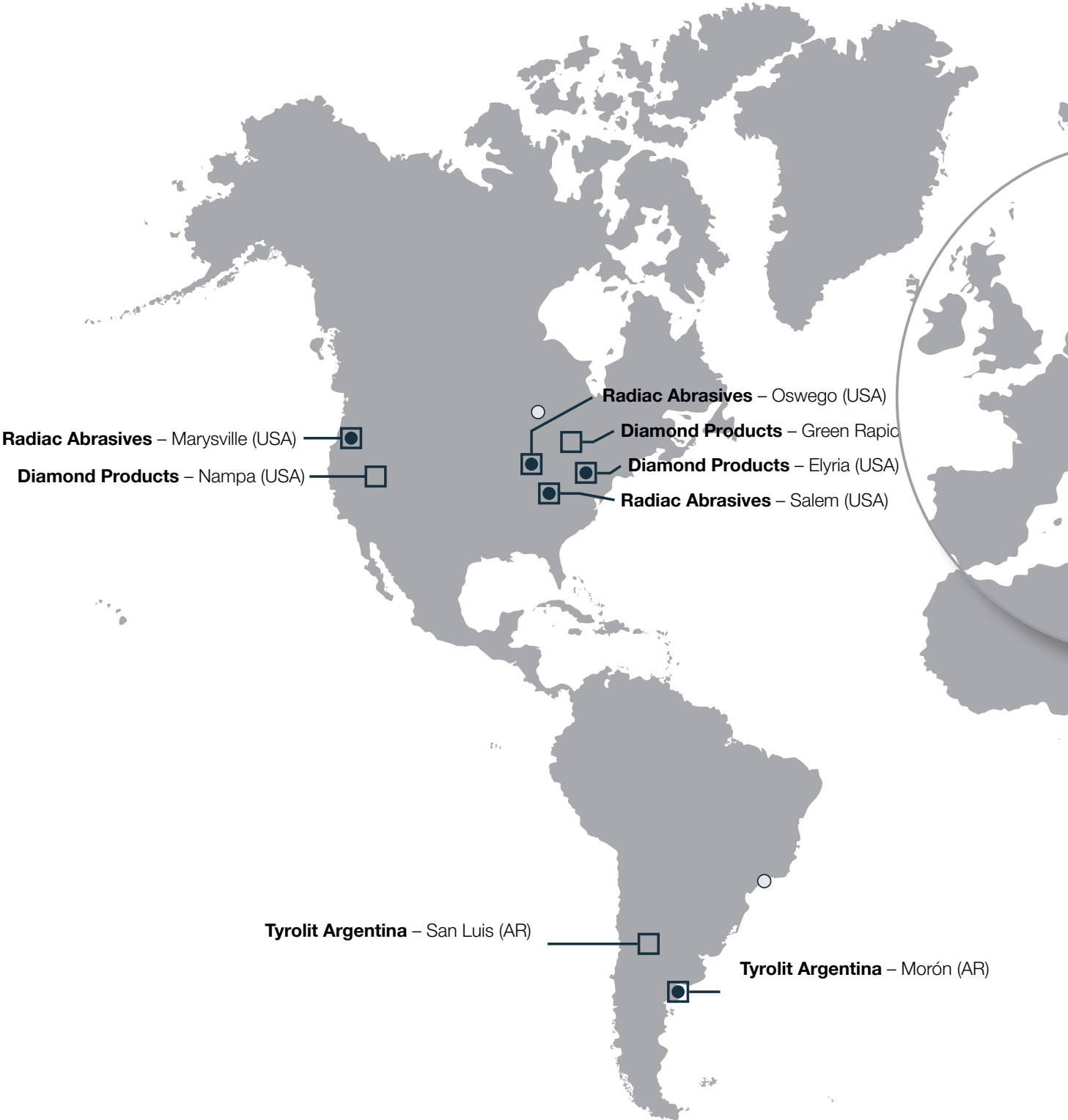
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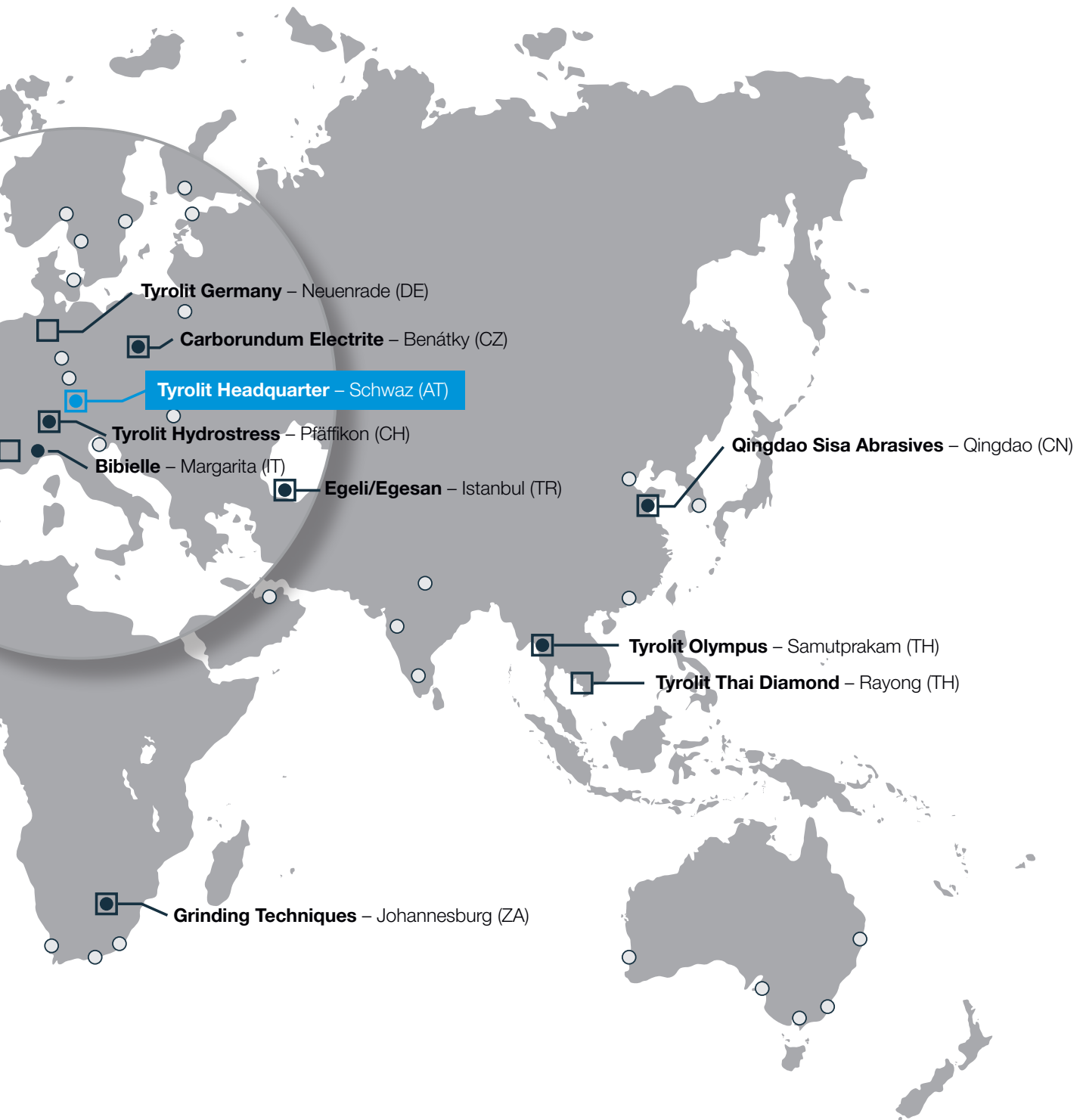
A Turkish manufacturer of cut-off and deburring wheels, abrasive tools and coated abrasives

egesan.com.tr



Worldwide locations





□ **Produktionsstandorte von Tyrolit**
ohne Mehrfachnennungen

○ **Vertriebsstandorte von Tyrolit**
ohne Mehrfachnennungen |
einschließlich Servicestandorte

Leading through true innovation

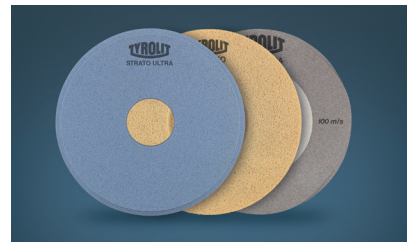
A passion for technology, many years of experience and a strong innovative spirit have been incorporated into the manufacture of outstanding grinding solutions.



With CERABOND X, Tyrolit sets a milestone in the abrasives market. The combination of ceramic grain and the unique Tyrolit bond system enables consistent cutting ability of the discs, combined with unique durability.



Tyrolit Power revolutionised the finishing of hard surfaces. Sanding strips consisting of layers made from cactus hair and diamond provide extreme hardness, save time and significantly reduce vibrations for the user.



With the future-oriented new P-technology, our team of experts has developed a new, more sustainable method to create the artificial porosity in our vitrified grinding wheels. With the new P-Technology, the artificial pores are created without naphthalene and are therefore more environmentally friendly.



Tyrolit is the only supplier in the world of an ATEX-certified wire sawing system that can be used in Zone 1 hazardous areas (e.g. for dismantling oil platforms or nuclear power plants).



Sustainability is one of our core values. As a group, we believe that corporate social responsibility (CSR) and sustainability are critical to our success. We strive to ensure that all our activities have a positive impact on people, the environment and society.



MoveSmart is a novel monitoring system for the construction industry, connecting Tyrolit machines to the Internet of Things and processing user data directly on site and in real-time. A smart move into the future.

International leader with deep regional roots since 1919.

Since 2022, Tyrolit is managed by an Executive Board of four members who share the values lived by the founding Swarovski family and carry their vision into the world. In its more than 100 years of history, the internationally leading and modern company has more than met the demands of the market time and again with its innovative spirit and know-how.

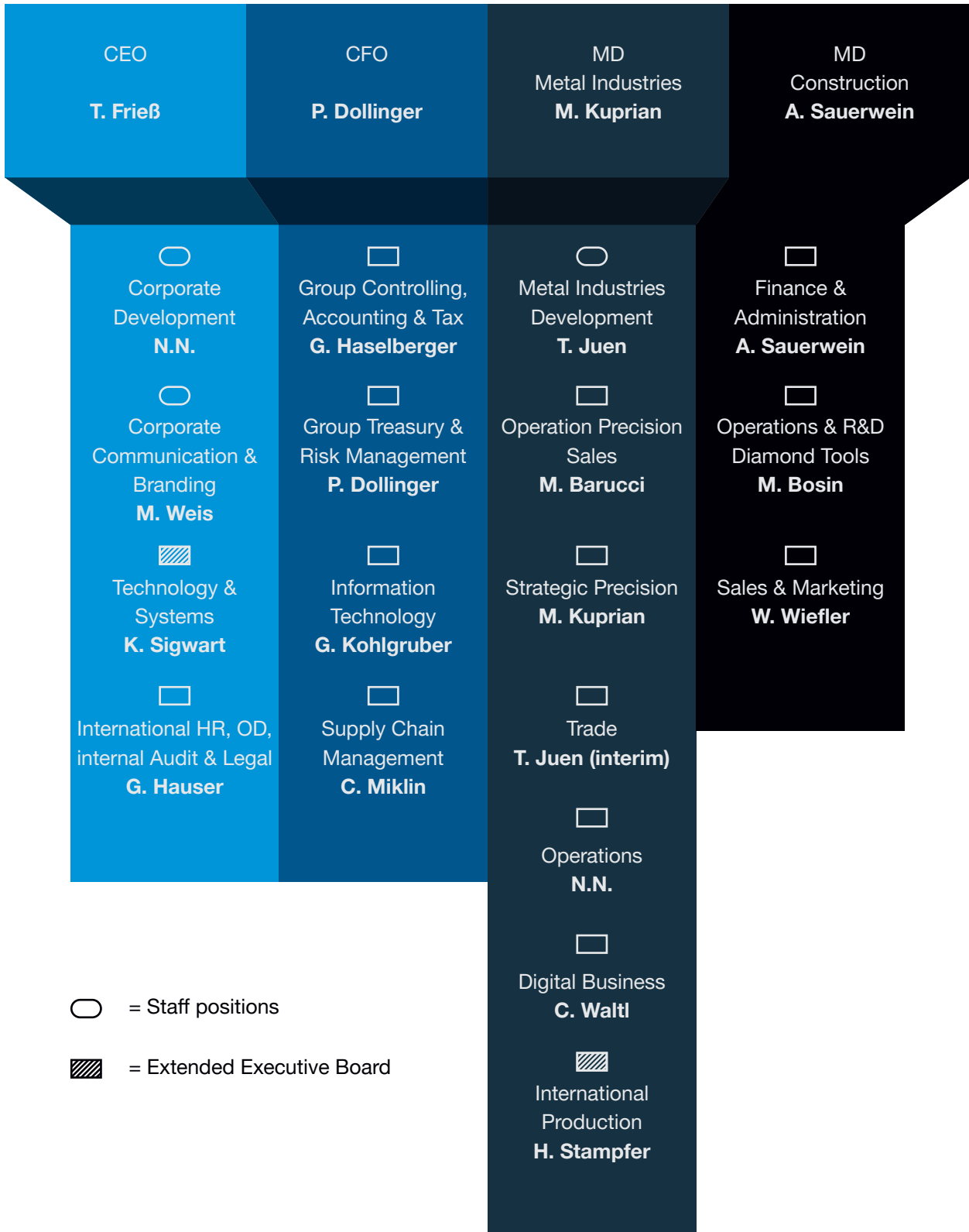
We strive to impress internal and external target groups and to cultivate fair, long-lasting cooperation based on partnership. To this end, we continually optimise the quality of our products and services, and constantly adapt our business processes to the changing demands of the market.

Our global supply chain management ensures on-time delivery of our products to customers around the world. Investments in research and development, in training our employees and in technological improvements are integral parts of our corporate culture.

The sustainable handling of resources, the guaranty of a safe working environment and compliance with legal requirements have contributed to the company's positive development since 1919.

Managementstructure

Tyrolit Group



Leading through genuine resilience

As a resilient group of companies that can look to the future with confidence in times of crisis thanks to a uniform strategy, we want to position the Tyrolit Group as a pioneer for technical and social developments and sustainable corporate behaviour. We have always endeavoured to live responsibly and want to firmly root all aspects and defined points in Tyrolit corporate culture.

+ Risk management system

Tyrolit's risk management system safeguards the company's success on many levels and encompasses all efforts to identify, minimise and manage risks for the entire company. The primary objective of Enterprise Opportunity and Risk Management (EORM) is to improve Tyrolit's prospects for success by minimising the negative impact of all types of risk and promoting opportunities. The aim of EORM is therefore to sustainably increase the value of the company by reducing risk costs. The importance of this endeavour is underlined by the active involvement of the members of the Executive Board.

+ Systematically identifying and assessing opportunities and risks

Under the direction of a risk manager, the existing opportunities and risks in all areas of the company are systematically recorded and assessed.

+ Implement measures to reduce and control risks and utilise opportunities

Existing risks are reduced as far as possible or monitored using suitable systems and processes. Measures are implemented to realise opportunities for the company.

EORM is a holistic, company-wide and global approach that analyses all potential risks and opportunities that arise along the value chain and in the areas of central services, while crisis management clearly regulates which measures and internal and external communication measures are to be taken or initiated if a risk suddenly and unexpectedly turns into a crisis (e.g. server failure, fire, etc.).

The detailed procedures for such events are defined in the crisis management process. Those responsible for BCM/crisis management at Tyrolit are also risk owners of EORM and therefore have a detailed insight into Tyrolit's overall risk landscape. BCM/crisis management and EORM are two complementary systems that support each other.





Double materiality

The legal requirements of the Corporate Sustainability Reporting Directive (CSRD) stipulate that enterprise opportunity and risk management (EORM) must be expanded to include the concept of double materiality.

For us as a Group, this means that we not only focus on the sustainability issues that are relevant to our company's success, but also on those aspects that are of great importance to our stakeholders and the environment. This approach reflects our commitment to creating long-term value as a responsible company and making a positive contribution to society. This makes the application of double materiality particularly important for sustainability reporting at Tyrolit. We therefore take into account both the effects that the Tyrolit Group has on the environment, employees and society (inside-out) and the effects that have an impact on the Tyrolit Group and our business model (outside-in).

The assessment in combination with the annual opportunity and risk analysis, in which the extent, probability and speed of occurrence of the individual topics are evaluated, supplies clarification on the one hand as to which key figures are to be reported and on the other hand as to which IMS processes or areas require a customised sustainability strategy. See sustainability strategy for product development.

→ See sustainability strategy for product development

A materiality analysis has always been part of every management policy since the introduction of our management systems and forms the basis of the 7 fields of action on which our processes are built. Based on the results of the expansion to include the new sub-process of „double materiality“, which is now required by the CSRD, we will expand or adapt these fields of action in the annual risk and opportunity analysis. We assign the required perspectives outside-in as „financial materiality“ and inside-out as „impact materiality“ to the existing areas of action as follows.

Impact materiality relates to six areas of action. An additional focus is placed on the area of ecology due to the environmental aspects assessment that has been carried out for years.



- Excellence



- Sustainable procurement



- Ecology



- Responsibility



- Transparency



- Business ethics

Financial materiality has been assessed and managed as part of the EORM processes for many years and comprises the seventh field of action.



- Company success

In this context, we focus specifically on sustainability issues that are directly linked to our core business and our value chain in order to ensure company success.

These include, among others:

- + Resource efficiency and energy saving:** greater efficiency and lower energy consumption in production not only save costs, but also help us to reduce our environmental footprint.
- + Product innovation and circular economy:** We strive to develop resource-efficient products and promote the reuse of materials in the circular economy. This strengthens our competitiveness and contributes to the sustainable use of resources.
- + Sustainable procurement:** Careful selection of our suppliers and partners and the resulting sustainable procurement of raw materials and components enables us to minimise our impact on the environment and ensure social responsibility along the supply chain.
- + Innovation and technology:** In order to offer our customers innovative solutions, we invest in the research and development of sustainable technologies and materials. This enables us to fulfil increasing sustainability requirements and open up new market opportunities at the same time.

In order to anchor double materiality in our processes in the long term, we have expanded our **EORM manual** in 2023 to include an analysis with **each** individual **risk owner**. We have developed the following assessment tool to carry out this extended analysis as efficiently as possible and customised to our needs.

Risk owners are experts from all areas and locations of the company. External influences have been analysed for years as part of the existing assessment under the term „**influencing factor**“. A simple yes/no (1/0) query is used to determine whether a process or area described in the IMS has a positive, negative, actual or potential influence. We have compiled a list of possible influences or impacts based on our experience.

The **outside-in factors** can have an influence on sub-processes and therefore on our business model. To varying extents, certain risks can also present opportunities. Each risk owner must evaluate which actual/potential or negative/positive effects can affect an area based on the key factors. We then visualise the results in an X/Y diagram (inside-out / outside-in). However, only aspects rated >3 are shown in the diagram; below this level, they are considered immaterial for this report.

All double materiality topics are discussed and evaluated in the annual EORM meeting and expanded if necessary. Meeting minutes are documented directly in the Excel template and shown in an updated diagram at the end of the annual cycle. This then serves as the basis for the further development of the sustainability strategy and reporting, including all key figures.

Environment, Social, Governance

SG - these are the central keywords with which we align our actions, processes and all points of double materiality for reporting. This allows us to view sustainability not just as a secondary aspect of our business, but as a strategic priority. By integrating sustainability into our business strategy and decision-making processes, we strive to create sustainable added value for our customers, employees, suppliers, shareholders and society.

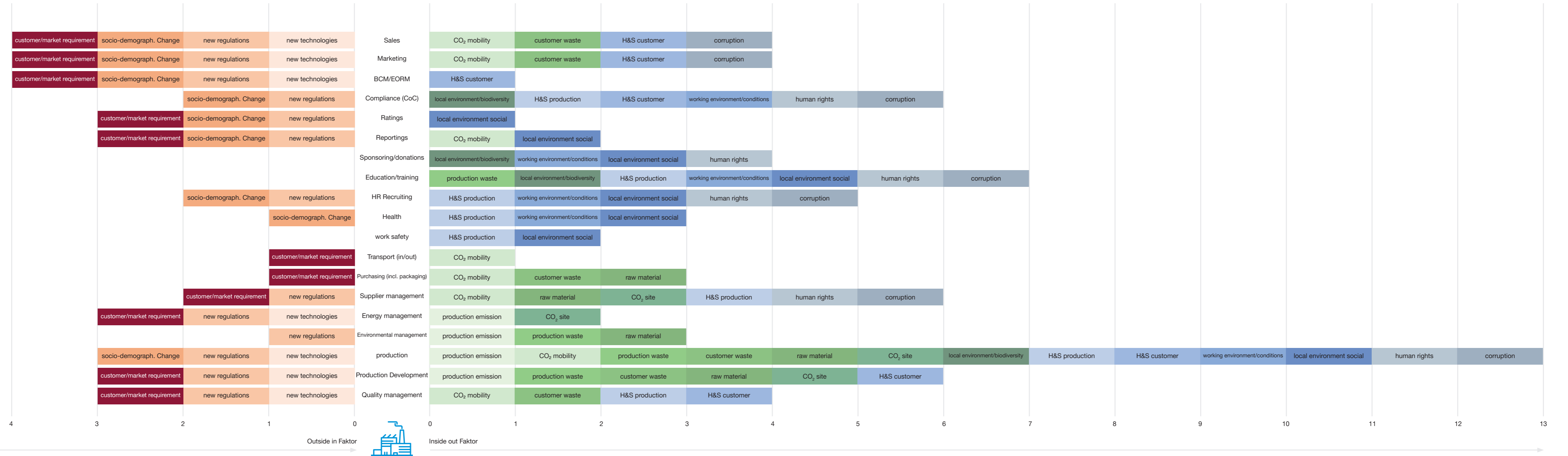
This visualisation shows that we have correctly identified our IMS focus areas of **sustainable strategy** for **product development**, Group-wide **energy management** and **optimisation processes** for **production emissions**, and that they are forward-looking.

In terms of potential negative impacts on society, the environment and the company's governance, the areas of supplier management, compliance and marketing are at the same level. However, supplier management, particularly in connection with the outside-in factors, harbours a high risk potential for Tyrolit's business model, while at the same time offering a high opportunity potential for influencing the possible negative outside-in factors in all three pillars of sustainability. This confirms our commitment to introducing a sustainable and risk-based supplier management process with the following focal points: Supplier onboarding process including a Code of Conduct (CoC) for suppliers with the percentage of signed CoCs as a key performance indicator as well as the management of ESG risks in the supply chain.

The evaluation of the transparency field of action shows that outside-in factors in particular are to be seen as a risk and that conscious, open and transparent communication with all stakeholders ensures the long-term success of the Tyrolit Group.



Double materiality



Sustainabilitystrategy

For more than 100 years, since our foundation it has been part of our corporate culture to assume social, societal and economic responsibility. Born from the tradition of a down-to-earth region, we also live these values as the economically successful, global company that we are today.

CSR stands for Corporate Social Responsibility and we have now taken this idea into account by integrating CSR into our existing management system and therefore our management policy. We have defined a Group-wide corporate strategy in order to continue pursuing our vision of a world in balance and to jointly develop and implement structures and processes at all locations. This strategy includes the seven internal action areas that reflect our sustainable focus, the continuous development of SEAM certification and support for the EU roadmap to 2050.

+ Transparency

Common sense alone is not enough and today it is increasingly important to be transparent about this responsibility, to talk openly about it and to back it up with facts and figures. Regulations and legal pressure are forcing both large and small companies to engage in binding, fact- and figure-based communication on sustainability issues. We are convinced that this is necessary and right.

+ Social responsibility and business ethics

Company success would be inconceivable without our employees, which is why it has always been important to us at Tyrolit to live this social responsibility. Safe and healthy workplaces, a family environment and a good work-life balance are only part of the overall concept. As a traditional company with regional roots, we want to preserve our values and take responsibility for our actions as a partner with handshake quality, while at the same time supporting and driving forward modern further developments and changes as a global player. Of course, as a leading industrial company in particular, we are also required to fulfil our leadership role when it comes to sustainability and to ensure active cooperation. Sustainable thinking is a major concern for us both regionally and internationally.

With a strong focus on the UN Global Compact principles and the 17 UN Sustainable Development Goals, we actively integrate CSR topics into our training programmes in order to create even greater awareness of the fact that each and every individual can and must take responsibility. The principles of our business ethics are also set out in the Tyrolit Code of Conduct. To promote a healthy and active lifestyle for our employees, Tyrolit supports the leasing of bicycles and e-bikes, among other things. We are also working on expanding Tyrolit's sports community activities and the employee idea system throughout the Group.

+ Quality management - excellence and sustainable procurement

We take these values into account throughout the entire supply chain and place great value on partnership, especially when working with our customers.

+ Company success

These long-standing forms of responsibility are to be anchored even more deeply in Tyrolit's corporate culture. As a resilient group of companies that can look to the future with confidence in times of crisis thanks to a standardised strategy, we want to position the Tyrolit Group as a pioneer for technical and social development and sustainable corporate action.

In the spirit of responsible cooperation, Tyrolit, as an active part of the European abrasives industry, is a co-initiator of the sustainability certification brand SEAM. Sustainable European Abrasives Manufacturers includes our competitors and emphasises the importance of this topic. Together, we have created a constantly evolving lighthouse project for other industries.

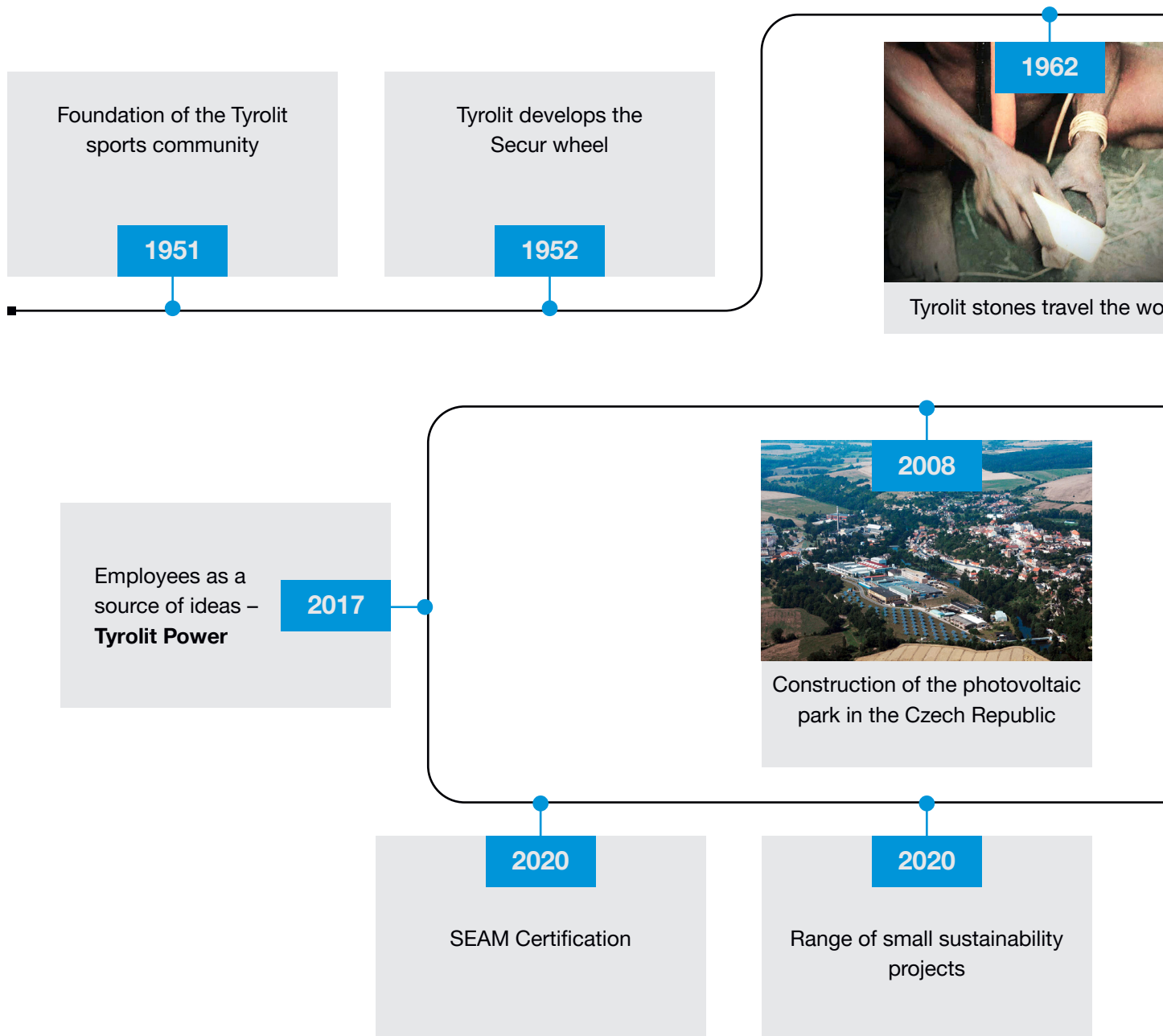
+ Environmental management

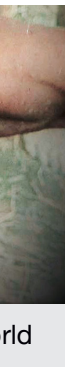
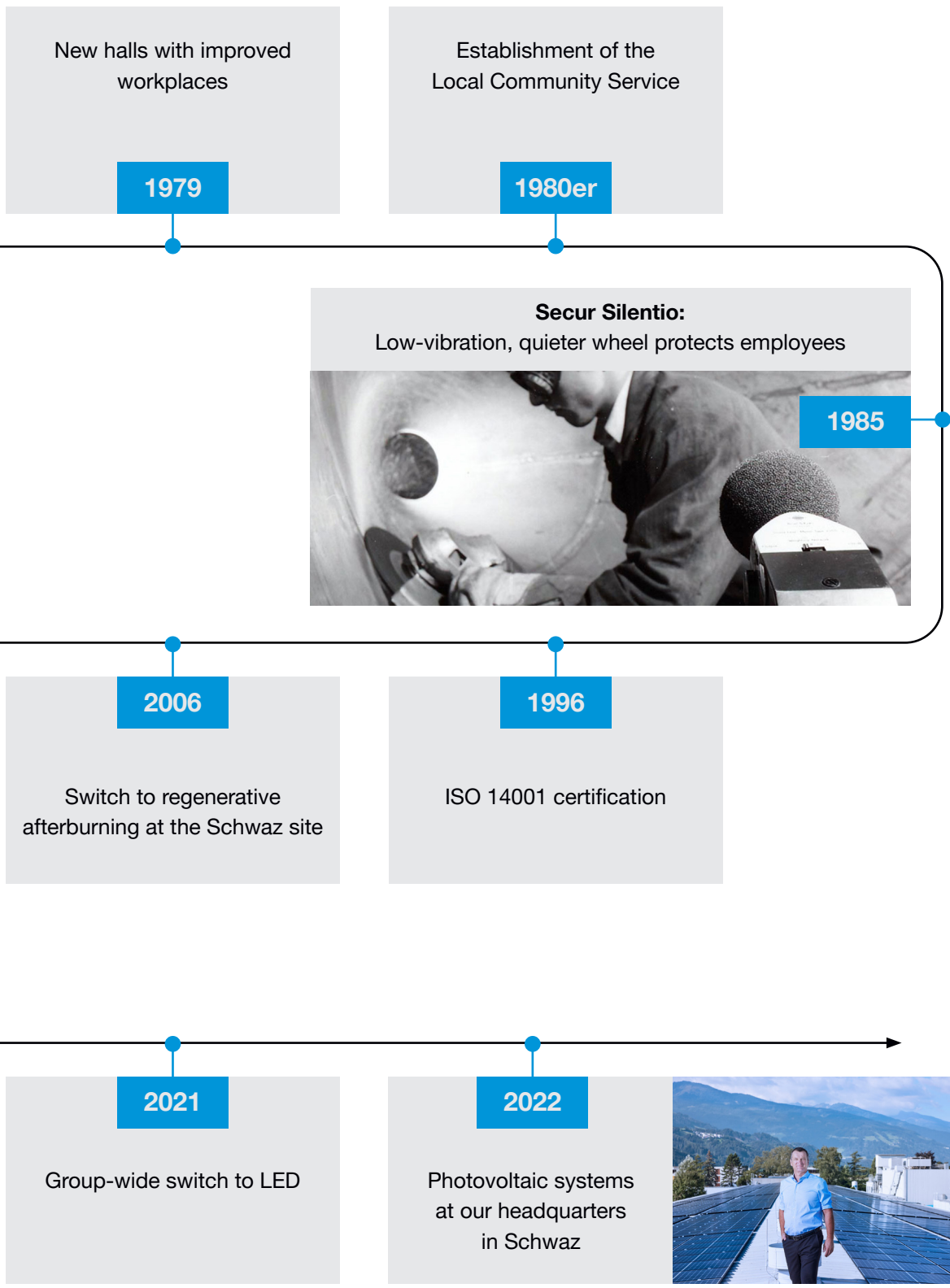
In order to achieve the concrete goal of a net CO₂ neutral European industry, we are launching numerous initiatives to fulfil the European roadmap by 2050. As a value-adding and responsible member of society, we have many other opportunities to actively contribute to positive development in line with a holistic CSR approach. A modern, standardised CSR concept as part of our strategy will ensure our sustainable success at Tyrolit and make us a strong and reliable partner for all our stakeholders.

We are continuously improving our carbon footprint and increasing our positive impact in the following areas: in our own production, in our products and in our social environment. In the future, we want to collectively communicate all these areas and more under the term CSR, both internally and externally.

Achievements

In recent decades, we have successfully implemented various sustainability measures - even before the concept of sustainability became a current topic in our business world. In the recent past, we have continuously pursued this course and have been able to take further steps in the right direction.





Goals

+ Expansion of alternative energy

The first parts of the large-scale photovoltaic plant at the Schwaz site have been in operation since August. A total of three expansion stages are planned at the main plant and a further one at the secondary site in Vomp. When fully expanded, we will be able to cover up to a quarter of our own electricity requirements with solar energy. In line with the „Tyrol 2050 energy self-sufficient“ strategy, this will save us as a technology company an additional 723 tonnes of CO₂ each year. In addition, analyses for further PV installations are currently being carried out at all Tyrolit sites and the Group-wide energy management team is looking at other options such as geothermal energy, GW heat capacities or alternative gas from wood. We are excited about the resulting realisations.

+ Energy reduction through process and infrastructure optimisation

One focus is on reducing energy and its costs. Energy costs have already been saved through special process and infrastructure optimisations in the production area. The gas consumption of the tunnel kiln, for example, has been significantly reduced by installing a heat exchanger that heats the supply air of the burners with the exhaust gas from the cooling zone of the tunnel kiln. In addition, the shuttle kilns were optimised and connected to the central heat recovery network. The reduced gas consumption not only reduced the overall increase in energy costs, but also protects the environment. CO₂ emissions were reduced by 1,100 tonnes per year.

+ Sustainable product development in innovation

When new products and applications are developed, this is done in accordance with strict internal guidelines that promote sustainable product development and sustainable innovation processes. Some of these include:

- Replace hazardous substances
- Consume fewer resources in production
- Creating competitive advantages for customers through energy savings
- Making tools even safer to use
- Using recycled material as a raw material
- Vitrified grinding wheel production without naphthalene

+ Expansion of grinding wheel recycling systems

In line with a circular economy approach, we are working on solutions for synthetic resin products in existing programmes, such as the use of our own corundum regenerate from the finishing process for ceramics production.

+ Expansion of the Group-wide ideas process for employees

A process to manage employee ideas has been in place for many years as part of the management system, in which bonuses are paid out for new employee ideas depending on the idea category and the ideas are recognised. This process is being expanded to include a sustainability category in order to promote and recognise the commitment of all employees to sustainable projects.

Our roadmap to 2050 for achieving the EU targets

Another pillar of our sustainable corporate governance is the implementation of numerous initiatives to fulfil the European roadmap to 2050. As a value-adding and responsible member of society, we want to continue to actively contribute to the positive EU targets, such as a net CO₂ neutral European industry.

+ We have already implemented the following initiatives:

- The Tyrolit Group is currently saving 700 MWh per year with photovoltaic systems - from Australia to Thailand to the Czech Republic. In future, 3,500 MWh are to be added in Tyrol. This reduces CO₂ emissions on the one hand and makes us more resilient on the other - especially in conjunction with other innovative ideas in energy management.
- In Schwaz alone, we have saved 59% of our current CO₂ emissions since 2006.
- We obtain our electrical energy for the Schwaz site from resource-conserving energy sources such as hydropower and photovoltaic systems.
- In June 2022, we switched all internal logistics in Schwaz to E-trucks.
- At the Neuenrade site in Germany, we implemented an energy efficiency project in 2022 - including the construction of a combined heat and power plant, a central cooling system and a lighting concept with an annual saving of 46.1% in relation to current CO₂ emissions.
- We are investing in the switch to LEDs across the Group.
- We are working in a Group-wide team on further process-related and infrastructural improvements as well as solutions for more alternative energy.
- Innovative ideas are being further developed so that our products contribute to active climate protection.
- We are optimising our Group-wide packaging process.
- Many small conscious actions in various areas, such as the promotion of local biodiversity with the wild bee hotel, the Clean Jizera project, cooperation with the sheltered workshop, the provision of our company fire brigade for operations outside the Tyrolit site, a bike leasing scheme for our employees, a 24/7 neighbourhood information service and much more.
- This not only ensures Tyrolit's long-term success, but also makes us a strong and reliable partner for all stakeholders. and reliable partner for all stakeholders.

Excellence

+ Fulfilment of increasing customer requirements and innovative strength:

Our experts in application technology, research and development and other areas work closely with our customers and established research institutions. This enables us to drive forward the further development of our products, applications and services. This often results in innovations that set new benchmarks.

+ Continuous improvement processes in all areas:

For us, excellence means constantly staying on the ball and continuously reviewing our business processes and improving them in collaboration with all internal and external stakeholders.

+ Quality is part of our corporate culture:

Tyrolit took a pioneering position in the abrasives industry by recognising the importance of a quality management system at an early stage. Today, the majority of Tyrolit companies are integrated into a common system. The management system comprises quality, environmental, occupational safety, risk and business continuity management systems and is constantly being further developed. The integrated management system makes it possible to utilise synergies between different areas, quickly identify and solve problems and compare the performance of different locations using key figures. In addition to regular reviews by an external certification organisation (TÜV CERT), the management system is also continuously monitored in the course of internal audits.

+ Quality is success:

The pursuit of maximum customer satisfaction through ever better solutions is a key factor in Tyrolit's success and positioning on the market. Employees, suppliers and customers are actively bonded in the optimisation of the entire value chain.

+ Product safety:

Tyrolit guarantees that all tools meet the requirements of the oSa and European safety standards. The CE designation of our machines guarantees full compliance with the applicable EU standards. In addition, we are constantly endeavouring to make our products even safer.

- Through our activities as a founding member of the [Organisation for the Safety of Abrasives \(oSa\)](#)
- Through cooperation with safety authorities and standardisation institutes
- Through our active participation in the [Federation of European Producers of Abrasives \(FEPA\)](#)
- Through practical dialogue with operators around the world
- Through our active contribution to the [Abrasives Safety](#) website

Note: Tyrolit strongly recommends not to use grinding tools that are not labelled with the symbols oSa, EN13236 (diamond tools), EN12413 (cutting and grinding wheels) or EN13743 (flap discs).

Focus: Research and development

Sustainability integrated as a focus area in the innovation process - CSR responsibility an active part of gate meetings gate meetings

Tyrolit defines sustainable product developments as those developments that:

- replace substances that are hazardous to health/the environment with less hazardous ones
- consume less energy or raw materials during production
- use recycled material as raw material
- increase product recyclability or avoid hazardous waste by converting raw materials
- save energy and resources by increasing cutting ability at the customer's premises
- make handling the tools safer for the operator
- demonstrably minimise vibrations and negative effects (e.g. dust generation) for the operator during application

+ Ongoing projects

Creation of a database on the connection between cutting ability and CO2 savings, on the one hand through resource savings, as fewer products are required for the same performance, and on the other hand at the customer's premises.

- + **Extension 2023:** Active exchange of expertise/information - Close collaboration with universities and institutions for the circular economy and alternative energies.



Reduction of substances

The new 5th generation drill line featuring TGD® technology deliberately avoids harmful raw materials, conserves resources and reduces (energy) costs for our customers. The drill range will be available from 2023. With the increased cutting ability of the drill bits, operators can work faster and save coolant.

In the production process for our TGD® technology, process stability for our employees has been improved, with physical contact of our production employees with potentially hazardous raw materials reduced to a minimum through innovative automation processes.



TGD®
TECHNOLOGY



Guaranteeing safety for our customers

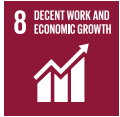
Safety for operators when handling our products has always been of major concern to us. This is why we are focused on further improving the safety aspects of existing as well as new product developments.

We are aware of the great responsibility we have towards our customers. For this reason, as an oSa member, we attach great importance to and continuously review the product safety of our tools in accordance with EN13236.

oSa, the German organisation for the safety of abrasives, is making working with cutting and grinding tools safer worldwide. With a membership consisting of 60 leading manufacturers of premium tools, it is the symbol for the highest levels of safety and an internationally protected trademark.

www.osa-abrasives.org



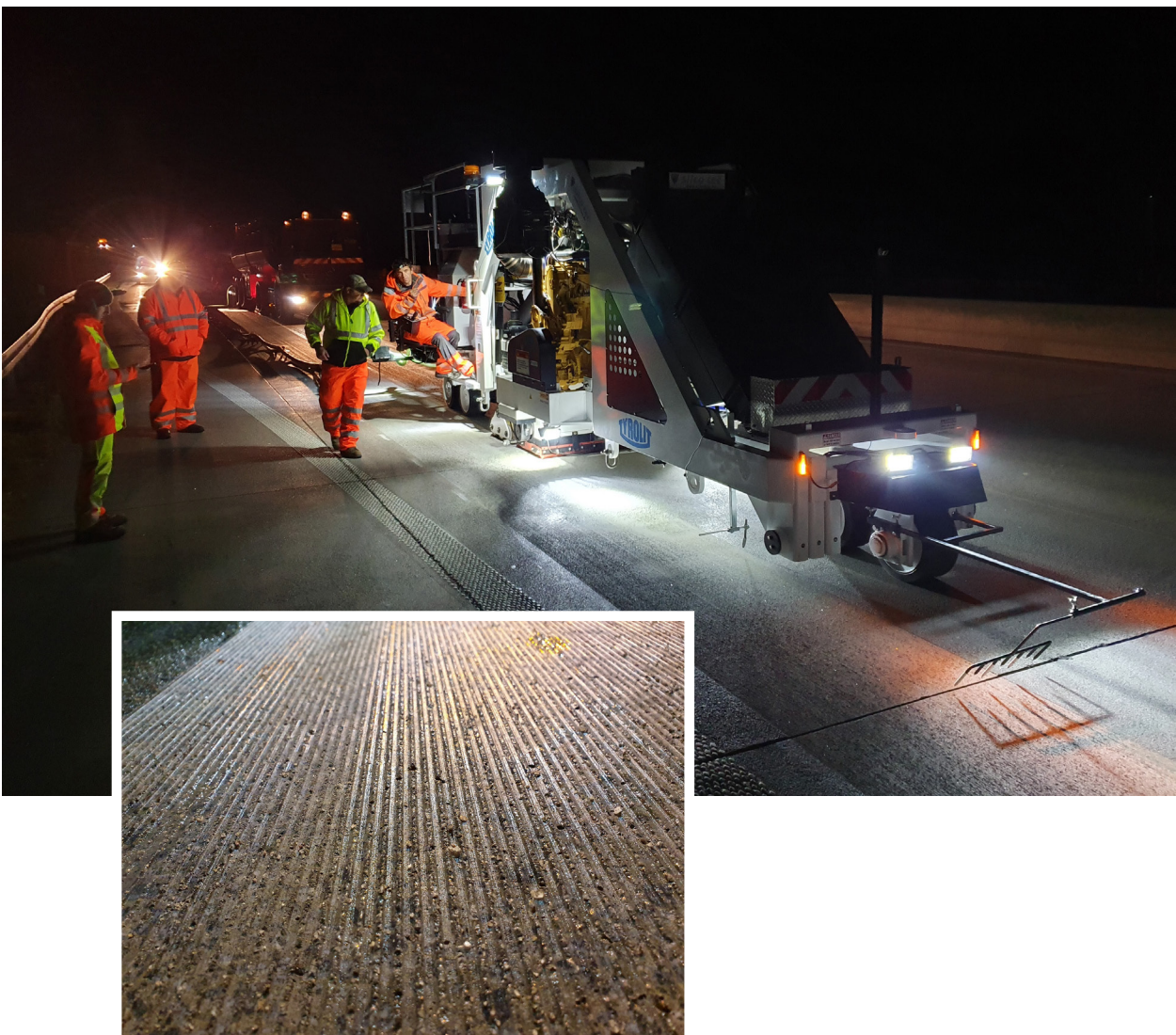


Delivering competitive advantages for our customers

By enhancing the cutting ability of our cutting tools and creating new benchmarks, we are delivering competitive advantages for our customers and energy and resources can be saved on site. Requirements in our fields of application are constantly increasing, so the enhanced cutting ability of cutting tools is the primary goal of our new technological approach. Our customers benefit from increased energy efficiency and tangible conservation of resources.

Our R&D department also develops special tools for grinding and grooving applications that have established themselves as benchmarks on the market: BGX TGD® tools have been extremely well received by the market and are unique in terms of durability.

This has a direct positive impact in the form of reduced logistics costs for customers, thus protecting the environment.





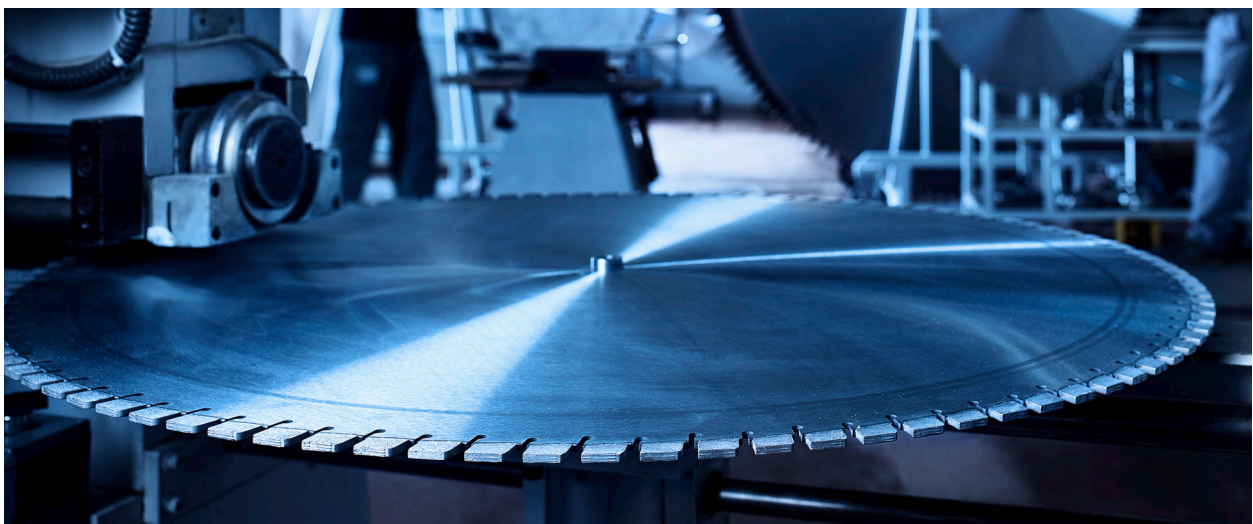
Energy efficiency in production

Intelligent flap control for the use of waste heat, is one example of an important area for the optimisation of production processes. This project was completed in 2023 and results in a total saving of 2,258,000 kWh/a. This direct gas saving corresponds to an emissions reduction of 440 tonnes of CO₂ eq/a. Further measures in 2022 and 2023 included optimising the drying chambers, optimising firing processes and switching from regenerative post-combustion to heat recovery in ceramic production. This enables us to save an additional 628,000 kWh/a of energy.

We also optimised the ovens in the synthetic resin production facilities in 2022 and 2023 by reducing the amount of exhaust air, which reduced the energy consumption of these ovens by 25%. The switch to LED in all areas, which has now been completed, resulted in an impressive total energy saving of 706,000 kWh/a.

In the production of cutting segments and diamond wires, decisive energy savings were achieved by optimising the process parameters and using different materials. The energy requirement for the production of cutting segments, for example, was reduced by 10%. This also means that the cutting segments can be renewed, allowing the saws to be used much more sustainably.

In order to realise these and other energy savings throughout the Tyrolit Group, a group-wide energy management process has been developed and will be implemented by 2023. We are also supporting our efforts with our SBTi Commitment submitted in 2023. We look forward to the further implementation of all emission reduction projects in order to make our contribution to the 1.5° target of the Paris Agreement.



Managementpolicy

The goals of the integrated Tyrolit management system are delighted **customers**, motivated, responsible, qualified and satisfied **employees**, long-term and reliable **suppliers** who share our values, proud **owners**, and Tyrolit's position as a productive and responsible member of **society**.

We achieve these goals through

+ Excellence

- Meeting customer requirements for product, process and service quality
- Strong innovative spirit and regular sharing of information with research institutes
- Continuous improvement of business processes in all areas
- Highest product safety standards

+ Sustainable procurement

- Cooperation with suppliers based on fairness and partnership
- Considering sustainability criteria when selecting and assessing our suppliers
- Performing regular risk analysis

+ Ecology

- Careful use of resources
- Ongoing evaluation of energy consumption and enhancement of energy efficiency
- Protecting the environment through measures to reduce emissions

+ Responsibility

- Providing a safe and appreciative working environment
- Respect for freedom of expression and assembly
- Actively supporting and further developing all staff and promoting equality

+ Transparency

- Communicating openly with all external and internal interest groups
- Treating others with esteem and mutual trust

+ Business ethics

- Upholding our moral values, particularly in relation to human rights and children's rights
- Complying with and verifying all legal requirements in the company and our supply chain

+ Company success

- Effectively managing risks and opportunities, both through preventive strategy and in ongoing operations
- Certified Business Continuity Management system for holistic crisis management

Tyrolit Executive Board



Thomas Frieß
CEO



Peter Dollinger
CFO



Matthias Kuprian
Managing Director Metal Industries



Andreas Sauerwein
Managing Director Construction





Corporate management & Governance

The Tyrolit Group's guidelines for proper behaviour are set out in comprehensive form in the Code of Conduct. The trust of our customers and suppliers should be constantly strengthened through honest and upright behaviour. Therefore, in addition to the topics of fair competition, corruption and the confidential handling of sensitive data, we have also set out written guidelines on other important topics.

This is intended to guide each individual in their daily work with regard to correct behaviour. We are convinced that these guidelines are an essential component of our company's future success. We rely on each individual to familiarise themselves with the content of these guidelines and thereby help to ensure that the Tyrolit Group is not only associated with excellent products and services in the future, but is also seen as an example of fairness and integrity.

If you are confronted with issues in your daily work that raise questions or doubts about antitrust law, corruption or compliance in general, please contact your line manager or the head of our legal department immediately.

+ **Social responsibility:**

Social responsibility has been an essential part of the management system at Tyrolit for generations and is the basis of our actions. Responsibility for our employees, responsibility for our customers, suppliers and operators, responsibility for the neighbours around our sites and for the surrounding communities and regions. We value open, transparent and respectful communication with all stakeholders and respect freedom of expression and assembly.

+ **Occupational and operating safety as a central component of our corporate strategy:**

Tyrolit fulfils all legal requirements to guarantee the highest possible standards in terms of occupational and operating safety. Regular workplace evaluations, safety training and continuous improvement of the working environment ensure safety and well-being in the workplace.

+ **Active promotion, further development and equality for all:**

In addition to safe and modern workplaces, fair and performance-related pay, Tyrolit offers attractive social benefits. Personalised training, targeted further development and appropriate training not only increase know-how but also strengthen motivation and loyalty to the company. Further training includes programmes in the areas of personal development, conflict management and agile teamwork.

+ Responsibility for customers and operators:

Through continuous business impact and risk analyses, we ensure that our customers are reliably supplied with safe products. Continuous information and training and training on security-relevant topics and a targeted exchange of experience create the necessary awareness and increase acceptance of the necessary safety guidelines and safety measures.

+ Responsibility for society:

The responsibility for our society, in particular for neighbours and the surrounding regions of our sites, are closely linked to Tyrolit's 100-year history. We fulfil this responsibility by communicating openly and transparently and responding to regional needs. regional needs. With our regional sponsorship initiatives, we also make an active financial contribution financial contribution to society and support around 250 selected cultural, sporting and social projects every year, sports and social projects every year.

+ Transparency:

Common sense alone is often not enough and people with expertise are needed. Today, it is increasingly important to deal with responsibility transparently and to talk openly about facts and figures. facts and figures. This creates trust and appreciation in mutual dealings. Regulations and legal pressure are forcing both large and small companies to engage in binding, fact- and based communication on sustainability issues. We are convinced that this is necessary and right.

+ Business ethics:

With a strong focus on the UN Global Compact principles and the 17 UN Sustainable Development Goals, we actively integrate sustainability issues into our training courses to create even greater awareness of the fact that each and every individual can and must take responsibility.

→ The principles of our business ethics are also set out in the Tyrolit Code of Conduct. Among other things, they relate to the fulfilment of our moral values, in particular human and children's rights, as well as compliance with and verification of all legal requirements within the company and in the supply chain.

Tyrolit Charta Internal Audit

January 2023

The purpose of Internal Audit is to enhance and protect shareholder value by providing risk-based and objective assurance, advice and insight. It helps Tyrolit achieve its objectives by applying a systematic, disciplined approach to assessing and improving the effectiveness of the control environment, including risk management and governance processes.

+ **Roll and organisation:**

Internal Audit is an independent assessment function.

The Head of Internal Audit reports to the CEO of the Tyrolit Group.

+ **Authorisations:**

Internal Audit has full, free and unrestricted access to all records, tangible items and employees of Tyrolit relevant to the performance of an engagement. Internal Audit is strictly responsible for the confidentiality and protection of records and information received. All employees are required to assist Internal Audit in the fulfilment of its duties and responsibilities.

+ **Independence and objectivity:**

Internal audit shall remain free from any interference by any element of the organisation, including issues of selection, scope, procedures, frequency, timing or content of reports. Internal auditors have no direct operational responsibility or authority for the activities audited. Accordingly, they will not establish internal inspections, develop procedures, install systems, create records, or engage in other activities.

+ **Scope and responsibility:**

The scope of the internal audit function is to determine whether the control environment, as designed and presented by management, is adequate and operating to provide an appropriate level of trust, that:

- significant key risks are appropriately identified and managed
- important financial, management and operational information is accurate, reliable and timely
- the actions of employees are in accordance with policies, standards, procedures and applicable laws and regulations, in particular the Tyrolit Code of Conduct and its main topics relating to business ethics, anti-corruption and competition and competition

- compliance with human rights standards in all operations, in particular the Tyrolit Code for human rights and working conditions with subsequent risk assessment with regard to child and forced labour, discrimination and social dialogue are observed
- resources are procured economically, utilised efficiently and protected appropriately
- programmes, plans and targets are achieved
- significant legal or regulatory issues affecting the organisation are recognised and dealt with appropriately

+ Internal audit plan:

The internal audit plan is submitted annually to the CEO for review and approval. The internal audit plan is developed using a risk-based methodology based on a prioritisation of the audit universe, including input from management and the Finance and Audit Committee, internal IMS inspections (quality, health and safety and environment) and Tyrolit's opportunity and risk management process.

+ Reporting and monitoring:

The Head of Internal Audit prepares a written report that is issued and appropriately distributed after the completion of each internal audit engagement. The Head of Internal Audit reports regularly to management on the purpose, authority and responsibility of the internal audit function and its performance compared to its plan. Reporting also covers significant risks and control issues, including fraud risks, governance issues and other matters required or requested by management.

Tyrolit association work

By actively and transparently participating in various associations, we take responsibility for the constant and sustainable further development of our industry.

We ensure that our work with associations always complies with all the rules of our Tyrolit Code of Conduct, with a special focus on competition rules and compliance.

Our work with associations is a socially responsible part of what we do in many respects: we work on safety standards and environmental standards for our abrasives industry, we develop joint sustainability strategies, such as with our SEAM (Sustainable European Abrasive Manufacturer) sustainability certification, and we work with universities and research institutions on sustainable solutions for our industries and market environment, whether for the circular economy, pre-competitive technology development or user-friendliness.

We demonstrably assign responsible persons to each of our association activities, who are responsible for compliance with our CoC requirements as well as for transparent internal and external communication.

Our fields of work:

- Associations such as the OSA, FEPA, WK, VDS with commission work for specific subject areas such as Comissions VI - Health and Clean Technologies of FEPA
- Standardisation committees such as ISO, CEN, DIN, ASI
- Research associations such as the FGS (Research Society for Abrasives)



Sustainable European Abrasive Manufacturers

TYROLIT



ENVIRONMENTAL



SUSTAINABLE
DEVELOPMENT
GOALS



ECONOMICS



SOCIAL

SEAM™

Sustainable European Abrasive Manufacturers

THE EUROPEAN ABRASIVE INDUSTRY,
THINKING FORWARD



Code on Human Rights and Working Conditions

As already stated in our Corporate Code of Conduct our strong focus is on being a perfect example of fairness and integrity. Thus our commitment is to strict adherence to the law in the countries in which we operate taking into account the various economic and social conditions and legislative frameworks.

Our Code on Human Rights and Working Conditions thus sets forth the principles of our Code of Conduct. It is consistent with the International Labor Organisation's Declaration on Fundamental Principles and Rights at Work and also takes into account the diversity of national practices governing working conditions.

+ Freedom at work:

- Banning of forced labour – Tyrolit rejects any form of forced labour or practice tending to modern slavery in all its forms and manifestations, including practices that could encourage the indirect taxation of labour, in accordance with the ILO Convention on forced labour. Therefore the basis for any work offered in the Tyrolit environment is voluntariness – both in accepting and resigning of employment.
- Banning of child labour – Tyrolit strictly complies with the regulations of the United Nations on human rights and children's rights. We commit to comply with the minimum age for admission and adhere to any child labour regulation in the respective countries we are operating in, if they are more stringent.

+ Health and safety standards:

- Referring to our principles of health and workplace safety in our CoC we are highly committed to the prevention of accidents and damage to health caused by work in the Tyrolit working environment. Tyrolit thus ensures a safe and healthy workplace providing a reasonable access to portable water, sanitary facilities, fire safety, adequate lighting and ventilation.

+ Protection from discrimination:

- Tyrolit combats all forms of discrimination in the workplace and expressly supports equal opportunities and diversity among employees, taking into account the respective cultural and legal particularities.
- Within the Tyrolit environment there is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. Each employee is treated with dignity and respect.
- The Group's employees are paid in accordance with the law, applicable collective bargaining agreements and local pay regulations. Thus we ensure that all aspects of remuneration are free from discrimination and all of the concepts stated in the wage structure are objective. One of our commitments is to promote gender equality for equally valuable work. Tyrolit is convinced that everyone's talent develops regardless of gender, race, religious belief, political opinion or any other reason.

+ Social dialogue:

- Freedom of association and collective bargaining: Tyrolit recognises the right of employees to form or join trade unions or other representative bodies and respects the principles of the ILO conventions 87 and 98. The employment is not contingent upon the condition that he/she joins a union or not.
- The Tyrolit Group has a culture of trusting, constructive collaborations with applicable employee representatives. Even in cases of dispute the aim is to have genuine and constructive negotiations in good faith. The goal is to maintain viable cooperation in the long term. This means among others the mutual respect of agreed commitments.
- Tyrolit aims at developing direct and frequent communication in the workplace, taking into account the unique characteristics of each market and the legislative requirements in each country.

+ Working time and work-life balance:

- The Tyrolit Group complies with national legal working time regulations as a minimum requirement. Any overtime must be voluntary, subject to the restriction of the country's local regulations and must not exceed the legal limits. Furthermore Tyrolit respects employees resting times, leisure and holiday.
- Tyrolit supports employees' efforts to reconcile their professional and personal lives to achieve a healthy balance in the various stages of their careers and lives. Therefore Tyrolit is committed to flexible working hours as far as possible. Employees with family responsibilities shall be enabled to reconcile their work and family responsibilities in accordance with the laws.

+ Remuneration – Living Wages:

- As described in the Universal Declaration of Human Rights every worker has the right to a standard of living adequate for the health and wellbeing of him/herself and of his/her family.
- Tyrolit takes care to ensure that employees are paid in full and on time. The fact that Tyrolit's employees are paid in accordance with the law, applicable collective bargaining agreements and local pay regulations makes sure that remuneration is objective free from discrimination. Tyrolit is also committed to combating the pay gap by promoting the principle of equal pay for men and women for equally valuable work.
- But Tyrolit does not only comply with legal requirements, we also have appropriate remuneration systems that are competitive in the country and other companies in the same market. Tyrolit provides employees with a total remuneration package that meets or exceeds the legal minimum standards and in line with industry standards in the markets in which we operate. We aim at giving employees a living wage, ensuring that they can meet their everyday needs.



Great support from our Tyrolit fire brigade

On 12 January 2023 at 5:50 am the Schwaz fire brigade was alarmed. Smoke came out of an underground car park of an apartment complex. A short time later the Schwaz fire brigade reached the parking lot. The smoke had spread to the second underground car park and to both staircases of the apartment complex.

Due to the numerous measures that had to be taken, the head of operations, Commander Hilmar Baumann, decided to activate the siren in Schwaz. This automatically alerted the Tyrolit fire brigade. The first respiratory protection team started fighting the fire in the rubbish room of the apartment building, the second team searched the underground car park for possible victims, and other teams searched the stairwells. In addition, several ventilation devices were used to blow the smoke out of the building. The cause of the fire is currently being investigated by the police. We thank all members of the Tyrolit fire brigade for their support. We admire their commitment and appreciate that they voluntarily take risks in their spare time to maintain everyone's safety.





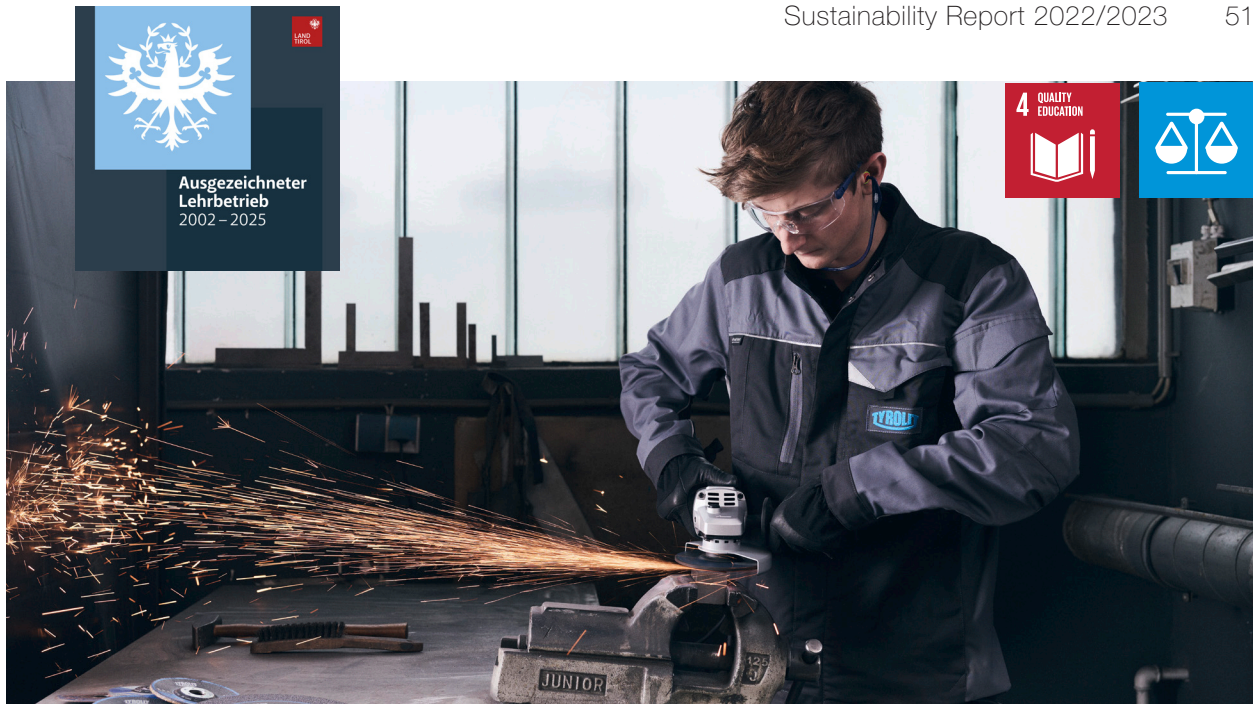
Expertise for fair educational opportunities

It was a day to remember for the Tyrolit Group volunteering in Thailand, as we joined together with Swarovski employees to volunteer with guidance from the Swarovski Foundation. The volunteering initiatives included participating in an English class and Career workshop for over 100 students aged between 12-15 years old from Nong Yai Siri Worawat Witthaya School in Chon Buri, Thailand. Volunteers from the Swarovski Group, including Tyrolit, shared their knowledge through both practical and theoretical approaches. Access to quality education should be available to all irrespective of socio-economic backgrounds, therefore these initiatives enabled students to meet people from different backgrounds and inspired them to dream big for future career goals and opportunities.

Swarovski Group volunteers joined Swarovski Foundation partner Teach for Thailand, a non-profit organization founded in 2012, and together shared their expertise as part of a network of leaders who support equitable education opportunities for all.

Supporting initiatives such as these help to provide students with an enhanced education that will allow them to shape a better future for themselves and those around them. Thank you to the Swarovski Foundation for leading our Thailand organization towards supporting a more inclusive, equitable and sustainable society.





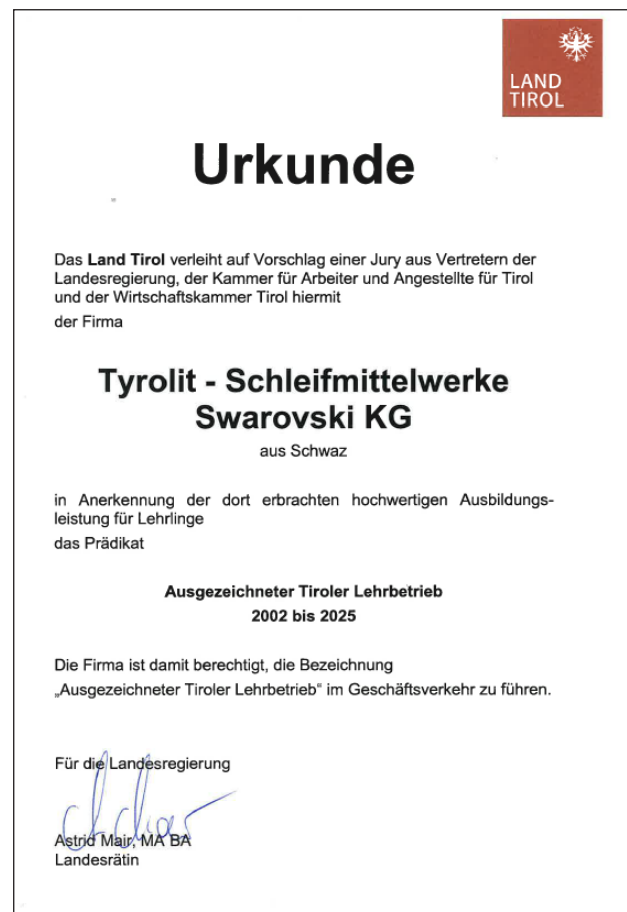
Excellent apprentice training since 2002

We proudly announce that we were certified as an excellent apprentice training company again. Tyrolit is one of a few companies in Tyrol that are certified since 2002. This certificate lasts for three years. Because of the limited duration we have to compete for this award every three years.

In the certification process we always have to prove that our apprentice training is truly excellent. In our application we had to give examples for innovation, special benefits for apprentices and practice examples in the apprentice training at Tyrolit. Every company that passes the certification process gets awarded by the Tyrolian provincial government.

Today we train 36 apprentices in 10 different professions in Schwaz. This wide range of apprenticeships ensures that our highly educated apprentices can be employed in many different fields after their apprenticeship period.

We are very proud of our apprentices and all the trainers which help these young people to improve. We can look forward to a bright future with many well trained Tyrolit employees.



Sustainable procurement

By this we mean acting responsibly along the entire supply chain. For Tyrolit, it means actively shaping processes, supplier selection and risk management in the supply chain. In addition to economical and quality criteria, environmental protection and compliance with social minimum standards are also relevant for us when selecting and evaluating our suppliers. The basis of our common set of values, which is also shared by external partners, is the Tyrolit Code of Conduct for Suppliers, which relates to human rights, energy management and environmental protection, among other things, and compliance with which is monitored via a system of KPIs.

Tyrolit conducts risk analyses and, if necessary, on-site reviews of operating procedures. If Tyrolit believes that a supplier is not meeting requirements and expectations, it will provide recommendations for action, identifying issues for which corrective measures or improvements are required. The Code of Conduct, which is also part of the General Purchasing Conditions, also requires our suppliers to enforce compliance with the Code of Conduct in dealings with their own suppliers.



Our purchasing decisions have a particular influence on the sustainable development of our company. Environmental and social criteria play an increasingly important role here.

Remco Devilee, Purchasing Manager





Emission-free internal logistics at Tyrolit headquarters

Since June 2022, three emission-free MAN e-trucks have been used for internal transport between the Tyrolit plants in Schwaz, Stans and Vomp. These will replace the journeys previously made with combustion engines. The e-vehicles save 58 tonnes of CO₂ per year. This changeover, which is part of the ongoing sustainability strategy, has resulted in a substantial reduction in emissions and noise. With the first fleet of electric trucks in Tyrol, we are making an active contribution to improving the quality of life around our headquarters in Schwaz.

Pioneering work for more ecology in Tyrol

„We want to work with companies to improve sustainability in Austria and are proud to have started and implemented this pioneering project with Tyrolit,“ explains Daniela Hartner, Sales Manager at MAN Austria, „the savings achieved amount to 58 tonnes of CO₂ and 220 kilograms of nitrogen oxides per year. In addition to the important reduction in exhaust emissions, internal plant traffic can be handled quietly in future.“

Award from the Ministry of Climate Protection

We were honoured for our pioneering work in designing climate-friendly mobility in our own company at „THE PEP Partnership & Klimaaktiv mobil Conference“ in Vienna in April 2023. Christian Miklin, Head of Supply Chain Management at Tyrolit, received the award from the Federal Minister for Climate Protection Leonore Gewessler and representatives of the Association of Cities and Towns and the Chamber of Commerce.

„We are delighted that the implementation of the e-fleet is once again bearing fruit and that we are now a klimaaktiv mobil project partner of the Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology,“ says Miklin, adding: „The award encourages us to continue boldly driving forward our sustainability strategy.“ With this step, we are showing how companies can organise their own mobility in a climate-friendly way. „Tyrolit is the first company in Austria to successfully switch its entire plant transport to e-trucks,“ explains the supply chain expert, „until now, e-trucks have only been used as test vehicles in various logistics companies in Austria.“



Our packaging optimisation project runs well

We are so proud to announce that our plastic consumption of wrapping film was reduced by more than 65% in the last few months.

This was made possible due to the hard work of our packaging coordinator Matthias Wurzer and the very motivated team of Fredi Oberegelsbacher. They changed the wrapping film from 21µm thickness to 17µm thickness and pre-stretched, and also had to install new wrapping machines.

This is a fantastic example of how our team works together to create sustainable solutions that are beneficial to our environment and our customers.

The impressive result was that we could reduce the weight of the wrapping of a euro pallet from 0.5 kg to 0.15 kg.

Environmental policy:

Ecological responsibility

+ **Protecting the climate and the environment are part of our corporate culture:**

At Tyrolit, living and breathing environmental management creates a nexus for all internal and external interest groups. This ensures a strategic sustainability policy in all business units and throughout the entire supply chain.

+ **Climate and environmental protection give rise to innovation:**

Tyrolit sees environmental protection as a driving force for continuous corporate further development. Environmental protection not only contributes to the positive development of all existing Tyrolit sites and the creation of new jobs, but also boosts our ability to sustain our market-leading position for the long term.

+ **Protection of the climate and the environment are communicators:**

Tyrolit became a pioneering force in the abrasives industry by recognising the importance of a quality management system at a very early stage. Today, the majority of Tyrolit companies have been integrated into this system. Safeguarded and documented processes and work procedures, constant process optimisation and competent employees as part of a high quality and service-oriented corporate culture are cornerstones of our philosophy.

+ **Climate and environmental protection are safeguards for the future:**

An active environmental policy is one of the preconditions of safeguarding the long-term future of the Tyrolit Group. To us, environmental protection is therefore not a restriction, but rather represents an opportunity for a fresh perspective. The issue of environmental protection is a permanent topic and part of every business area. Its successful implementation relies on the active support of employees.

+ **Active fields of action in climate and environmental protection:**

- Energy optimisation through process and infrastructure measures, such as fire optimisation, heat recovery, intelligent flap control, higher alternative energy share through PV systems and electrification of processes from which clearly defined emission reduction targets are derived to ensure our contribution to the 1.5° target by 2050. (SBTi)
- Waste avoidance through efficient use of raw materials and continuously optimised production and infrastructure processes.
- Recycling processes through reutilisation, recycled raw materials, long tool life, intensified customer advice on the most efficient use of our products to reduce CO₂ emissions.
- Careful use of water is an integral part of our actions.
- Support programmes for biodiversity and animal welfare.
- Support for product development in the sustainability strategy (excellence) and in the prevention of air pollution (neighbourhood information).

2022 in numbers



29,917

tonnes
CO₂ in Scope 1



29,884

tonnes
CO₂ in Scope 2



8.83

kWh/kg
energy intensity Tyrol



35

per cent
waste recycled

- In 2022, we started to expand our group-wide environmental performance indicators, currently only for the production locations, with the prospect of extending this to the sales companies by 2024, at least in part where relevant. Scope 1 and Scope 2 were provided by all production locations, resulting in **total CO₂ emissions of 29,917 tonnes CO₂ eq for Scope 1 and 29,884 tonnes CO₂ eq for Scope 2**. We are aiming for group-wide clarity and a clear target for energy intensity in the course of 2023/2024; for 2022, only two locations will provide this key figure, the Schwaz/ Stans/Vomp location with 8.83 kWh/kg and the China location with 9.30 kWh/kg. Scope 3 emissions data collection is an important goal for us, but for 2022, mobility CO₂ emissions were only collected at some locations, which resulted in a total of 18,940 t CO₂ eq, but really only make up a fraction of the total Scope 3 emissions. However, we also identified the circular economy and the associated waste generation as topics to be reported or machined in our materiality analysis.
- 12 sites have reported their specific waste data and, on average, we can say that around 35% of our waste is recycled and around 22% of our total waste is hazardous waste. We continue to work on several projects with our competent recycling and disposal partners as well as with universities to improve the recycling process. Two projects were implemented at the China site to reuse our own waste grain.
- Projects to reduce emissions were successfully implemented at all sites, for example in China through the implementation of heat recovery and optimisation of furnace curves and furnace loading, as can be seen on page 59 using the example of Schwaz. An active environmental management system is in place at 9 out of 15 locations, with an average implementation rate of 77% for environmental targets.



Above the rooftops of Tyrolit

Achieving EU targets by 2050 together

With the global expansion of solar energy, Tyrolit is taking the next step in its group-wide CSR strategy. With our solar power systems, we are taking responsibility and living up to our pioneering role as a global technology company. Tyrolit is making a visible contribution to the energy revolution and setting a good example.

The solar power plant at the Schwaz site, for example, will be one of the largest in Tyrol once fully completed, with an output of around 3,660.00 kWp. Tyrolit is committed to sustainability as part of its core values. We are therefore particularly proud to be able to build and manage a plant of this size.

Committed to the future

A sustainability concept as part of our strategy not only ensures the long-term success of our group of companies but also makes our world worth living in for future generations. With solar power systems at a total of 7 locations worldwide, we save an additional CO₂ every year. In addition, analyses for further PV installations are currently being carried out at all Tyrolit sites and our Group-wide energy management team is looking at other options such as geothermal energy, GW heat capacities or alternative gas from wood.

„The savings in electrical energy at the Schwaz site is equivalent to the consumption of 1,500 households and the CO₂ emissions of around 500 new cars – each per year“

- Thomas Frieß, CEO





Saving energy and increasing the efficiency of thermal plants

As energy costs have risen disproportionately in recent months, Tyrolit reacted in several ways to reduce costs. The engineering department increased efficiency in production by significantly reducing the consumption of the gas-fired tunnel kiln.

The effect was immediately noticeable, as the production of our vitrified bonded grinding wheels in Plant 1 is very energy-intensive. The energy reduction was achieved by installing a heat exchanger that heats the supply air for the burners with the exhaust gas from the cooling zone of the tunnel kiln. The exhaust gas at 170°C then heats the supply air, which raises the room temperature to just over 100°C. This also made it possible to optimise the setting parameters with regard to gas consumption. In order to utilise the remaining part of the exhaust gas from the cooling zone, a pipe was laid to a drying chamber. It is now largely heated directly with the exhaust gas.

In addition to the tunnel kiln, the shuttle kilns were also optimised and connected to the central heat recovery network via the new kiln hall 4. In this central heat recovery system, thermal oil and hot water are heated with exhaust gas. Thanks to these measures, 28% of the energy used in the ovens is now recovered instead of the previous 15% and can be reused.

However, it is not only in Plant 1 that the ovens are now operated more efficiently - the electrical energy requirements of many curing ovens in Plants 2 and 3 have also been reduced. By reducing the air volume via the fan control, the kiln's electrical energy requirements were reduced by around 24%.

The reduced gas consumption not only lowered the overall increase in energy costs, but also protects the environment and takes a further step towards sustainable management. CO₂ emissions have been reduced by 1,100 tonnes per year. Compared to this, an average of 7.3 tonnes of CO₂ are emitted per person per year in Austria.



Upcycled school bags for students in Thailand

In May 2023 Tyrolit Thai Diamond joined the project WeCycle. This project promotes the upcycling of used PET bottles combined with water hyacinth collected from the WHA Group's wastewater treatment pond. The collected waste is then used to produce backpacks distributed to support local school students around WHA Industrial Estates.

16 used PET bottles + hyacinth collected from WHA Group's wastewater treatment pond = 1 backpack
TTD participated in "WeCycle" activity to distribute 255 backpacks to the students at Ban Klongkrum School, Rayong on Friday 23 June 2023.

We take great pride in actively working towards enhancing the overall quality of life within the community and are equally dedicated to addressing environmental concerns and promoting sustainability within the industrial estate.





Let's Zero Together – growing trees for a sustainable future

In honor of Her Majesty Queen Sirikit the Queen Mother “Lets Zero Together” planted 99 rai (around 15 hectares) of trees. This is also an important part of a industrial development concept that aims for carbon neutrality. Let's Zero Together – growing for a sustainable future.

14,550 trees of six different species were planted on 11 August 2023, and we are honoured to have been a part of this initiative to contribute to the environmental sustainability and biodiversity of the WHA Eastern Seaboard Industrial Estate. We believe in preserving our planet and helping to create a greener future and will continue to take part in such meaningful activities. We are proud to have been part of the event at which we planted 100 trees.

We believe that, by working together with our Industrial Estates, we can create a greener and more sustainable future for everyone. Let's keep striving for a positive impact on our environment.





Clean the Jizera River

Since 2018, the „Clean the Jizera River“ clean-up campaign has taken place every year, in which the employees of Carborundum, our Tyrolit subsidiary in Czechia, participate.

In addition to the employees of Carborundum Electrite a.s., numerous children from local schools also take part in the campaign. A cheerful atmosphere is just as much a part of it as the enthusiasm for the environmental campaign. Every year we hope that we will have to collect less rubbish than the year before. Unfortunately, however, the situation and general awareness have not yet improved much.

This makes the efforts of our hard-working employees in the Czech Republic and the community, who value a clean riverbank, all the more important and powerful. The waste is mainly beverage cans and PET bottles. In the Czechia, long-term investment in sorting is a major part of achieving the targets set out in the directive. This means that the country already fulfils the new European targets, which stipulate a mandatory amount of sorted PET bottles by 2025. We believe that a gradual change in people's awareness will lead to a personal responsibility towards the environment. Then we will be able to realise that the time spent on cleaning campaigns in nature can be used for other necessary purposes.

We can only hope that in a few years' time, these events with the participation of schoolchildren will be visible proof that the attitude of society as a whole will change with the right education and practice.





Social responsibility

For generations, social responsibility has been an important part of the Tyrolit management system and is a major factor underlying our actions. It includes responsibility for our employees, for our customers, suppliers and users, for our neighbours all around our sites, and for surrounding districts and regions. We attach importance to open, transparent and mutually respectful communication with all stakeholders and respect for freedom of expression and assembly.

+ **Occupational health and safety is a central component of our corporate strategy**

Tyrolit meets all legal requirements to guarantee the highest possible standards in health and safety at work. Safety and well-being at work are ensured by regular workplace evaluations, safety and product training courses and continuous improvement of the working environment.

+ **Actively supporting and further developing all employees, as well as promoting equality**

In addition to safe and modern workplaces as well as fair and performance-related pay, Tyrolit offers attractive employee benefits. Individual induction, targeted further development and appropriate further training not only improve expertise, but also strengthen motivation and loyalty to the company. Further training includes, among other things, programmes in the areas of personal development, conflict management and agile working in teams.

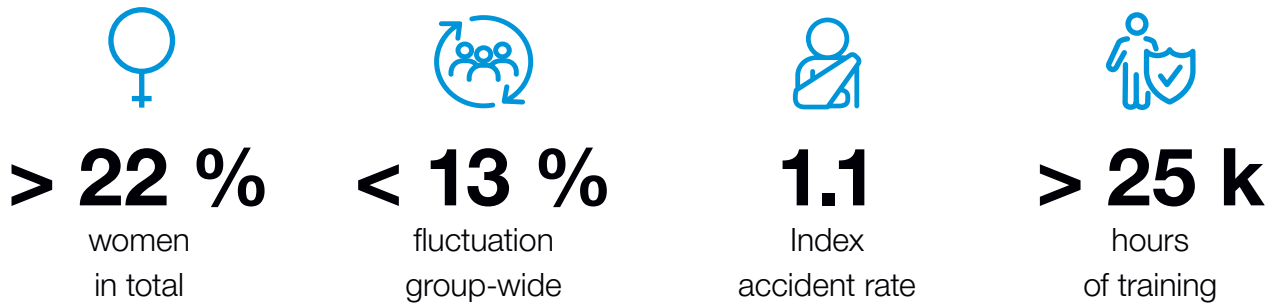
+ **Responsibility for customers and users**

Through continuous business impact and risk analyses, we make sure that our customers receive a reliable supply of safe products. Continuous safety updates and training go hand-in-hand with the targeted exchange of expertise to establish the necessary awareness and increase the acceptance of essential safety guidelines and measures.

+ **Responsibility for society**

Responsibility for society – particularly for neighbours and the areas surrounding our sites – is an integral part of Tyrolit's 100-year history. We live up to this responsibility by communicating openly and transparently, and responding to local needs. What's more, we actively contribute financially to society through our regional sponsoring initiatives, supporting around 250 selected cultural, social and sports projects every year.

2022 in numbers



- Sales companies also reported their figures for the social indicators in 2022; in total, 97% of all Tyrolit Group employees were included in the reporting for 2022.
- The accident rate (hours lost due to accidents / total working hours x 100) in the 16 production companies is 1.1, which led to a total of 17,979 hours lost. hours.
- The percentage of women across the entire Tyrolit Group PGs and VGs for 2022 is approx. 23 %, the proportion of collective agreements is > 32 % and the proportion of leased/external labour force is below 5 %.
- In total, our employees received almost 25,000 hours of training in 2022. hours of training. The fluctuation rate varies greatly from region to region, but overall it is below 13% in the Group, which we regard as confirmation. For the years 2023 and 2024 even more detailed social indicators will be developed and targets set accordingly.
- There were no significant ESG incidents to report at any location in 2022.

Activities & projects

The Swarovski family has always been committed to and practised active participation. The forward-thinking approach of founder Daniel Swarovski Sr. especially with regard to voluntary company pensions is becoming increasingly important today, when, for example, the financial viability of pension systems is reaching its limits. We can therefore be proud that there are a large number of voluntary social benefits in addition to the collectively agreed benefits. Our aim is to implement all social benefits throughout the entire Group.

	Tyrolit (AUT)	Carborundum (CZE)	Tyrolit (ARG)	Tyrolit (GER)	Hydrostress (SUI)
Health day		✓			
Company outing/BBQ/picnic	✓				
Actions / support for occupational safety	✓	✓		✓	
Fitness/bike leasing	✓			✓	✓
Support Counselling (health, psychological coaching)	✓	✓		✓	✓
Anniversary ceremony	✓	✓		✓	✓
Catering support/canteen	✓	✓	✓		✓
Charity campaigns/regional sponsoring	✓	✓			✓
Insurance/pension	✓			✓	✓
Home office/flexible working hours	✓	✓	✓	✓	✓

Tyrolit (THA)	Salem (USA)	Oswego (USA)	Marysville (USA)	Diamond Products (USA)	Bibielle (ITA)	Grinding Techniques (ZAF)	Olympus (THA)
✓		✓	✓				
✓				✓			
✓	✓	✓	✓	✓	✓		✓
		✓	✓				
✓				✓		✓	
✓	✓	✓	✓	✓		✓	
	✓	✓				✓	✓
✓						✓	
✓	✓	✓	✓	✓		✓	
	✓	✓	✓	✓	✓		



Tyrolit has championed and raised awareness for the efforts of the Swarovski Foundation.

In 2022, Swarovski Group employees (Tyrolit, Swarovski Crystal Business and Optiks) showed incredible generosity by helping to raise €50,000 worldwide to support the Swarovski Foundation's partner, the UN High Commissioner for Refugees (UNHCR), in responding to the emergency in Ukraine. In addition, members of Tyrolit and the Swarovski Crystal Business Team volunteered to support the Swarovski Foundation partner Teach for Thailand by promoting access to education by organising an English course and discussions at a career fair for over 100 young people.

In 2023, Tyrolit helped to support the work of the Swarovski Foundation by raising awareness for partner UNHCR, which provided emergency aid following the devastating earthquakes in Turkey and Syria. They also contributed to communications around the Swarovski Foundation's impact report „A Decade of Empowering Change“, in which the Foundation's impact reached over 2 million people in 93 countries. Tyrolit also took part in activities to mark the 10th anniversary of the Swarovski Foundation in Austria and organised a special factory tour for the Swarovski Foundation's global partners.



Tyrolit cares deeply about the health of its employees

In 2020, 19,641 women in Austria were diagnosed with cancer. The most common diagnosis was malignant tumours of the breast (5,443 cases).

The disease most frequently affects women over the age of 50. Breast cancer does not cause any symptoms for a long time. Changes, such as a lump in the breast, are harmless in many cases and usually have causes other than cancer. Nevertheless, women should have any unusual changes in the breast checked by a doctor. If breast cancer is recognised and treated in good time, the chances of recovery are good. Tyrolit has taken these figures as an opportunity and, together with discovering hands, has launched an initiative that offers Tyrolit employees the opportunity to complete a palpation examination together with an experienced MTU (medical tactile examiner) in a 50-minute online training course. 21 women took advantage of this offer and were able to gain the valuable experience of how these blind or visually impaired MTU's can utilise their outstanding skills and detect even very small changes in breast tissue at an early stage.

Under professional guidance, our employees were able to learn how to systematically palpate their own breasts in order to recognise changes in the tissue at a very early stage. In addition, we were able to give our participants their own health booklet, which summarises all the important steps in a clear and concise manner and is also intended to serve as an additional incentive to carry out and document self-examinations regularly. It was very important to Tyrolit to be able to offer the employees this training in a private and intimate atmosphere. Those who were unable to complete the training at home for technical reasons were provided with a lockable room in the company. The feedback was consistently positive and the women were very appreciative that Tyrolit took up this topic and offered them this opportunity. To summarise, this initiative was a complete success and will continue to be pursued.



Street art events at Carborundum Electrite a.s.

In cooperation with the elementary school and the city of Benátky nad Jizerou, two events were held to promote cooperation and good relations between our company and the residents of our city. Our company facilitated the use of a wall for both events. We also contribute to both activities as a sponsor. The first event took place 24 – 25 April 2023 and has been organised by the elementary school. The theme was the environment and the actors were 6th and 7th grade students led by well-known Czech street artists.

The second event took place on 30 April 2023 and enjoyed great public interest. More than 20 professional street artists created their own paintings and then supported people who wanted to try it themselves. Our employees also took part. Both events received a very positive response from the locals and the representatives of the city also thanked us for the opportunity to realise this event. We are looking forward to further deepening relations with the community and the public in our city and support local outreach programs.





Schwaz meets business

One day, many insights. Under the motto “Schwaz meets business”, six leading companies in Schwaz were able to present themselves on 18 October 2023.

Many interested people took part in this unique experience and discovered the diversity of Schwaz as a business location. In addition to the Tyrolit Group, visitors were able to gain insights into the companies Adler-Werk Lackfabrik, Daka Entsorgungsunternehmen, Österreichische Post – Logistikzentrum Tirol, planlicht GmbH & Co. KG and Geschützte Werkstätte Tirol – Vomp plant. In three tours the visitors were comfortably driven to the companies by a shuttle bus.

Our CEO Thomas Friess welcomed the guests at Tyrolit headquarters and invited them to get a glimpse behind the scene. Our experts set up four stations for all curious visitors. The audience ranged from young inquisitive youths wanting to find out more about the industry to more seasoned and experienced folks.

In our training center people could learn about how the abrasives industry works, what the history of Tyrolit is and in just how many industries and corners of the earth we are active. On the tour through our production of the vitrified grinding wheels our large kilns were a particular eye catcher.

Our visitors were also able to see our large cut-off wheel in action and saw sparks fly during a demonstration of rail grinding. The event was a great success and we were honoured to welcome so many visitors.

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	2-5	External confirmation
	2-6	Activities, value chain and other business relationships
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S1-7	2-8	Employees who are not employees
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G	8;10	first report
G	8;10	ab 2024
G	8;10	9-12,13
G	8;10	key figure social responsibility
G	8;10	key figure social responsibility
G	10	8-13,16
G	10	8-13,16
G	10	8-13,16
G	10	8-13,16
G	10	16
G	10	37
G	10	Confidentiality restrictions
G	10	not applicable: no critical concerns on human rights have been detected in our value chain and operations, based on the internal and external audits we regularly conduct.
G	10	not applicable
G	10	Confidentiality restrictions
G	10	Confidentiality restrictions
G	10	Confidentiality restrictions
G	10	Confidentiality restrictions
G	10	24-25
G	10	none
G	10	not applicable
G	10	40-43;46-47
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G	8	20-23
G	8	51
G	8	not yet available
G	5,1	46-47
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G	9	
G	8	20-23

ESRS	GRI		
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E3-4	303-3	Water withdrawal (water withdrawal surface water, groundwater, produced water, water from third parties)	
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E4-3/4/5/6	304-2	Impact of activities, products and services on biodiversity	
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E1-6	305-4	Intensity of GHG emissions	
E1-6	305-5	Scope Reduction in GHG emissions as a direct result of initiatives to reduce emissions CO2 equivalents	
	305-6	Ozone CFC emissions	
E2-3/E2-5	305-7	Significant air emissions, NOx, SOx, VOCs, particulate matter, persistent organic pollutants	
E2-4	306-1	Waste generated and significant waste-related impacts (total volume of wastewater discharges plus indirect/direct plus water quality)	
E2-3/E5-6	306-2	Management of significant waste-related impacts (waste by type and disposal total weight, hazardous, non-hazardous recycled, landfill...)	
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ESRS	GRI		
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E	12	52-55
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S	3	key figure social responsibility, 65
S	3	46-47
S	3	46-46
S	3	key figure social responsibility, 65
S	3	key figure social responsibility, 65
S	8	key figure social responsibility, 65
S	10	key figure social responsibility, 65
S	8	41
S	8	not yet available
S	5;10	41
S	5	not yet available
S	10	key figure social responsibility, 57
G	8	key figure social responsibility, 65,52,53
G	8	key figure social responsibility, 65,52,53
G	8	key figure social responsibility, 65,52,53
G	8	not applicable
G	8	key figure social responsibility, 65
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G	10	none
G	9	key figure social responsibility, 65
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G	8	key figure social responsibility, 65

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Delivering competitive advantages for our customers	
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Emission-free internal logistics at Tyrolit headquarters	
Our packaging optimisation project runs well	
Above the rooftops of Tyrolit	
Saving energy and increasing the efficiency of thermal plants	
Upcycled school bags for students in Thailand	
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	14 (14.1)	
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	13 (13.1)	59
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	6 (6.1, 6.3)	62
	15 (15.2, 15.3)	
	4 (4.1, 4.4)	68
	17 (17.16)	
	5 (5.6)	69
	3 (3.8)	
	4 (4.4)	70
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Ecological responsibility

Company	Headcount 2022	PG/VG	reported?	E-Targets Achievement
Tyrolit Schleifmittelwerke Swarovski AG & Co K.G. (Austria)	1,106	PG	Y	85
Tyrolit Argentina S.A. (Argentina)	225	PG	Y	
Diamond Products LLC (USA)	314	PG	Y	
Tyrolit Hydrostress AG (Switzerland)	44	PG	Y	100
Carborundum Electrite a.s. (Czech Republic)	231	PG	Y	90
Tyrolit Olympus Company Ltd. (Thailand)	334	PG	Y	100
Radiac Abrasives Inc. (USA) (Salem, Oswego, Marysville - Mittelwerte für % sonst Summen)	419	PG	Y	
Tyrolit Thai Diamond Co. Ltd. (Thailand)	215	PG	Y	80
Tyrolit GmbH & Co. KG (Neuenrade-Germany)	85	PG	Y	25
Grinding Techniques (Pty) Ltd. (South Africa)	270	PG	Y	
Bibielle S.p.A. (Italy)	89	PG	Y	
Tyrolit Construction Products GmbH (Austria)	118	PG	Y	75
Qingdao Sisa/Zibo Sisa Abrasives Co., Ltd. (China)	267	PG	Y	56
Egesan Asindirici Taslar Sanayi AS (Turkey)	110	PG	Y	
Egeli Zimpara Sanayi AS (Turkey)	37	PG	Y	
Total	3,864			
Consolidated average				76.38
Number of reporting locations	15			
Total number of employees reported	3,864			
Total number of employees reported % of PGs	100			
reporting production sites	15			
Reporting European locations %	100			

TCP is reported jointly with AG for water and energy.

Social responsibility

Company
Bibielle S.p.A. (Italy)
Carborundum Electrite a.s. (Czech Republic)
Diamond Products LLC (USA)
Egeli Zimpara Sanayi AS (Turkey)
Egesan Asindirici Taslar Sanayi AS (Turkey)
Grinding Techniques (Pty) Ltd. (South Africa)
Qingdao Sisa/Zibo Sisa Abrasives Co., Ltd. (China)
Radiac Abrasives Inc. (USA) (Salem, Oswego, Marysville - Mittelwerte für % sonst Summen)
Tyrolit Argentina S.A. (Argentina)
Tyrolit Construction Products GmbH (Austria)
Tyrolit GmbH & Co. KG (Neuenrade-Germany)
Tyrolit Hydrostress AG (Switzerland)
Tyrolit Olympus Company Ltd. (Thailand)
Tyrolit Schleifmittelwerke Swarovski AG & Co K.G. (Austria)
Tyrolit Thai Diamond Co. Ltd. (Thailand)
N.V. Tyrolit Belgium S.A. (Belgium)
SITY (Qingdao) New Materials Co., Ltd, CN
Tyrolit A/S (Denmark)
Tyrolit AB (Sweden)
Tyrolit AG (Austria)
Tyrolit AS (Norway)
Tyrolit Australia Pty Ltd. (Australia)
Tyrolit B.V. (Netherlands)
Tyrolit Baltics OU (Estonia)
Tyrolit CEE k.s. (Czech Republic)
Tyrolit Do Brasil Ltda. (Brazil)
Tyrolit GmbH (Maisach-Germany)
Tyrolit India Superabrasive Tools Pvt Ltd. (India)
Tyrolit Kft. (Hungary)
Tyrolit Korea Ltd. (South Korea)
Tyrolit Ltd. (China)
Tyrolit Ltd. (Great Britain)
Tyrolit Ltda. (Portugal)
Tyrolit Middle East FZE (UAE)
Tyrolit Nestag AG (Switzerland)
Tyrolit OY (Finland)
Tyrolit Poland Sp. z o.o. (Poland)
Tyrolit S.A. (Spain)
Tyrolit S.r.l. (Italy)
Tyrolit SAS (France)
Tyrolit Thailand Ltd. (Thailand)
Tyrolit USA Inc. (Canada)
Total
Consolidated average
Number of reporting locations
Total number of employees reported
Total number of employees reported % of PGs reporting production sites
European locations

Tyrolit - Schleifmittelwerke Swarovski AG & Co K.G.
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