

Go clean

Go green





“
*Our production will
be **climate-neutral**
from 2030.*

Thomas Marder – CEO

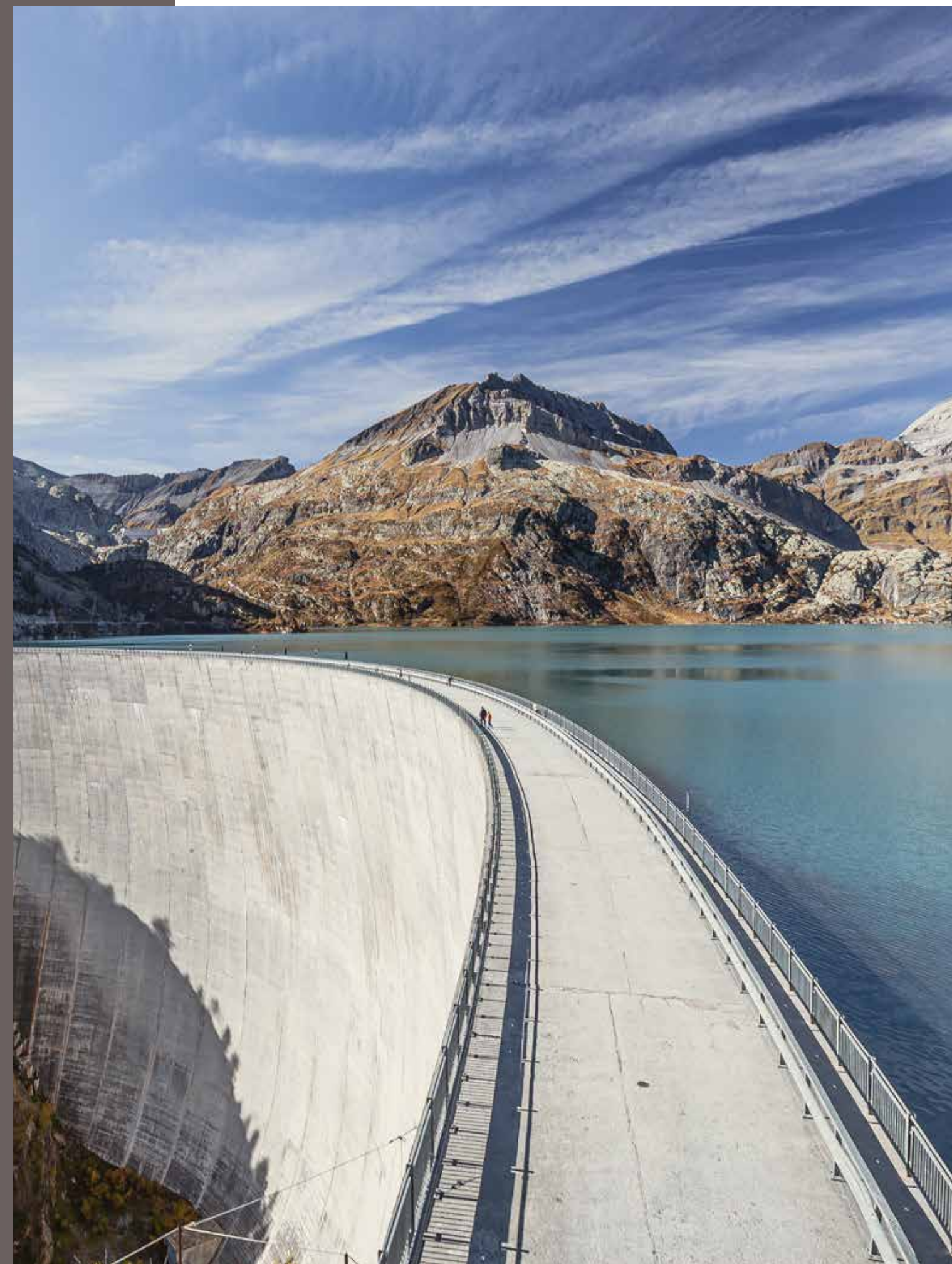
Dear Readers

Schulthess has been the leading Swiss washing technology group since 1845. The long-established company stands for innovation in laundry care and is a pioneer in breaking new ground with the aim of simplifying our customers' lives.

In our corporate activities, we feel great responsibility towards our customers, employees, business partners, shareholders, society and the environment when it comes to sustainability. We have therefore set ourselves the goal of exclusively offering sustainable, resource-conserving premium products and services, establishing efficient processes for a functioning circular economy and climate-neutral production from 2030. To achieve this, we have identified sustainability as an essential part of our corporate strategy.

Our sustainability management, supported by external expert partners, will henceforth concentrate on these essential fields of action. In this way, we will efficiently target those areas where we as a company have the greatest leverage. We will report on progress in these fields of action at two-year intervals. The report is based on the Global Reporting Initiative (GRI) standards and follows a voluntary basis. We aim to show our customers, employees, business partners, shareholders and the interested public that we are serious about sustainability.

I look forward to the journey together with you, dear readers, towards a sustainable future.





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Sustainable
**Development
Goals**

01



SUSTAINABLE DEVELOPMENT GOALS

With our Sustainability Agenda 2030, we are contributing to the achievement of the United Nations Sustainable Development Goals (SDGs). The following SDGs are the focus of the Schulthess sustainability strategy:

3 GOOD HEALTH AND WELL-BEING



Good health and well-being

Thanks to measures such as the 40-hour week, at least five weeks' holiday, our in-house health management and check-up, and improved ergonomics in the workplace, we are improving the mental and physical health of our employees.

5 GENDER EQUALITY



Gender equality

Schulthess pays equal wages for equal work, leading to our certification in 2021 by Landolt & Mächler Consultants AG in accordance with the L&M-Aba-R® test procedure. We are proud to pay fair and equitable wages to all employees, regardless of gender, age or nationality.

6 CLEAN WATER AND SANITATION



Clean water and sanitation

Thanks to the high efficiency of its products, Schulthess helps save valuable drinking water. In 1975, a Schulthess washing machine needed an average of 55 litres of water per kilo of laundry washed. Today's washing machine needs only 6.8 litres, around 8 times less.

7 AFFORDABLE AND CLEAN ENERGY



Affordable and clean energy

Schulthess obtains 100% of its electricity from hydropower. The photovoltaic system at the Wolfhausen site has been in operation since 2022, making us even more energy independent. The share of self-produced solar power is gradually being increased.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Industry, innovation and infrastructure

Schulthess laundry solutions are as diverse as the high demands of commerce and industry. They set standards in the industry with great innovations in products and services. All appliances are easy to use and offer high process reliability.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Responsible consumption and production

Schulthess is continuously improving resource efficiency in production, transport, packaging, use and disposal. For example, Schulthess has reduced energy consumption per machine produced by more than 36% from 2013 to 2022 – and will continue to make such improvements. We are always working to reduce the consumption of water, electricity and detergents.

13 CLIMATE ACTION



Climate action

Schulthess's production will be climate-neutral by 2030. For this purpose, we obtain 100% renewable electricity and are planning to expand the existing photovoltaic system. In addition, this goal is to be achieved through building renovations and the operation of the gas furnace with 100% biogas. Moreover, our entire service and business fleet, until now the largest in-house source of emissions, will be electric by 2025.

02

Company portrait



Leading Brands of Schulthess



525
employees

Schulthess has been the leading Swiss washing technology group since 1845 and stands for innovation in laundry care. As a pioneer, Schulthess constantly breaks new ground with the aim of simplifying everyday life.

This long-established Swiss company develops and produces high-quality machines, systems and system solutions for private, commercial and industrial customers. National and international sales are supplemented by professional services. Schulthess appliances stand out for their high functionality, performance and durability, represent premium Swiss quality

and are in use around the world. Schulthess Maschinen AG is ISO certified as follows: ISO 9001:2015 Quality management systems, ISO 14001:2015 Environmental management systems and ISO 45001:2018 Occupational health and safety management systems. Schulthess Maschinen AG has its headquarters in Cham ZG. Its production site is located in Wolfhausen ZH. In Switzerland, it has four other sites – Bern, Lucerne, Lamone TI and St-Sulpice VD – and two warehouses in Bad Ragaz SG and Satigny GE. Schulthess Maschinen AG also has a number of overseas subsidiaries.

34

Number of export countries

35 135

machines in 2022

62 398

spare parts installed

CHF
134m

Net revenue 2022

Schulthess Maschinen AG

Our corporate structure

Holding company

Schulthess Maschinen AG, Cham
(head office)

Subsidiaries

Schulthess Produktion AG, Wolfhausen (CH)
Schulthess Maschinen GmbH, Vienna
Wolf Laundry Ltd, Barnsley (UK)
Brewer & Bunney Ltd, Redruth (UK)
GMP SRL, Minerbio (IT)
Chemie AG, Ittigen (CH)
Pee Gee Ltd, Middlesbrough (UK)
Office in Shanghai (China)



Organisation chart

Holding company

Management at Schulthess Maschinen AG consists of the following seven persons: Thomas Marder (CEO), Martin Keller (CFO), Nicole Thier (Head of Marketing), Samuel Wildhaber (Head of Professional), Micha Riedener (Head of Homecare), Manuel Seitz (Head of Service), Gianfranco Di Natale (Head of Laundry Technology) and Michael Winkler (Head of Production). (as at 2023)

Philipp Berner chairs the Board of Directors. Heinz Herren is Vice Chair of the Board of Directors. Other members of the Board of Directors are: Hans Backmann, Martin Keller, Torsten Gert-Erik Lindquist, Thomas Marder, Jürg Stöckli.

Schulthess employs 525 people worldwide.

<i>Headcount</i>	<i>2021</i>	<i>2022</i>
Schulthess Maschinen AG, Cham (CH)	391	193
Schulthess Produktion AG, Wolfhausen (CH)		199
Schulthess Maschinen GmbH, Vienna	22	18
Wolf Laundry Ltd, Barnsley (UK)	49	58
Brewer & Bunney Ltd, Redruth (UK) & Pee Gee Ltd, Middlesbrough (UK)	21	23
Chemie AG, Ittigen (CH)		13
GMP SRL, Minerbio (IT)		21
Total	483	525

Our working method

The Schulthess culture is characterised by open and fair dealings among employees as well as with customers and partners. The Schulthess Code of Conduct serves as a guideline for action. Schulthess Maschinen AG is ISO certified under ISO 9001:2015 Quality management systems, ISO 14001:2015 Environmental management systems, ISO 45001:2018 Occupational health and safety management systems. These certifications reflect our extensive process landscape. Every new employee is given access to the Code of Conduct on joining the company and is informed of its

binding nature. The Code of Conduct contains guidelines on responsibility in the washing technology business, as an employer, for the environment and for the economy and society. Management positions at Schulthess are filled by individuals with integrity, strategic thinking, strong leadership skills and great team spirit. Communication between management and staff is open so that all staff can contribute. Only jointly can the company's goals be achieved. Schulthess's most important goal is to simplify everyday life in the long term with innovative washing technology.

Code of Conduct

Responsibility in the washing technology business

- Responsible and long-term successful corporate governance
- Innovative, sustainable and competitive premium products
- Customer-oriented, efficient and environmentally friendly processes
- Adherence to laws (Compliance) as well as guidelines and standards (Conformance)

Creating corporate value responsibly

Responsibility as an employer

- Qualified and motivated employees as a decisive competitive factor
- Progressive working conditions
- Career and development opportunities
- Equality, diversity and integration in a multicultural environment

Attracting, developing and retaining the best employees

Responsibility for the environment

- Long-term environmental sustainability of our business activities
- Continuous improvement of our products, processes and infrastructure with regard to resource consumption and emissions
- Effective, efficient and sustainable use of resources

Environmental management as part of corporate governance

Responsibility for the economy and society

- Creating value for all stakeholders
- Promoting entrepreneurship
- Commitment and contribution as an employer, part of the economy and society
- Support for organisations, projects and causes with shared values

Making an entrepreneurial contribution

Compliance

Martin Keller, how is fair competitive behaviour ensured?

Schulthess adheres strictly to the rules of the game that apply in the Swiss and international business centre: Standards and laws according to the Swiss Code of Obligations, ISO standards or regulations on safety of the Federal Coordination Commission for Occupational Safety (FCOS). The Board of Directors reviews our risk management and internal control system every year. We also make sure that strategic information does not leave the company. Furthermore, our prices are reasonable, i.e. neither too high nor unrealistically low – which in turn could drive competitors away. Finally, our trading partners are also free from certain trading conditions.

What are Schulthess's governance and compliance goals?

We have clear organisational, competence and signature rules: We apply the four-eyes principle to all weighty decisions. Those who work at Schulthess are trained in corporate values as well as risks. In addition, our annual financial statements are audited by an external auditor. Our accounts are prepared in accordance with International Financial Reporting Standards (IFRS). Furthermore, we do not supply products to sanctioned states.

What are Schulthess's data protection goals and what measures are taken?

Here, too, there are clear guidelines in the form of the New Federal Act on Data Protection. We also comply with the EU's General Data Protection Regulation (GDPR). To comply with these requirements, we have appointed an in-house Data Protection Officer.



**Schulthess
strictly
adheres to
the rules of
the game.**

Martin Keller
CFO Schulthess Maschinen AG



A pair of silver binoculars is mounted on a metal post, overlooking a vast, snow-covered mountain range under a clear blue sky. The binoculars are the central focus on the left side of the image. The background shows a panoramic view of rugged, snow-capped peaks stretching into the distance.

Our
**materiality
analysis**

our

Focusing on and prioritising sustainable development over time is always a challenge, as the perspectives of companies, the environment and society may differ. Our materiality analysis shows which topics can be efficiently achieved with the greatest impact.

This materiality analysis, based on the Global Reporting Initiative (GRI) standards, shows which fields of action need to be prioritised from the perspective of the company and its stakeholders. On pages 56 and 57 you will find the complete list of topics covered.

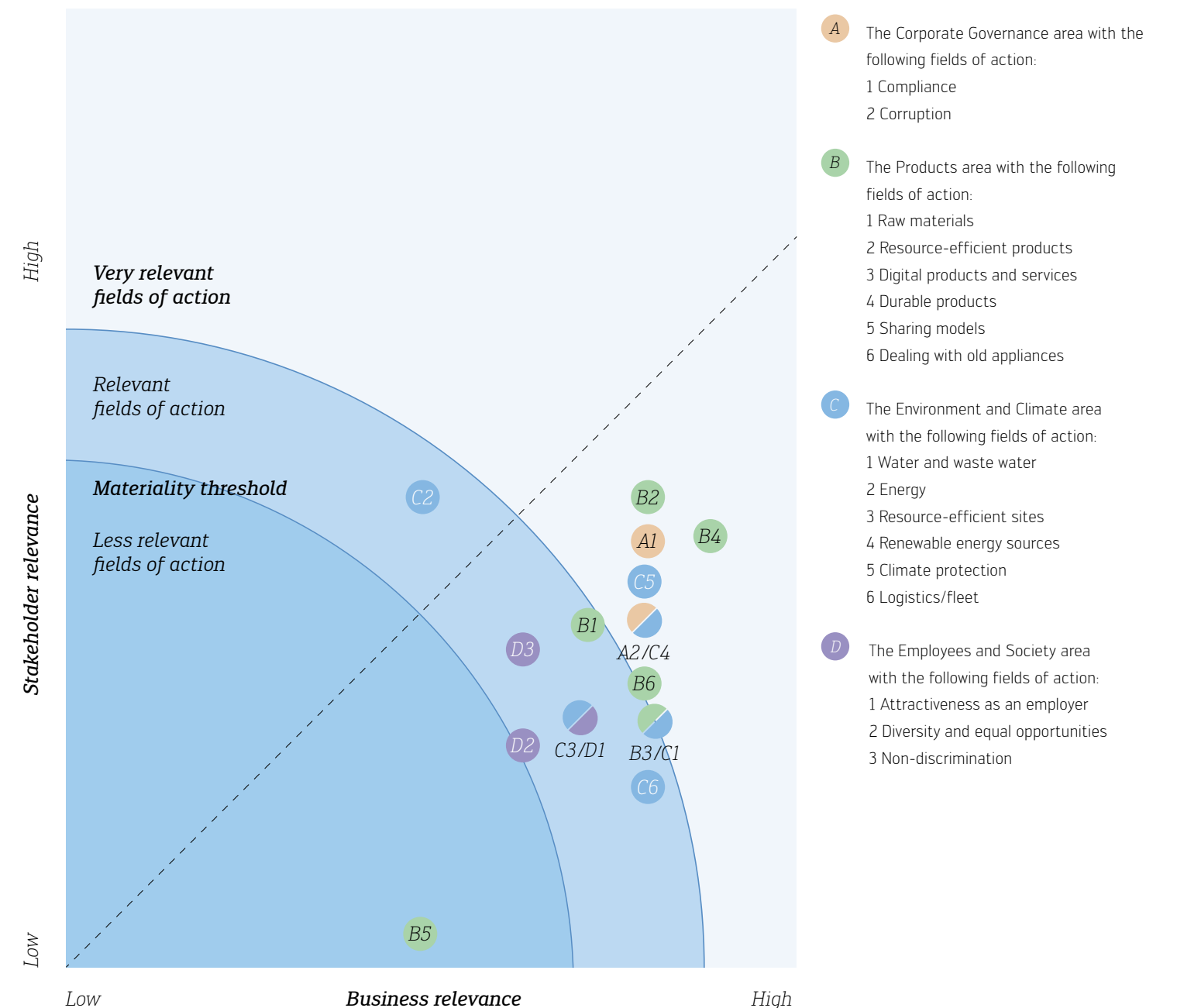


Schulthess conducted a materiality analysis as the *starting point of its sustainability strategy.*

To open up the view and take an absolute outside perspective, Schulthess enlisted the support of an external agency for its materiality analysis. In a first step, the areas and their fields of action for which the materiality analysis was to be carried out were defined in a workshop. For the definition of these fields of action, the company's own characteristics, sector-specific aspects and the Global Reporting Initiative (GRI) standards were taken into account. As part of a five-stage online survey, internal (management) and external stakeholders (employees, customers and partners) were asked to give their assessment of the relevance of various fields of action.

The resulting materiality matrix shows which issues have the strongest economic, environmental and social impacts and, at the same time, the greatest influence on stakeholder assessment and decision-making. This resulted in four major areas of sustainability in which Schulthess is to be involved: corporate governance, products, commitment to the environment and climate, as well as to employees and society. Within these fields, the analysis made it clear in detail in which fields of action Schulthess has the greatest leverage for positive developments. The strategic orientation of management's environmental goals is broken down to the individual business units. The degree of achievement of these targets of <90% is part of environmental management.

The following areas and fields of action emerged as particularly relevant based on our materiality analysis:



In the subsequent analysis of the results, Schulthess decided to also include waste in the area of environment and climate, as this is necessary for the comprehensibility of a sustainable circular economy. On the other hand, data protection is not discussed, even though it was identified as essential in the analysis. The reason for this is that Swiss legal requirements in this area set the guidelines for data handling at Schulthess Maschinen AG. Schulthess complies with Swiss law and the New Federal Act on Data Protection.

The fields of action defined by the materiality analysis form the basis for Schulthess's sustainability efforts. In its Sustainability Report, the company provides transparent information about goals, methods and the progress achieved.

U44

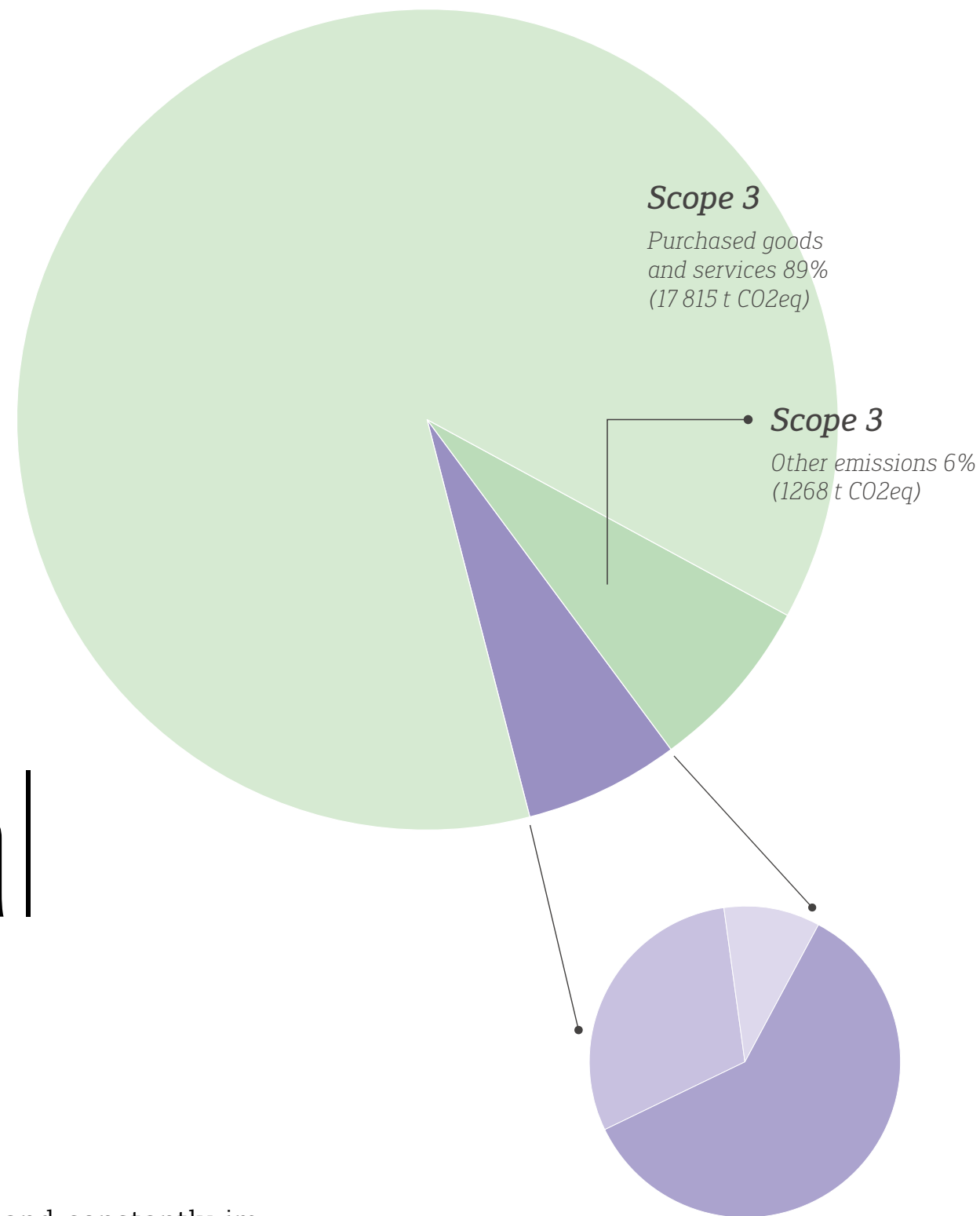
Environment
and the circular
economy



Our carbon footprint

Climate-neutral by 2030

We are pursuing the goal of climate-neutral production by 2030 and constantly improving the climate compatibility of our products and business activities. We have calculated our carbon footprint according to international standards in order to identify effective measures and make our contribution to achieving international climate targets. The limitations result from the fact that only the Schulthess sites were included in the calculation.



● **Scope 1:**
Direct emissions
Gas 1%
(124 t CO2eq)

● **Scope 1:**
Direct emissions
Heating oil <1%
(58 t CO2eq)

● **Scope 1:**
Direct emissions
Fuels 4%
(712 t CO2eq)

Scope 1

Direct greenhouse gas emissions refer to direct emissions from sources owned or controlled by the company. These are those from the combustion of oil and gas to generate heat, as well as emissions from the fleet. Scope 1 and 2 emissions have been recorded since 2003.

894 t CO2eq

Scope 2

Indirect greenhouse gas emissions from energy purchases refer to those emissions that occur when the energy purchased by Schulthess (electricity, district heating/cooling, steam) is generated by the supplier. As Schulthess only purchases electricity from hydropower, there are no Scope 2 emissions (not shown).

0 t CO2eq

Scope 3

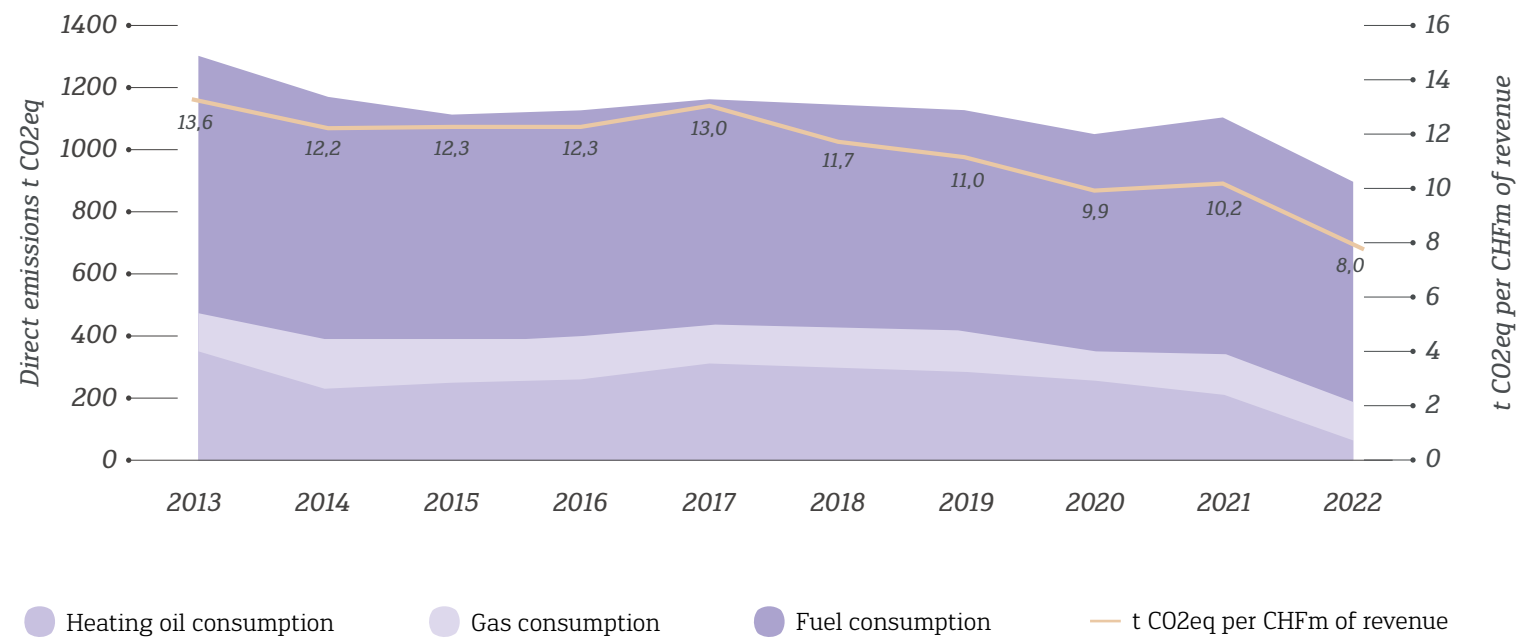
Other indirect greenhouse gas emissions associated with all other activities of an organisation with third parties can occur both upstream and downstream of Schulthess. Taking Scope 3 emissions into account, over 95% of emissions occur in the upstream and downstream supply chains, particularly in purchased goods and services and in the use phase by end users.

19 083 t CO2eq

Total

19 978 t CO2eq

Scope 1: Direct emissions



● Heating oil consumption ● Gas consumption ● Fuel consumption — t CO2eq per CHFm of revenue



41%
less CO₂ emissions from combustibles and fuels compared to 2013

In Scope 3, those categories were surveyed that are necessary for direct operational work and can be directly influenced in the short and medium term. The categories lessees, processing of sold intermediate products, franchises and investments were not taken into account. In addition, the indirect emission sources that are absolutely necessary, such as production machines and office equipment, were not surveyed.

To make the results more accessible, the various direct and indirect emission sources were assigned to the categories energy, goods, products, water, mobility and waste.

The products category accounts, at 16 780 t CO₂eq, for 84% of emissions. The majority of this is generated in the production of raw materials in the upstream supply chains, and the relatively small proportion in the downstream transport and in the disposal of machines.

The emissions in the mobility category are made up of direct emissions from the combustion of fuels on the one hand, and indirect emissions from commuting and business transport on the other. With a total of 1 295 t CO₂eq, the mobility category accounts for around 6% of the footprint.

The goods category contributes 1 609 t CO₂eq to the footprint and includes the auxiliary materials and consumables in production in Wolfhausen as well as the commercial products that Schulthess distributes.

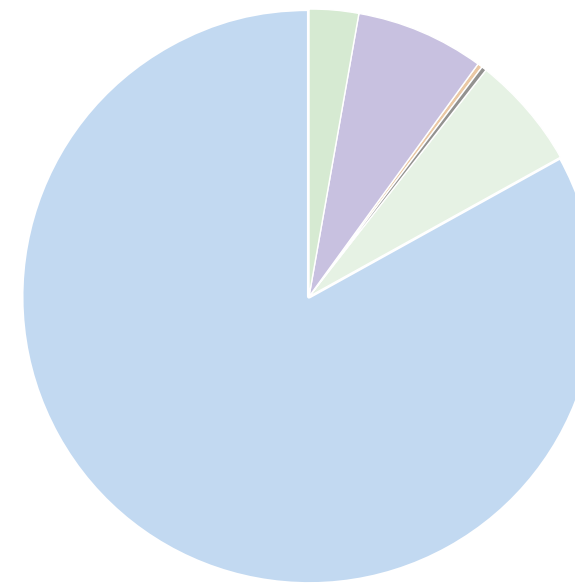
The energy category (262 t CO₂eq) includes on the one hand the direct emissions from the combustion of regular fuels (182 t CO₂eq), and on the other hand the upstream indirect emissions (80 t CO₂eq) necessary for the production of purchased energy and for the production of regular fuels.

Emissions from the provision of fresh water and the treatment of wastewater are in the per thousand range. The waste category includes the emissions generated during the processing of the waste produced at the Wolfhausen plant.

The use phase of our products causes an estimated 200 000 t of CO₂. The emissions in this category come from the production and provision of electricity and water for the operation of Schulthess machines and are largely dependent on whether the electricity comes from renewable or fossil sources. The use phase is not part of the system under consideration.



Scope 3 emissions
Use phase:
up to 200 000 t CO₂eq.
By far the largest share of emissions, over 90%, comes from the use of products sold.



● Energy 262 t CO₂eq, 1% ● Mobility 1 295 t CO₂eq, 6%
● Waste 32 t CO₂eq, <1% ● Water <1 t CO₂eq, <1%
● Products 16 780 t CO₂eq, 84% ● Goods 1 609 t CO₂eq, 8%

Energy

Schulthess emitted 262 t CO₂eq in 2022 due to energy-related activities, of which 85% (221 t CO₂eq) was attributable to direct and indirect emissions from space and process heating and 15% (41 t CO₂eq) to purchased electricity.

Schulthess has been working with the Energy Agency for Industry (EnAW) since 2003 to continuously reduce energy consumption and direct emissions. Since 2013, Schulthess has reduced its direct greenhouse gas emissions caused by fuels by 62% from 476 tonnes to 182 t CO₂eq, with a 40% increase in production. This was achieved through various measures such as the installation of a photovoltaic system, the commissioning of a heat pump and the use of waste heat from the compressors and of process heat.

The target agreement with EnAW stipulates that Schulthess will reduce greenhouse gas emissions due to heating oil and gas to 286 t CO₂eq by 2024. Schulthess voluntarily plans to be able to operate production at the site without direct emissions by 2030.

Schulthess's total energy consumption in 2022 was 2 904 MWh. Of this, 60% (1 743 MWh) of the energy was consumed in the form of electricity, 8% (219 MWh) in the form of heating oil and 21% (615 MWh) in the form of gas. Total energy consumption has remained roughly constant over the past decade, but energy consumption per machine has been reduced by 45% from over 150 kWh to under 100 kWh over the same period.



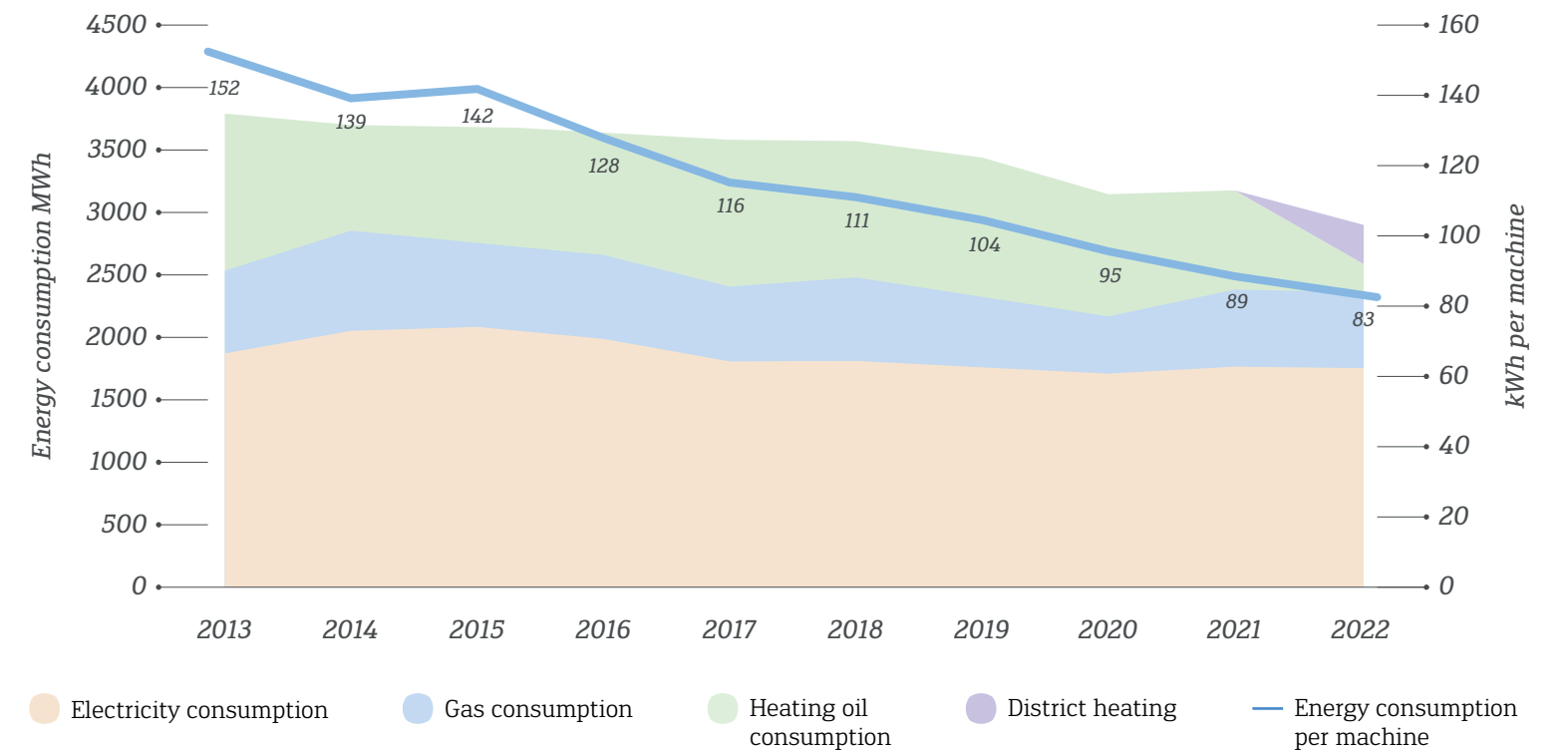
2013
Energy consumption per machine: 152 kWh

-45% ⚡
→



2022
Energy consumption per machine: 83 kWh

Energy consumption



Primary energy consumption

To achieve our targets for reducing direct greenhouse gas emissions, we are planning several measures:

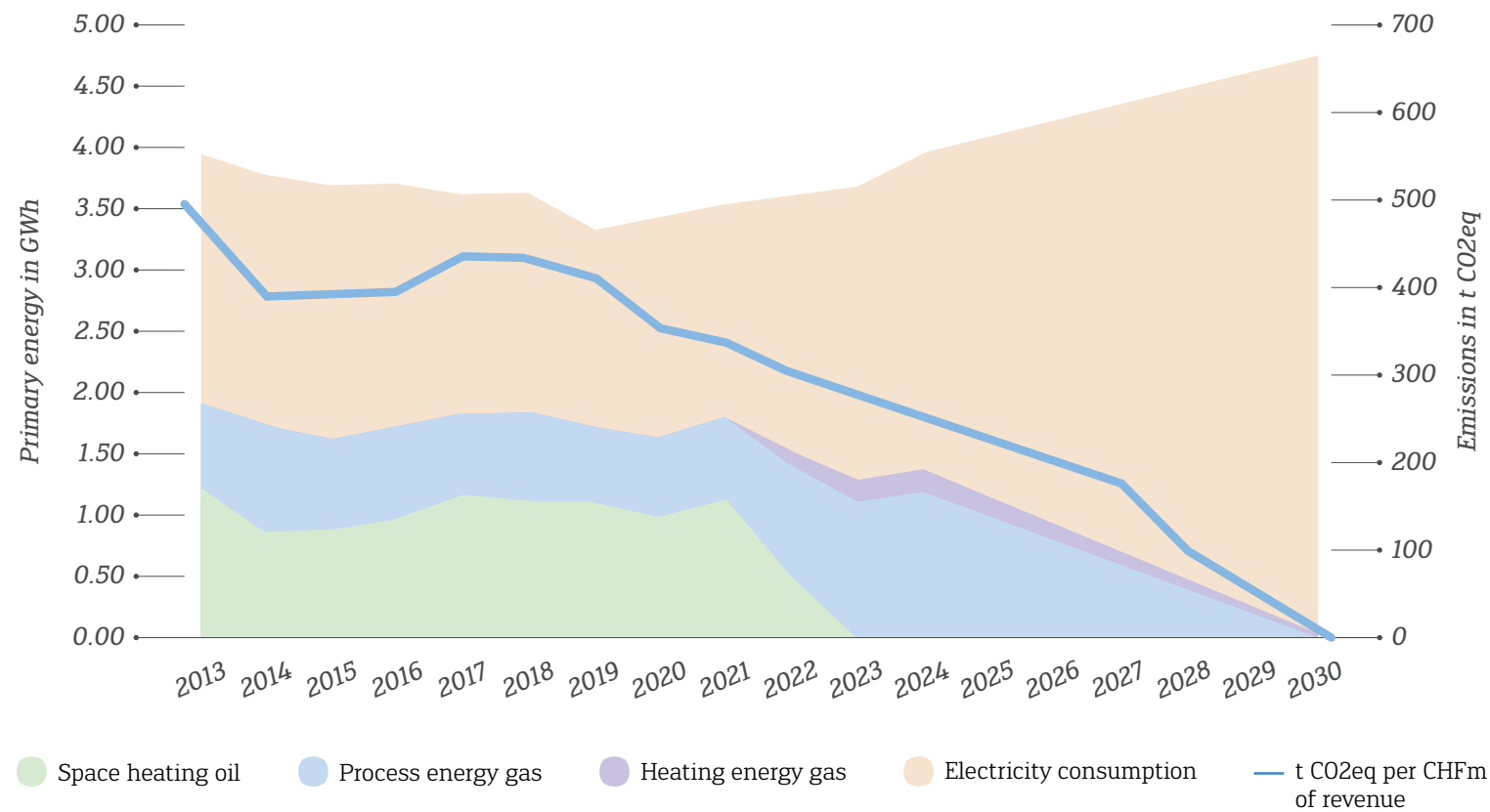
Process heat

The manufacture of our products requires heat to burn in the paints of our machines and make them long-lasting. This process heat is generated in the production in our own powder coating plant using natural gas. Currently, a natural gas/biogas mix is used; with the switch to 100% biogas, these emissions can be completely replaced by renewable energies by 2030. In addition, there are plans to further expand heat recovery in powder coating and use it to generate hot water and space heating.

Space heating

Until 2021, space heating at Schulthess was primarily generated with an oil-fired boiler, resulting in emissions of 212 t CO₂eq in 2021. In summer 2022, a heat pump was commissioned to cover the base load. Thus, in the winter of 2022/2023, emissions from oil consumption were already significantly reduced to 58 t CO₂eq. In connection with this conversion work, the oil burner was also replaced by a more efficient gas burner in 2022 to break the peaks in energy demand during particularly cold winters. In the medium term, we will replace natural gas for heating with biogas from biomass and plan to expand the heat pump centre.

Energy



Schulthess will operate production at the Wolfhausen site without direct emissions by 2030. Energy demand will increase continuously due to planned production increases and will be met with 100% sustainable electricity.

Electricity

Schulthess obtains all its electricity from hydropower. In addition, we can cover 20% of the electricity demand with solar power. A doubling of the output is planned through further panels.

into the grid in the near term. In the long term, we plan to store this battery-electrically for our own use. If more electricity is needed than the photovoltaic system can supply, electricity will continue to be drawn from hydropower.

Thus the renewable electricity from the photovoltaic system supplies the consumption of production, heat pumps and electromobility. Schulthess will feed the surplus electricity



We obtain
100%
electricity from
hydropower

Products

With almost 85% of the total emissions, the activities and materials around the manufactured products are the largest controllable emission category with 16780 t CO₂eq. Schulthess processed around 4000 tonnes of materials in the reference year, of which around 70% consisted of ferritic steel. The materials processed in production account for around 95% of the indirect emissions in this category, with

the remainder distributed among transport, packaging and disposal of the products.

Transparency about the materials used and the emissions they cause in the upstream supply chain makes it possible to plan and implement projects to reduce climate-relevant emissions in a targeted and effective manner.

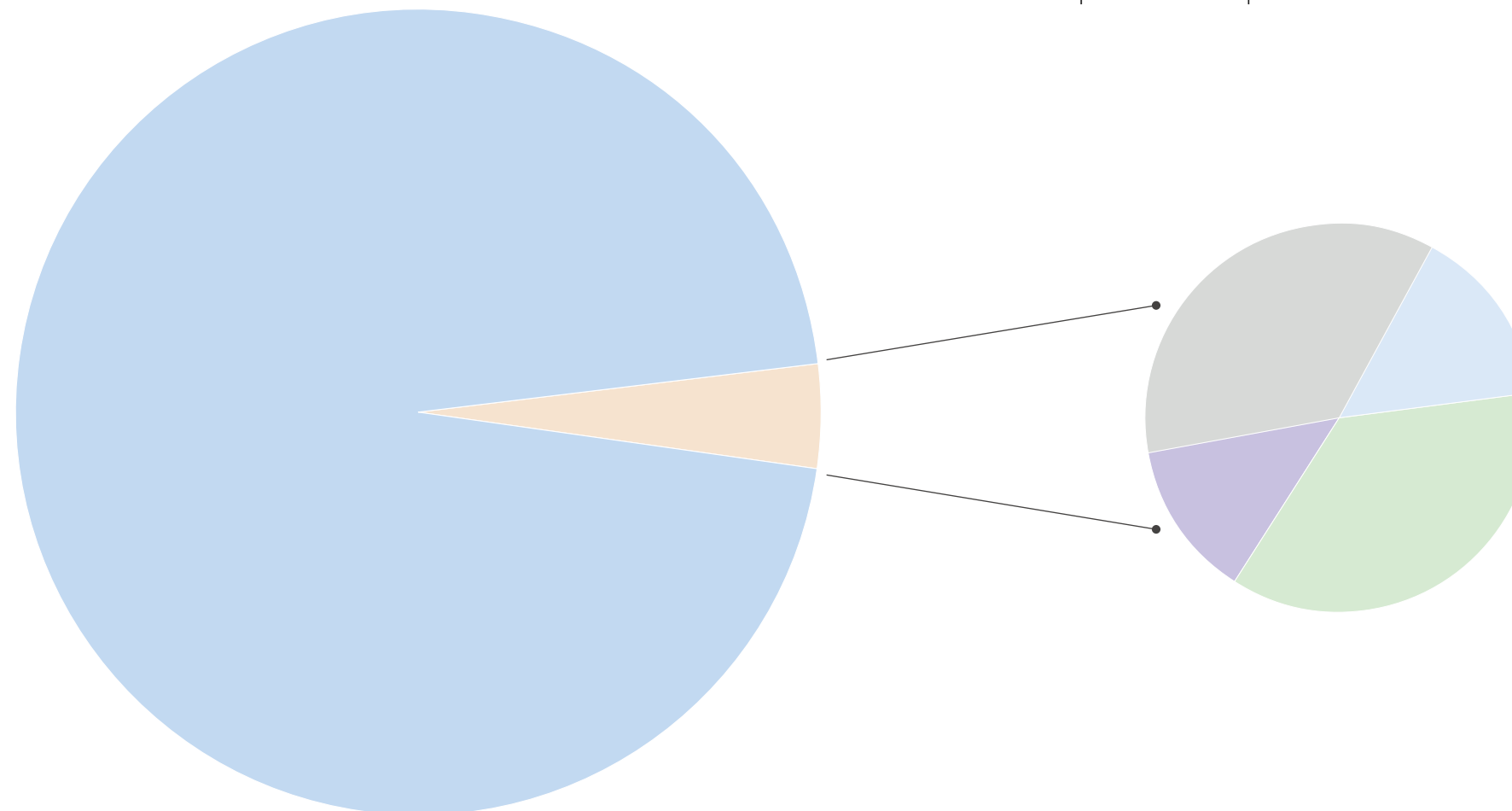


Computer-based calculation procedures

With the help of computer-aided models, continuous improvements are being made to various machine components. With these optimisations, materials can be used more efficiently with the same or better stiffness, thereby reducing the CO₂ impact. Thanks to such development projects, for example, up to 32 tonnes of sheet metal will be saved annually in the Home-care range and up to 20 tonnes of cast iron in the Professional range in the future – equivalent to an annual savings potential of up to 100 t CO₂eq.

Materials production 16040 t CO₂eq

Sheet metal	40%
Electronics	27%
Plastics	7%
Non-ferrous metals	7%
Ferrous metals	7%
Electric drives	5%
Machine elements	1%
Glass	<1%
Refrigerants	<1%



Transport, downstream 398 t CO₂eq

Trucks (16–32t)	2%
Air freight	<1%
Sea freight	<1%
Inland waterways	<1%
Goods trains	<1%

Disposal 82 t CO₂eq

Electronic devices	<1%
Plastic waste	<1%
Wood waste	<1%
Paper and cardboard waste	<1%

Packaging 177 t CO₂eq

Plastics	1%
Cardboard	<1%
Wood	<1%

Transport, upstream 83 t CO₂eq

Trucks (16–32t)	<1%
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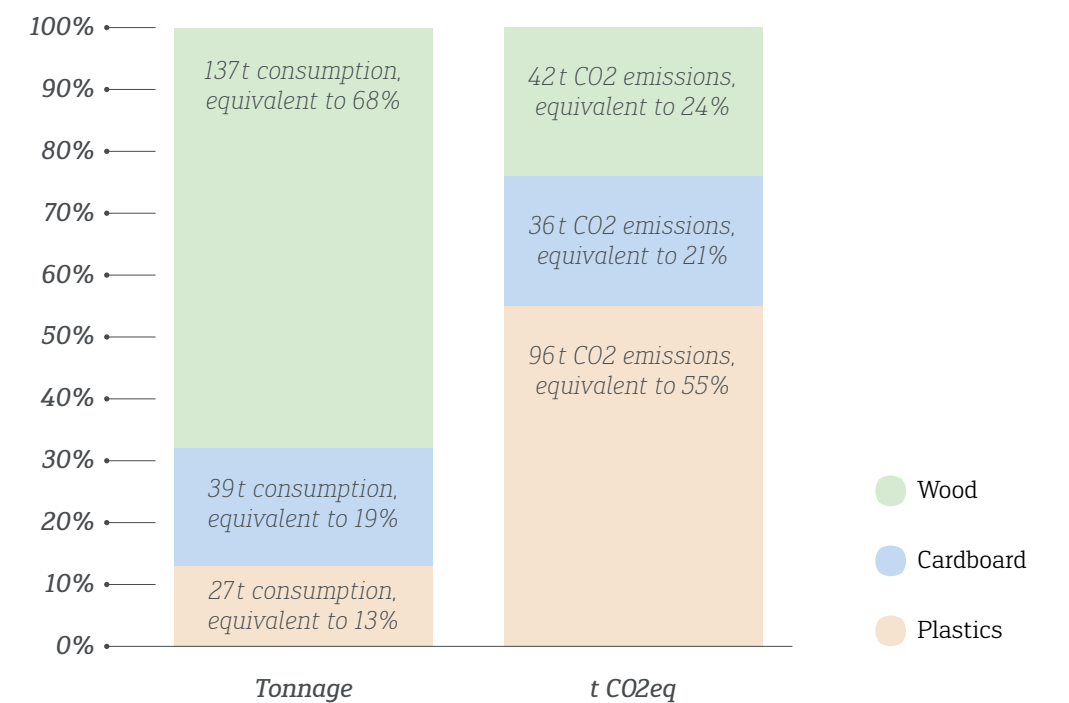
Packaging and transport

Schulthess consumes around 200 tonnes of packaging material per year, which indirectly causes around 175 t CO₂eq. Where possible, we reuse the wooden frames for our machines and are working to introduce alternative packaging based on renewable resources. This is especially true under the aspect of the disproportionately high CO₂ intensity of plastic and polystyrene.

We do everything we can to constantly improve the distribution of our products, for example through optimised packaging. In the Professional range, stackable packaging now allows twice as many proLine washing machines to be loaded per transport, resulting in emission savings of 45%.



In the Professional range, *stackable packaging now allows twice as many proLine washing machines to be loaded per transport, resulting in emission savings of 45%.*



A close-up photograph of a metal mesh filter, likely from a vacuum cleaner, with a white plastic component being inserted into it. The mesh is made of small, circular holes. The background is blurred, showing a person's hand and part of a white object.

In 2022
Schulthess
built
62 398
spare parts.

Durability

Thanks to quality and repairability

Schulthess machines are durable due to their high quality and good repairability. The machines owe their robustness to the choice of materials and their design. For example, the outer and inner drums of all Schulthess washing machines are made of high-quality chrome steel, where the market standard is plastic. The benefits are obvious: They are extremely durable, recyclable and also very hygienic. In the Homecare range, our machines are designed and tested for 9 000 wash cycles, which in a household means a fatigue strength of wear parts of up to 30 years. In the case of machines for apartment blocks, the figure is as high as 24 000 cycles, and 40 000 wash cycles for machines for professional laundries.

To ensure quick repairs, 160 service specialists and 120 service vehicles are on duty throughout Switzerland. For all our machines we offer a warranty extension for up to 12 years from purchase. Our customer service will repair the machines at a fair price even after many years. We manage to do this because we store our spare parts at the production site in

Switzerland and keep all parts available over several generations of appliances. For our Homecare machines, we allow a spare parts availability of up to 12 years, and for machines in the Professional range of up to 18 years.

The repairability of our products, measured in standardised procedures, is already above the industry average. Our stated aim is to be among the best in repairability for all new developments, which can be achieved, among other things, by making spare parts and repair manuals available to an extended audience.

A continuous improvement in repairability and ability to dismantle has a particularly large potential in the reuse of used long-life components such as electric drives or aluminium castings. If, for example, 10% of the electric drives can be used in a second life cycle, 190 t CO₂eq can be saved. If 20% of the aluminium castings can be used for a second life cycle, 146 t CO₂eq can be saved, roughly equivalent to the current direct emissions for generating space and process heat.



Up to
18 years
spare parts availability
for machines in the
Professional range

Up to
12 years
spare parts availability
for machines in the
Homecare range

Our 87-year-old customer Eugen Sommer-Leimgruber still owns a Schulthess machine from 1966. Thanks to regular repairs and careful maintenance, his **Schulthess Super 4** still runs perfectly today. However, due to the machine's increased energy and water consumption, he has now decided to replace his Schulthess machine. For his customer loyalty, we are giving him a new Schulthess **Spirit 530** machine.

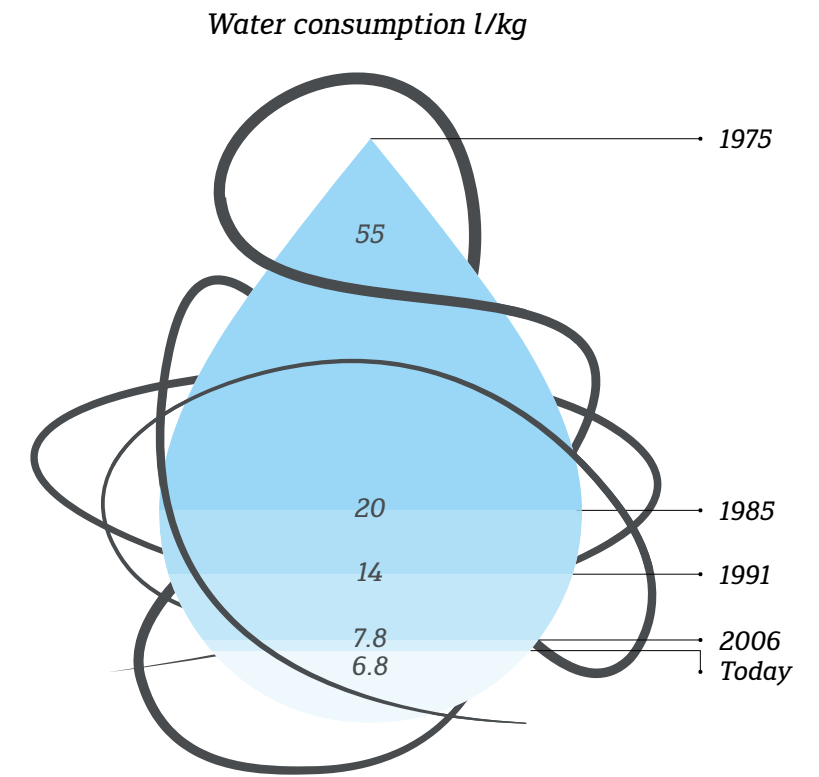
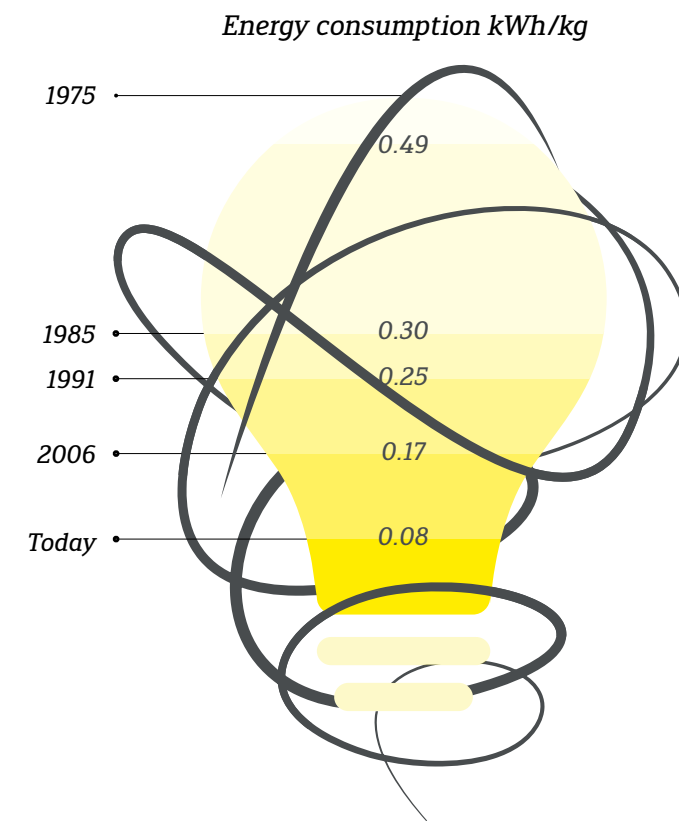


Use phase



Our survey shows that the emissions generated annually by the use of our machines are around ten times higher than the emissions we emit directly and indirectly through our business activities. With a minimum service life of at least ten years, more than 90% of the emissions from Schulthess products are therefore generated during washing and drying at the customer's premises. We are aware of our responsibility and are constantly improving the efficiency of our machines. Our washing machines in the Homecare range are certified

with the highest energy label A. For the new energy labels for dryers, awarded since 2023, we are also aiming for the best class. In particular, we would like to motivate our customers with awareness campaigns to operate our machines with 100% renewable energies in order to sustainably achieve our common climate goals.



Schulthess – part of the **sharing economy**

Schulthess offers various financing models for washing machines. For example, customers can opt for pay per use, rental or leasing instead of a classic purchase contract. All three models require no initial investment, and maintenance and repairs are included. These three alternative financing

systems also give property owners with smaller budgets access to high-quality and environmentally friendly washing machines.

<i>Pay per use</i>	<i>Rental</i>	<i>Leasing</i>
With pay per use, customers provide the laundry room and Schulthess is responsible for operating the machines. Charging is per wash cycle.	The rental model works according to a fixed price model. Customers do not pay per wash cycle, but per defined time period.	In the leasing model, the machine is paid off over a fixed period of time. During this time, maintenance and appliance warranty costs are waived by customer service.
10-year contract	10-year contract	Defined period
No initial investment	No initial investment	No initial investment
No maintenance or repair costs	No maintenance or repair costs	

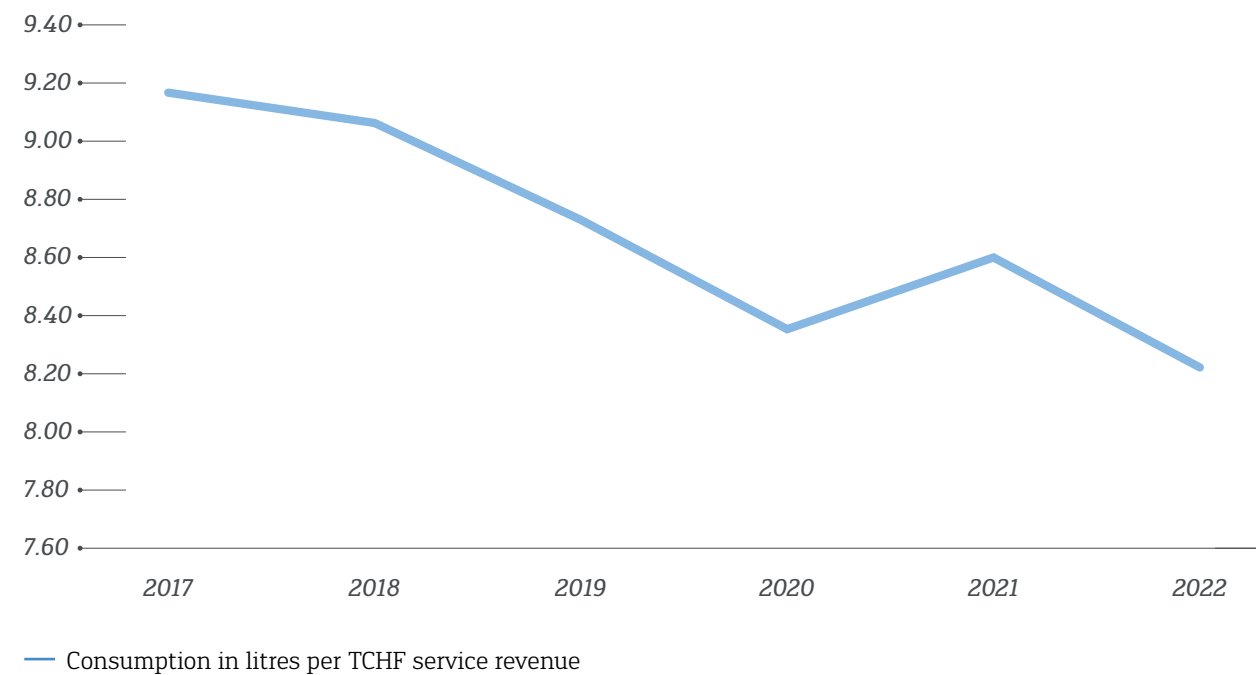
The alternative financing models increase longevity, as maintenance and repairs are the responsibility of Schulthess and are therefore always carried out professionally and on time. By sharing a machine, the resources consumed and the energy used for delivery and maintenance can be divided among more than one person, reducing the ecological footprint per person. Thanks to these new business models, we

are also involved at the end of the product life cycle. In this way, we can ensure that the material cycles are closed as far as possible through correct recycling. These activities will also allow resource-intensive materials to be recycled and reused in the future.



Mobility

The mobility category covers commuting by employees as well as business transport, for example of service staff. In 2022, Schulthess had 112 service vehicles and 36 company vehicles in use. Operating these vehicles consumed 15 650 litres of petrol and 258 000 litres of diesel. On a six-year average, consumption per thousand francs of service revenue (TCHF service revenue) was reduced by 13%.



Electric fleet

By 2030, our entire vehicle fleet will be battery-electric in order to reduce direct emissions from mobility to zero. New vehicles will only be procured as electric cars as standard. This changeover has already begun for employee vehicles, and the first service vehicles with sustainable electricity have been on Swiss roads since 2022. The electricity for charging the batteries of the e-vehicles, in use since 2022, is charged whenever possible via the photovoltaic system planned for the same year.

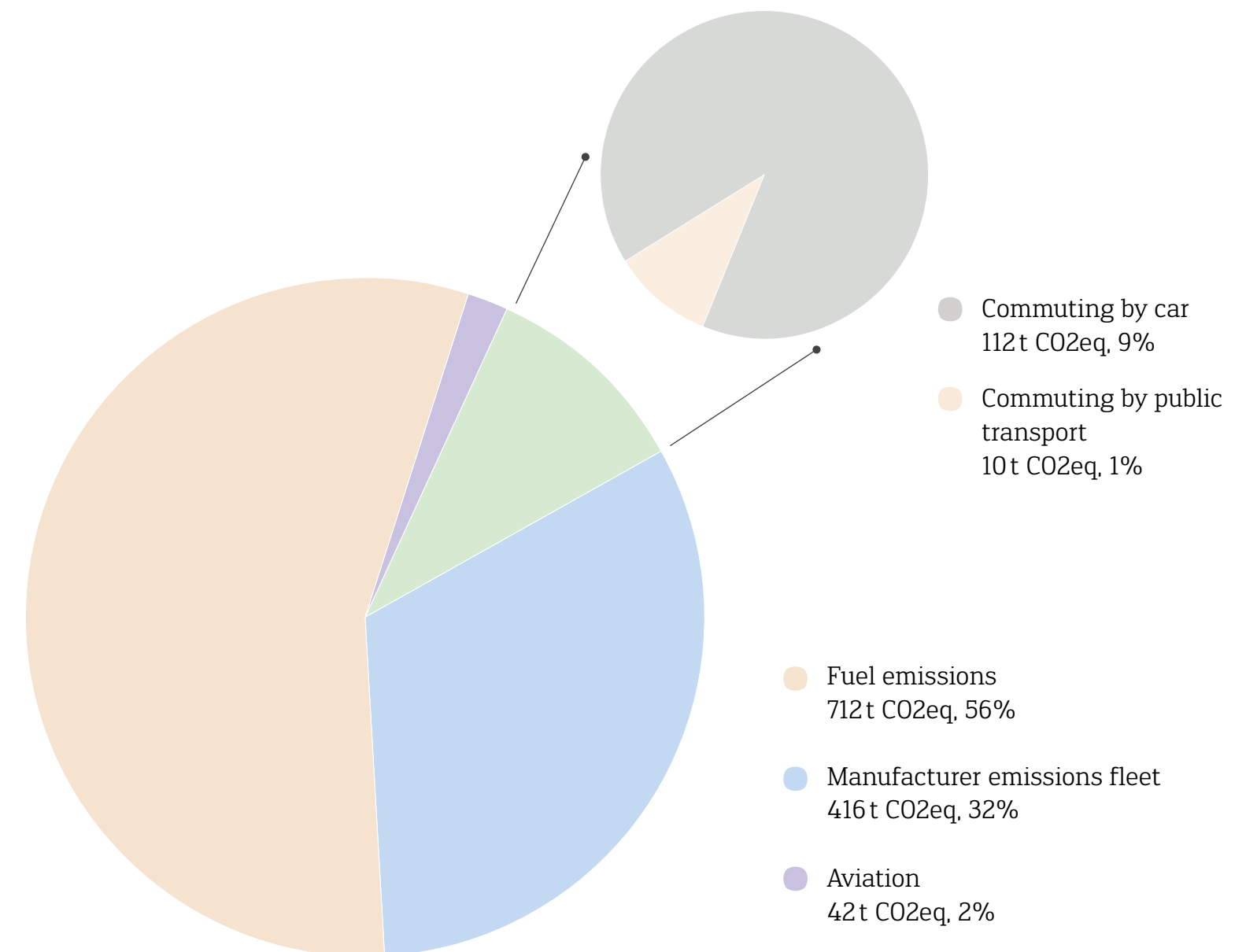
Commuting with electric vehicles and public transport

Schulthess encourages travel to the place of work by public transport and fully covers the cost of a season ticket from home to the place of work. Commuting by car accounts for some 9% of Schulthess's mobility emissions. Employees can receive discounts on new cars from Schulthess's partners, but these absolutely must be electric.

Thanks to our home office offer (see chapter on "Working at Schulthess"), additional emissions can be saved in commuting because the commute to work is no longer necessary.



At 712 t CO₂eq, the fuel consumption of the vehicle fleet accounts for the largest share of direct emissions. *These direct emissions will be saved by 2030 thanks to the changeover to electromobility.*



Waste

In the year under review, just under 1100 tonnes of waste were generated at the Wolfhausen site. The largest proportion by weight was metal recycling waste (64%), followed by wood and cardboard (12% each) and MWIP waste (8%). We constantly strive to optimise our processes and reduce the amount of waste we produce. Since 2017, we have had the goal of producing less than 3kg of MWIP and hazardous waste per machine sold. This goal is also part of the environmental management, certified under ISO 14001:2015

Environmental management systems. In our designs and developments, we pay attention to the purity of materials so that they can be cleanly separated in production and recycling. We also work closely with our suppliers to reduce the almost 300 tonnes of wood and cardboard waste generated, most of which is attributable to the packaging of machine elements and semi-finished products, for example by using returnable packaging.

Water

In 2021, we consumed 8 842 m³ of water at the Wolfhausen site. We use water sparingly and are constantly improving the efficiency of buildings and production processes that use water. About 2% of the water is used for testing the washing ma-

chines and about 10% for pretreatment and cleaning of the parts before powder coating, the rest being industrial water.

Goods

The goods category, which accounts for around 8% of annual emissions, includes indirect emissions that do not directly affect the manufacture of our products. This category includes, among others, the more than 300 tonnes of commercial products that we offer as part of our portfolio. We make sure that these commercial products are manufactured in or near Switzerland to keep the associated emissions as low as possible. Paper consumption accounts for 10 tonnes per year and

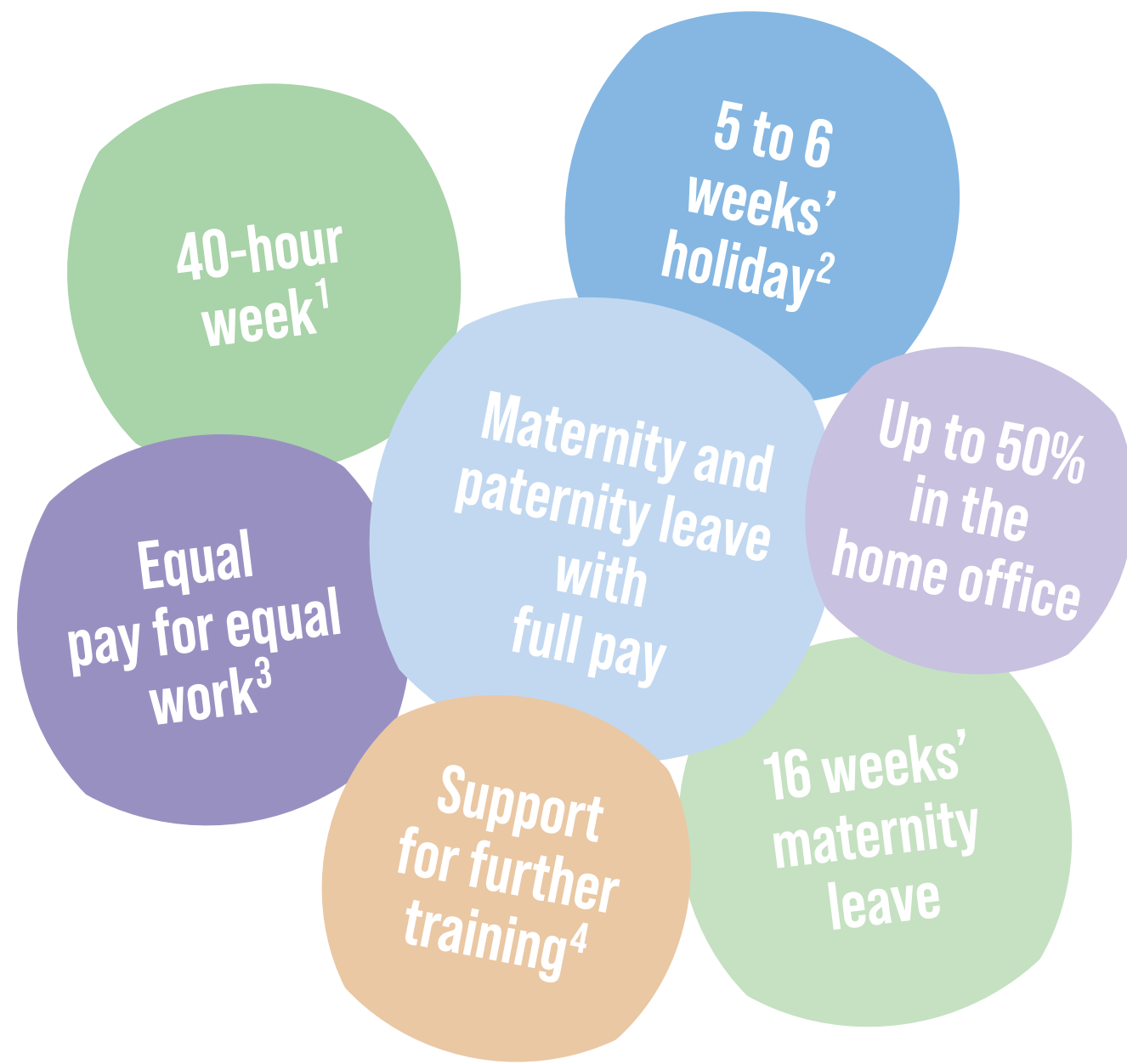
causes about 10.2 t CO₂eq. Most paper consumption is due to the provision of printed operating and service manuals. We can only partially eliminate or digitise this paper consumption, as we are legally obliged to deliver certain documents with the machines. However, all manuals are also available online.



A worker wearing a blue protective suit with a perforated pattern is holding a large blue circular object. The background shows a factory setting with shelves and equipment.

Working at
Schulthess

FOR



- 1 Service technicians work 42-hour weeks, as do delivery and installation staff.
- 2 Employees up to the age of 40 are entitled to 25 days' holiday per year if they work full-time, rising to 27 days' holiday thereafter and to 30 days' holiday per year from the age of 50.
- 3 Schulthess Maschinen AG complies with equal pay for men and women in accordance with Article 8 of the Federal Constitution; there is no significant gender pay gap. In the year under review, Schulthess was certified by Landolt & Mächler Consultants AG in accordance with the L&M-Aba-R® test procedure (specification 405-2).
- 4 We support our employees in training and further education. As a rule, Schulthess pays two thirds of the costs. Individual solutions are developed together with the employees.

As a Swiss company, Schulthess's highest goal is to manufacture high-quality machines and provide outstanding service to its customers. To achieve this, we depend on motivated and autonomous employees. Schulthess therefore offers attractive working conditions, a comprehensive health plan and good social benefits.

In 2022, Schulthess had 525 employees (Schulthess Maschinen AG and Schulthess Produktion AG).

As a solution provider of washing technology, Schulthess can count on the expertise of many long-serving employees. The net turnover rate is 5.48%.

At the end of the year under review, 80% of Schulthess's workforce was male and 20% female. In leadership positions, the ratio is 87.5% men to 12.5% women. Management consists of six men and one woman (GRI 405-1).



Electric fleet

By 2030, our entire vehicle fleet will be battery-electric in order to reduce direct emissions from mobility to zero. New vehicles will only be procured as electric cars as standard. This changeover has already begun for employee vehicles, and the first service vehicles with sustainable electricity have been on Swiss roads since 2022. The electricity for charging the batteries of the e-vehicles, in use since 2022, is charged whenever possible via the photovoltaic system planned for the same year.



Geraldine Fehr, what makes Schulthess particularly attractive as an employer?

We produce in Switzerland, which means that customers can expect a high standard of quality. Schulthess knows that it can only offer this if its employees are motivated and share a passion for its products. Which is why our company offers industry-appropriate wages with profit sharing as well as attractive social benefits. Our employees are also covered by the Collective Labour Agreement for the Mechanical, Electrical and Metal Industries (GAV Swissmem), which ensures fair conditions.

What is Schulthess's human resources philosophy?

Schulthess has flat hierarchies and encourages its employees to work autonomously. At Schulthess, you can bring in and implement your own ideas, which means that everyone in the company can make a difference. Furthermore, employee health is central: The company's in-house health management – for example by promoting ergonomic workplaces – promotes wellbeing. The 40-hour week and flexible working hours improve the work/life balance.

Is Schulthess a family-friendly company?

Our female employees are entitled to 16 weeks' maternity leave, two more than stipulated by law. During this time, the full wage is also paid, not just the mandatory 80%. And new fathers also receive their full salary during the 14 days' paternity leave. Whenever possible and desired, a change to part-time is made possible after the birth of children. Thanks to the eight-hour working day, flexible home-office options and flexitime, employees can organise their days well – or even rearrange them spontaneously if something unforeseen happens.

“
At Schulthess,
employees
can implement
their own
ideas.”

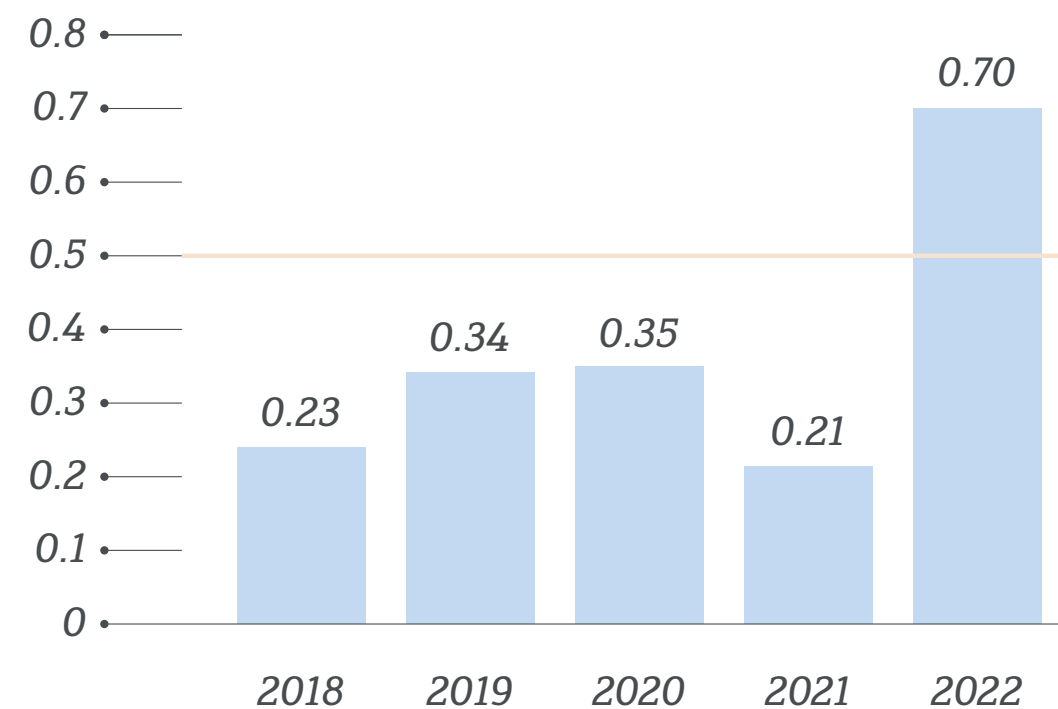
Geraldine Fehr
HR Business Partner



Occupational safety

Goal:
No more than 0.5% lost hours per year in relation to annual working hours.

Schulthess Maschinen AG wants to offer its employees a secure working environment. The company's target is therefore to generate no more than 0.5% lost hours per year in relation to the annual target working hours. Although there were a total of 22 occupational accidents in 2022, most of them were minor (e.g. slight cuts, tripping). Even minor accidents are annoying and should be avoided as best as possible. Overall, internal measures such as communication campaigns, hazard matrix and targeted occupational safety training are having an impact: Managers and employees are made aware of hazards in the workplace and are better able to assume their own responsibility. Schulthess Maschinen AG is certified under ISO 45001:2018 (Occupational health and safety management systems).



● Hours lost in relation to annual target working hours

● Goal

GRI list

16

Business practice

Topics: Our corporate structure / organisation chart

<i>GRI</i>	<i>Description</i>	<i>Page</i>
102 – General information	Organisation profile	12/13/14
	Strategy	2/8/9/20/21
	Ethics and integrity (including Code of Conduct)	15/16/17
	Corporate governance	14
	Involvement of stakeholders	20/21
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Topics: Company portrait

<i>GRI</i>	<i>Description</i>	<i>Page</i>
201 – Economic performance	Information on the management approach	12
	Direct economic value generated	12

Topics: Compliance

<i>GRI</i>	<i>Description</i>	<i>Page</i>
205 – Fighting corruption	Information on the management approach	17

Environment and the circular economy

Topics: Products

<i>GRI</i>	<i>Description</i>	<i>Page</i>
301 – Materials	Information on the management approach	32
	Materials used by weight or volume	32
	Recycled products and their packaging materials	34/35

Topics: Energy

<i>GRI</i>	<i>Description</i>	<i>Page</i>
302 – Energy	Information on the management approach	28
	Energy consumption within the organisation	29
	Energy consumption per machine	29
	Reducing energy consumption	28/29/30
	Reducing the energy demand for products and services	28

Topics: Our carbon footprint

<i>GRI</i>	<i>Description</i>	<i>Page</i>
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	Direct GHG emissions (Scope 1)	25/26/27/44/45
	Indirect energy-related GHG emissions (Scope 2)	25
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Topics: Mobility

<i>GRI</i>	<i>Description</i>	<i>Page</i>
305 – Emissions	Information on the management approach	44
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Topics: Waste, water, goods

<i>GRI</i>	<i>Description</i>	<i>Page</i>
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	Waste by type and disposal method	46

Employees and society

Fields of action: Working at Schulthess

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	Newly hired employees and employee turnover	51
	Parental leave	50

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	Management system for occupational safety	53
	Hazard identification, risk assessment and incident investigation	53
	Promoting the health of employees	52
	Work-related injuries	53
405 – Diversity and equal opportunities	Information on the management approach	51
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