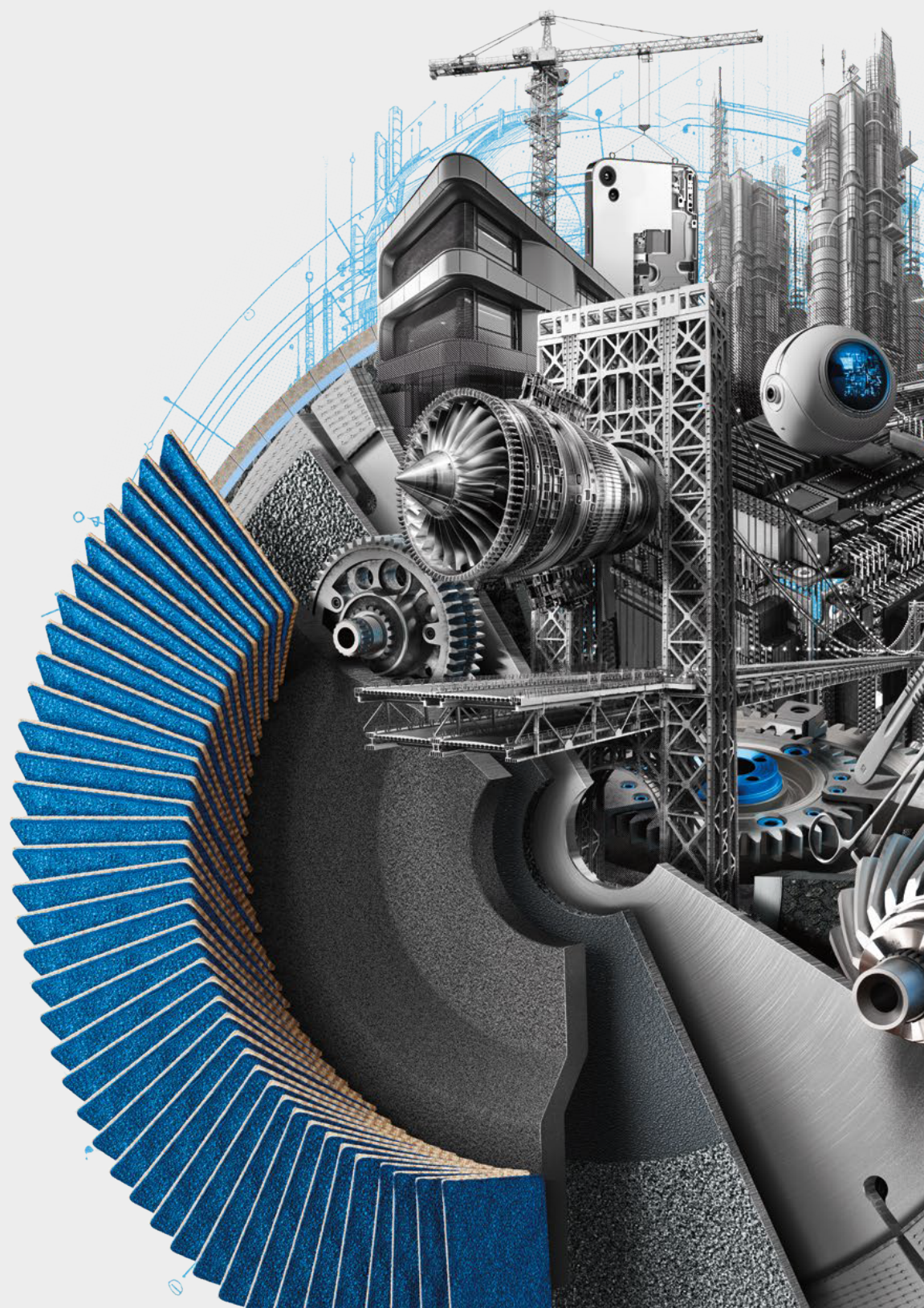


Sustainabilityreport

2024



Premium grinding solutions since 1919
www.tyrolit.group



The Tyrolit Group

is one of the world's leading manufacturers of grinding and dressing tools and a system provider for the construction industry. For over 100 years, our innovative tools and solutions have played a decisive role in technological advances in various industries.

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 company and technology experience.

We strive to convince both internal and external target groups and to maintain fair, lasting partnerships. To achieve our goals, we continuously optimise the quality of our products and services and adapt our business processes to changing market requirements.

Our global supply chain management ensures the timely delivery of products to customers worldwide. Investments in research and development, training our employees and technological advances are core elements of our corporate culture.

Sustainable resource management, ensuring a safe working environment and compliance with legal regulations have contributed significantly to the positive development of the company.

Preface

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

As a group, we are convinced that environmental and social responsibility as well as responsible corporate governance (ESG – Environmental, Social Governance) are crucial to our success. We strive to ensure that all our activities have a positive impact on people, the environment and society as a whole.

Long before ESG became a widely 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.

‘Tyrolit Schleifmittelwerke Swarovski AG & Co K.G. has reported in accordance with the GRI Standards for the period from 1 January 2024 to 31 December 2024.’

The highest governance body of Tyrolit Schleifmittelwerke Swarovski AG & Co K.G. is responsible for reviewing and approving the reported information, including the organisation’s material topics. This responsibility includes ensuring that sustainability reporting complies with the GRI standards and that all relevant information is presented accurately and completely. The highest governance body regularly reviews the progress and results of sustainability initiatives and ensures that reporting is transparent and verifiable.

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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.



Stronger together

In a world characterised by constant change and technological innovation, we at Tyrolit have always been aware of the immense importance of the interaction between skilled people and high-quality tools.

This synergy offers enormous potential for achieving top performance and setting new standards. Our main target groups, the diverse sectors of the metal industry and the broad-based construction industry, are the driving forces behind our ambition for success. We understand the needs and challenges of these sectors and are committed to providing them with the best solutions to achieve their goals and realise their projects successfully. Strong technological developments require equally strong collaboration. At Tyrolit, we combine human expertise and passion with high-quality machines and the right tools.

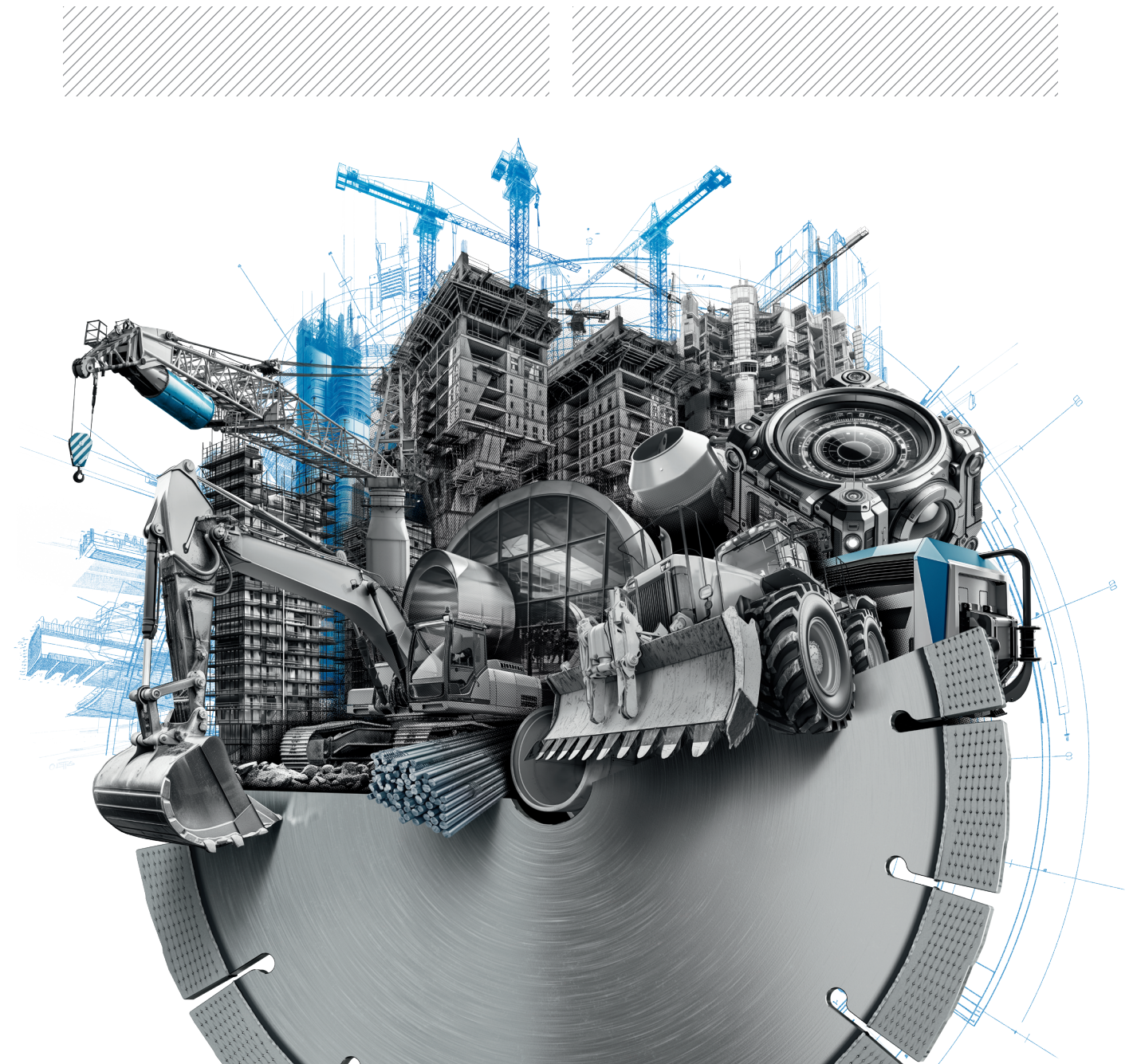
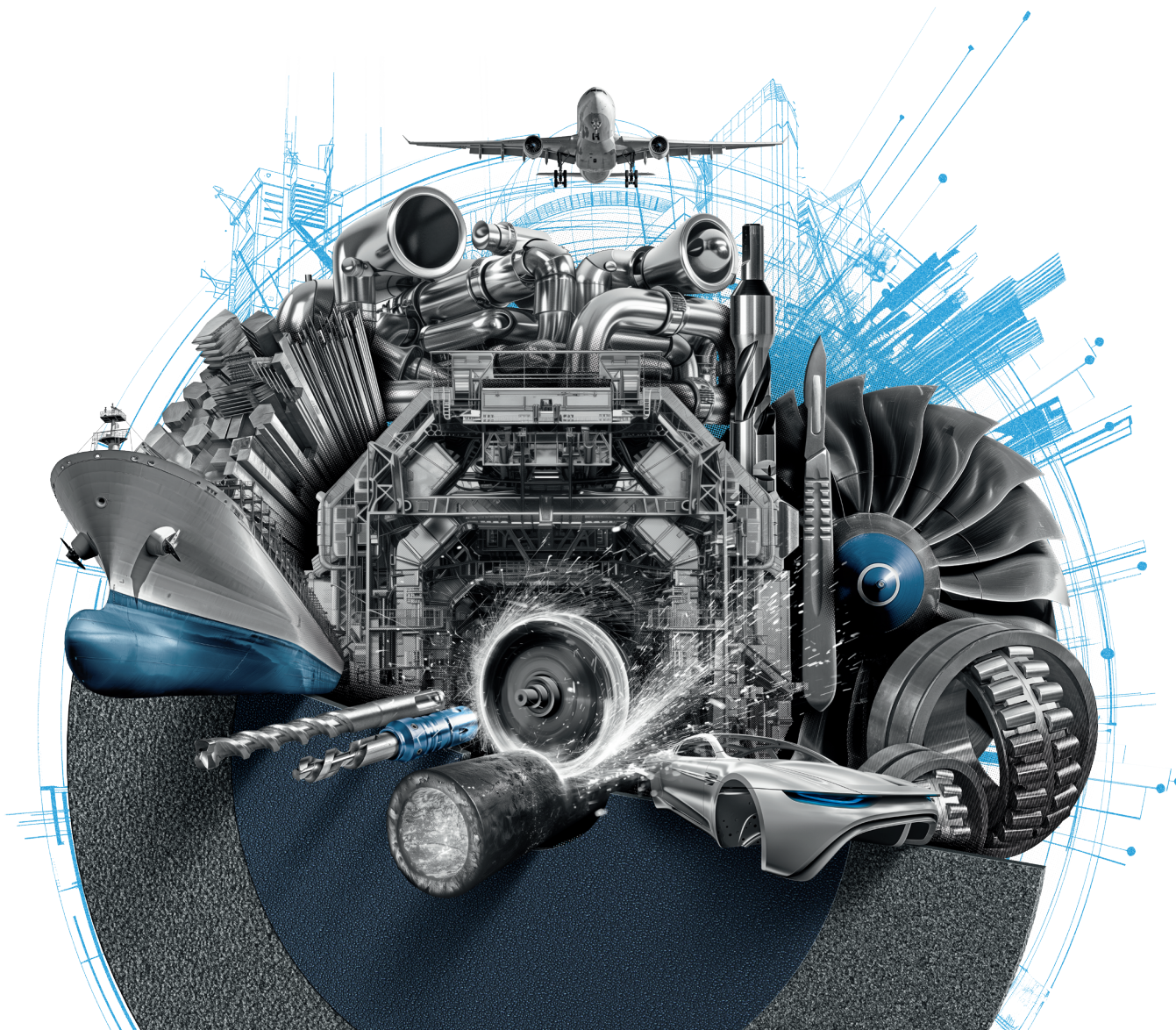
Metal Industries

Leading grinding solutions and efficient, precise tools for various applications in the metalworking industries.

From high-tech precision applications in the μm range to super-thin cut-off wheels with a diameter of 2 metres, our expertise covers all areas.

Construction Industries

Innovative machines and diamond tools that combine proven applications and automation in the construction industry. Our comprehensive knowledge ranges from digitalisation to dry cutting applications. We deliver leading solutions for the construction industry and have years of experience in the customised approach to particularly demanding jobs.



Metal Industries

Precision and versatility: In the Metal Industries Division, we focus on developing efficient, high-precision and versatile tools for our customers that cover a wide range of applications. of expertise and experience to provide our customers with first-class solutions worldwide. This diversity allows us to operate under different names around the world, always backed by Tyrolit's proven quality.

For example, our customers in the steel industry benefit from impressively large super-thin cut-off wheels with a diameter of up to 2 metres, while at the same time we offer high-precision, high-tech grinding applications that bring processes to µm-accurate results. With our wide range of system solutions, we support various industries and also offer a comprehensive range of products for cutting, grinding and surface finishing through our industrial trade business. Our customers come from a wide range of sectors, from large shipyards and foundries to small village locksmiths, and we pride ourselves on being able to fulfil all individual requirements.

Awards for quality and performance

Our products and services have already received numerous awards:

- + Bosch Global Supplier Award
- + German Design Award (for Tyrolit Life products)
- + klimaaktiv-award from the Federal Ministry
- + Schaeffler Supplier Award

An international network of expertise

Our customers also benefit from an extensive network of highly specialised companies within the Tyrolit Group. All of the Group's affiliated subsidiaries combine a wealth of expertise and experience to provide our customers with first-class solutions worldwide. This diversity allows us to operate under different names around the world, always backed by Tyrolit's proven quality.

- | | |
|--|--|
| + Acme Abrasives ^{US} | + Egesan Aşındırıcı Taşlar ^{TR} |
| + ATS Abrasive Tools Specialist ^{AU} | + Grinding Techniques ^{ZA} |
| + Bibielle Abrasive Technologies ^{IT} | + Radiac Abrasives ^{US} |
| + Carborundum Electrite ^{CZ} | |

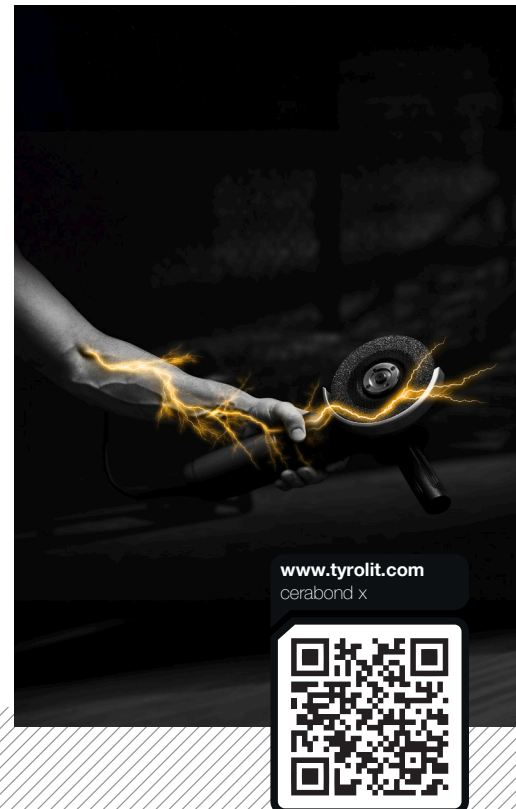


Cerabond X

Feel the power of making

The Cerabond X product family sets global standards in the quality of ceramic abrasives.

By optimising the combination of high-quality ceramic grain and an advanced bonding concept, we offer a wide range of products that guarantee the highest quality when processing steel and stainless steel. From cutting and grinding discs to sustainable natural fibre discs, we offer solutions for various applications that speed up work processes and increase safety.



Tyrolit Power

In the composite industry

The growing demand across industries for materials that can withstand high loads while enabling light-weight construction has contributed greatly to the spread and popularity of composite materials. Our Tyrolit Power assortment is specially designed for the use with composites. This range offers longer lifetimes and efficient machining, including tools for cutting, grinding, drilling, and milling for various machines and robots.



ALPHA technology

The evolution of abrasive technology:

Our MIRA, STRATO, and VIPER grinding wheel series have long set precision manufacturing standards. We've further developed these into the ALPHA series, featuring our in-house blue sintered aluminium oxide rods. ALPHA products offer improved self-sharpening, higher removal rates, and optimised grinding processes. With over 500 international patents, we ensure top quality and transparent manufacturing.



Medical Technology

Highest precision

An ageing society is increasingly focusing on medical technology, making procedures like hip and knee operations routine. Tyrolit ensures consistent quality with innovative grinding solutions, sharpening injection needles, and expediting the machining of hip and knee joints. Our tools also enhance surgical instrument safety, offering cool-cut wheels for scalpels and elastic or fleece-bonded tools for superior surface quality.



Construction industries

A global leader in innovation and solution-orientation

In Tyrolit's Construction Industries division, the customer is at the centre of our efforts. We focus on offering innovative solutions that meet the demands of the construction industry of the construction industry and customers benefit from our extensive expertise. Tyrolit is committed to leading pioneering efforts in the development and manufacture of machines and diamond tools to ensure that our customers' needs are always met.

An international network of expertise

In the Construction Industries sector, we can be found all over the world. This also includes the affiliated subsidiaries of the Group:

- + Contec ^{DE}
- + Hydrostress ^{CH}
- + Diamond Products ^{US}

Tyrolit Cutting Pro Competition

The Tyrolit Cutting Pro Competition, organised exclusively for our customers since 2008, offers construction professionals a unique platform to demonstrate their skills in the disciplines of ring sawing, core drilling and wall sawing. The best of the best around the world compete in national qualifying rounds to advance to a world championship tournament. This sporting component for the trade not only promotes competition and the further development of skills, but also strengthens the community and the exchange between professionals worldwide.



Partner for construction professionals in building construction and civil engineering

We supply construction professionals worldwide with high-quality construction machinery and diamond tools. Equipped with leading technologies such as Permanent Power (P2®) or Tyrolit Grain Distribution (TGD®), we support professionals in the industry in overcoming even the most difficult challenges. In addition to perfectly coordinated machines and diamond tools, we offer our global customers extensive know-how and exceptionally personalised customer service.

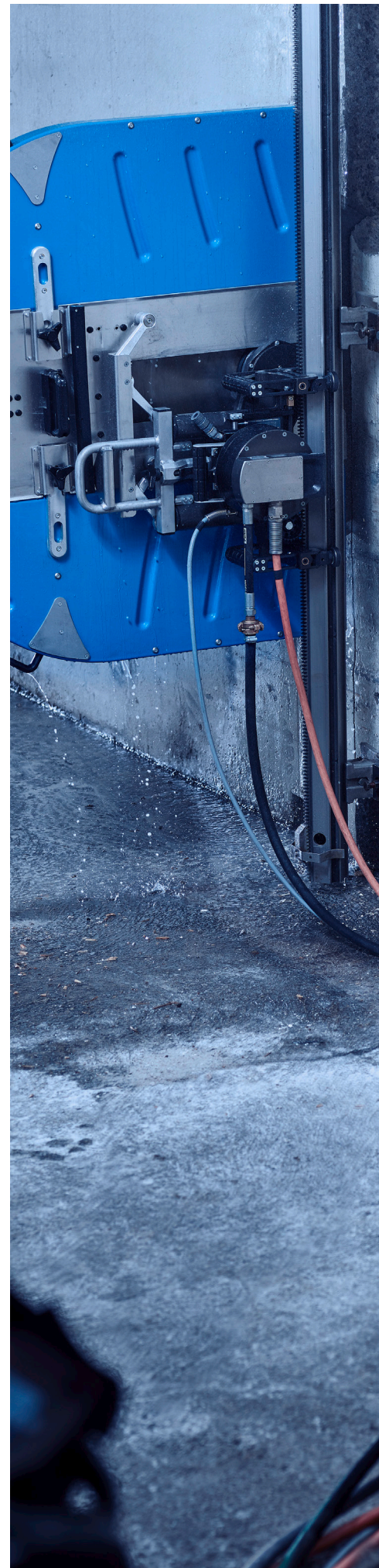
These special solutions we develop together with our customers, tailored to their needs in building construction and civil engineering for efficient and successful projects. Whether expanding tunnels, demolishing offshore facilities or nuclear power plants, or meeting special construction requirements, Tyrolit is the reliable partner for all special construction needs.

Comprehensive range for floor grinding and surface preparation

In addition to our core competences, we offer a comprehensive assortment for floor grinding and surface preparation. This includes specially designed floor grinders, floor prep machines, chemicals, vacuums and polishing tools to provide our customers with a comprehensive solution for their floor finishing needs.

Global support through our construction trade business

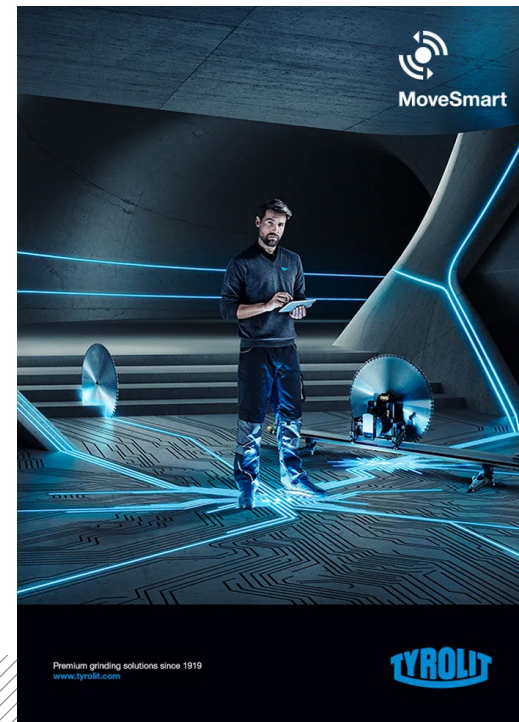
We offer a wide range of high-quality diamond tools and machinery that fulfils the needs of construction professionals worldwide through our construction dealers. Our global network enables us to respond to local requirements and offer a wide range of diamond tools and machines as well as customised solutions to help our customers successfully complete their projects.



MoveSmart

Digital asset management

MoveSmart is a digital platform solution for connecting assets for construction companies, providing up-to-date operating and user data. With the respective hardware, MoveSmart enables machine and tool tracking and additionally allows to conveniently plan construction sites, repairs, maintenance and more.



P2®-Technology

Permanent Power

P2® is the high-frequency technology by Tyrolit, which optimally combines the reliability and performance of hydraulic systems with the compact design of electrical systems in one single machine.

This innovative drive concept is based on the principle of drive motors with permanent magnets and enables operation at a high torque, with simultaneously reduced motor speeds. The maintenance of these compact devices is considerably simpler and more cost-effective than conventional drive systems.



TGD®-Technology

Tyrolit Grain Distribution

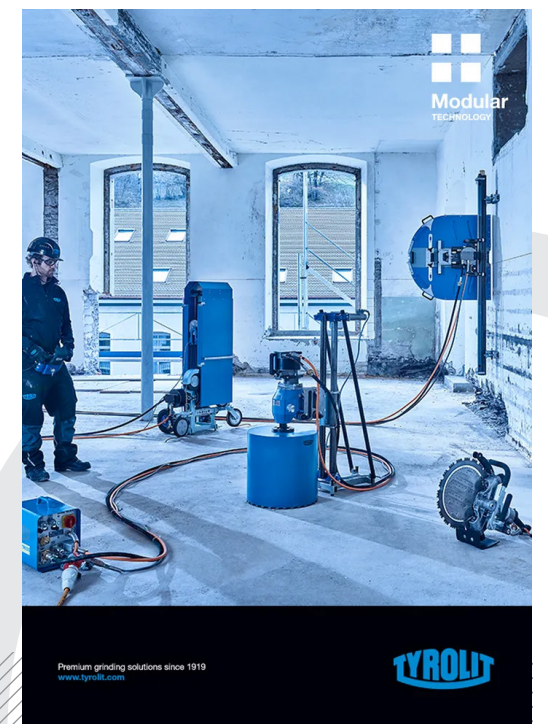
Thanks to the intelligent placement of the diamonds, TGD®-Technology (Tyrolit Grain Distribution) enables economical and more efficient working. The intelligent distribution of the diamonds ensures an evenly distributed load, optimised cooling and a constantly high cutting performance. This significantly extends the tool lifetime and the load on the machines is reduced. The spacing and strengths of the diamonds used in tools with TGD®-Technology are optimised for the respective application or product group.



Modular Technology

Interchangeable system components

We are pioneers in modularity and thanks to the Tyrolit Modular System, individual components can be used for the same area of application as well as for different applications, such as wall, wire and circular sawing, as well as core drilling. This ensures maximum flexibility as well as reduced purchase and storage costs.



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.

Further development of the ESG assessment tool and introduction of NetCero

In order to anchor double materiality in our processes in a sustainable manner, we expanded our **EORM** manual in 2023 to include an analysis with **each** individual **risk owner**. In 2024, Tyrolit has now further developed the existing assessment tool (see Sustainability Report 2023) and supplemented it with the NetCero software solution. The aim is to achieve a legally compliant, audit-proof and efficient sustainability assessment in line with the Corporate Sustainability Reporting Directive (CSRD).

NetCero supports Tyrolit in the following key areas:

- + Data collection and evaluation:** ESG-relevant data is collected, analysed and evaluated in a structured manner.
- + Materiality analysis:** Risks and opportunities are automatically weighted using a scoring model.
- + Audit security:** The software provides an audit-proof database that auditors can access directly.
- + Stakeholder involvement:** Key external stakeholders, including the Swarovski Foundation and its NGO partners, are specifically involved in validating the assessment.

Currently, all material ESG impacts, risks and opportunities are fully recorded in NetCero. The internal assessment will be carried out as soon as the final legal framework of the Omnibus I Regulation is available. This will avoid potential double assessment.

Strategic integration into the business process

Tyrolit is permanently embedding the dual materiality assessment in the company. The inside-out and outside-in aspects are assessed using NetCero, which offers a structured presentation and uniform scoring logic. Where internal assessments could potentially be biased, external stakeholders are specifically involved. The final prioritisation of reporting and action areas will only take place once the regulatory framework has been clarified. NetCero guarantees complete traceability and legal compliance in accordance with CSRD.

Focus areas of double materiality at Tyrolit

In the area of **impact materiality**, Tyrolit prioritises:

- + sustainable product solutions to reduce energy and material consumption,
- + ESG-compliant supply chains,
- + and CO₂ reduction strategies in production.

In the area of **financial materiality**, the focus is on:

- + requirements imposed by CSRD and other regulatory provisions,
- + investments to implement ESG-relevant standards (e.g. CBAM),
- + and strengthening competitiveness through sustainable product portfolios.

Conclusion and outlook

With the combination of an internal tool and NetCero software, Tyrolit is establishing future-proof, legally compliant digital ESG management. The solution creates transparency, increases audit security and enables strategically sound sustainability reporting. Tyrolit not only meets the regulatory requirements of the CSRD, but also clearly positions itself as a responsible company with a high level of ESG expertise.

Environment, Social, Governance

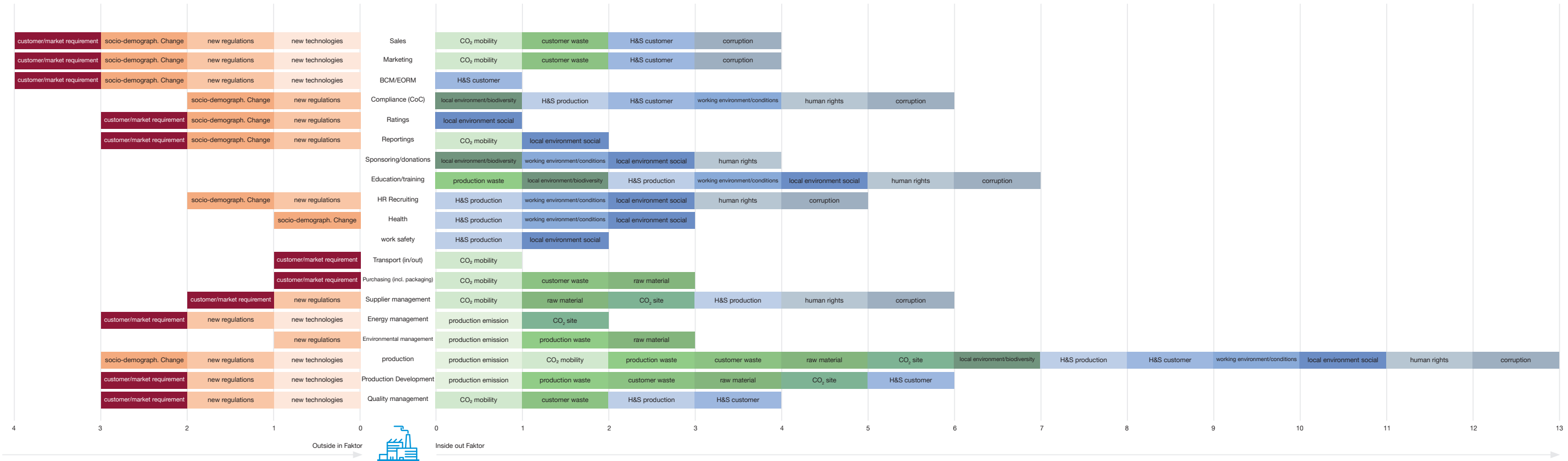
SG - these are the central keywords with which we align our actions, processes and all points of double materiality for reporting. This allows us to view sustainability not just as a secondary aspect of our business, but as a strategic priority. By integrating sustainability into our business strategy 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.



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

In addition to ongoing measures such as the use of electric trucks in internal logistics, a focus on alternative energy and packaging optimisation, Tyrolit has launched a series of new sustainability projects for 2024/2025:

→ Increasing the use of self-generated electricity:

The share of self-generated and used energy in the total consumption of the production companies has risen to 8% – and the trend is continuing upwards.

→ More renewable energy in the energy mix:

Tyrolit is continuously increasing the share of renewable energies in its total supply. An updated evaluation will be provided in the 2025 annual report.

→ CO₂ reduction through process conversion:

By investing in new production facilities at its site in China, Tyrolit was able to reduce CO₂ emissions by 1,435 tonnes in 2024.

→ Intensified partnership with the Swarovski Foundation:

The cooperation was further deepened (see sustainability story on page XX).

→ Employee ideas process successfully internationalised:

After its launch in Europe, the system was introduced in the USA in 2024. The first ideas to be implemented can be found on page XX.

→ Clean Jizera project continued:

Tyrolit continues to implement the environmental project in the region on an annual basis.

→ Biodiversity project in Czechia:

In 2025, a project to promote biodiversity will be launched on the company premises.

→ Educational initiative at primary school in Schwaz:

The sustainability manager discussed topics related to sustainable production with the 3d class and collected creative ideas from the pupils.

→ Resource conservation through package insert conversion:

The new, group-wide standardised solution saves approximately 70 tonnes of CO₂ and 75 tonnes of wood annually.

→ Water consumption halved at Hydrostress Switzerland:

Thanks to closed water cycles in the test facilities, water consumption has been halved.

→ Reduction in waste at all locations:

All production plants are working consistently to minimise material waste.

→ Team spirit through group-wide Christmas video:

The first company-wide Christmas video in 2024 sent a strong signal of solidarity. The 2025 video is already in the planning stage.

→ Expansion of ISO 14001 certification:

Tyrolit is pursuing the goal of operating all production sites under ISO 14001. In 2024, almost 80% of employees were already working at certified sites.

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

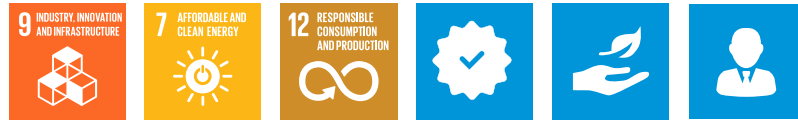
Tyrolit defines sustainable product developments as those developments that:

- 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.



Targeted process optimisation in production

Tyrolit has achieved significant energy savings through targeted process optimisation – an example of how efficiency and sustainability can go hand in hand. By reducing the process temperatures during pressing by 10%, energy consumption per cycle was reduced by 30W. Extrapolated to 32,500 manufactured parts, this results in savings of 975kWh per year. In addition, a temperature reduction of 12.5% was achieved during curing, saving a further 3,600 kWh per year. This results in a total reduction of around 4,500 kWh per year – solely through implementation in eight presses and four curing ovens with 17 synthetic resin bonding systems in the superabrasive sector.

The project shows that even small adjustments can lead to measurable successes – for the environment and our production processes.



Guaranteeing safety for our customers

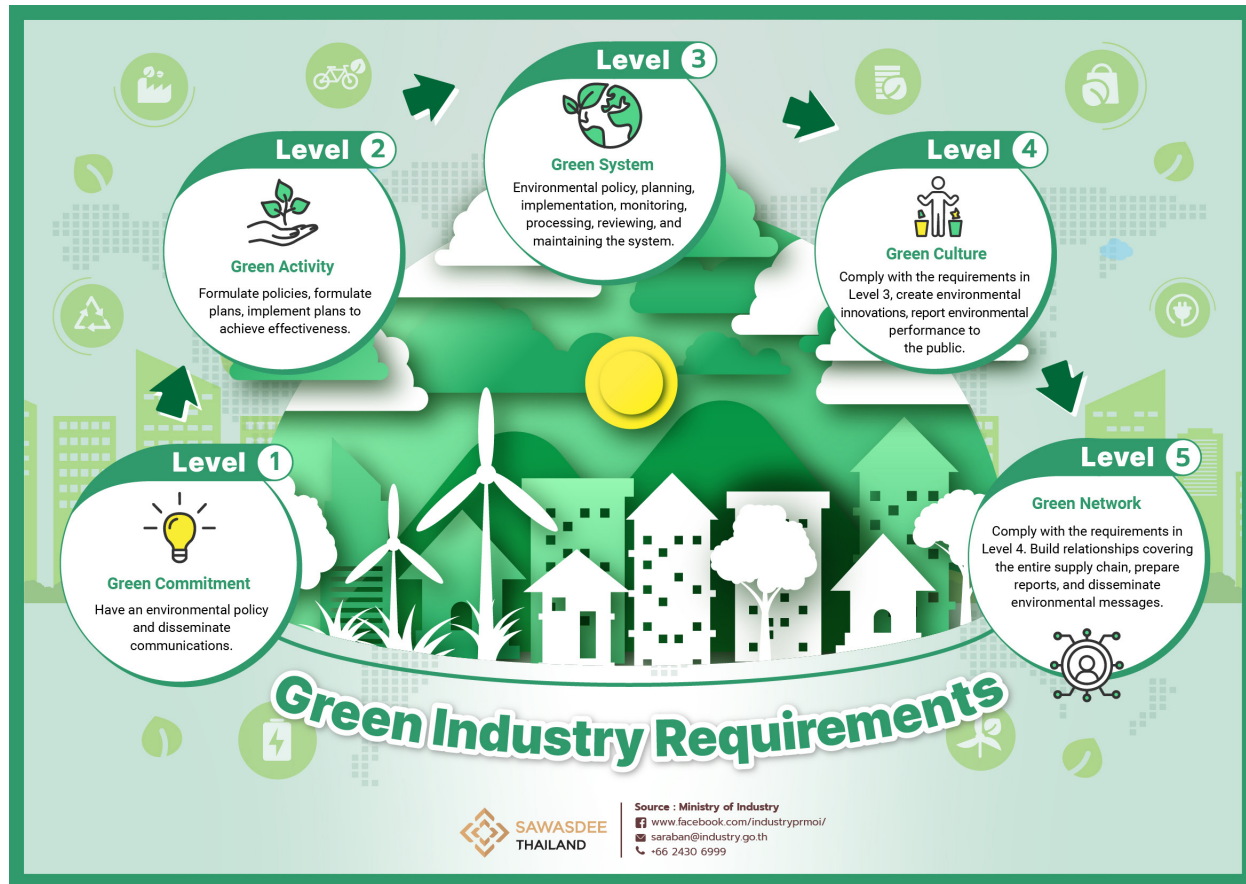
Safety for operators when handling our products has always been of major concern to us. This is why we are focused on further improving the safety aspects of existing as well as new product developments.

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





Green Industry Level 4

Tyrolit Thai Diamond received the prestigious „Green Industry Level 4“ certificate in 2024. This award proves that sustainability does not just exist on paper, but is lived out in all areas of daily work – in processes, decisions and in our interactions with one another.

The standard confirms a fully functioning environmental management system and recognises the sustainable use of resources. The certificate is based on a multi-stage assessment system developed by the Thai Ministry of Industry, which supports companies on their path to greater environmental responsibility.

We are proud of our team in Thailand. This result shows how closely environmental responsibility and economic success are linked.



Stronger Together

Tyrolit and Schaeffler have signed a binding sustainability target agreement. The partnership covers key ESG topics – from CO₂ reduction to packaging optimisation.

Key measures at a glance:

- + Reduction of CO₂ emissions for Schaeffler products at the Schwaz site
- + Development of product carbon footprints (PCFs)
- + New packaging solutions with 65% less plastic
- + Use of the „gryn“ platform for greater transparency in Scope 3 emissions

This agreement shows how closely ecological responsibility and economic success are linked today. It secures a long-term partnership with Schaeffler – based on shared values and measurable goals.

Another success: Tyrolit received the Schaeffler Supplier Award in the „Values“ category in 2025. The award underscores our contribution to sustainable supply chains and joint innovation processes.

Stronger Together – only by working together can we achieve our goal.



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. With our regional sponsorship initiatives, we also make an active 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. 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 Commissions 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



**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.



Strong together in action: Large-scale emergency drill in Schwaz

On 6 June 2025, the town of Schwaz became the scene of a large-scale emergency drill. Over 120 emergency personnel from the fire brigade, police, rescue services and other organisations trained together for an emergency – with realistic scenarios and modern technology, including drones for monitoring the situation.

The aim of the exercise was to perfect procedures, strengthen communication and test operational readiness under extreme conditions. The focus was on coordinated cooperation between all participants. For Tyrolit, this action is more than just a safety protocol – it reflects the spirit of our Stronger Together initiative. Whether within the company or outside it, cooperation and mutual trust are essential for overcoming crises.

We would like to thank everyone involved for their commitment. Your work saves lives – and strengthens the region.

Every bit counts!

In October 2024, Diamond Products once again took part in a colourful campaign as part of Breast Cancer Awareness Month in the USA. As every year, all premium hollow drills produced in Ohio were delivered in pink – as a visible sign of solidarity.

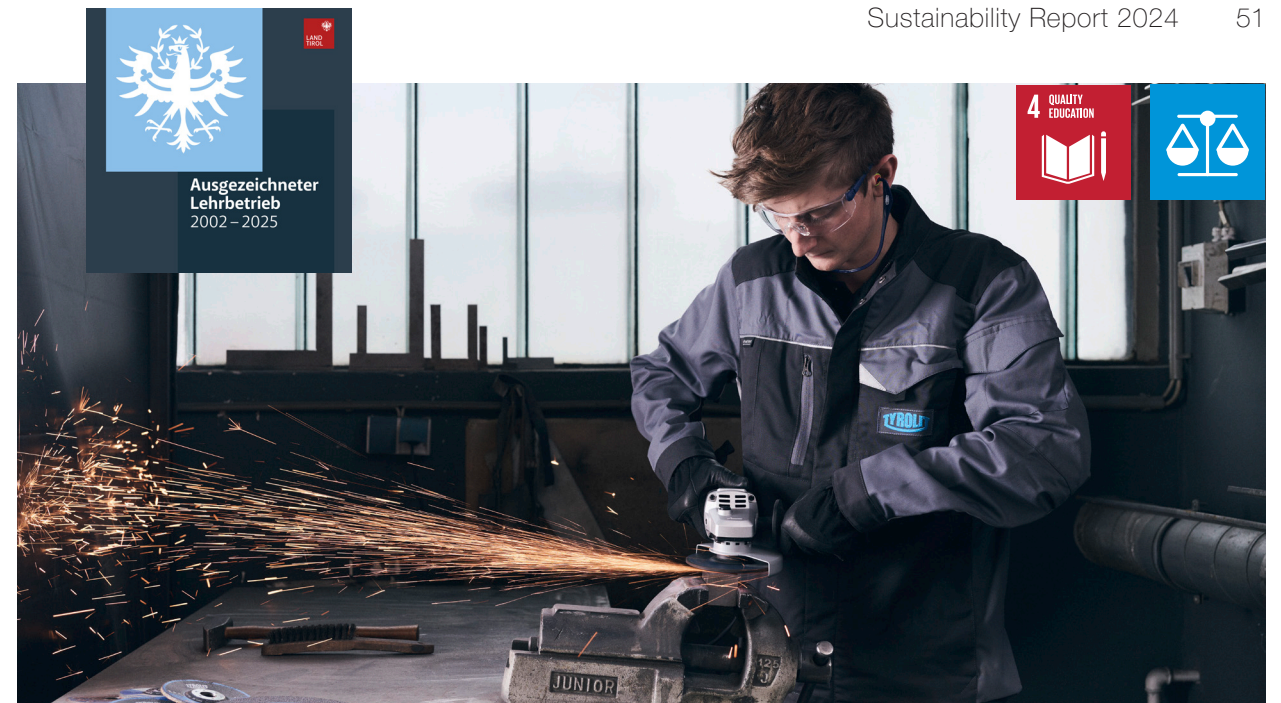
For every pink drill bit sold, the company donated a portion of the proceeds to breast cancer research.

With this initiative, we not only want to raise awareness, but also make a concrete contribution – to more research, education and support for those affected.

The campaign takes place every October and will continue to be part of our social commitment in 2025. We keep our customers up to date on current developments and donation projects on our website and in our customer magazine „Panorama“.

For us, social responsibility begins where we can make a difference with our products – even beyond our everyday work.





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 proof 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

Introduction

Tyrolit is dedicated to integrating environmental, social, and governance (ESG) best practices into our global supply chain operations. This policy outlines our commitment to responsible sourcing, minimising environmental impacts, ensuring safe working conditions, and conducting business ethically. Supported by the Tyrolit Code of Conduct and Code of Conduct for Suppliers, we participate in initiatives like SEAM, UNGC, and SBTi.

Scope

This policy applies to all Tyrolit procurement activities, both direct (raw materials, packaging, finished products) and indirect (internal business operations). It covers the entire procurement process, from supplier selection to contract management and disposal.

Purpose and Responsibilities

The policy aims to ensure Tyrolit employees, contractors, and suppliers understand the company’s dedication to sustainability in our procurement practices. Our procurement team will ensure compliance, assess suppliers’ sustainability practices, and promote related initiatives. We expect suppliers to adhere to this policy, provide documentation, and improve their sustainability performance.

Sustainable Procurement Principles

+ Social Responsibility

- Safe and healthy working conditions
- Fair wages and labour rights
- Prohibition of forced, bonded, and child labour
- Equal opportunities for all employees
- Positive community impact
- Respect for personal dignity and rights

We acknowledge the risks of conflict minerals and cobalt in our supply chain and aim to source them responsibly, adhering to OECD guidelines.

+ Environmental Stewardship

- Prioritising sustainable suppliers
- Assessing and reducing carbon footprint
- Promoting local sourcing
- Preferring renewable, recycled, or sustainably sourced materials
- Avoiding materials harmful to the environment
- Evaluating environmental performance of suppliers
- Minimising resource use and supporting climate efforts

+ Governance

- Compliance with laws, regulations, and standards
- Ethical, transparent procurement decisions
- Adherence to economic sanctions and export controls
- Thorough supplier evaluations
- Regular supplier monitoring
- Continuous improvement of procurement practices

Implementation

We will train our procurement team and key suppliers, monitor ESG risks, include ESG criteria in buying decisions, and encourage ESG-related certified management systems. Sustainability accounts for 15 % of our supplier evaluation score. All suppliers must adhere to regulatory compliance, export controls, and hazardous substance restrictions.

By following this policy, Tyrolit aims to positively impact society, protect the environment, and uphold strong governance standards. This policy is communicated to all purchasing employees and key suppliers and is publicly available on our website.





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.“



Radiac Salem Goes to Band Camp

In the summer of 2025, Salem (USA) experienced extreme temperatures with a heat index of up to 43 °C. While comprehensive protective measures for employees had already been implemented at the plant, Operations Manager **Bob Krawiecki** drew attention to another risk: the strain on the students attending the Salem Community High School Band Camp.

To provide quick and unbureaucratic help, several Radiac team members visited the summer camp on 22 July. **Sherry Porter** (HR Manager), **Christy Lee** (Capacity Planner) and **Dawn Grafton** (Corporate EHS Manager) joined Bob Krawiecki in the effort.

On site, they provided practical tips on how to recognise the symptoms of heat-related illnesses in good time and what measures offer protection. They also brought cooling scarves, supplements for better fluid intake and cool bags with Gatorade and water – so that the students and their teachers could stay healthy and productive despite the heat.

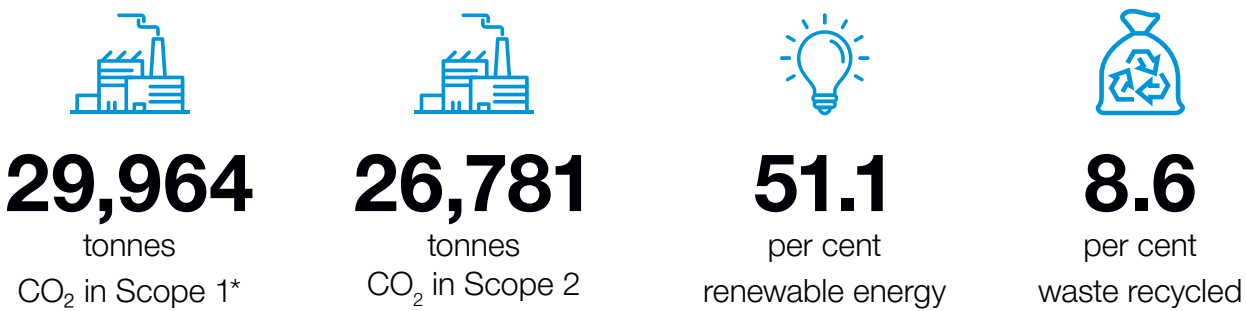
The initiative was very well received by all participants. It was a valuable experience for our team to spend time with such motivated and interested young people while also contributing to the safety of the community.

Radiac is demonstrating that responsibility does not end at the factory gate, but also extends to the local community.

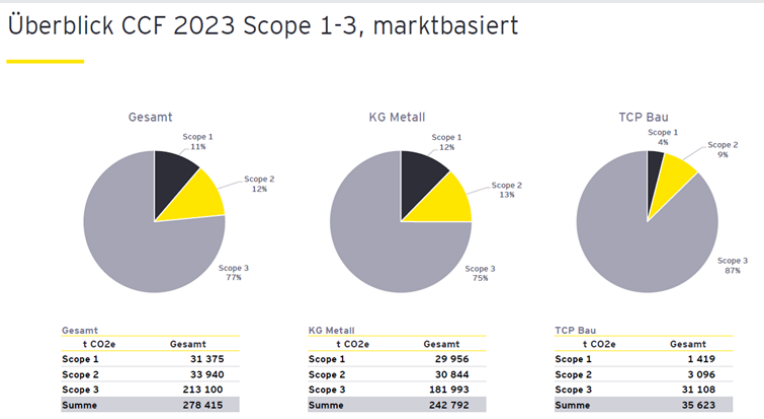
Environmental policy: Ecologicalresponsibility

- + 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).

2024 in numbers



- In 2024, we actively continued to expand our group-wide ecological indicators and extended our survey to include our locations. Among other things, we added the following indicator: the percentage of kWh produced and consumed in-house as a proportion of total electricity consumption. We are currently at 8.6%, which corresponds to 8,302,337.83 kWh, enough to supply just under 2,300 average Austrian households with electricity for a year. Four of our sales companies also produce their own electricity. The share of renewable energy used in 2024 will be 51.1% of the total consumption of the production sites and is to be consistently increased every year.
- The first CSRD-compliant CCF (Corporate Carbon Footprint) project was completed in Q2 2025. This means we are ready to complete our SBT target submission by the end of 2025. The results were determined separately for our two divisions. The results showed us that the Scope 3 share in the Construction Division is still considerably larger than in the Metal Business.



- In 2024, all 18 production sites (see list on page 80) reported their specific waste data, and on average we can say that approximately 62% of our waste is recycled and approximately 30% of our total waste is hazardous waste.
- 2,954.9 full-time equivalents work under a certified ISO14001 management system, which corresponds to just over 77% of all Tyrolit employees at production sites. The average environmental target achievement rate is 82.9%.



Swarovski Foundation powered by Tyrolit Group – Rain Garden project at Radiac:

At its Salem site (USA), Radiac – a Tyrolit Group company – has launched a **flagship project** in cooperation with the Swarovski Foundation: the „**Rain Garden**“. This innovative rainwater garden is a prime example of sustainability in action, ecological responsibility and active social commitment.

The garden improves the local microclimate, promotes groundwater recharge, prevents erosion and filters pollutants from rainwater. At the same time, it provides a habitat for bees, butterflies, birds and other animals – and serves as an educational platform for environmental awareness.

The project was implemented in collaboration with Lewis & Clark Community College, the University of Illinois College of ACES and YouthBuild. The result is an interdisciplinary learning and meeting space that raises young people’s awareness of sustainability issues.

For Radiac, this project is a true collaborative effort that serves as a role model. It shows how entrepreneurial action can promote concrete ecological solutions. At the same time, it reflects the values of the entire Tyrolit Group: responsibility, innovative strength and a connection to nature.

Every drop counts – and every step towards greater sustainability makes a difference.



New energy concept



Tyrolit Neuenrade fully operational

Since March 2025, Tyrolit has been operating the Neuenrade plant with a fully sustainable energy concept – the result of a three-year transformation process. This was triggered by a fire in the electroplating department in October 2020, which destroyed large parts of the heating and ventilation technology. Instead of simply renovating, we decided to make a forward-looking new start.

Sustainability is not just a goal – it is part of shaping our future.

At the heart of the new concept is a **277 kWp photovoltaic system** installed at the end of 2024. It is supplemented by a modern combined heat and power plant that generates electricity and at the same time uses waste heat for electroplating and space heating.

The **cooling and heating systems have also been redesigned**: highly efficient adsorption chillers now generate cold water centrally – using water as a refrigerant. This solution is up to seven times more efficient than conventional systems. In addition, we have switched to LED lighting and implemented intelligent energy-saving solutions. The result: a **50% reduction in primary energy consumption**.

Another highlight: a vacuum evaporator separates chemical residues from the electroplating wastewater and **returns clean water to the cycle**.

The town of Neuenrade recognised the 2024 project as a **„good example of climate protection“**. With the new energy concept, we are actively shaping the future of our location



Markus Weiss(Managing Director / Head of Grinding Technology) andChristian Betten(Quality and Energy Manager)



Tyrolit Thai Diamond: Responsibility for society and the environment

Tyrolit Thai Diamond has been committed to social responsibility, education and resource conservation for many years – with projects that combine ecological impact with social benefits. A key partner in this endeavour is the Mirror Foundation, which supports volunteers in environmental and social projects.

Support through donations

On 4 April 2024, Tyrolit donated over 5,000 unused masks and everyday items to volunteers from the Mirror Foundation in northern Thailand. They are actively working to combat forest fires and improve air quality. On 13 June 2025, further donations in kind followed – including clothing, books and electrical appliances – to promote recycling and support people in difficult life situations.



Promoting education

In the Annual School Contribution Programme, children from low-income families once again received school backpacks. Together with WHA and the WeCYCLE project, a „tree of learning“ was created: books produced from donated paper were sent to primary schools in Rayong and Chonburi. On Volunteer Day in March 2025, employees renovated the school stadium at Ban Khao Khan Song School.

Circular economy & environmental projects

In the WeCYCLE project, Tyrolit collected over 110 kg of PET bottles and 1,000 kg of paper in 2024 – a saving of 1,571 kg of CO₂. These were used to make recycled „Happiness Bags“, which were distributed to people in need in 2025. In addition, Tyrolit planted over 15,000 trees in August 2024 and introduced reusable cups for all employees – contributing to less plastic and 7.3 tonnes of CO₂ savings per year.

In this way, Tyrolit Thai Diamond combines social responsibility with environmental protection – visibly, effectively and sustainably.





7. Clean the Jizera River Event

On 4 October 2024, the “Clean Jizera” campaign took place for the seventh time – once again with the active support of employees from CARBORUNDUM ELECTRITE a.s.

The Čistá řeka Jizera initiative covers the entire length of the river – 164 kilometres – from its source in the Jizera Mountains to its confluence with the Elbe.

Our employees collected rubbish around the factory premises in Turnov, especially along the riverbanks and roads. Due to severe flooding in the run-up to the event, there was a particularly large amount of washed-up material to be removed this year.

The Jizera is more than just a neighbouring river for us: it is one of the cleanest rivers in Czechia and is located in a protected drinking water zone. The legal requirements for our wastewater treatment are correspondingly strict. We treat all production wastewater internally and meet the highest environmental standards.

In addition, our plant is located in a flood zone – protected by a flood dam. The river therefore not only influences our infrastructure, but also offers one of the most beautiful views from the factory premises.

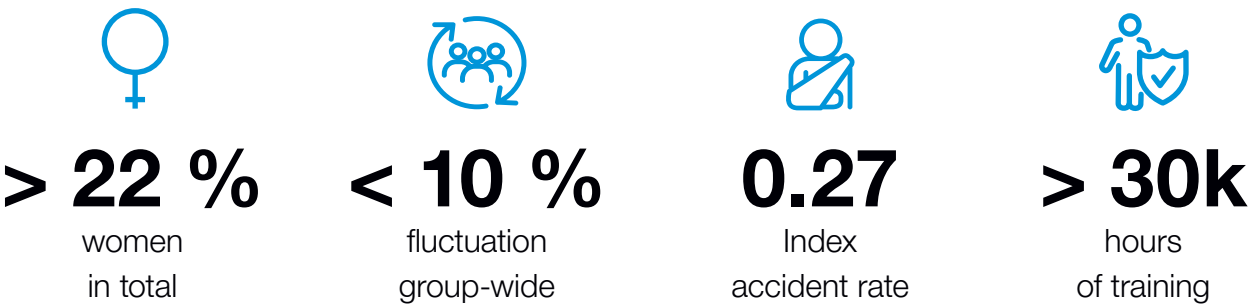
With our commitment to the „Clean Jizera“ initiative, we are setting an example for environmental protection and regional responsibility.

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.

2024 in numbers



- Reporting significantly expanded in line with CSRD:**
In 2024, Tyrolit specifically adapted its ESG reporting to the requirements of the CSRD and made it significantly more detailed. This also includes the average gross wages for women and men. This data has already been collected but is not yet published as specifications regarding the reporting date, currency and format are still missing.
- Slight increase in staff turnover:**
Employee turnover rose slightly to **11%** in 2024.
- Accident rate further reduced:**
The accident rate at production sites fell again – from **0.33 to 0.27**. This corresponds to a total of **18,048 hours lost**, around **4,000 hours less** than in the previous year (–21%). This progress is the result of our consistent commitment to a safe and healthy working environment for all employees.
- Living wages confirmed for over 3,000 employees:**
We were able to verify the payment of living wages for **3,089.48 employees**. Individual sites reported „not known“ because the definition was unclear. We expect complete data collection at all sites by 2025.
- Proportion of women in management:**
The proportion of female managers will be **22%** in 2024.
- No significant ESG incidents:**
No significant ESG incidents occurred at any location throughout 2024.

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



Proud to Lend a Hand – Support for the SAO mission

Following the severe earthquake in Myanmar on 28 March 2025, which caused the collapse of a 30-storey State Audit Office building in Bangkok, Tyrolit Thai Diamond and Tyrolit Olympus provided rapid assistance.

Both companies provided the Haroon Rescue Service with high-performance cutting tools to rescue people trapped in the collapsed building. This operation was an example of solidarity in action in an acute crisis situation.

We would like to express our gratitude to all the rescue workers on site – their courage deserves the utmost respect.



„EcoVadis Bronze“ – a great success for the entire team

Tyrolit scored 62 out of 100 points in the latest EcoVadis rating, earning it the bronze medal. This means that we are among the top 35% of all companies in our industry worldwide. In detail, our percentile value is actually 71, which puts us in the top 29%.

EcoVadis assesses companies in four key areas: environment, labour and human rights, ethics and sustainable procurement. Tyrolit performed particularly well in the area of environment, scoring 80 points. This assessment is based on sound guidelines, effective measures and recognised certifications.

Our progress in sustainable procurement also had a positive impact on the rating. Currently, 76 of our customers are already actively using the EcoVadis results to assess Tyrolit’s sustainability performance.

The result shows that our commitment is not only recognised – it is also measurably successful.





Reintegration of prisoners into society

Since 2021, Carborundum Electrite has been working with the Jiřice correctional facility to help prisoners **reintegrate into society**. Men who are imprisoned for minor offences are given the opportunity to work for us, learn practical skills and become part of a team.

This initiative has a clear goal: to offer people prospects after their release through meaningful employment. So far, three participants have been successfully hired – one as a permanent employee and two through temporary employment agencies. All three have integrated well and are making valuable contributions.

With this programme, we are making a concrete contribution to social responsibility – and showing that a new start is possible.



Stronger Together

The Wings for Life Foundation, founded in 2004 by Red Bull co-founder Dietrich Mateschitz and moto-cross pro Heinz Kinigadner, promotes the most promising research projects worldwide for healing spinal cord injuries. The annual Wings for Life World Run is not only a sporting event, but also a global charity event: millions of people around the world start at the same time to support research with their participation – because 100% of all entry fees and donations go directly to the foundation.

Our Tyrolit team ran a total of 325.28 km in five countries – China, Thailand, Turkey, Czechia and Austria – in 2025. Theresa (25.81 km), Thomas (25.65 km) and Manuel (20.34 km) achieved impressive individual performances.

The management also sent a strong signal: for every kilometre run, the Tyrolit Group donated €10 to the Wings for Life Foundation – a total of **€3,252.80**.

This campaign combines international collegiality with an awareness of shared responsibility. It combines team spirit, social commitment and sporting achievement. Every kilometre counts on the road to a cure – in keeping with the spirit of „**Stronger Together**“.

GRI-Index

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	2-13	Delegation of responsibility for managing impacts	G	10	16
G1-8	2-14	Role of the highest governance body in sustainability reporting	G	10	37
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	2-16	Communication of critical concerns	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.
	2-17	Collective knowledge of the highest governance body	G	10	not applicable
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GOV2/SBM1(SBM2	2-22	Statement on sustainable development strategy	G	10	24-25
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S1-11	201-3	Liabilities for defined benefit pension plans/provision plans	G	8	51
	201-4	Financial support from the public sector	G	8	not yet available
	202-1	Ratio by gender of standard entry level salary to local statutory minimum wage	G	5,1	46-47
	202-2	Proportion of senior management recruited from local community	G	10	10
	203-1	Infrastructure investments and subsidised services for local community	G	9	
GOV5/IRO1/IRO2/SBM3	203-2	Significant indirect economic impact	G	8	20-23

ESRS	GRI		ESG	SDG	Seite/Bemerkung
	204-1	Proportion of spending on local suppliers	G	11	not yet available
	205-1	Operations that have been screened for corruption risk	G	10;16	all, 41
	205-2	Communication and training on anti-corruption policies and procedures	G	10	41
	205-3	Confirmed cases of corruption and actions taken	G	10	none
G2-7	206-1	Legal proceedings due to anti-competitive behaviour, cartels, monopolies	G	10	none
	207-1	Tax concept	G	9	confidentiality constraints
GOV5/IRO1/IRO2/SBM3	207-2	Tax governance, control, risk management	G	9	20-23
GOV5/IRO1/SBM2	207-3	Stakeholder engagement, management of tax concerns	G	9	20-23
	207-4	Country by country reporting	G	9	see key figure social responsibility
E5-4/E5-7/E5-8	301-1	Non-renewable materials used, renewable materials	E	12	51
E5-4/E5-7/E5-8	301-2	Percentage of source materials recycled	E	12	not yet available
E5-4/E5-7/E5-8	301-3	Percentage of recycled products, packaging materials for each product category	E	12	not yet available
E1-5	302-1	Energy from renewable energy/non-renewable energy, self-generated, sold	E	7	51-53
E1-9	302-2	Energy consumption outside the organisation	E	7	partly 51 and key figure ecology
E1-5/E1-10	302-3	Energy intensity	E	7	only partly 51
E1-14	302-4	Reduction in energy consumption as a direct result of savings initiatives	E	13	51-53
E1-14	302-5	Reduction in energy requirements for products and services	E	13	31, 32
E2-3	303-1	Water as a shared resource (description of water use, abstraction, consumption, discharge)	E	6	not applicable
E2-3	303-2	Dealing with the impacts of water recycling (impacts of water recycling - minimum standards for recycling)	E	6	not applicable
E3-4	303-3	Water withdrawal (water withdrawal surface water, groundwater, produced water, water from third parties)	E	6	not applicable
E3-4	303-4	Water recycling	E	6	not applicable
E3-4	303-5	Water consumption	E	6	not applicable
E4	304-1	Operating sites in/next to protected areas with high biodiversity	E	15	not applicable
E4-3/4/5/6	304-2	Impact of activities, products and services on biodiversity	E	15	not applicable
E4-3/4/5/6	304-3	Protected or renaturalised habitats (size/location, partnerships...)	E	15	not applicable
E4-3/4/5/6	304-4	Total number of species on the IUCN Red List/national lists in areas of operations	E	15	not applicable
E1-6	305-1	Scope 1	E	13	key figure ecology, 57
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E1-6	305-4	Intensity of GHG emissions	E	13	key figure ecology, 57
E1-6	305-5	Scope Reduction in GHG emissions as a direct result of initiatives to reduce emissions CO2 equivalents	E	13	key figure ecology, 56, 57
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E2-4	306-1	Waste generated and significant waste-related impacts (total volume of wastewater discharges plus indirect/direct plus water quality)	E	13	key figure ecology, 57
E2-3/E5-6	306-2	Management of significant waste-related impacts (waste by type and disposal total weight, hazardous, non-hazardous recycled, landfill...)	E	13	key figure ecology, 57
E2-4/E5-6	306-3	Waste generated: total weight, composition (significant leakage of harmful substances - location, volumes...)	E	13	key figure ecology, 57
E2-4	306-3	Significant leakage of harmful substances	E	13	key figure ecology, 57
E2-4	306-4	Waste diverted from disposal (transport of hazardous waste, also interstate)	E	13	key figure ecology, 57
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ESRS	GRI		ESG	SDG	Seite/Bemerkung
	308-1	New suppliers that were screened using environmental criteria, as a percentage	E	12	52-55
E1-6	308-2	Negative environmental impact supply chain, description of review, improvements	E	12	52-55
S1-6	401-1	Total number of new employees, age, gender, region plus turnover	S	10	key figure social responsibility, 65
S1-11	401-2	Company benefits, only for full-time employees, not for exempt/part-time employees	S	8;3	58
S1-15	401-3	Parental leave - disclosures total number, by gender, return rate	S	8	not yet available
S1-8	402-1	Minimum notification requirement for operational changes/collective bargaining Changes/collective bargaining	S	8	key figure social responsibility, 57
S1-1/5	403-1	Management system for HS, explanation of existing system	S	8	46-47;64-65
S1-1/5	403-2	Description Procedure for identifying hazards, risks, control measures, safeguarding, accident reporting	S	8	20-23
S1-14	403-3	Occupational health services	S	3	64-65
S1-2/S1-8	403-4	Employee participation, consultations, communication on HS	S	8	46-47
S1-13	403-5	Employee training on HS	S	3	key figure social responsibility, 65
S1-14	403-6	Promotion of employee health - declaration Access to non-occupational health services, voluntary programme Health services, voluntary programme	S	3	46-47
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S1-14	403-8	Employees covered by MS for Hs	S	3	key figure social responsibility, 65
S1-14	403-9	Accidents at work	S	3	key figure social responsibility, 65
S1-14	403-10	Work-related illnesses - fatalities, illnesses, types of work-related illnesses illnesses	S	8	key figure social responsibility, 65
S1-13	404-1	Average hours of training and education per year/employee Gender, Angkat.	S	10	key figure social responsibility, 65
S1-13	404-2	Programmes to improve skills Employees	S	8	41
S1-13	404-3	Percentage of employees Regular performance appraisal and career development opportunities	S	8	not yet available
S1-9	405-1	Diversity of supervisory bodies/employees Gender, age	S	5;10	41
S1-16	405-2	Ratio of basic salary men/women	S	5	not yet available
S1-17	406-1	Incidents of discrimination/remedial action taken	S	10	key figure social responsibility, 57
S2/G1-2	407-1	Operations/suppliers, right to freedom of association/collective bargaining threatened	G	8	key figure social responsibility, 65,52,53
S2/G1-2	408-1	Operations/suppliers at significant risk for incidents of child labour	G	8	key figure social responsibility, 65,52,53
S2/G1-2	409-1	Operations/suppliers at significant risk for incidents of forced or compulsory labour	G	8	key figure social responsibility, 65,52,53
S2	410-1	Security personnel trained in human rights policy procedures	G	8	not applicable
S3	411-1	Incidents of violations of indigenous peoples' rights	G	8	key figure social responsibility, 65
S3	413-1	Operations with local community involvement, impacts, extraction programmes	S	11	key figure social responsibility, 65
S3	413-2	Operations with significant/potent negative impacts on local communities	S	11	key figure social responsibility, 65
	414-1	Percentage of new suppliers assessed against social criteria	S	12	key figure social responsibility, 65
S2-1	414-2	Negative social impacts in the supply chain, number of audited, improvements, terminated	S	12	key figure social responsibility, 65
G2-9	415-1	Party donations direct/indirect	G	10	none
	416-1	Assessment Impact of product categories on HS - percentage verified	G	9	key figure social responsibility, 65
	416-2	Violations in this context, with penalties, reminders against voluntary codes of conduct	G	9	key figure social responsibility, 65
S4	417-1	Requirements for product information and labelling, use, disposal...	E/S	9	key figure social responsibility, 65
S4	417-2	Violations in this context	G	9	key figure social responsibility, 65
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Indicators: Ecological Responsibility - Part 1

Production sites	MI	Construc- tion	ISO 14001	FTE under ISO 14001	FTE without ISO 14001	EM targets Implementation	Raw material input (t)	Output (t) (Product)	Total waste (t)	% hazardous waste of total waste
Carborundum Electríte A.S.	x		Ja	235.00		25.00	3,496.00	3,208.00	741.00	8.30
Radiac Abrasives A+C (Salem)	x		Ja (ab 2024)	237.00		44.00	n.a.	3,637.00	1,147.00	0.10
Acme Holding Company	x				33.00	0.00	954.00	n.a.	n.a.	n.a.
Egesan Aşındırıcı Taşlar A.Ş.	x		Ja	153.50		100.00	n.a.	2,439.00	164.00	1.20
Egeli Zimpara San. A.Ş.	x				70.00	100.00	1,473.00	7,506.00	152.00	29.00
Radiac Abrasives D+B (Oswego)	x		Ja	128.00		92.00	n.a.	n.a.	68.00	0.14
Bibielle S.p.A.	x		Ja	86.30		100.00	n.a.	2,090.00	2,381.00	85.00
Radiac Abrasives (Marysville)	x				47.00	100.00	n.a.	701.00	230.85	0.10
TYROLIT Thai Diamond Co.. Ltd.		x	Ja	189.00		60.00	n.a.	n.a.	218.00	93.00
TYROLIT Hydrostress AG		x	Ja	46.10		50.00	n.a.	225.51	32.60	3.50
TYROLIT Olympus Co.. Ltd.	x		Ja	295.00		100.00	4,780.00	n.a.	389.00	0.50
Grinding Techniques (Pty) Ltd	x				285.00	100.00	93.00	n.a.	96.00	0.00
Qingdao Sisa Abrasives Co.. Ltd.	x		Ja	189.00		100.00	6,962.00	5,862.00	11.30	17.00
TYROLIT Argentina S.A.	x		Ja	206.00		78.00	n.a.	2,011.74	390.00	11.00
Diamond Products Ltd.		x			355.00	100.00	n.a.	n.a.	417.00	0.20
TYROLIT GmbH & Co KG Neuenrade	x		Ja	86.50		100.00	n.a.	n.a.	150.00	70.00
Qingdao Sisa Abrasives Co.. Ltd. (Zibo)	x				92.00	100.00	2,362.00	1,962.00	6.62	14.00
TYROLIT Construction Products GmbH		x	Ja	122.00		100.00	n.a.	1,997.00	184.00	74.00
TYROLIT - Schleifmittelwerke Swarovski AG & Co K.G.	x		Ja	981.50		81.00	n.a.	13,911.00	4,237.00	15.90
Abrasive Tools Specialists PTY Ltd.	x				14.70	0.00	n.a.	n.a.	n.a.	n.a.
Total			3,836.90	2,954.90	882	85			11,015.37	30.00
Coverage				77	23					

Indicators: Ecological Responsibility - Part 2

[illegible]

Indicators: Ecological Responsibility - Part 3

Production sites	% renewable	kWh renewable	CO ₂ eq t Scope 3	Comments Scope 1	Comments Scope 3	Comments on other columns
Carborundum Electríte A.S.	16.00	1,121,350.72	n.a.			
Radiac Abrasives A+C (Salem)	13.00	914,255.81	n.a.			Difference in m³ compared to previous year. major leak in water system in 2023
Acme Holding Company	0.00	0.00	n.a.			
Egesan Aşındırıcı Taşlar A.Ş.	0.00	0.00	n.a.			
Egeli Zimpara San. A.Ş.	0.00	0.00	n.a.			
Radiac Abrasives D+B (Oswego)	13.00	252,236.66	n.a.			
Bibielle S.p.A.	87.00	2,359,337.34	46.60		Business trips	
Radiac Abrasives (Marysville)	80.50	1,816,900.30	n.a.			Water quantity. due to a problem with the sprinkler system. the water had to be completely replaced.
TYROLIT Thai Diamond Co.. Ltd.	12.00	518,892.24	n.a.	Company car only		
TYROLIT Hydrostress AG	100.00	218,473.00	83.60		Business trips. transport	
TYROLIT Olympus Co.. Ltd.	19.70	2,006,148.91	n.a.	Company car only		
Grinding Techniques (Pty) Ltd	0.00	0.00	n.a.	Pool cars. process gas and LPG		
Qingdao Sisa Abrasives Co.. Ltd.	10.00	796,543.20	13.60	Business trips		
TYROLIT Argentina S.A.	16.40	605,334.99	n.a.			
Diamond Products Ltd.	17.40	719,212.99	n.a.			
TYROLIT GmbH & Co KG Neuenrade	89.60	1,285,894.40	31.60		Business trips	
Qingdao Sisa Abrasives Co.. Ltd. (Zibo)	10.00	39,785.00	0.4*		Business trips	
TYROLIT Construction Products GmbH	100.00	3,525,725.00	17.5**		Business trips	
TYROLIT - Schleifmittelwerke Swarovski AG & Co K.G.	100.00	33,188,331.00	574.00		Business trips	
Abrasive Tools Specialists PTY Ltd.	0.00	0.00	n.a.			
Total	51.10	49,368,421.55				
Coverage						

Performance indicators: social responsibility - part 1

	Company	Accident rate	Total hours	Absences caused by industrial accidents	training hours blue collar	training hours white collar	Total FTE <30years	Total FTE >50years	Total FTE 30-50years
Administration	TYROLIT AG	0.00		0.00	0.00	2.00	1.00	10.50	11.30
Production sites	Bibielle S.p.A.	0.31	130,832.00	404.50	1,374.00	145.50	8.00	37.08	38.25
	Carborundum Electrite A.S.	0.74	392,346.88	2,898.75	805.83	55.00	28.00	71.00	139.00
	Diamond Products Ltd.	0.02	662,159.00	119.00	unbekannt	unbekannt	46.00	162.00	140.00
	Egeli Zimpara San. A.Ş.	0.03	189,000.00	48.00	620.00	253.00	5.00	19.00	46.00
	Egesan Aşındırıcı Taşlar A.Ş.	0.14	423,900.00	256.00	6,750.00	750.00	24.00	24.00	109.00
	Grinding Techniques (Pty) Ltd	0.07	563,659.20	386.00	1,125.00	640.00	41.00	69.00	197.00
	Qingdao Sisa Abrasives Co.. Ltd.	0.46	339,054.00	1,562.00	880.00	290.00	14.00	67.00	109.00
	Qingdao Sisa Abrasives Co.. Ltd. (Zibo)	0.27	178,532.00	482.00	378.00	88.00	12.00	65.00	15.00
	Radiac Abrasives (Marysville)	0.58	96,269.00	560.00	unbekannt	unbekannt	8.00	15.00	24.00
	Radiac Abrasives A+C (Salem)	0.33	598,406.00	1,952.00	unbekannt	unbekannt	31.00	77.00	119.00
	Radiac Abrasives D+B (Oswego)	0.00	175,757.00	0.00	unbekannt	unbekannt	8.00	66.00	54.00
	TYROLIT - Schleifmittelwerke Swarovski AG & Co K.G.	0.14	1,928,320.00	2,764.00	547.00	903.00	169.10	382.50	446.20
	TYROLIT Argentina S.A.	0.90	556,200.00	4,978.00	unbekannt	unbekannt	16.00	55.00	135.00
	TYROLIT Construction Products GmbH	0.25	187,377.00	462.00	40.00	79.00	13.00	37.90	43.60
	TYROLIT GmbH & Co KG Neuenrade	0.46	124,210.00	576.00	61.00	178.00	5.28	43.44	39.12
	TYROLIT Hydrostress AG	0.09	97,021.00	85.00	0.00	361.00	8.00	17.00	22.00
	TYROLIT Olympus Co.. Ltd.	0.03	1,355,200.00	355.00	302.00	1,980.00	154.00	116.00	288.00
	TYROLIT Thai Diamond Co.. Ltd.	0.04	387,992.00	160.00	1,490.00	191.00	43.00	9.00	143.00
Sales Organisation	TYROLIT A/S Denmark	0.00	17,454.00	0.00	0.00	105.00	0.00	4.34	5.00
	TYROLIT A/S Sweden	0.00	48,825.00	0.00	48.00	494.00	1.00	20.00	8.00
	TYROLIT Abrasives Canada	0.00	29,148.00	0.00	15.00	20.00	1.00	13.00	2.00
	TYROLIT AS Norway	0.00	15,255.00	0.00	160.00	207.00	1.00	6.00	2.00
	TYROLIT Australia Pty Ltd.	0.00	22,649.88	0.00	152.00	76.00	0.54	9.20	5.00
	TYROLIT Baltics OÜ	0.00		0.00	32.00	274.00	0.00	0.00	6.00
	TYROLIT CEE K.s.	0.00		0.00	0.00	0.00	0.00	11.00	14.00
	TYROLIT do Brasil Ltda.	0.00	65,472.00	0.00	42.00	342.40	6.00	6.00	19.00
	TYROLIT Finland	0.00	3,375.00	0.00	0.00	13.00	0.00	2.00	0.00
	TYROLIT GmbH Maisach	0.00	115,514.63	0.00	0.00	254.00	5.00	29.99	22.34
	TYROLIT Hungary	0.00		0.00	0.00	0.00	0.00	0.00	0.00
	TYROLIT India Superabrasive Tools Pvt. Ltd.	0.00	81,918.00	0.00	0.00	0.00	11.00	1.00	25.00
	TYROLIT Korea Ltd.	0.00		0.00	0.00	7.00	0.00	7.00	7.00
	TYROLIT Limited Hongkong	0.00	50,400.00	0.00	0.00	33.00	3.00	3.00	18.00
	TYROLIT Middle East FZE	0.00	37,856.00	0.00	0.00	175.00	0.00	3.20	15.00
	TYROLIT Nestag AG	0.36	72,182.00	263.00	0.00	93.50	9.00	12.00	14.00
	TYROLIT S.A. (Belgium)	0.14	42,351.00	0.00	30.00	300.00	2.00	7.00	16.00
	TYROLIT S.A.S. (France)	0.14	20,826.00	108.00	7.00	600.00	1.00	24.00	17.00
	TYROLIT s.r.l.	0.00	94,328.00	0.00	5.00	224.00	4.00	25.00	27.00
	TYROLIT UK Ltd.	0.00	81,000.00	0.00	100.00	800.00	5.00	18.00	24.00
Total		0.14		18,419.25	14,963.83	9,933.40	683.92	1,545.15	2,364.81

Performance indicators: social responsibility - part 2

Company Type	Company	Total number of employees	Total number of employees under collective agreement	Total employees assessed in performance reviews	Total number of employees under social security	FTE female <30years	FTE female >50 years	FTE female 30-50years	FTE female manager
Administration	TYROLIT AG	22.80	24.00	0.00	22.10	0.00	1.00	1.00	0.00
Production site	Bibielle S.p.A.	83.33	85.34	0.00	52.50	0.00	12.09	15.25	1.00
	Carborundum Electrite A.S.	238.00	238.00	238.00	238.00	4.00	32.00	58.00	0.00
	Diamond Products Ltd.	348.00	0.00	348.00	271.00	11.00	32.00	30.00	8.00
	Egeli Zimpara San. A.Ş.	70.00	0.00	10.00	70.00	4.00	3.50	10.00	3.50
	Egesan Aşındırıcı Taşlar A.Ş.	157.00	0.00	32.00	157.00	5.00	8.00	37.00	3.00
	Grinding Techniques (Pty) Ltd	307.00	0.00	107.00	65.00	8.00	16.00	48.00	7.00
	Qingdao Sisa Abrasives Co.. Ltd.	190.00	4.00	180.00	189.00	10.00	20.00	62.00	4.00
	Qingdao Sisa Abrasives Co.. Ltd. (Zibo)	92.00	0.00	89.00	92.00	5.00	34.00	3.00	1.00
	Radiac Abrasives (Marysville)	47.00	0.00	6.00	29.00	1.00	4.00	10.00	1.00
	Radiac Abrasives A+C (Salem)	227.00	174.00	227.00	188.00	3.00	15.00	24.00	19.00
	Radiac Abrasives D+B (Oswego)	128.00	0.00	76.00	97.00	3.00	15.00	19.00	3.00
	TYROLIT - Schleifmittelwerke Swarovski AG & Co K.G.	997.80	997.80	0.00	997.80	35.90	27.80	39.50	2.00
	TYROLIT Argentina S.A.	206.00	101.00	0.00	206.00	2.00	5.00	10.00	4.00
	TYROLIT Construction Products GmbH	94.50	94.50	0.00	94.50	3.60	1.00	4.70	1.00
	TYROLIT GmbH & Co KG Neuenrade	87.84	0.00	0.00	2.00	0.28	5.00	1.79	0.00
	TYROLIT Hydrostress AG	47.00	0.00	45.00	45.00	1.00	3.00	4.00	0.00
	TYROLIT Olympus Co.. Ltd.	558.00	0.00	0.00	558.00	54.00	77.00	150.00	4.00
	TYROLIT Thai Diamond Co.. Ltd.	195.00	0.00	195.00	195.00	8.00	4.00	66.00	2.00
Sales Organisation	TYROLIT A/S Denmark	9.34	0.00	7.34	9.34	0.00	0.00	0.00	0.00
	TYROLIT A/S Sweden	29.00	29.00	29.00	29.00	0.00	2.00	2.00	0.00
	TYROLIT Abrasives Canada	16.00	0.00	14.00	14.00	0.00	2.00	1.00	1.00
	TYROLIT AS Norway	9.00	9.00	8.00	9.00	0.00	0.00	0.00	0.00
	TYROLIT Australia Pty Ltd.	14.74	0.00	14.74	14.74	0.00	3.00	1.00	0.00
	TYROLIT Baltics OÜ	6.00	0.00	0.00	6.00	0.00	0.00	2.00	2.00
	TYROLIT CEE K.s.	25.00	25.00	25.00	25.00	0.00	5.00	6.00	0.00
	TYROLIT do Brasil Ltda.	31.00	31.00	7.00	31.00	5.00	1.00	4.00	0.00
	TYROLIT Finnland	2.00	2.00	2.00	2.00	0.00	0.00	0.00	0.00
	TYROLIT GmbH Maisach	57.33	17.72	n.a.	57.33	3.00	4.08	3.50	0.00
	TYROLIT Hungary	0.00	0.00	0.00	7.00	0.00	2.00	0.00	0.00
	TYROLIT India Superabrasive Tools Pvt. Ltd.	37.00	37.00	3.00	37.00	5.00	0.00	0.00	1.00
	TYROLIT Korea Ltd.	14.00	0.00	2.00	7.00	0.00	3.00	3.00	1.00
	TYROLIT Limited Hongkong	24.00	0.00	24.00	24.00	2.00	2.00	9.00	3.00
	TYROLIT Middle East FZE	18.20	0.00	16.00	16.00	0.00	0.00	2.00	0.00
	TYROLIT Nestag AG	34.10	0.00	34.00	34.00	1.00	2.00	2.00	2.00
	TYROLIT S.A. (Belgium)	25.00	25.00	25.00	25.00	0.00	1.00	4.00	2.00
	TYROLIT S.A.S. (France)	42.00	42.00	42.00	42.00	0.00	3.00	1.00	1.00
	TYROLIT s.r.l.	56.00	56.00	0.00	56.00	1.00	11.00	16.00	6.00
	TYROLIT UK Ltd.	47.00	0.00	2.00	47.00	1.00	3.00	5.00	1.00
Total		4,593.88	1,992.36	1,808.08	4,061.31	176.78	359.47	654.74	83.50

Company Type	Company	Total number manager	External / Temporary Worker Rate %	Coverage collective agreement (%)	Employees with a living wage	FTE absent for family reasons	FTE permitted to be absent for family reasons	Inclusion Rate (%)	Women's Quota (%)	Turnover (%)
Administration	Tyrolit AG	9.00	0.00	108.60	22.10	1.00	24.00	0.00	9.05	40.72
Production sites	Bibielle S.p.A.	8.00	6.44	100.00	5.75	0.06	83.33	1.90	32.04	5.86
	Carborundum Electríte A.S.	5.00	19.74	100.00	0.00	0.00	238.00	1.50	39.50	10.92
	Diamond Products Ltd.	33.00	6.03	0.00	0.00	0.00	0.00	0.00	20.98	7.18
	Egeli Zimpara San. A.Ş.	8.50	0.00	0.00	70.00	0.00	70.00	1.43	25.71	28.57
	Egesan Aşındırıcı Taşlar A.Ş.	15.00	1.00	0.00	157.00	0.00	157.00	1.27	31.85	56.05
	Grinding Techniques (Pty) Ltd	33.00	4.50	0.00	157.00	10.00	289.00	0.00	24.91	4.50
	Qingdao Sisa Abrasives Co.. Ltd.	10.00	1.06	2.12	189.00	6.00	3.17	0.00	49.21	6.88
	Qingdao Sisa Abrasives Co.. Ltd. (Zibo)	3.00	0.00	0.00	92.00	1.00	1.09	0.00	45.65	13.04
	Radiac Abrasives (Marysville)	5.00	4.26	0.00	47.00	1.00	1.00	0.00	31.91	19.15
	Radiac Abrasives A+C (Salem)	19.00	0.00	76.65	227.00	unbekannt	0.00	0.00	18.50	14.54
	Radiac Abrasives D+B (Oswego)	24.00	0.00	0.00	128.00	0.00	0.00	0.00	28.91	14.06
	TYROLIT - Schleifmittelwerke Swarovski AG & Co K.G.	42.00	0.00	100.00	997.80	10.00	1,052.00	1.60	10.34	11.02
	TYROLIT Argentina S.A.	44.00	1.94	49.03	206.00	0.00	3.88	0.00	8.25	3.88
	TYROLIT Construction Products GmbH	6.00	0.00	100.00	94.50	0.00	102.00	0.00	10.00	9.00
	TYROLIT GmbH & Co KG Neuenrade	2.00	0.00	0.00	0.00	20.00	87.84	4.55	8.05	0.00
	TYROLIT Hydrostress AG	2.00	8.75	0.00	45.00	1.00	47.00	0.00	17.51	10.94
	TYROLIT Olympus Co.. Ltd.	15.00	46.77	0.00	240.00	4.00	0.00	0.72	55.00	0.00
	TYROLIT Thai Diamond Co.. Ltd.	5.00	0.00	0.00	192.00	14.00	7.18	0.00	40.00	6.15
Sales Organisation	TYROLIT A/S Denmark	1.00	0.00	0.00	0.00	1.00	10.71	0.00	0.00	0.00
	TYROLIT A/S Sweden	3.00	0.00	100.00	0.00	0.00	29.00	0.00	18.00	13.79
	TYROLIT Abrasives Canada	3.00	7.14	0.00	14.00	0.00	14.00	0.00	21.43	0.00
	TYROLIT AS Norway	1.00	0.00	100.00	0.00	1.00	9.00	0.00	0.00	0.00
	TYROLIT Australia Pty Ltd.	4.00	28.56	0.00	0.00	0.00	0.00	0.00	27.14	9.97
	TYROLIT Baltics OÜ	0.00	0.00	0.00				0.00	33.00	0.00
	TYROLIT CEE K.s.	3.00	0.00	100.00				0.00	44.00	4.00
	TYROLIT do Brasil Ltda.	4.00	35.48	100.00	0.00	0.00	0.00	0.00	32.26	19.35
	TYROLIT Finnland	0.00	0.00	100.00	0.00	0.00	2.00	0.00	0.00	0.00
	TYROLIT GmbH Maisach	5.00	25.00	30.91	57.33	0.00	57.33	2.88	8.00	7.85
	TYROLIT Hungary	1.00	0.00	0.00				0.00	43.00	29.00
	TYROLIT India Superabrasive Tools Pvt. Ltd.	7.00	18.92	100.00	0.00	0.00	0.00	0.00	13.51	13.51
	TYROLIT Korea Ltd.	3.00	0.00	0.00				0.00	43.00	28.57
	TYROLIT Limited Hongkong	7.00	0.00	0.00	0.00	0.00	0.00	0.00	54.17	0.00
	TYROLIT Middle East FZE	3.00	16.48	0.00	0.00	0.00	0.00	0.00	13.00	10.99
	TYROLIT Nestag AG	2.00	0.00	0.00	34.00	0.00	34.00	0.00	26.39	8.80
	TYROLIT S.A. (Belgium)	2.00	6.00	100.00	25.00	0.00	25.00	4.00	24.00	0.00
	TYROLIT S.A.S. (France)	5.00	2.38	100.00	42.00	0.00	42.00	4.76	9.52	7.14
	TYROLIT s.r.l.	9.00	5.36	100.00	0.00	0.00	0.00	3.57	50.00	8.93
	TYROLIT UK Ltd.	7.00	2.13	0.00	47.00	0.00	47.00	2.13	2.25	4.26
Total		358.50	6.52	40.19				0.78	24.87	11.17

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