



SUSTAINABILITY REPORT

02/2019 – 01/2022

Benchmark in premium eyewear.

Silhouette
GROUP

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At the Silhouette Group, gender equality is part of who we are. We strive to reflect this in our written communications. Any general references to our employees or others in this report are to be understood as gender neutral. For the sake of readability, we use the gender-neutral pronoun "they" to refer individually and collectively to people of all genders.

* The chapters of this report marked with an asterisk in the table of contents have been validated by an environmental verifier.

EMAS Environmental Statement

102-11, 102-14

PREFACE

Making the world a better place takes clear thinking and a long-term vision. As an eyewear brand, we put vision front and center of everything we do. Our mission is to help people see better and achieve clarity in every aspect of their lives, and this has been the case ever since our company was founded in 1964. We also want to help people widen their horizons. The incredible lightness of our eyewear allows people to focus on the essentials, without distractions. We want to empower our clients to see clearly, stay alert, keep asking questions, and embrace change.

As a family owned and operated company now in our third generation, we take our responsibilities toward society very seriously. We are committed to operating transparently and with respect for all. As Europe's only EMAS-certified eyewear manufacturer, we are serious about our responsibilities towards our employees, our environment, our stakeholders and our home country, ensuring we take appropriate actions to make our promise a reality.

The Silhouette Group is focused on long-term thinking with a tireless competitive and innovative spirit. That's why we have made two commitments: to keep our manufacturing based in Austria and to conserve natural resources. Our financial independence allows us to make our own decisions and put responsible business practices ahead of quick profits.

Opportunities: A clear VISION for the future

The global pandemic showed us how our plans and priorities can change from one day to the next. The past two years

have brought many uncertainties. Our company stood up to the challenge with flexibility and pragmatism. We quickly enacted safety measures while continuing to set the course for the Silhouette Group's future.

One thing that the pandemic has taught us is the growing importance of digitalization. We are rapidly digitalizing in every department of our company, which opens up many new opportunities for us. It is our mission to play an active role in shaping the digital transformation.

We launched our energy independence initiative in 2020. This important project is now entering its second stage of expansion. Over the next few years, all suitable roof surfaces at both our production facilities will be fitted with solar panels. This is a necessary and important step towards achieving carbon neutrality in our production.

Our company's goals are strongly influenced by our history. We are upholding the sustainable values of past generations and passing them on to the next. This is how we live up to our responsibility towards our customers, our consumers, our employees, and the planet.

We are also proud of our Austrian heritage. **With a clear VISION for the future**, we are on the path to continued growth and quality, Made in Austria.



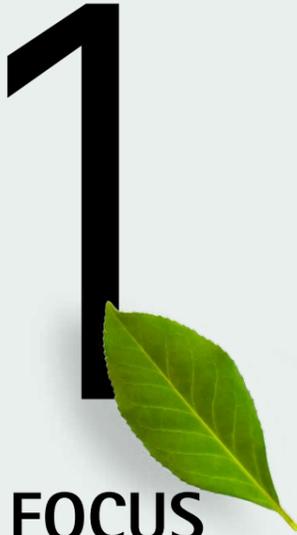
Thomas Windischbauer



Reinhard Mahr



Michael Schmied



A FOCUS ON THE COMPANY



EMAS Environmental Statement

102-2,102-3

OUR COMPANY'S PURPOSE

A CLEAR VISION WITH SIGNATURE STYLE

The mission of our three brands at the Silhouette Group is to provide people with unparalleled visual experiences—in everything that we do. This vision has guided us throughout our 59-year history and made us one of the leading names in premium eyewear worldwide.

Our corporate vision gives us a clear view of the path ahead. Expertise and passion are our focus, enabling us to do what we do best: design, develop, produce and market high-quality, innovative eyewear.

Michael Schmied, our CMO and a member of the founding family, says, "We create eyewear with a signature look and feel that lets the consumers personality shine through."

Our glasses give wearers the comfort and protection that they need, no matter where they go." Every day, we work to make sure each pair of glasses we make lives up to our high quality standards. We set the benchmark for quality in premium eyewear.

We have been a full-service eyewear provider since 2017, creating not only frames but also lenses at our in-house Silhouette Vision Sensation® Lens Lab in Linz, Austria. Each lens is precisely hand-crafted, resulting in a perfect, tailor-made fit with our frames. This is how we ensure our consumers a perfect visual experience that is more than meets the eye.

OUR MISSION

THE SILHOUETTE GROUP'S VISION, MISSION AND STRATEGY FOCUS ON ONE GOAL: TO ACHIEVE PROFITABLE AND SUSTAINABLE GROWTH WHILE PRESERVING NATURAL RESOURCES AND PROTECTING THE ENVIRONMENT.

VISION

WHAT WE DO

The Silhouette Group sets the benchmark for premium eyewear. We are the market leader in the premium eyewear sector, creating high quality products that protect the eyes and offer perfect corrective vision. Outstanding quality combined with our signature look and feel give our products the power to capture people's imagination and win their hearts.

MISSION

WHY WE DO WHAT WE DO

Eyewear from the Silhouette Group is for everyone who wants to see perfectly and protect their eyes while looking and feeling their best.

STRATEGY

HOW WE DO WHAT WE DO

We passionately challenge ourselves and our partners to create bold, innovative designs and push the boundaries of technology. We create a unique brand and shopping experience for our consumers via online and in-person touchpoints. We are guided in all our activities by the greatest respect and appreciation for our customers, consumers, employees and environment.

FACTS AND FIGURES

1964

FOUNDERS

Arnold und Anneliese Schmieid

100%

OWNERS

Arnold Schmieid, Jr. Brigitte Reepmaker
and Dr. Rupert Schmieid

3rd

GENERATION

Michael Schmieid
Chief Marketing Officer

102-18

ORGANIZATIONAL STRUCTURE



BOARD OF DIRECTORS

Dr. Thomas Windischbauer
(COO)
Born 31.05.1969
Since 01.09.2013

Reinhard Mahr
(CEO)
Born 21.11.1960
Since 01.11.2019

MMag. Michael Schmieid
(CMO)
Born 04.04.1983
Since 01.11.2019

Christian Ender
(CSO)
Born 17.03.1976
Until 30.04.22

PROCURATORS

Julia Gal-Konwalinka, Born 06.11.1973
Since 16.02.2021

Josef Jobst, Born 26.05.1973
Since 01.03.2021

SUPERVISORY BOARD

Dr. Andreas Meier
Born July 10, 1962
Chairman since November 1, 2019

Arnold Schmieid
Born September 26, 1952
Member since November 1, 2019
Representative since July 10, 2020

Petra Hauser
Born September 07, 1966
Member since January 29, 2019

Dr. Daniela Huemer
Born November 04, 1978
Member since July 15, 2019

102-3, 102-4, 102-5, 102-6, 102-7, 102-8, 102-45



SC  TYPE OF COMPANY

Worldwide, the Silhouette family includes more than

20.000

EYE CARE PROFESSIONALS and

87 DISTRIBUTION PARTNERS.



The Silhouette Group is the world's market leader in premium eyewear, with around

1.300 EMPLOYEES WORLDWIDE

13 INTERNATIONAL SALES BRANCHES

and 1 regional office, the Silhouette Group is the market leader in premium rimless eyewear.



As an international company, we export to over 100 countries, which accounts for over

95% of production.

PRODUCTION LOCATIONS

Headquarters in Linz, Austria, and Silhouette subsidiary in the Czech Republic

AUT
HQ and production site

677

EMPLOYEES

373 women, 304 men;
430 production staff, 247 office staff

CZ
production site

281

EMPLOYEES

227 women, 54 men;
250 production staff, 31 office staff

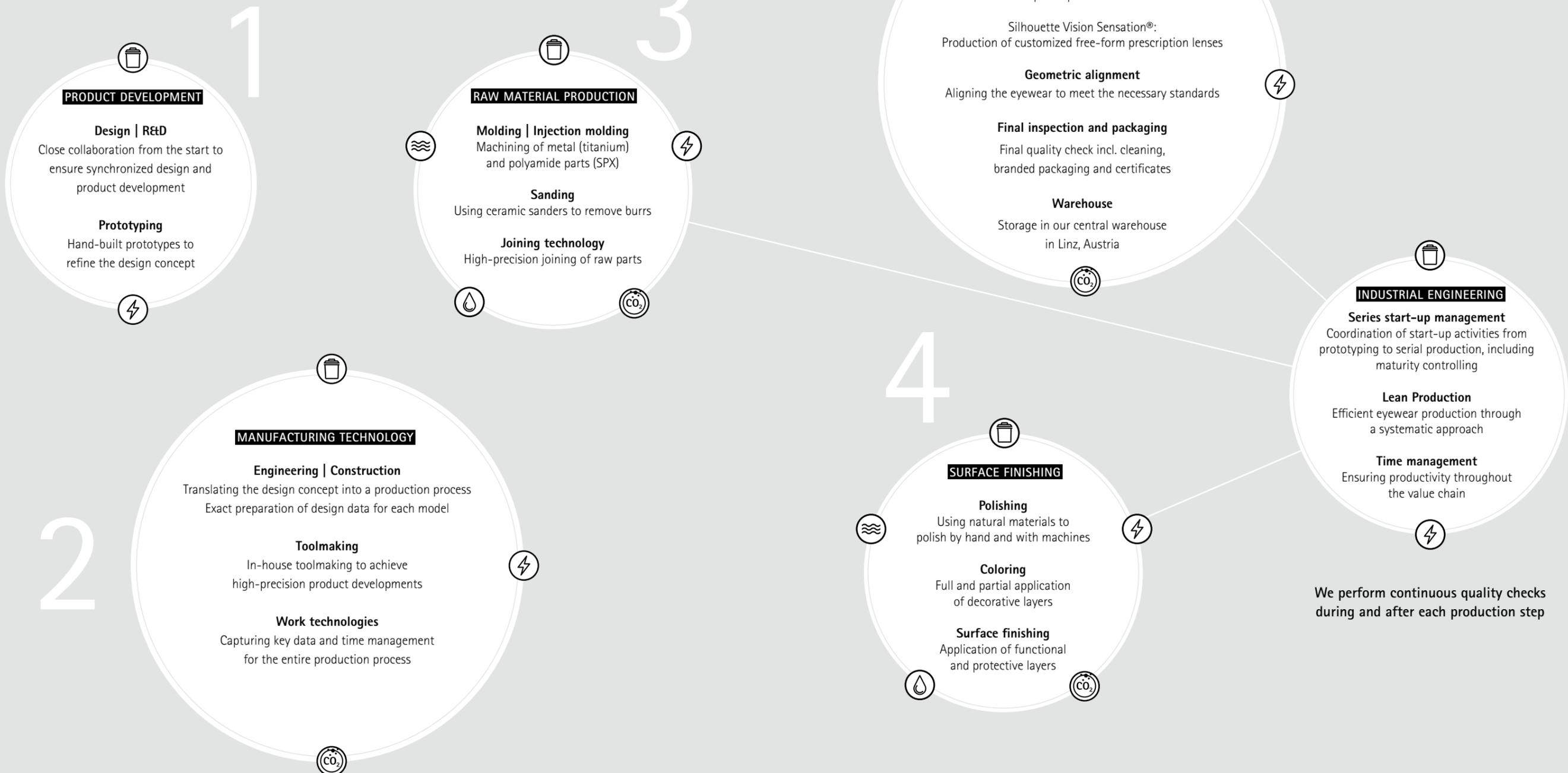
27

APPRENTICES ARE UNDERGOING TRAINING

9

APPRENTICESHIP PROGRAMS OFFERED AT THE SILHOUETTE GROUP

PRODUCTION PROCESS 2021 - OVERVIEW OF ENVIRONMENTAL ASPECTS








 FRESH WATER WASTE WASTEWATER ENERGY EMISSIONS

301-1

BEHIND EACH PAIR OF GLASSES FROM THE SILHOUETTE GROUP:



Ø Raw material consumption per pair of glasses: 0,027 kg



Ø Energy consumption per pair of glasses: 9,35 kWh



Ø Amount of waste water per pair of glasses: 13,68 liter



Total metal consumption: 10.505 kg

TOTAL EYEWEAR PRODUCED:
1.516.036 units

figure includes all glasses, clip-ins, clip-ons and style shades 2021-22, but not individually produced SVS lenses



Total plastic consumption: 31.496 kg



Ø CO₂ emissions per pair of glasses: 0,195 kg



Ø Average amount of water per pair of glasses: 29,6 liter



Packaging per pair of glasses: 0,091 kg



Waste per pair of glasses: 0,52 kg

EMAS Environmental Statement

102-2

BRAND PORTFOLIO

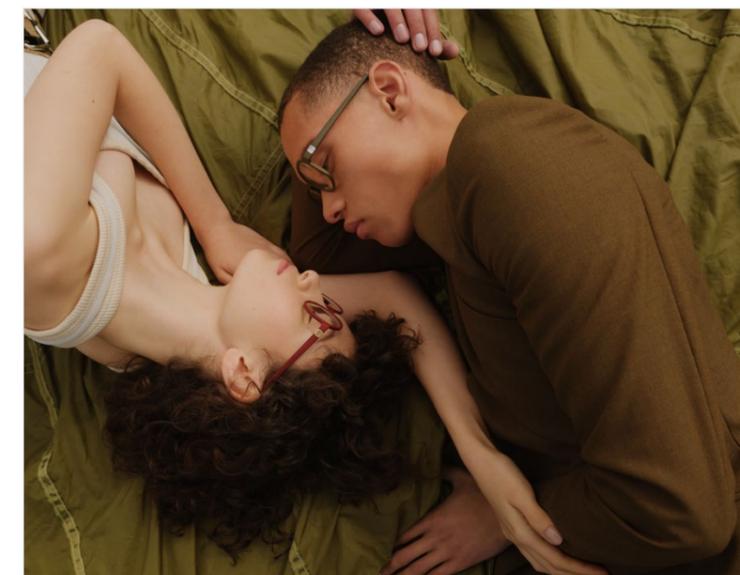
THREE BRANDS, THREE LIFESTYLES

There are three brands in the Silhouette Group's portfolio: Silhouette, NEUBAU EYEWEAR and evil eye. Each brand's product range and positioning caters to a different target group.

The Silhouette brand is dedicated to creating the lightest eyewear in the world with endless personalization options. Our products inspire wearers around the world to see—and think—without limits. NEUBAU EYEWEAR embodies sustainable avant-garde. The premium eyewear merges sustainability with high fashion. evil eye is our sports eyewear brand, offering maximum performance and quality. The collection is sought after by athletes around the world for its perfect blend of vision, protection and comfort.

"Sustainability takes creativity and a new understanding of form, function and manufacturing. Each of our brands lives up to those criteria in its own unique way. Silhouette is committed to minimalism and timelessness—using as few resources as possible. NEUBAU EYEWEAR explores sustainable new materials, from naturalPX and natural3D, to environmentally friendly accessories and marketing materials. evil eye creates sports eyewear that is built to last. This is the essence of sustainability."

Roland Keplinger, Director of Design.





SILHOUETTE – EMPOWERED BY LIGHTNESS

Silhouette's captures the power and feeling of lightness. Our goal is to continually push the boundaries further and bring new ideas to life. This is what drives our visionary design team every day. It all started in 1964, when Anneliese and Arnold Schmied had the dream of creating eyewear that would enable people to see perfectly in all aspects of life.

At Silhouette, lightness is our inner strength, our innovative power and our source of creativity. It compels us to strip back every design to the core of its essence. The result is eyewear that is uniquely minimalistic and supremely stylish.

This design philosophy is reflected in each new model we create. Our signature eyewear combines the finest materials with perfectly balanced designs. We give each consumer the

freedom to choose the shapes, colors and styles that emphasize their unique personality. To cater even further to our consumer's specific requirements, we also produce fully customized Silhouette Vision Sensation® lenses at our in-house Lens Lab to match our frames.

For us, "Empowered by Lightness" means transporting our consumers to a world of total freedom in which the only limit is their imagination.

We want to give our wearers that feeling each time they put on a pair of Silhouette glasses. Every pair of glasses is as unique as the personality of its wearer. And everyone deserves to see the world with a feeling of perfect lightness.

NEUBAU EYEWEAR – SUSTAINABLE AVANTGARDE

Founded in 2016, NEUBAU EYEWEAR combines urban eyewear with a sustainable brand philosophy. Inspired by international creative hubs like Vienna's Neubau district, this brand is a pioneer in eco-friendly designs, technologies and materials.

Each pair of NEUBAU EYEWEAR tells its own story. And behind each pair is strong commitment to quality and innovation. "Sustainable avant-garde" summarizes the distinctive look and feel of the brand, which includes countless bold designs and unique color choices.

And along with its expressive designs, NEUBAU EYEWEAR focusses on smart solutions and sustainable materials. Its original bio-based polyamide naturalPX is derived from sustainable castor oil. In 2020, NEUBAU EYEWEAR went

one step further, launching its 100% biobased material from 3-D printed resin, natural 3D, making it the first European brand to produce completely sustainable eyewear using no-waste 3D printing. For this breakthrough, NEUBAU EYEWEAR won the Green Good Design Award. The brand also uses sustainable recycled stainless steel and high-quality titanium which are subject to strict quality standards.

Inside the NEUBAU universe, everything from the frames to the accessories are manufactured with the same dedication to sustainability and design. All NEUBAU EYEWEAR eyewear products come with a cleaning cloth and case made from recycled and recyclable materials. Even the in-store marketing materials are made by sustainable suppliers who use environmentally friendly materials wherever possible.





EVIL EYE – TRUE SPORT EYEWEAR

From development to production, from customization to perfect performance, sports eyewear from evil eye ensures clear vision with a perfect grip and tailored fit in any situation. Our innovative technologies, uncompromising quality and the perfect combination of design and materials allow athletes to achieve peak performance under the toughest conditions.

All evil eye models are made in Austria and have been designed, developed and produced in Linz since 2019, using a combination of high-tech and hand-crafted techniques. Our sports glasses are made exclusively from an ultralight, extremely durable yet flexible material called PPX®. This high-tech material delivers a slip-resistant, pressure-free, secure fit during sporting activities.

evil eye's high-end filtering technology provides clear, comfortable vision under any lighting conditions. Our self-tinting VARIO filters adjust seamlessly and automatically to match the lighting conditions, while our LST® (light stabilizing technology) filters sharpen contrasts and equalize rapid transitions between shadow and light. Without exception, all evil eye filters provide 100 % protection from harmful UV-A, UV-B and UV-C radiation (UV400).

One of the special features of evil eye glasses is the option of having them fitted with prescription lenses through clip-ins, RX adapters or direct glazing, depending on the model. Plus, by producing the collection's lenses directly in the Silhouette Vision Sensation® Lab in Linz, Austria, evil eye can ensure excellent quality as a full-service eyewear manufacturer.

2

UNDERSTANDING
POINTS OF **VIEW**



102-2

IN DIALOG WITH OUR STAKEHOLDERS

We are continually exploring new ways to live up to our social and environmental responsibilities. To make this happen, we rely on a continual exchange with our stakeholders. This allows us to set our ESG goals and create action plans.

OUR STAKEHOLDERS 102-42

We fully understand who our stakeholders are (see the detailed list on page 88 of this report). We define them based on how they benefit from or influence our value creation and success. They are always a factor in our actions and decision-making. Our operations are designed to meet the expectations of our employees, partners and consumers to the greatest possible extent.



STAKEHOLDER ENGAGEMENT 102-43; 102-46

We communicate openly with our stakeholders to understand the challenges and concerns they face.

When preparing our first Sustainability Report and evaluating the topics in our material matrix, we involved the following stakeholders:

When preparing the first report, we met directly with the company owners and senior management. We held an online survey to collect input from the other stakeholders mentioned above. The survey covered all three pillars of our sustainability model (environmental, financial, social). Based on the insights we gained, we identified key topics for our second report.

2021 SILHOUETTE B2B CUSTOMER SATISFACTION SURVEY

In the summer of 2021, we hosted an online survey to learn about what our B2B customers think of our brand. We emailed the survey to approximately 14.000 opticians who stock our products. What stood out most is how authentically our brand resonates and how satisfied our customers are with our services. Moving forward, we will continue to repeat this survey every two years so that we can continue to meet the changing needs of our partners.

From June to August 2021, we received 1.200 responses (a response rate of 8,4%).

Based on the results, we calculated a net promoter score of 20 (on a range of -100 to +100). This outperforms the optical industry average, which is 0, and ranks on par with luxury industry averages, which range from 10 to 40.

In addition to knowing our position in the optical and luxury industries, we set an internal brand benchmark of 20 which we use to continually monitor our performance. To continue to raise brand awareness and customer satisfaction in 2022, we have planned the following initiatives:

- 1 A new campaign to reach a wider consumer base.
- 2 Relaunching our B2B portal to give our eye care professionals a user-friendly, intuitive information platform, including an online B2B shop.
- 3 Information campaign to improve our brand perception among eye care professionals.

102-44; 102-47; 102-49; 103-1

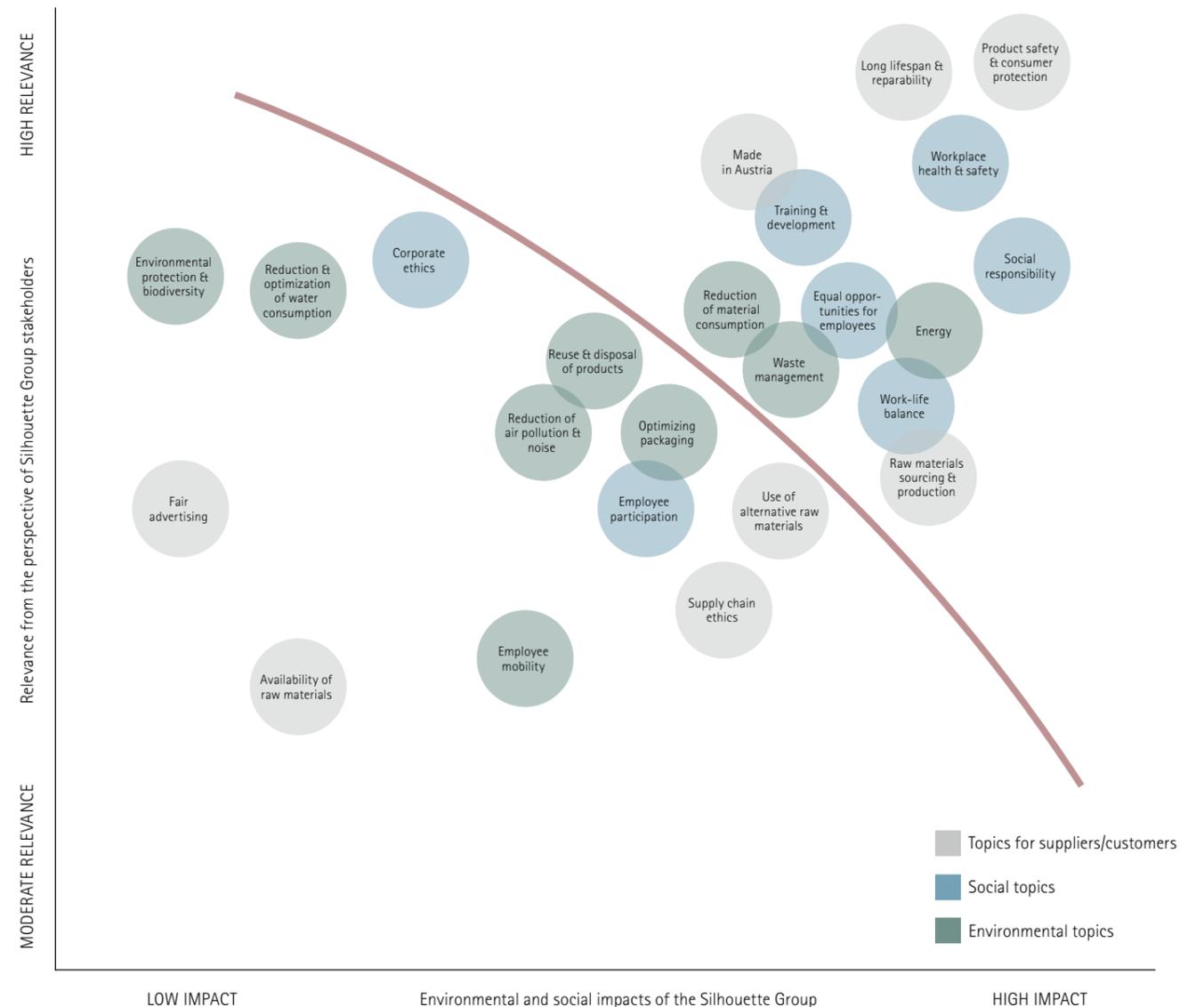
MATERIAL MATRIX

When preparing our first Sustainability Report, we surveyed our stakeholders to identify key sustainability-related topics. This led us to the twelve key topics depicted in our material matrix. These twelve topics are at the core of our second Sustainability Report as well. Due to the geographical location of our corporate headquarters, we have also integrated the topics of wastewater and emissions.

The two financial topics covered in the report, family-owned business and innovation, are already fully enshrined in our

corporate values. For that reason, we chose not to include them in the stakeholder survey or the material mix. Since this Silhouette Group Sustainability Report also serves as an EMAS environmental statement, we have also integrated the topics of noise, soil and emergency preparedness. All chapters/topics relevant to the environmental statement are identified in the table of contents and in the report.

The matrix enables us to regularly review sustainability issues so we can align and adjust our corporate strategy as needed.





3

LONG-TERM VISION

” We want to transform glasses from a visual aid into the ultimate accessory.

Arnold and Anneliese Schmied, Founders of the Silhouette Group

” We want to continue to grow our company, so it is healthy and profitable when we hand it down to the next generation.

Arnold Schmied, Jr., Co-owner of the Silhouette Group and son of the company founders

” We want to be pioneers in sustainable innovation and environmental protection.

Michael Schmied, CMO of the Silhouette Group and grandson of the company founders

YESTERDAY AND TODAY: STRONG ROOTS FOR SUSTAINABLE GROWTH



Our company's success story began in Austria in 1964 with a powerful vision: to create the world's finest eyewear. People and the environment have always been central to that vision. Many of our specialists have been working with our company for years. Thanks to their ambitious research, technical know-how and well thought-out design, combined with the highest quality materials and a minimalistic approach, the Silhouette Group produces long-lasting eyewear using as few resources as possible.

Our company's leaders still follow in the footsteps of our co-founders, Arnold and Anneliese Schmied. Their goal was to build a successful company that always acted in the best interests of society. We continue to abide by that tradition, even as we evolve to face the challenges of the future. We continually seek to improve the way we work. Throughout the

Silhouette Group's history, only one thing has remained the same: we are and always will be a family-owned Austria-based company.

We want to add maximum value for our consumers while also working to protect the planet and conserve resources. This is one of the main focuses of our corporate-level Digital Business unit, which was established in 2020. By embracing the digital revolution, the Silhouette Group wants to offer a seamless customer journey across both online and offline channels. After completing our first Sustainability Report, we are more motivated than ever to reduce our environmental impact. Our Head of Quality Management, Statistics and Environmental Policy (QSE) at the Silhouette Group works with our CSR officers in each brand and department to drive our environmental initiatives forward every day.



FAMILY-OWNED SINCE 1964: MILESTONES IN OUR COMPANY'S HISTORY



1964

With passion and a long-term vision, Anneliese and Arnold Schmied found the Silhouette company and brand.

1975

In the mid-1970s, Silhouette becomes the first brand to send eyewear and vision aid accessories onto the runways of international fashion shows.



1993

Licensed production of the adidas Sport eyewear brand begins in the early 1990s.



1999

A groundbreaking year: Weighing only 1,8 grams (less than a tenth of an ounce), the Titan Minimal Art (TMA) takes the eyewear market by storm, becoming an international success. It is the first titanium eyewear model made without screws or hinges, fully adjustable to each wearer's individual needs.

2014

Silhouette turns 50, marking the occasion with a reinterpretation of its cult classic Futura model.

2019

- Michael Schmied, son of Arnold Schmied, Jr., joins the company, taking on the role of CMO.
- The Titan Minimal Art, now considered a design icon, turns 20. It is widely acclaimed for its groundbreaking design which reduces eyewear to its most essential components. Over 12 million pairs of this iconic model have been sold since its introduction.
- The year ends with the launch of evil eye, Silhouette's own premium sports eyewear brand, which replaces the licensed adidas Sport eyewear brand. The new brand's high-performance sports eyewear is a perfect combination of high-tech frames and filters.



2013

A new interpretation of "Titan Minimal Art. The Icon," the most successful collection in Silhouette history, is introduced.

1960

1970

1980

1990

2000

2010

2020

2030

1970

After achieving success in Europe and Canada, Silhouette captivates the USA and southeast Asia.



1983

Silhouette invents its proprietary polyamide, SPX[®]+, bringing eyewear design to a new dimension and ushering in a new age of lightness.



2016

Silhouette launches its NEUBAU EYEWEAR brand, with urban lifestyle and sustainability as its core elements.

NEUBAU



2000

The Titan Minimal Art launches into orbit. These ultralight, screw-less, hinge-less glasses provide astronauts a perfect fit, even in the weightlessness of outer space.

2018

The 100.000.000th pair of eyewear was produced with Silhouette's signature eye for detail at the company headquarters in Linz.



2017

The Silhouette Group begins producing its own lenses at its in-house Lens Lab, a special new facility located on the company's campus in Linz. These lenses are custom created to fit Silhouette frames. The union of frames and lenses results in the perfect visual experience.



2020

We are actively shaping the digital revolution. Digital trade shows, e-commerce, the Vision Sensation app and digital exchange/returns help strengthen ties with our customers and consumers.



ON THE PATH TO A DIGITAL FUTURE

The digital revolution has created new opportunities to make daily life easier while also reducing our environmental impact. This is why the Silhouette Group fully embraces new technologies. Change and staying agile are part of who we are. We are looking forward to the future and to setting our company on the right path for generations to come.

HANDLING EXCHANGES AND RETURNS ONLINE

In 2021, we digitalized the exchange and returns process for all three of our brands. Now, our customers can report issues by taking photos rather than by returning the faulty items. This eliminates the need to ship products back to our headquarters. In cases where returns are necessary, our partner opticians can ship faulty items directly to us. Streamlining these processes helps us protect the environment.

These two initiatives have reduced the **number of packages we send by around 60.000 per year.**

DIGITAL PROCESS MAP

Process maps serve as a guide for companies. In 2021, we began using the Q.wiki system to digitalize our processes. It gives us greater transparency, along with best practices for how to digitalize work and inspection instructions. It also greatly reduces the amount of paper we use. We have organized training across the company to encourage our employees to use this new system.

DIGITAL AUDITS

In addition, the Q.wiki app enabled all audits to be carried out digitally, starting in January, 2022.

DIGITAL METERS

Digital meters take daily readings of water, electricity, district heating and gas consumption at both our production sites. With 50 meters already installed in Linz and 13 in Trhové Sviny, we are continually expanding our digital meter network. This helps us compile our mandatory QSE reports and quickly identify and rectify any issues. As a result, we avoid waste and use energy as efficiently as possible.

DIGITAL GLOBAL BRAND CONFERENCE

Our annual Global Brand Conference (GBC) is one of our most important internal events. We were unable to hold the event in person in 2020 and 2021 due to the pandemic. Instead, we hosted it online for the first time. The digital event received overwhelmingly positive feedback from attendees. Another sign of the digital GBC's success is how many people we managed to reach, over 70 countries watched the live streams.



2020: 365 tons
2021: 345 tons

Reduction

Based on the positive response, we will host our GBC in hybrid format in 2022. This will help fight pollution by reducing air travel. At the same time, it gives us an opportunity to connect with even more participants.

SILHOUETTE DIGITAL SHOWROOM

In 2021, we raised the bar once again when we launched the trade show of the future. With the Silhouette Digital Showroom, we created a virtual space where our customers could find information, be entertained and chat with us one on one. It gives eye care professionals and consumers an immersive virtual experience of our brand.

BUY LOCAL INITIATIVE 2023-2

To keep pace with changing consumer preferences, we launched our unique Buy Local Initiative in 2020. This project was awarded a RedDot Design Award in 2021. It provides our consumers with a hybrid shopping experience, connecting our online shop with local opticians. With the new Virtual Try-On



Tool on silhouette.com, consumers can conveniently select the perfect pair of Silhouette glasses from the comfort of their own home. Meanwhile, our Click & Collect Service allows digital consumers to book an appointment with local eye care professionals to discuss their specific needs with an expert. We now offer Click & Collect in Austria, Germany and the UK, with other markets to follow in the course of 2022.

The goal of this initiative is to support small local businesses. We want to provide our partner eye care professionals with the best possible support and encourage economic growth in local economies.

VISION SENSATION APP

In 2021, we launched the innovative Silhouette Vision Sensation® app, the first of its kind in the international eyewear market. This revolutionary tool allows consumers to select perfectly coordinated frames and lenses the easy way. We are now a full-service eyewear provider, offering our consumers everything they need to enjoy perfect vision. The Vision Sensation app is the first app to deliver a realistic preview of how the glasses will look on the wearer. The virtual glasses are fully customized and precisely measured to match the wearer's specifications.

This helps consumers know exactly what they are ordering, so they are less likely to order something they do not want—and then have to return it.



A TRUSTED PARTNER



” At Silhouette, people come first. We operate on the basis of teamwork, trust and respect. That's how we manage to create innovative solutions and ultimately, it's the key to long-term success.

Family owners of the Silhouette Group



ETHICS AND INTEGRITY

WHAT BUSINESS SUCCESS LOOKS LIKE TO US 102-16

When consumers choose eyewear from the Silhouette Group, they know they are receiving the best possible protection for their eyes. We avoid short-lived fashion trends as they inevitably lead to a waste of resources. By maintaining our production in Austria, we ensure the highest quality for better vision, durability, user-oriented functions and stylish design.

Sustainable practices, quality, design, perfection, but above all integrity and respect are the keys to our company's success. This creates trust among partners, consumers and employees at home and around the world.

As a family-owned company, we are fully attuned to our responsibility towards our employees, the environment, our stakeholders and the region. Like many Austrians, we share a strong commitment to sustainability. Our top priority is to keep our employees healthy and motivated by offering them fair working conditions. This is why we focus heavily on ensuring job security.

THE VALUES THAT GUIDE US

Our strong values have always served as the basis for sustainable practices along the entire production chain, resulting in constant growth and respectful, open relationships with our employees, eye care professionals, suppliers and consumers.



EMAS Environmental Statement

THE SILHOUETTE GROUP IS THE ONLY EYEWEAR MANUFACTURER IN AUSTRIA AND IN ALL OF EUROPE TO ACHIEVE EMAS CERTIFICATION.

102-14

ENVIRONMENTAL POLICY

Our corporate policy focuses on striking the right balance between our ecological, social and financial goals.

change and finite raw materials demand a new sense of responsibility from all of us. We want to leave behind a healthy, vibrant planet for generations to come.

All Silhouette Group, employees are committed to a conscious approach to protecting the environment. Pollution, climate

The pillars of our environmental initiatives



PUTTING SUSTAINABILITY INTO PRACTICE 102-18

Our CSR Officer and Head of QSE, Josef Keplinger, is tasked with developing our sustainability strategy and embedding our social responsibilities throughout our company. He works alongside Thomas Windischbauer, COO of the Silhouette Group, and supports him both in terms of content and operations.

Josef Keplinger coordinates all ESG-related matters to ensure that sustainability is always in the forefront. He continually monitors the sustainability KPIs set for each department. He also liaises with the CSR core team and external stakeholders, and oversees our CSR reporting and communications.

CORPORATE GOVERNANCE 102-16

Our company's actions are guided by our deeply held values.



In our first Sustainability Report, we laid out our plan to create a company-wide Code of Conduct based on our corporate values and international standards. Due to personnel resources and the Covid-19 pandemic, this unfortunately had to be postponed until 2022. We are currently planning a company-wide implementation program based on the code, which will serve to increase its effectiveness. Our Code of Conduct for Supplies has been in place since 2019,

governing our collaboration with business partners. We strictly audit each supplier annually to ensure compliance.

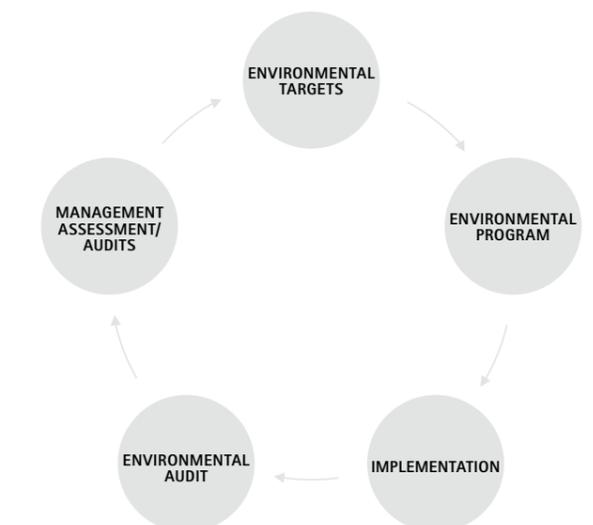
To ensure maximum transparency, we issue our Sustainability Report once every three years, which details our ESG initiatives. This is the second edition of our Sustainability Report. Regular reporting gives us the opportunity to reflect on our progress and set new targets going forward.

ENVIRONMENTAL MANAGEMENT SYSTEM 102-12

Since 1996, our integrated management system at the Silhouette Group has been certified for compliance with ISO 9001 (quality), ISO 14001 (environment) and EMAS-VO (environment). In 2006, we expanded our management system to become certified under OHSAS 18001, and again in 2019 to achieve certification under ISO 45001 (occupational health and safety). Since 2020, we have also been certified under EMAS III (environment). Our integrated management system is based on specific goals, initiatives and regular progress monitoring. To achieve these goals, we believe that environmental consciousness and sustainable practices are essential for all our employees.

we were awarded the Upper Austrian Health Prize in the special category of Work & Cancer. In addition, we are "Work and Family" certified, have signed the Diversity Charter, and were honored with the ineo Award as an exemplary apprenticeship company in 2021.

Our ESG initiatives have earned us multiple awards, certifications and quality seals over the years—and we look forward to garnering in future. Recently, we have been awarded the BGF Seal of Approval (2020-2022). We are also an active member of respACT, a leading corporate platform for ESG. We are a Climate Alliance company, part of the Upper Austria Green Event, the CSR Guide and UN World Environment Day and have implemented the UN Sustainable Development Goals in our corporate objectives. In 2017,



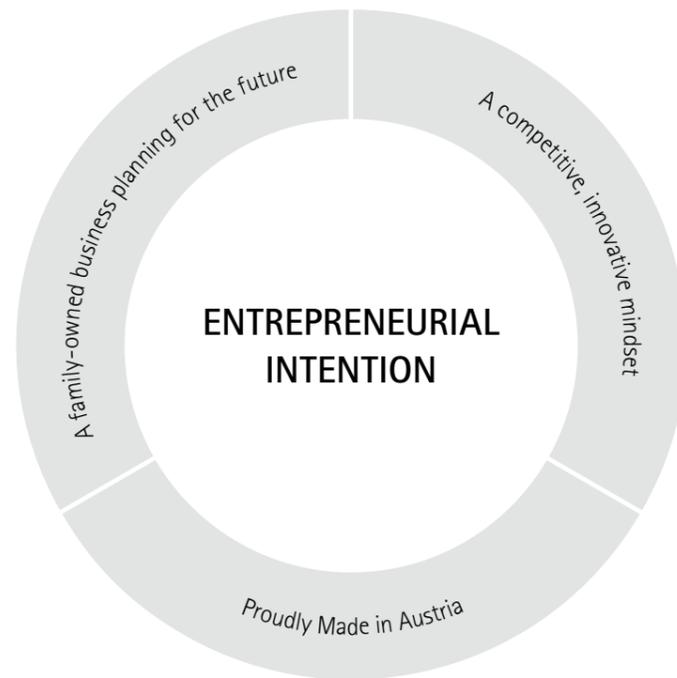


” A family is sustainable by nature. Past generations prepare new generations for the future. Each new generation keeps the family moving forward.

Family owners of the Silhouette Group

103-2; 103-3

THE THREE PILLARS UNDERPINNING OUR ENTREPRENEURIAL INTENTION:



1. A FAMILY-OWNED BUSINESS PLANNING FOR THE FUTURE

It's been nearly 60 years since our family business was founded— that's six decades of ideas, strategies and decisions that have led us to the present day. Our business has never been concerned with short-term success and quick profits. For us, business is more marathon than sprint. We take the long-term view when it comes to making and implementing changes, which in turn should ensure that we can pass on a strong, healthy company to the next generation.

2. A COMPETITIVE, INNOVATIVE MINDSET

In-house research and development has been part of our company since day one. We have always been committed to expanding our knowledge. Our R&D team's daily focus is on new materials, new technologies and new manufac-

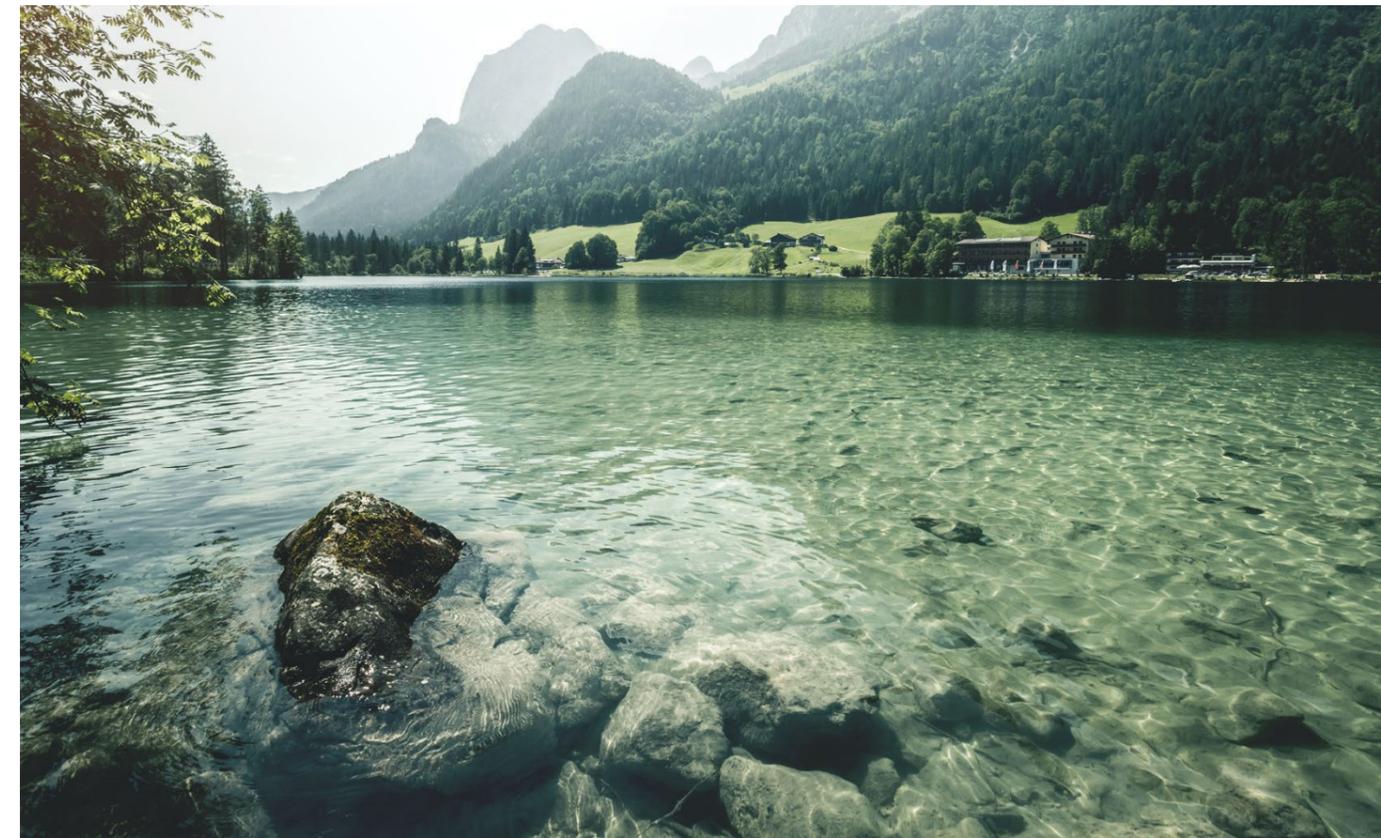
turing techniques. Their goal is to enable us to produce our eyewear as efficiently as possible while also reducing our environmental footprint. We are very proud of our success rate: around 80% of our developments are implemented. Our innovative approach has won us more than 100 international product development and design awards.

Our innovative spirit is also evident in the level of involvement we encourage among our employees, suppliers, customers and partners: Silhouette Ideas Management (SIM) offers a platform for all employees to participate in our company's sustainable growth. Based on our employees' input, we continuously improve our services, procedures, and processes. We are continually on the lookout for new ideas, even from outside our industry. That is why we collaborate frequently with top athletes, designers and trend researchers.

3. MADE IN AUSTRIA ¹⁰²⁻⁹

We are deeply committed to our hometown of Linz, Austria, which is where our company headquarters has always been located. More than just a production site, Linz is where we have our roots. Being here inspires us to create the best quality eyewear for better vision, to create long-lasting products, to innovate and to design with style. Yet, as a family-owned company, our Made in Austria quality seal means even more to Silhouette, because its Austrian roots reach back over 60 years. Our home in the heart of Europe has enabled us to establish our company as an international

success, while remaining deeply connected to Linz in the long term. That is why we feel obligated to give back to our community. We continually invest in initiatives that protect the environment and promote quality of life in our region. These include our 2.500 square meters of rooftop solar panels and our in-house wastewater treatment system. One of our company's top priorities is to ensure that we can continue to operate in our current locations. This is one reason why we want to minimize our impact on the local power grids by installing rooftop solar panels wherever possible on our buildings in Linz and Trhové Sviny.



EXPERTISE MEETS AGILITY

Our ethical business practices are fully in line with Austria's environmental and social standards. Nurturing our employees and pooling our expertise in one location allows us to take an agile approach. This is essential for sustainable success and responsible business practices. Our departments are located in close proximity to one another, which enables them to work closely together and put ideas into action even faster. Our company leaders work hands-on with our various product development teams to ensure optimal efficiency and environmentally-conscious decision making.

LIVING UP TO OUR RESPONSIBILITIES

At the Silhouette Group, we are highly mindful of our responsibility towards our employees, the environment, our

stakeholders and the region. Like so many others, we are strongly committed to sustainable living. For us, this also means ensuring a healthy, motivating work environment and fair working conditions for all our employees. As an international supplier, this applies not only to our company headquarters, but also to our 13 branch offices around the world. Due to our strict commitment to protecting the environment and preserving resources, we are able to operate without restrictions even though our headquarters is located in a water conservation area. Our own policies extend above and beyond the legal minimum requirements, making us a front runner in sustainable innovation and environmental protection.

REMAINING TRUE TO OUR REGION

To ensure our long-term presence in the region, the Silhouette Group has opened a second production facility in nearby Trhové Sviny in the Czech Republic. We carefully selected the Czech Republic as the home for our second, cost-saving production site, because the Czech Republic also adheres to high European standards of quality. Our Czech facility is just a one-hour drive from Linz. This makes it easy to transport supplies and team members between our two locations, so we can guarantee the best quality in production. We also comply with our environmental standards in the Czech Republic.

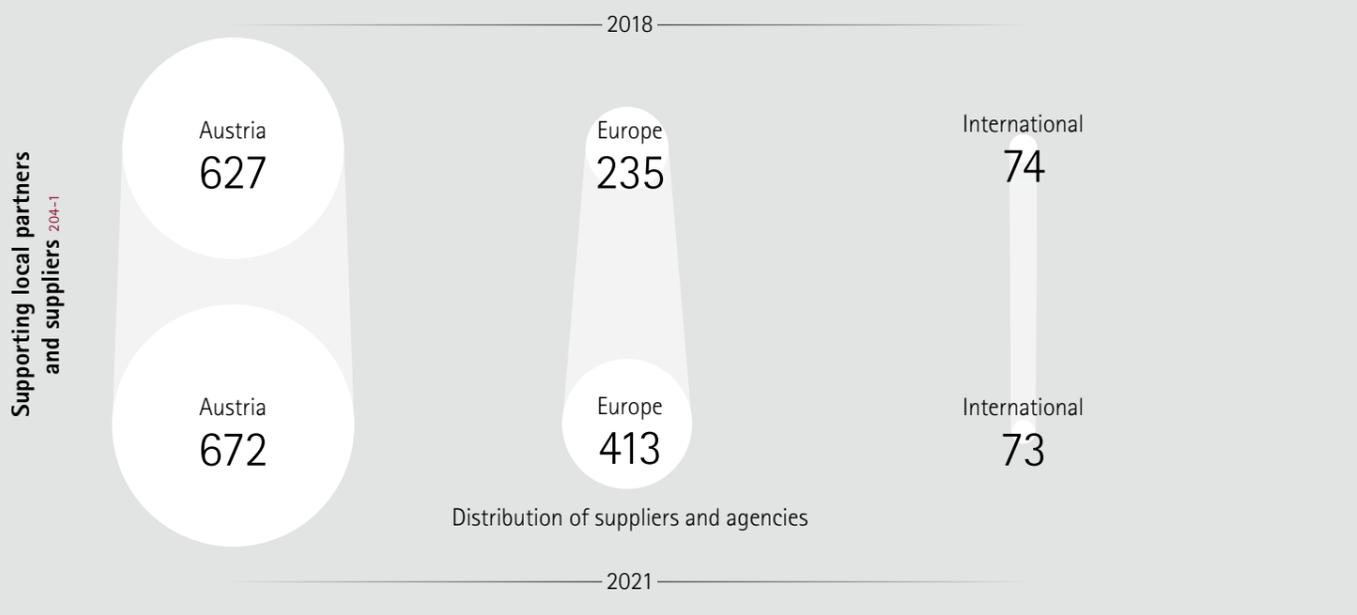
OUR SHARED RESPONSIBILITIES

Our company is synonymous with premium quality that's made in Austria. We rely on our team in the Czech Republic to deliver unfinished parts and metal components used in our production. All metal refinement and surface finishing is performed in Austria. This is highly relevant from an environ-

mental and financial viewpoint. Environmentally challenging processes such as galvanizing and painting can be performed with far greater control in Austria. We follow a similar process for our polyamide eyewear. All the parts are finished in Austria before being assembled in the Czech Republic.

Each pair of eyewear has earned the Made in Austria quality seal. This seal is available only for products that meet strict criteria. All essential production must take place inside Austria, especially complex processes that require extensive expertise. The center of this expertise must also be based in Austria.

At least five times each year, we test our products to determine their actual country of origin. This is required for importing our products into the many countries where they are sold. At the same time, it gives us the chance to verify the origin of our eyewear with full transparency and integrity.



Of course, we are continually exploring the possibility of globalizing our production. However, we always prioritize quality above low-cost production. In addition, production facilities in the Far East cannot meet our level of customization, because they focus on generic serial

production (producing the same pair of glasses, even under multiple brands). This is not the way we work. To meet our high standards of quality, we believe that we must continue to produce our eyewear in Austria and Europe.



Over half of our suppliers* are also based in Austria. This shows our commitment to the Made in Austria quality seal at every stage of our products' life cycle.

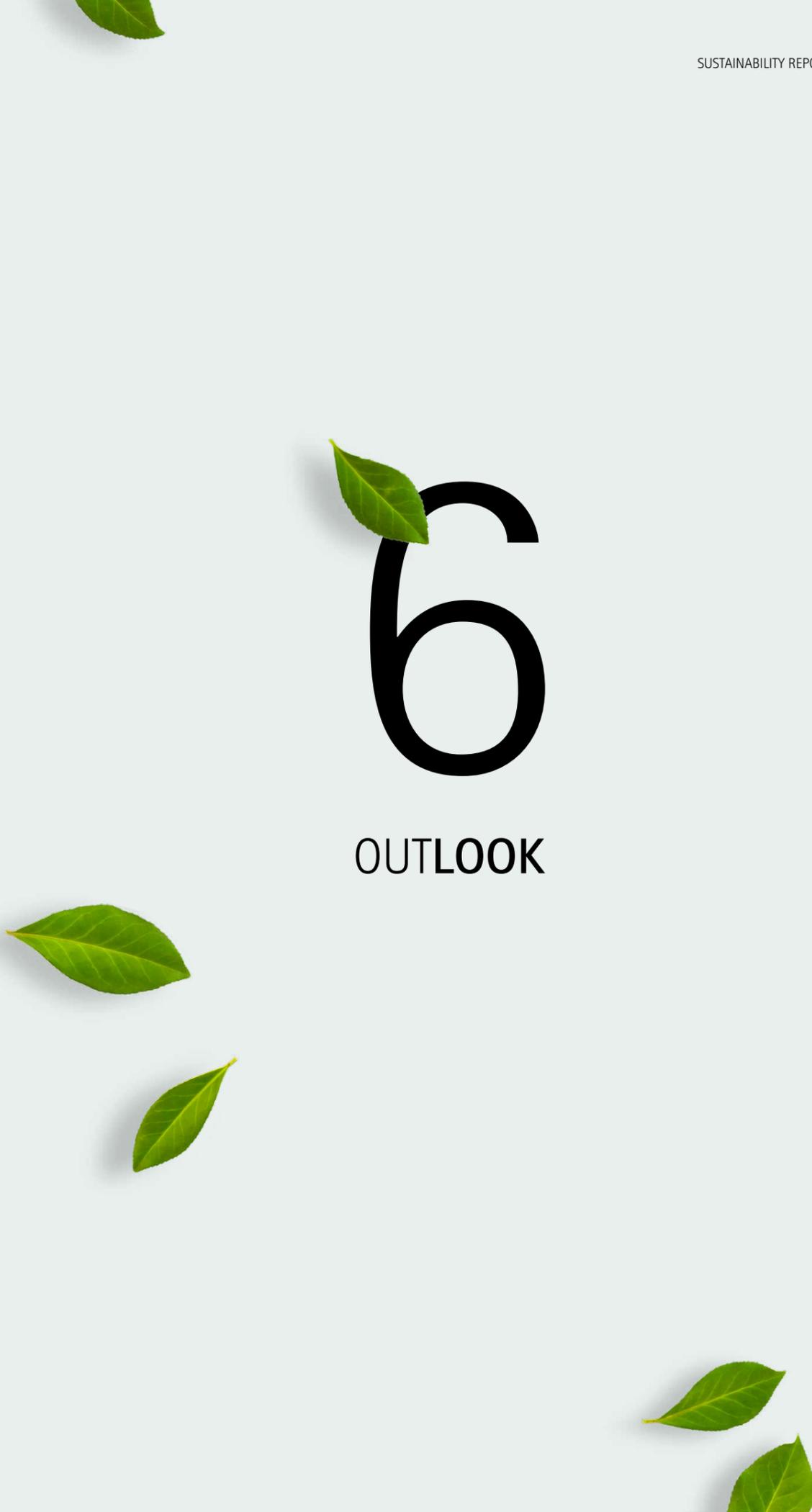
We prefer to rely on local expertise and quality. Working with nearby partners also makes it easier and faster to coordinate. At the same time, we strive to contribute to our country's sustainable economic growth. We rely on production machinery, equipment and creative professional services which come primarily from Austria-based firms.

We also partner with suppliers in neighboring European countries and work closely with them to receive the best goods and services with relatively short lead times. Our few non-European suppliers mainly provide raw materials.

**Agencies and suppliers of materials, equipment, advertising and IT services*

” We owe our success to our Austrian roots and to having our brilliant design and production teams under one roof.

Reinhard Mahr, CEO of the Silhouette Group



6

OUTLOOK

ENVIRONMENTAL GOALS



Our goal is to shape the future and protect our planet for generations to come. We work every day to meet these challenges. It takes out-of-the-box thinking to find creative solutions. We are doing our part with products, services and initiatives that make a difference. Our work is based on the UN Sustainable Development Goals (SDGs). With these in mind, our Executive Board, Supervisory Board and company owners have defined ten action areas to guide our sustainability goals.



Ecological

Social

Economical

COMPLETED PROJECTS 2019-2021 ²⁰³⁻¹

UN SDG	PROJECT FOCUS	GOAL	RESPONSIBILITY	INITIATIVE	LOCATION/ PROJECT STATUS
	Resuming the EMAS certification process	Improve innovation capability, reduce environmental impact and costs, enhance credibility	QSE	Introduction of an environmental program with a comprehensive environmental statement Implementation of an external environmental assessment by TÜV AUSTRIA CERT GMBH	HQ Linz/AUT Completed Q4/2020
 	Generating renewable energy in-house in Linz	Reducing annual energy purchase for eyewear production	Building Services	Installation of 2.500 m ² of rooftop solar panels on a production building Annual CO ₂ emissions reduction: 240 tons Annual energy purchase	HQ Linz/AUT Completed Q4/2020
 	Becoming a Climate Alliance Austria partner	Protecting the climate through local initiatives and global alliances	QSE	Climate audit by external Climate Alliance consultant Development of 150 potential measures to reduce energy consumption and CO ₂ emissions Ongoing implementation throughout 2022	HQ Linz/AUT Implementation of measures completed Q4 2022
	Groundwater wells	Conservation of the Linz municipal drinking water supply	Building Services	Construction of three new groundwater wells to supply our entire landscaping irrigation system Creating a closed circuit: extracted groundwater returns to the water table via the soil	HQ Linz/AUT Completed Q3/2021
	Extension of our water law permit	Maintaining our location	Production QSE Building Services	Intensive testing procedures and strict monitoring, notification and reporting obligations > Renewal of permit for another 15 years (until 2036)	HQ Linz/AUT Completed Q3/2021
 	In-house renewable energy production in Trhové Sviny	Reducing annual energy purchase for eyewear production	Building Services	Installation of 760 m ² of rooftop solar panels on a production building Annual CO ₂ emissions reduction: 73 tons Annual energy purchase reduction: 16%	Second production site (Trhové Sviny, CZE) Completed Q4/2021
 	Charging stations for e-vehicles	Installation of charging infrastructure for e-vehicles	Building Services	Installation of 12 additional charging stations for company cars	HQ Linz/AUT Completed Q4/2021
 	Vehicle fleet	Ongoing conversion of company vehicle fleet to e-vehicles	Procurement/ Vehicle Fleet Management	Company vehicle fleet updated with 6 e-vehicles and 3 hybrid cars Sustainable emissions reduction in our vehicle fleet	HQ Linz/AUT Completed Q4/2021
 	Employee mobility/commuting	Incentive for employees to switch to e-vehicles	Works Council	Cooperation with a local car dealership: Employee discount for purchasing an e-vehicle	HQ Linz/AUT Completed Q4/2020

ONGOING PROJECTS 2022-2024

UN SDG	PROJECT FOCUS	GOAL	RESPONSIBILITY	INITIATIVE	LOCATION/ PROJECT STATUS
	EMAS certification for our second production site	Improve innovation capability, reduce environmental impact and costs for our entire eyewear production process	QSE	Introduction of an environmental program with a comprehensive environmental statement and implementation of an external environmental assessment.	Second production site (Trhové Sviny, CZE) Implementation by 2023
 	Second expansion stage of our in-house electricity initiative	Reducing annual energy purchase for eyewear production Achieving carbon neutrality in our eyewear production	Building Services	Installing solar panels on all suitable rooftops at both of our production sites First steps: Additional 193 kWp in Linz and 355 kWp in Trhové Sviny.	HQ (Linz, AUT) and second production site (Trhové Sviny, CZE) Implementation by Q4 2022
 	Valuing all members of society	Fair conditions for all stakeholders of the Silhouette Group regardless of gender, age, origin, skin color, sexual orientation, religion, world view, and physical or mental ability	HR Corporate Communication QSE	Extension of the existing participation in the Diversity Charter by Silhouette Germany to Silhouette HQ in Linz	HQ Linz/AUT Implementation by Q4 2022
 	Carbon-neutral with offsetting	Carbon-neutral eyewear production (with offsetting)	QSE	Climate neutral in five steps: Measure, reduce, offset, certify, communicate Continuous reduction of carbon footprint to minimize offsetting and actually lower emissions	Total eyewear production Continuous reduction of carbon emissions
	Increase energy efficiency at our production facilities	Investing in our home locations	Technology Production	Renovation of painting facility in Linz Construction of injection molding department in Trhové Sviny Continual upgrading of machinery	HQ (Linz, AUT) and second production site (Trhové Sviny, CZE) Ongoing Q4/2024
 	Ophthalmologic clinic in Burkina Faso	Establishing an eye clinic and training local medical staff helping local people to help themselves	Executive Board Retired Silhouette master optician	Extension of the project for an indefinite period (originally planned project completion: 2022) Further on-site training and delivery of medicines, medical tools and monetary donations for an indefinite period of time	HHQ (Linz, AUT) & Burkina Faso Ongoing
 	Charging stations for e-vehicles	Construction of charging infrastructure for e-vehicles	Building Services	In addition to the existing charging stations, the charging infrastructure for customers and employees is also being expanded	HQ (Linz, AUT) and second production site (Trhové Sviny, CZE) Implementation Linz Q2 2022 Trhové Sviny Q4/2022

UN SDG	PROJECT FOCUS	GOAL	RESPONSIBILITY	INITIATIVE	LOCATION/ PROJECT STATUS
	Launch of computer-aided quality assurance (CAQ) software	Digitalized monitoring of the production process with all operational and service areas Documenting and archiving quality-related data	QSE Production Technology	Introduction of a uniform system for digital data collection instead of the current network of individual systems that have to be maintained manually	HQ (Linz, AUT) and second production site (Trhové Sviny, CZE) Implementation Linz: Q2 2022 Trhové Sviny: Q4 2023
 	Vehicle fleet	Ongoing conversion of company vehicle fleet to e-vehicles	Procurement Vehicle Fleet Management	Continually updating the company fleet with e-vehicles and hybrid cars. Sustainable reduction of emissions from company fleet	HQ (Linz, AUT) and second production site (Trhové Sviny, CZE) Ongoing Q4 2024
 	Employee mobility/ commuting	Incentive for employees to switch to e-vehicles	Works Council	Ongoing renewal of cooperation with a local car dealership: Employee discount for purchasing an e-vehicle	HQ Linz/AUT Ongoing
 	Staying a Climate Alliance Austria partner	Protecting the climate through local initiatives and global alliances	QSE	Continuous renewal of the partnership	HQ Linz/AUT Ongoing





OUR RESPONSIBILITIES

EMAS Environmental Statement

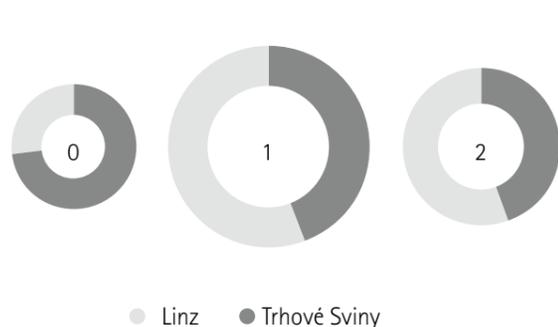
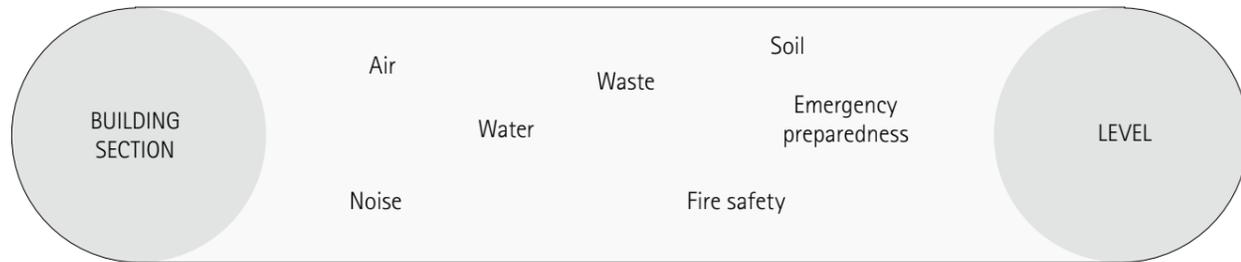
OVERVIEW OF OUR ENVIRONMENTAL IMPACT

103-2; 103-3

DIRECT ENVIRONMENTAL IMPACT

For both of our production sites, we examine seven direct environmental impact factors for each building section and level.

Based on these factors, over 450 environmental impact reviews are carried out annually at both production sites. The graph of the latest assessment results shows that no measures were lacking in any area. As our company administration is mainly located at our headquarters in Linz, there is a clear difference in the number of areas where environmental impact is not relevant.



- 0 Environmental impact factors not relevant (e.g. offices)
- 1 Environmental impact factors exist, but no measures required
- 2 Environmental impact factors exist that require measures, but measures have already been implemented at the time of the review (e.g. technical or personal protective measures)
- 3 Environmental impact factors exist that require measures that have not yet been implemented at the time of the review.

INDIRECT ENVIRONMENTAL IMPACT

1 QUALITY PRODUCTS MEAN SUSTAINABLE CONSUMPTION

2 TECHNICALLY ADVANCED PRODUCTS, LASTING COMFORT

3 PERSONALIZED ATTENTION, LASTING SATISFACTION

4 SHARED VALUES, LONG-TERM PARTNERSHIPS

DIRECT ENVIRONMENTAL IMPACT

NOISE

The Silhouette Group headquarters is located in Linz-Kleinmünchen, Austria, directly adjacent to residential zones. We protect our neighbors from noise by performing loud production processes exclusively inside our production building. Independent auditors regularly monitor noise volume at our site and ensure that we are within the legal limits.

WATER

See our chapter on "Reducing consumption to protect the environment and our locations on page 58.

WASTE

See our chapter on "Taking our footprint seriously" on page 62.

SOIL

We want the ecosystem around our company headquarters to thrive. That is why we have restored portions of our company grounds to their natural state. As a family-owned company, we feel that it is our duty to treat our local plants and wildlife with respect.

Since 2016, our extensive company grounds have turned into a green oasis in the heart of an otherwise heavily urbanized neighborhood. Today, it is a vibrant sanctuary for insects, beetles, small mammals and birds. Our "rewilded" meadow is now

teeming with local species of plants and wildflowers. This has restored life to the topsoil and brought a noticeable improvement to the microclimate. Our nature park is living proof that business and biodiversity can flourish side by side.

EMERGENCY PREPAREDNESS

The Silhouette Group Emergency and Crisis Management policy defines how we respond in the event of an emergency. It contains scenarios and procedures that were drawn up by our crisis management team based on a preliminary risk analysis. We strictly adhere to these procedures whenever an emergency occurs. At least once a year, we hold safety drills to encourage emergency preparedness. We have also developed an alarm plan for responding to potential incidents involving hazardous chemicals. This is designed to protect our staff and the environment from exposure to harmful chemicals if an accident happens.

FIRE SAFETY

Our fire protection officer oversees fire prevention and protection in accordance with our in-house fire safety guidance. This defines all the rules of conduct that we uphold to ensure workplace safety and prevent fire damage. It also provides our employees with instructions on how to conduct themselves in case of a fire. We conduct and document our company-wide fire safety training at least once a year.

The decrease in production during the pandemic years, led to an increase in biodiversity per unit, even without us making any changes to the outdoor terrain.

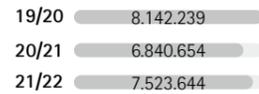
All dimensions in m ²	2015/16	2019/20	2020/21	2021/22
Total surface area (AUT)	80.575	80.575	80.575	80.575
Total surface area (CZE)	38.276	38.276	38.276	38.276
Building surface area (AUT)	19.621	19.621	19.621	19.621
Building surface area (CZE)	7.693	7.693	7.693	7.693
Paved surface area (AUT)	19.621	19.621	19.621	19.621
Paved surface area (CZE)	12.338	12.338	12.338	12.338
Uncultivated surface area (AUT)	0	33.620	33.620	33.620
Uncultivated surface area (CZE)	0	0	0	0
Lawn surface area (AUT)	27.334	7.484	7.484	7.484
Lawn surface area (CZE)	18.245	18.245	18.245	18.245
(B1) Biodiversity / each pair of glasses (m ² /piece)	0,015	0,025	0,037	0,030

103-2, 103-3; 302-1

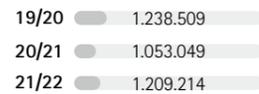
CONSERVING RESOURCES TO PROTECT THE ENVIRONMENT AND OUR LOCATIONS

To ensure that we can continue operating at our current locations, we strive to reduce our energy consumption wherever possible. Both of our production facilities are powered by CO₂-free, sustainable electricity (solar, wind, hydroelectric, biomass and biogas).

Consumption kWh (total AUT):



Consumption kWh (total CZE):



ELECTRICITY 302-1

Our production partially shut down in 2020-21 due to the pandemic. This resulted in a reduction in energy consumption. Last year, production slowly resumed, but consumption continued to fluctuate due to occasional lockdowns.

En1 had remained stable in the past at both sites, but rose significantly in 2020-21 as our production volume strongly declined due to the pandemic. The increase in En1 in 2021-22 compared with 2019-20 is due to the success of our lens production. The total number of units refers to eyeglasses, not individual lenses, resulting in an increased energy value, which is offset against a lower number of units. En2 rose in 2021-22 because this was the first full year in which our in-house solar energy farm supplied electricity. This is a positive development.

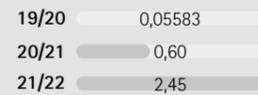
ENERGY EFFICIENCY EN1 AND EN2



Electricity + heating energy per pair of glasses (kWh/unit) – En1



Renewable energy as % of total consumption – En2



ENERGY-SAVING INITIATIVES



Since 2020, we have reduced our electricity consumption by **60%** by replacing 370 conventional light bulbs with LED



6 solar power charging stations for e-bikes in Linz
3 Smart Flowers generate solar power for the e-charging stations



End-to-end energy monitoring with smart meters ensures maximum efficiency

monitoring

14 e-vehicle charging stations for company cars and visitors



Heat recovery from compressed air generation

Use of compressor waste heat for air drying during painting

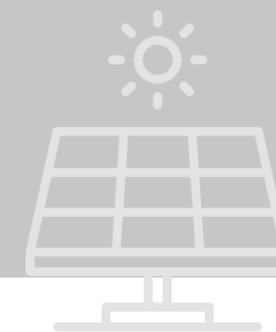
All new production machines have a high energy **efficiency rating**

Energy audits every four years optimize efficiency at both production sites The analysis covers all buildings, machines, processes and transport



Subsidizing **e-vehicles** for commercial use

Offering an employee discount on e-vehicles bought from partner dealerships



In Linz, we have been generating 340 MWh of electricity each year since 2020 with **2.500** square meters of rooftop solar panels. 100% of the electricity we generate in Linz is used in our production

In January 2022, more than **760** square meters of solar panels started supplying energy to our plant in Trhové Sviny

DISTRICT HEATING

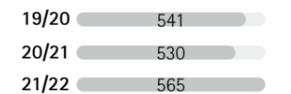
We use environmentally-friendly district heating to heat all buildings in Linz and Trhové Sviny. District heating also supplies the heat used in our production processes. Almost all buildings have been completely thermally renovated using state-of-the-art techniques. Plans are already in place to retrofit the remaining portion of the buildings in Linz.

Our heating needs were higher in the first half of business year 2021-22 compared to 2019-20 due to significantly colder weather. Our heating needs in 2020-21 decreased because more employees were working from home.

Consumption (MWh) in AUT:



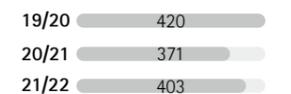
Consumption (MWh) in CZE:



GAS

The in-house exhaust air purification system for the painting facility at our Linz production site accounts for the largest portion of our gas consumption. The concentrated solvents in the exhaust are incinerated, and the purified exhaust is then discharged via the roof. This still results in fewer emissions than working without exhaust air purification. Only one section of the building is still using gas for indoor heating. This is only used to prevent frost damage.

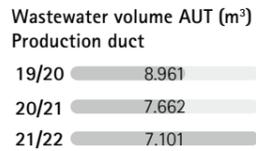
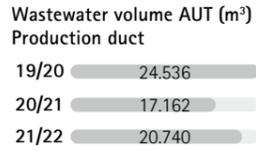
Consumption (MWh) in AUT:



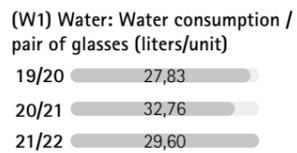
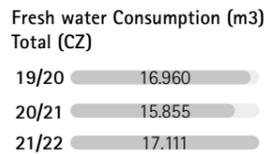
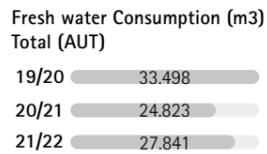
(No gas is used in CZE)

WATER

Our production site in Linz is located inside a water conservation area. This is another important reason why we are committed to conserving water and improving the quality and purity of waste water. At our plant in the Czech Republic, we also treat part of the wastewater (especially scouring wastewater) using a wastewater treatment system. The system does not include a meter to record wastewater volumes, but the total volume of wastewater is equal to water consumption.



(There are no wastewater meters installed at the production site in CZE).



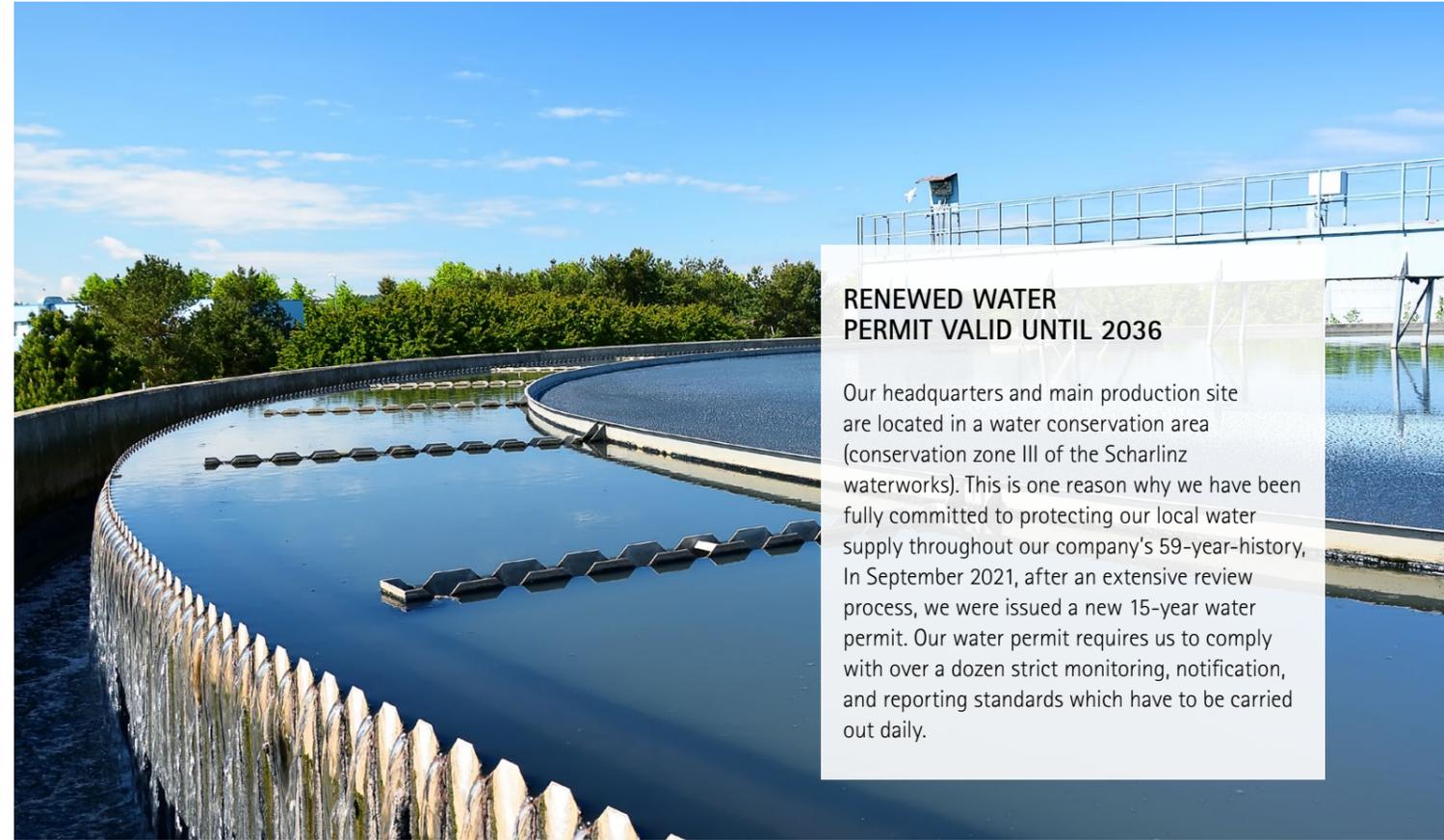
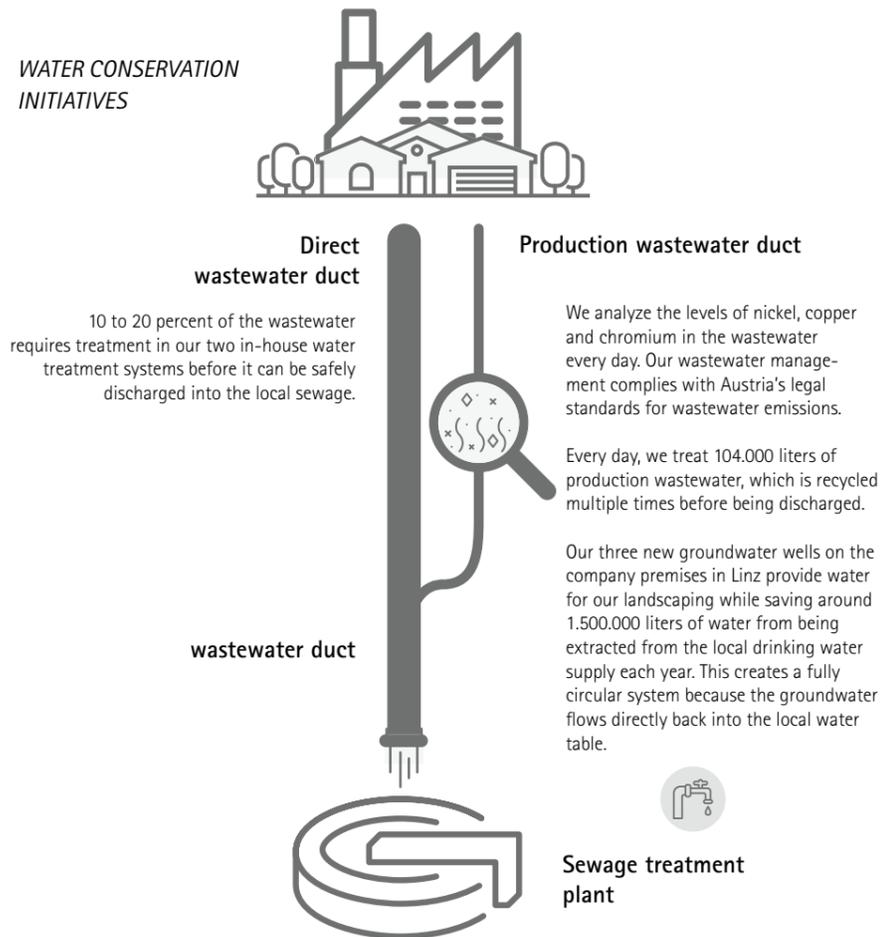
WASTEWATER

Water consumption was lower in 2020-21 due to the pandemic, which prompted a partial shutdown in production and periods in which 100% of our office staff were working from home. Our office wastewater output continues to be lower than usual, as we continue to allow our office staff to work from home in general. The measurements from our production duct have shifted slightly due to a certain amount of wastewater being disposed of as waste during lens production.

FRESH WATER

In 2021-22, we reduced the amount of fresh water used for landscaping in Linz. Last year, we built three groundwater wells to use for irrigating the landscaped areas. This has resulted in a significant reduction in fresh-water consumption. Meanwhile, fresh-water consumption per pair of glasses rose due to the increased volume of our lens production. Again, individual lenses are not included in the total quantity of glasses, which results in the increased value.

WATER CONSERVATION INITIATIVES



RENEWED WATER PERMIT VALID UNTIL 2036

Our headquarters and main production site are located in a water conservation area (conservation zone III of the Scharlinz waterworks). This is one reason why we have been fully committed to protecting our local water supply throughout our company's 59-year-history. In September 2021, after an extensive review process, we were issued a new 15-year water permit. Our water permit requires us to comply with over a dozen strict monitoring, notification, and reporting standards which have to be carried out daily.

EMISSIONS 305-1, 305-2, 305-3

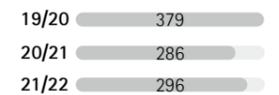
In addition to being located inside a water conservation area, our headquarters is also inside a densely populated residential area. This is another reason why we take every possible measure to reduce noise pollution and emissions.

Our carbon emissions declined due to a two-month shutdown of our production during the pandemic. Other factors contributing to this reduction include our ongoing phase-out of diesel company vehicles and switch to electric cars, as well as the optimization of truck shuttle traffic between our two production sites.

EMISSION-REDUCTION INITIATIVES

- 97% of our painting facility's exhaust is purified using our CTP system
- Ongoing optimization of logistics between Linz and Trhové Sviny
- 90% less CO₂ from producing NEUBAU EYEWEAR cases by switching from hard to soft cases
- Saving 1 ton of CO₂ each year by manufacturing all NEUBAU EYEWEAR Foundation Collection blank lenses from recycled materials from our own eyewear production
- Switching to e-vehicles wherever possible (currently not yet possible for vehicles used in long-distance travel/transport)
- Linz employees taking part in a statewide campaign to promote bicycling. In five months, they cycled 37.314 kilometers in total, saving 6.582 kg of CO₂ compared to driving.

Total direct CO₂ emissions Total (AUT + CZE)



(EM1) Emissions: CO₂ incl. last-mile combustion / pair of glasses



The nitrogen oxide (NOx) levels are identified in the report issued by ACS, a specialized auditor based in Linz. This report is prepared every three years and indicates the current level at the time of reporting which is 25,28 kg/a right now.

103-2, 103-3, 306-2

TAKING RESPONSIBILITY FOR OUR ENVIRONMENTAL IMPACT

Waste, wastewater and emissions are an unfortunate side effect of any manufacturing company's operations. At the Silhouette Group, we do everything we can to minimize the impact of our production. That is why we go beyond the strict regulations already in place in Austria and the European Union. And since our headquarters is located inside a residential area and a water conservation zone, we are even more motivated to do our best.

Waste	2019/20	2020/21	2021/22
Total waste (AUT) (kg)	695.795	572.568	640.335
Total waste (CZE) (kg)	176.944	129.318	159.364
(A1) Waste: Waste per pair of glasses (g/unit)	481	568	528
Hazardous waste (AUT) (kg)	344.861	279.406	370.327
Hazardous waste (CZE) (kg)	49.954	37.228	60.023
(A2) Waste: Hazardous waste per pair of glasses (g/unit)	214,04	254,35	279,60
Recyclable waste (AUT) (kg)	138.758	123.631	113.158
Recyclable waste (CZE) (kg)	57.353	43.569	48.615

Due to the pandemic, we had to shut down our eyewear production for two months in 2020. This is reflected in the decrease in waste and hazardous waste generated in that year. The increase in waste (including hazardous waste) per unit is due to the decrease in production volumes in the two pandemic years and the increase in lens production. Individual lenses are not included in the total number of units, which increases the ratio of waste per unit.

SUSTAINABLE WASTE MANAGEMENT

In all areas of our production, we strive to minimize waste.

- 1. Reduction > 2. Reuse > 3. Recycling > 4. Upcycling > 5. Prevention

Waste prevention

- Reusable packaging in internal plant transport
- Reusing outer cartons
- Microfiltration of hydraulic oil
- Increasing the lifespan of tools through repairs and regrinding
- 340.000 plastic sleeves saved in three years by switching to recycled paper sleeves for NEUBAU EYEWEAR cleaning cloths
- 3D printing uses only as much material as needed. Any excess material can be recycled
- Switching to bulk packaging wherever feasible

Reuse

- Giving eyewear a second life through development aid projects
- Selling reusable pallets to return them to market
- Reusing painting equipment on large in-house painting projects to keep it in circulation

Recycling

- Recycling paper, cardboard, scrap metal and wood waste from defective pallets
- Separating plastic, glass and metals and handing them over to recycling companies
- Upcycling 180,000 used plastic bottles in 3 years to produce NEUBAU EYEWEAR cleaning cloths
- Eliminating adhesives to make NEUBAU EYEWEAR cases 100% recyclable
- Closed-circuit return process for used plastic powder from 3D printing

As part of our sustainable environmental management, we have been supporting the idea of a closed-circuit return process for used plastic powder from our 3D printing department since the beginning of 2019. This recycling program, organized by our partners Kajo Plastic GmbH & Co. KG and EOS (3D printer manufacturer), saves us the costs of disposing of used powder and improves our ISO 14001-certified environmental management system. Kajo Plastic GmbH & Co. KG pays EOS around €0,65 for each kilogram of used material. This income is devoted to social initiatives that promote ESG goals. In addition, our used powder is reused as secondary raw material in the industry, and we use the proceeds to support social initiatives.

OTHER WASTE MANAGEMENT TECHNIQUES

- Inerting: Using approved facilities to incinerate commercial waste according to legal requirements.
- Energy recovery: Use of waste from lens production (sunglasses and blank lenses) as a fuel substitute.

COMPOSTING

Depositing waste from landscaping and from our organic canteen with a local composting company.

PREVENTION

Production inevitably results in a certain volume of landfill waste. We continuously reduce our landfill waste; for example, by using 3D printing to make NEUBAU EYEWEAR glasses.

NEUBAU EYEWEAR X PLANET PATROL Community clean-up campaign

Under the name #NEUBAU pioneers, NEUBAU joined forces with Planet Patrol to call for an international litter clean-up campaign. The team's goal was to collect 8.000 pieces of litter between June 8 and July 15, 2021 to fight pollution on land and in the oceans and help protect biodiversity. The results speak for themselves: The 64 NEUBAU pioneers who took part in the campaign picked up 7.323 pieces of litter—reaching 91% of their goal. They documented each piece using the Planet Patrol app.

LESS IS MORE MINIMAL MATERIAL, MAXIMUM QUALITY

Our brands share a minimalistic design philosophy of "reducing eyewear to the max." This has guided our approach to eyewear production for decades.

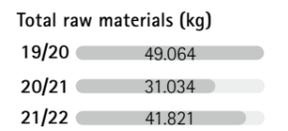
Every department in our company contributes to our strategy of minimizing material consumption for each type of eyewear we create, from our in-house design, R&D and prototyping to production. This approach allows us to operate more sustainably while also meeting our consumers demand for innovative, high-quality products and features.

TAPPING INTO POTENTIAL

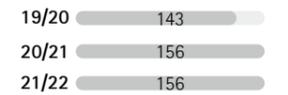
We strive to use materials more efficiently in our eyewear production with the goal of establishing a circular economy in the near future. This will enable us to conserve precious resources, protect the climate and minimize our dependence on imported fossil raw materials and unprocessed metals.

- Cradle-to-cradle: Defining smart product requirements for each new collection (product design, material selection, reparability, etc.).
- Research & development: Finding, testing and developing more renewable raw materials that meet the Silhouette Group's premium quality standards.
- Local vs global: Reducing raw material imports by using more local raw materials.

Through these activities, we want to add more value to the industry and to the economy as an Austrian company. We also want to do our part to help achieve the Austrian government's #mission2030 climate and energy objectives.



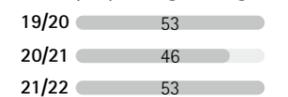
(M1) Material efficiency: Total material (raw materials and tools) used per pair of glasses (g/unit)



Total plastic (kg)



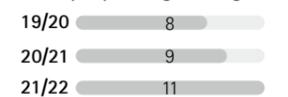
(EM2): Plastic per pair of glasses (g/unit)



Total metal (kg)



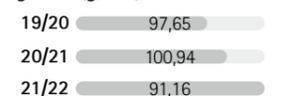
(EM2): Metal per pair of glasses (g/unit)



Total packaging (kg)



(EM2): Packaging per pair of glasses (g/unit)



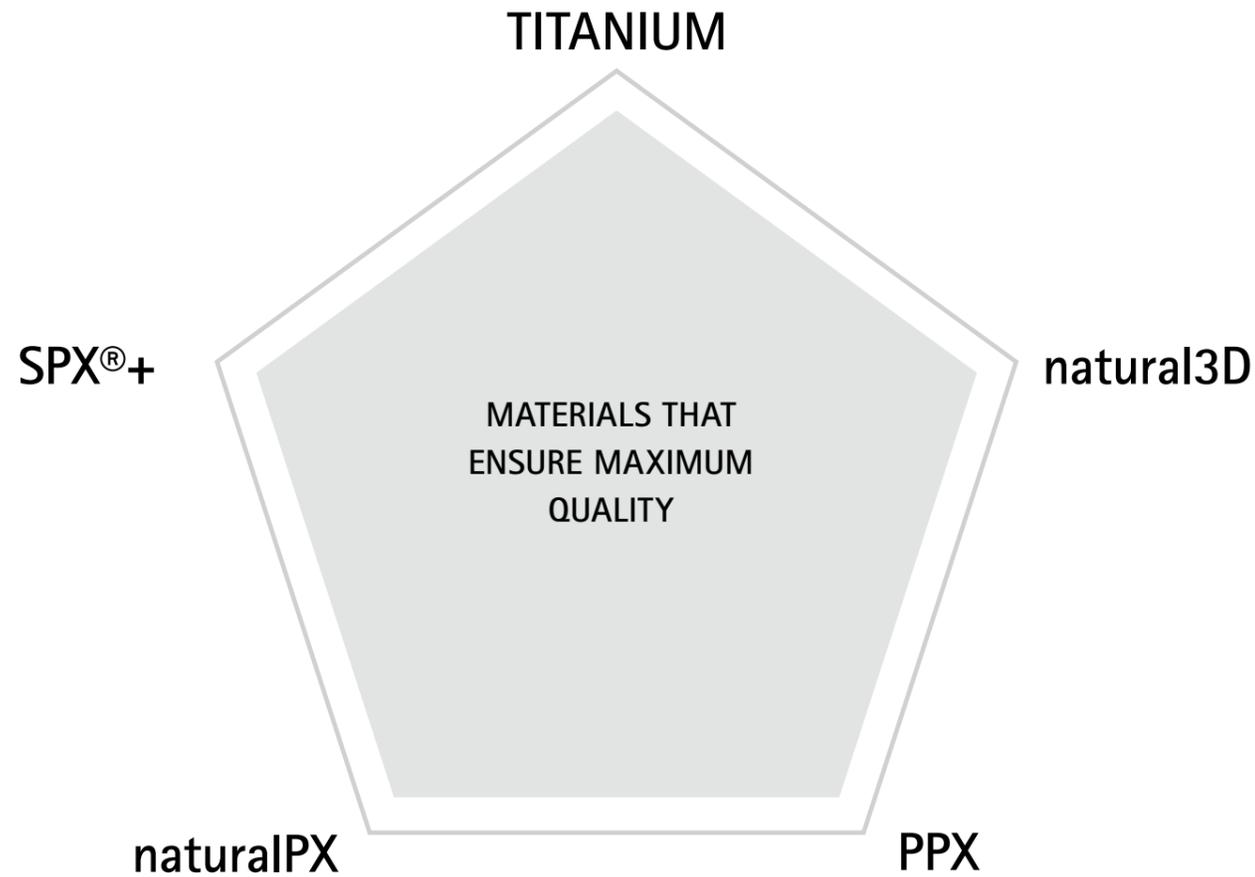
Data applies to both production sites Packaging consumption per unit has increased since the introduction of Silhouette Vision Sensation®. This is because the lenses we ship to our eye care professionals are packaged individually, and these are not counted as a "pair of glasses" in the total unit count.

102-9, 103-2, 103-3, 301-1

RAW MATERIAL SOURCING AND MANUFACTURING

To ensure that our products can meet our high standards of quality, we rely on a carefully selected network of partners to supply our raw materials. We are also working continually to optimize our production processes.

Below is a description of the main materials we use in our eyewear production.



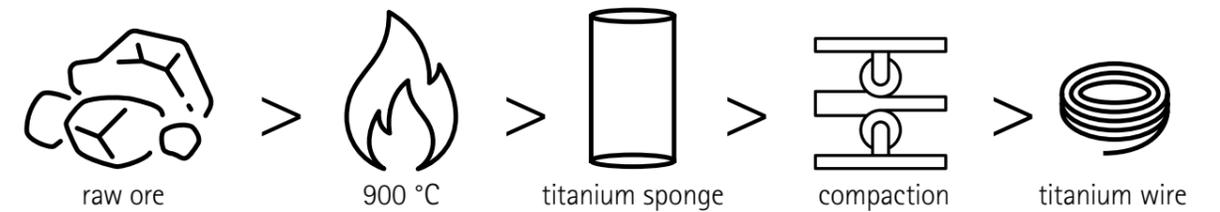
TITANIUM

Titanium is prized for its outstanding properties, such as biocompatibility, corrosion resistance, very low weight and extreme strength, stability and flexibility. These characteristics make it the ideal material for producing our eyewear, especially under our Silhouette brand.

Although titanium is one of the most abundant elements in the earth's crust, its extraction requires high amounts of energy and is cost-intensive because, unlike other metals, it never occurs in its pure form. Currently, only two titanium minerals are suitable for deriving metallic titanium: rutile and ilmenite. The ores used in our premium glasses come from Australia, India and Canada. Stone is exposed to various chemical processes, leaving only the so-called "titanium sponge" behind. These very complex processes are carried out with inert gas, at high temperatures and in a vacuum atmosphere.

The furnaces used for this process are equipped with regenerative burners to reuse the heat that is produced in the process. The titanium sponges are further processed by companies in Japan into the raw material we use (titanium wire and sheet).

We work primarily with Japanese suppliers, as the special titanium alloy we use is not available in Europe. Our partners work with an internal recycling system where titanium scrap is reused as remelting material. They are also ISO 14001-certified for environmental management and regularly publish sustainability reports. Starting in 2023, we will also require our partners to provide an analysis of the carbon footprint for the raw materials we purchase from them. We regularly visit our suppliers on site and audit them according to Silhouette's standards for quality, environmental protection and occupational health and safety.



SPX®+ AND PPX

The polyamide granulate for SPX®+ and PPX is the most innovative raw material for polyamide-based eyewear on the market to date. It is one of the most important materials we use in our production. We source it from a renowned Swiss manufacturer with a solid corporate strategy on environmental protection, safety, health and social responsibility.

SPX®+ enables us to achieve some of the Silhouette brand's signature features: unlimited design possibilities, brilliant colors and understated elegance. Our evil eye brand eyewear also sets high standards for lightness, look and feel, attention to detail, elasticity and strength. To achieve this, we use a high-performance material called PPX.

This material is used in our injection molding process, which enables us to reach the level of quality we require while also significantly reducing waste.

NATURALPX AND NATURAL3D

naturalPX and natural3D are environmentally friendly materials made from biobased, GMO-free raw materials supplied by an ISO-certified company in France. The castor beans used in their production come from an agricultural cooperative in India that includes 2.730 certified farmers. They are part of the PRAGATI sustainable agriculture initiative, which takes action to manage agricultural waste. It supports organic farmers with special training and safety kits.

For naturalPX, 65% of the innovative biobased polyamides are derived from the oil of organically grown castor plants. The remaining 35% of the material consists of conventional polymers, which are essential to ensure the material's strength and elasticity. Natural3D is a purely biobased polymer that is also derived from organic castor oil. It's not only made using renewable raw materials, but also enables us to create eyewear without generating any waste or plastic shavings.

Other raw materials we use include precious stones, gold and other precious metals.

GOLD AND PRECIOUS METALS

We purchase the gold and other precious metals used in our eyewear from the Austrian market leader for precious metal processing. This supplier is well-known in the procurement field for their commitment to social and environmental sustainability. This makes them an ideal partner for the Silhouette Group.

The precious metal comes from a legitimate source and is procured without conflict to the best of our knowledge. Our supplier only processes secondary materials. These are scraps containing precious metals that are discarded during manufacturing processes. This also eliminates the use of mercury in gold extraction, as it is not used in the recycling process. Our manufacturer explicitly does not process primary materials (from mine extraction) in their recycling process. For technical reasons alone, this is not even possible.

Our supplier supports the principles of the No Dirty Gold campaign (www.nodirtygold.org) and the Responsible Jewellery Council (www.responsiblejewellery.com). They refuse to purchase or process precious metals from dubious sources. If they suspect any unscrupulous practices, they will not even perform an analysis on the metals in question.

DIAMONDS AND PRECIOUS STONES

In sourcing our diamonds and other gemstones, we ensure that they are of the highest quality and that they are obtained from demonstrably safe sources. None of our precious stones are associated with any conflict. All are sourced in compliance with the relevant UN resolutions.

PARTNERSHIPS 308-1, 414-1

The suppliers of our raw materials conform as far as possible to the ethical and moral principles of the Silhouette Group. As global market leaders, they are among our long-standing strategic partners. We work together to strive for constant innovation. This ensures that the raw materials we use match our requirements and production processes.

We take our responsibility towards our consumers and the environment very seriously and demand that our partners do the same. High social, ethical and ecological standards and compliance with all applicable environmental protection measures are a minimum requirement for our entire supply chain. The Silhouette Group's standards, which are part of our ESG strategy, go far beyond this to ensure complete transparency in the supply chain. These include:

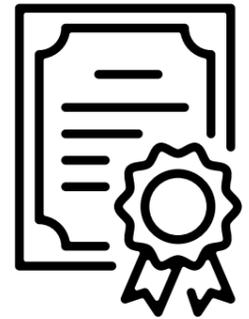
- Supplier certifications
- Quality assurance guideline
- Supplier code of conduct
- Guidelines for hazardous substances
- Supplier audits

SUPPLIER CERTIFICATIONS

All our (potential) supply chain partners must be independently certified by a third-party auditor specialized in their product group.

SELECTION OF CERTIFICATIONS WE REQUIRE OF OUR PARTNERS

- ISO 90001 quality management
- ISO 14001 environmental management
- OHSAS 18001 workplace safety
- Energiemanagementsystem ISO 5001
- ISO 5001 energy management
- SA 8000 International Standard for Occupational Health and Safety
- ISO 13485 Quality management system for medical device manufacturers
- ISO 16949 Quality management system for the automotive industry
- Responsible Care: Initiative of the chemical industry
- Responsible Jewellery Council (RJC) Chain of Custody certification
- Sustainability reports (partly according to GRI)



QUALITY ASSURANCE GUIDELINE

Our company's founders started our company with a mission of pursuing quality in everything we do. After nearly 60 years, we still uphold their mission—and demand the same of our suppliers. Our quality assurance guideline defines our high principles for quality management in product and process development, series delivery, complaint handling, escalations, agreements on liability, defects and supplier evaluations. All suppliers must accept this guideline before we begin working with them.

SUPPLIER CODE OF CONDUCT

All our raw material suppliers and producers must commit to the principles of ecological, economic and social sustainability, as well as responsible business practices.

90% of our strategic supply partners have signed our supplier code of conduct (CoC), which sets out sustainability criteria with regard to supplier selection. The remaining suppliers adhere to their own codes of conduct.

GUIDELINES FOR HAZARDOUS SUBSTANCES

In our guidelines for hazardous substances, we precisely define all the substances we use, their permitted limits and the methods used to monitor them. We only work with suppliers who demonstrably abide by these guidelines.

SUPPLIER AUDITS

People are our focus every day. This not only applies to the way we think about eyewear, but also to our entire supply chain from raw materials to service. Quality, safety, health and protection of our environment are key concerns to us. We require excellence from our partners, not just in the materials they supply, but in the way they treat their employees and the environment.

All our suppliers, regardless of location, size or product, must undergo our standard supplier audit, ensuring compliance with all legal regulations and adherence to our own standards. Based on clearly defined KPIs for sustainability, we continually audit our suppliers around the world through document reviews and on-site checks.

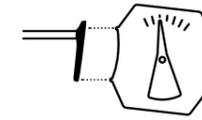
By using a system of targets, we can categorize and analyze our suppliers based on the data collected. If they fail to meet their targets, a system of tracking measures comes into effect to monitor factors such as emissions reduction or improving occupational safety. Follow-up monitoring helps us identify risky suppliers early, so we can avoid supply chain disruptions and seek alternatives when needed.

103-2, 103-3

QUALITY PRODUCTS MEAN SUSTAINABLE CONSUMPTION

We strive to offer our consumers long-lasting eyewear that enhances their daily lives. Our high standards of quality and sustainability are the exact opposite of a "disposable" mindset. We think beyond our craftsmanship, designs and materials. For us, it's about our values. Instead of simply consuming resources, we strive to preserve their value as much as possible and extend

their life cycle. In addition, we always weigh the societal impact at every stage of our products' life cycle. Excellent service is another way to extend the lifespan of our products. We also offer a high-quality repair service to avoid unnecessary waste, and attentive presale advice to ensure that our customers always make the right purchase decision.



TECHNICALLY ADVANCED PRODUCTS, LASTING COMFORT

Before a Silhouette Group product goes into production, every detail has been carefully planned. Our expert customer service team also helps ensure that our consumers enjoy the best possible experience. And for each model of eyewear, we continue to stock spare parts for up to three years following discontinuation. Our partner opticians can even order spare parts for up to six years after a collection is discontinued.



PERSONALIZED ATTENTION, LASTING SATISFACTION

To help our consumers choose the glasses that best match their style, the Silhouette Group works with professional make-up artists to host style events and offer expert advice. When people feel confident about their style, they are less likely to buy products based on short-lived trends.



SHARED VALUES, LONG-TERM PARTNERSHIPS

We maintain trusting partnerships with all the independent opticians and chains who carry our products. These partners share our vision of quality and service. Building lasting professional relationships ensures that only the best people are associated with our products, from the production floor to the shop floor. It also enables us to quickly solve any issues without having to replace the entire product.

8

FORESIGHT



103-2; 103-3

WORKPLACE HEALTH AND SAFETY

Our employees are our company's greatest asset. They are vital to our success. This is why their health and well-being is our top priority. We launched our employee health program SILVITAL in 2009. It is fully compliant with all workplace health regulations. More importantly, SILVITAL keeps our employees healthy and happy at work.

We believe that well-being is the cornerstone of preventive healthcare. For us, health is not just about physical aspects, but always includes mental and social factors too. This belief is engraved in our company culture and reflected in the way we approach common health topics, such as work-related stress.

HOLISTIC HEALTH MANAGEMENT

Our company has gained multiple certifications over the years for our commitment to occupational health. In 2006, we became certified under OHSAS 18001 (Occupational Health and Safety Assessment Series). In October 2019, we earned our ISO 45001 certification. These certifications are proof that our health and safety standards far exceed the legal standards that apply in Austria and the Czech Republic.

Our SILVITAL occupational health management is divided into five areas of responsibility. These are divided among our two Works Council chairpersons, our company nurse, our company doctor and our HR department.

1. HEALTH CENTER

Our in-house health center offers preventive care (including vaccinations), first aid and specialized examinations (including dermatology, ophthalmology and optometry). All Linz employees have free access to the center. Our in-house nurse is on duty there four days a week and external doctors are on duty two days a week.

2. WORKPLACE HEALTH

An occupational health physician and safety officer perform an ergonomics inspection of our office and production floor at least once a year. If they find any irregularities, we immediately take action to correct these.

Number of inspections:



Each new construction project on our premises is designed with accessibility in mind. All buildings are either directly equipped with an elevator or accessible by wheelchair via adjacent buildings.

3. NUTRITION

The Silhouette Group offers cost-effective, company-subsidized hot lunch menus in our company canteen. Employees can choose from two options every day, one of which is always vegetarian. Fruit, salads and dairy products are also available. The canteen focuses on using local, organic food. In 2021, we launched our "Healthy Canteen" initiative to make our canteen even healthier and more sustainable.

- 2019: Switch from plastic to glass bottles
- 2020: Outdoor canteen seating
- 2021: Healthy toppings and sugar-free homemade dressings at the salad buffet
- 2021: Healthy snacks (smoothies, homemade muesli bars, nuts, fruits)
- 2021: Organic corner
- 2021: Switch to recycled napkins

Our suppliers include:

- Fruit and vegetables:** Farms in Eferding and Zwettl
- Bread and vegetables:** Bakeries in Pasching and Urfahr
- Eggs:** Farm in Gunskirchen
- Organic juices:** Hofkirchen
- Organic milk:** Gmunden
- Meat:** Butcher with own slaughterhouse in Hörsching
- Pumpkin seed oil:** Farm in Pasching



4. EXERCISE

We see exercise as an essential component in maintaining health and well-being. It is also a powerful counterbalance to work-related stress. That's why our company offers numerous sports activities at reduced prices. These include:

- Team runs (The company also pays the entry fees for employees to compete in races).
- Yoga courses
- Badminton
- Tennis
- Curling

Participants 2019: 115

Due to the COVID-19 pandemic, no activities took place in 2020, and activities were very limited in 2021.

5. COMPANY CULTURE

Our strong company culture is firmly anchored in our values as a family-owned business. We pay close attention to our employees' feelings and attitudes through regular employee interviews and surveys. These help us design initiatives to maintain our healthy culture. The Great Place to Work employee survey planned for 2020 had to be postponed due to the COVID-19 pandemic in 2021. An internal employee survey is being prepared for summer 2022.

For us, a company culture that promotes employee well-being and satisfaction must include initiatives like these:

Workplace reintegration

Helping employees return to the workforce after prolonged sick leave.

Focus on resilience

Since 2020, we have offered lectures, meditations and online information to help our employees cope with stress and challenges in their personal life.

Mentoring

New employees are mentored by experienced employees who teach them about our corporate culture and offer them insightful and helpful advice.

Welcome Day

Twice a year, we hold a special event to welcome all our new employees. They can take part in a wide range of workshops to gain an in-depth understanding of all our company's departments.

Onboarding

All new employees take part in a three-month orientation to integrate them into our company, whether they work in headquarters or one of the branch offices.

Breakfast with the Board

Employees from all departments and levels of the company get a chance to meet our board members in person during an informal breakfast.

Company party

Once a year, our Works Council organizes a party for all employees, the owners and the management. It is a perfect opportunity to get to know people from different parts of the company. Since 2019, our parties have been Green Events, planned with sustainability and the environment in mind.

Time management and personal leadership workshops

External trainers help our employees boost their personal leadership skills at work.

Staff assemblies

Twice a year, our Board Members give our full staff an update on the latest developments within the company. Since 2020, the assemblies have been live streamed.

Management and employee mission statements

Our current mission statement is now being revised and will soon be rolled out globally to all employees.

SICK LEAVE AND ABSENTEEISM ⁴⁰³⁻⁹

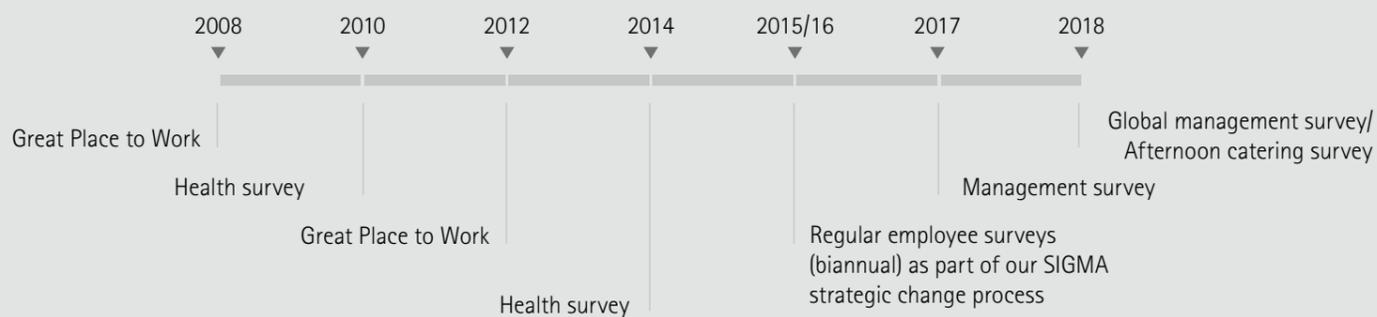
The incident rate and lost time case rate were reduced by half from 2019 to 2020, while lost work days and the severity rate have increased. The reason is that despite the decrease in accidents from 20 to 6, one serious accident combined with many lost work days increased both these figures significantly. In

2021, following the first year of the pandemic, the number of accidents remained low, despite our staff working more hours. This reduced the incident rate once again.

Despite the relatively high severity rate in 2020, we are still on par with the industry average.

OHSAS-KPIs	2019	2020	2021
Incident Rate	3,89	1,66	1,53
Lost Time Case Rate	2,14	1,38	1,53
Lost Work Day Rate	13,40	27,37	18,98
Severity Rate	3,45	16,50	12,43

Employee surveys at the Silhouette Group



102-8, 103-2, 103-3, 405-1

OUR VISION FOR DIVERSITY AND INDIVIDUALITY

Our company's long-term health and global reach depends on our ability to remain open to diverse perspectives. We believe that diversity enriches our culture and contributes to our company's prosperity. We treat all our employees with the same respect and offer them equal opportunities, regardless of origin, gender, age or sexual orientation. By doing this, we create an environment in which everyone in our workforce feels motivated to be fully engaged in their daily work. That is why the Silhouette Group became a signatory of the Diversity Charter in 2021.

We are committed to maintaining a hiring policy that is as diverse as the range of products we create. The only factors we consider when hiring are the individual's qualifications and how strongly they share our company's values.

At our headquarters in Linz, we employ people from around 30 different countries. Another topic that is very important to our company's owners is equal opportunities for people with disabilities. This is why our company employs far more people with disabilities than the legal requirements.

Women as a percentage of our workforce	AUT	CZE
2019	55,76 %	81,33 %
2020	54,71 %	80,08 %
2021	54,58 %	80,09 %

Women in senior management	AUT	CZE
2019	18,18 %	54,5 %
2020	20,55 %	54,5 %
2021	18,42 %	55,0 %

During recruitment, we are especially mindful of maintaining gender equality in our management positions. Women play a vital role in our branding and sales departments too. Unfortunately, women continue to be underrepresented in technical professions around the world. This is why we hope to contribute by narrowing the gender gap in our own technical departments in the near future.

Women in apprenticeships*	AUT
2019	20,59 %
2020	23,53 %
2021	21,43 %

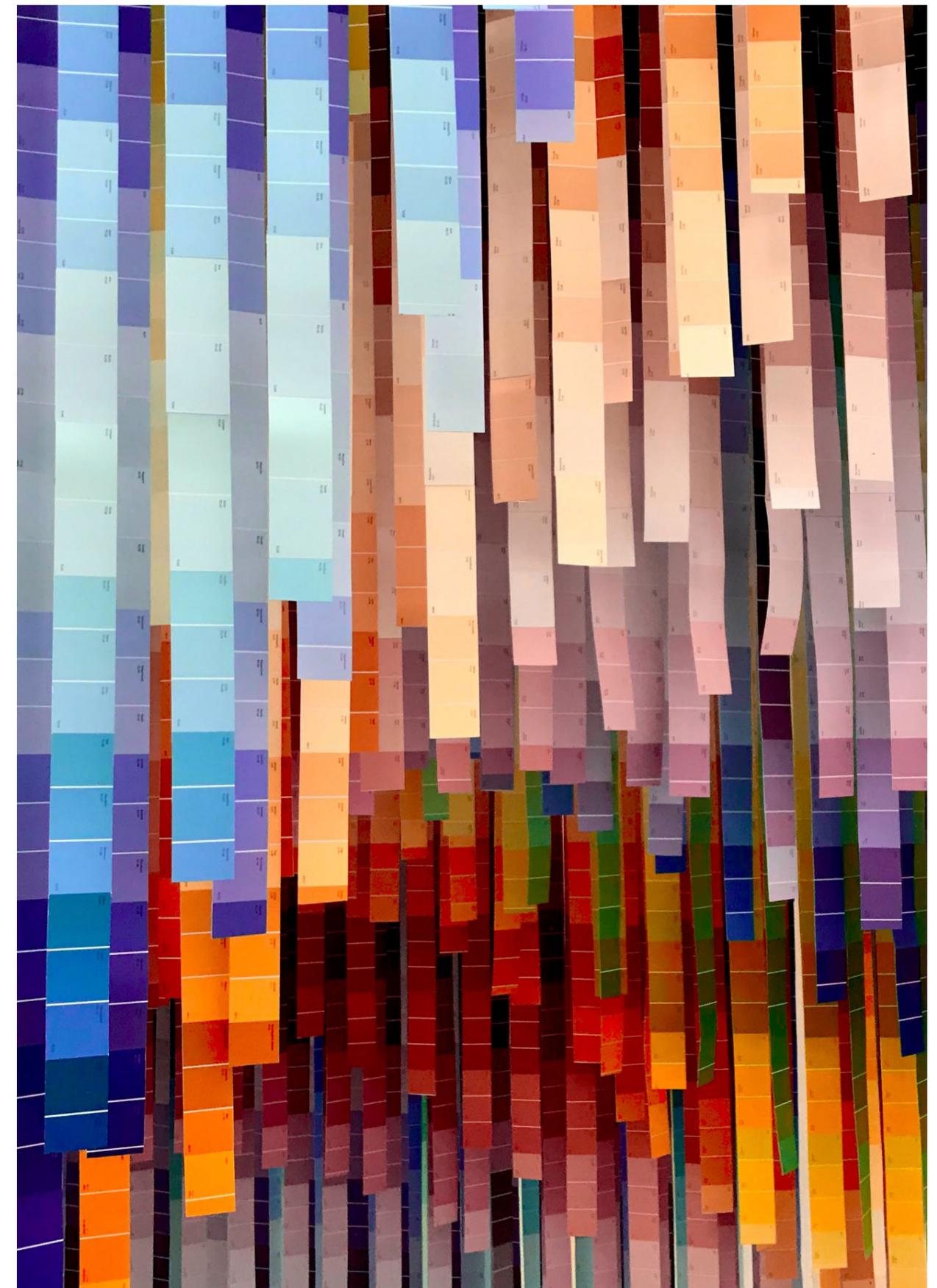
*Our Trhové Sviny site does not offer apprenticeships.

Recruiting apprentices in today's job market is a challenge. We are taking steps to attract new apprentices, including an employer branding campaign launched in 2021. It is also important for us to use our apprenticeship program to promote gender equality in technical professions.

INCOME EQUALITY 202-1, 405-2

Our commitment to gender equality also extends to our salary policies. We pay our employees exclusively in accordance with their experience and qualifications. Gender has no influence over this. We also give our employees opportunities to gain new skills throughout their career. Once an employee is successfully upskilled, we increase their earnings accordingly.

Age distribution	< 30	> 30	> 50
AUT: 2019/2020	124	316	313
AUT: 2020/2021	112	311	297
AUT: 2021/2022	108	323	281
CZE: 2019/2020	30	212	74
CZE: 2020/2021	22	193	66
CZE: 2021/2022	20	175	94



103-2; 103-3

DEVELOPING OUR COMPANY ONE INDIVIDUAL AT A TIME

Our company is only as good as the people who bring it to life and move it into the future. We offer personalized development programs to each of our employees. In our experience, this leads to greater overall satisfaction and stronger retention among our workforce. This is fully in line with our desire to be a sustainable employer.

Our long-term approach to employee development ensures that we are ready to face the challenges of the future. Our staff trainers are certified in the Kirkpatrick® Model and in how to design sustainable transfer of learning to ensure high-quality, effective training. This also includes change management training (Institute for Transfer Effectiveness, Ina Weinbauer).

EMPLOYEE APPRAISALS ⁴⁰⁴⁻³

Employee appraisals are part of our corporate culture. We use them as an opportunity to express our appreciation to our employees. These standardized meetings take place annually at our company's main locations. We always take possible cultural differences into account when conducting these meetings.

Percentage of employees undergoing appraisal
AUT: 83 % (2019), 68,31* % (2020), 89,03 % (2021)
CZE:** 8,2 % (2019), 8,6 % (2020), 10,7 % (2021)

**The lower rate in Austria for 2020 was due to the COVID-19 pandemic.*

***Employee appraisals are conducted with team leaders and key staff members.*

APPRENTICESHIPS

Apprentices today are more likely to move on to a different company following their training than they were in the past. To counteract this trend, we take a structured, systematic approach to our apprenticeships and apprentice management. This starts with long-term planning and only accepting as many apprentices as we can employ after their training. This is an effective way to ensure we have access to skilled workers going forward.

At the end of 2019, we received the ineo Award as an exemplary apprenticeship company 2020-2023. ineo recognizes companies with outstanding commitment to apprentice training. The award focuses on innovation, sustainability, commitment and guidance—important values for apprentices, which we take seriously as a company.

2019	
Total apprenticeships:	34
Number of women:	7
technical & commercial apprenticeships:	31 technical / 3 commercial
2020	
Total apprenticeships:	34
Number of women:	8
technical & commercial apprenticeships:	31 technical / 3 commercial
2021	
Total apprenticeships:	28
Number of women:	6
technical & commercial apprenticeships:	25 technical / 3 commercial

Successful apprenticeship completion rate, apprentice competition
 (2018-2021*) Final apprenticeship exams: 13 Excellent score; 14 Good score; 6 Passed; 1 Failed.

(2018-2021**) Apprentice competitions: 1 National winner; 2 Excellent scores; 8 Good scores; 4 Satisfactory scores; 1 Sufficient score.

*The number of final examinations differs from the number of apprentices who completed their training, as some apprentices follow two training programs at once, and each examination is counted separately.

**No apprenticeship competitions were held in 2020 due to the COVID-19 pandemic.



"Engage" course book

The Silhouette Group course book, "Engage," offers a wide range of training opportunities for our employees. This internal online catalog is updated every year and adapted to the needs of our company and employees. In response to the COVID-19 pandemic in 2020, the course book was updated to include online, hybrid and live courses.

Free employee language courses

We offer foreign language courses to our employees with the goal of improving their business proficiency. Due to our company's international focus, we mainly offer English language training.

Salesforce development program

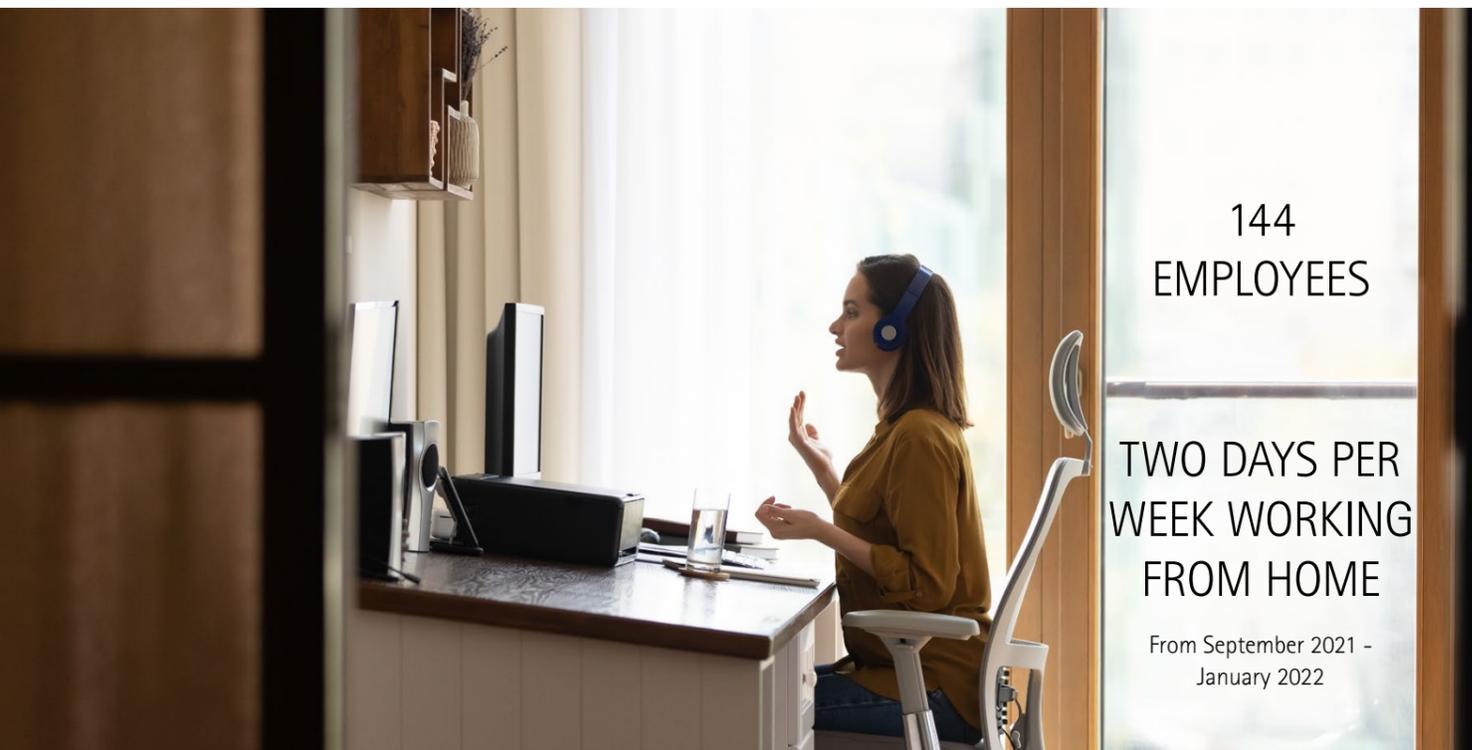
In 2019, we launched our Salesforce Development Program. This annual training program helps our employees enhance their international sales skills with a focus on Europe and the USA.

Leadership development

Our standards for employee leadership are a core value for the Silhouette Group. To put our mission statement into practice and support managers in their role, we offer training, workshops and coaching. We are currently rolling out "Connecting Europe," our comprehensive leadership training program.

103-2; 103-3

BOOSTING RETENTION THROUGH JOB SATISFACTION



We shape the future together with our employees. Building stable employment relationships is the key to our company's long-term success. This is why job security is a major focus for the Silhouette Group as an employer.

Our corporate strategy focuses on motivating and retaining our employees in the long term. To succeed, we believe it is important to strike the right balance of fair pay, ample development opportunities, a healthy work environment and family-friendly working conditions.

FLEXIBLE OFFICE HOURS

At Silhouette Group headquarters, each department is free to set their own working hours in consultation with management.

We also work in 100-hour blocks according to a time-off-in-lieu model. Employees who work overtime one day can work fewer hours another day. This enables our employees greater flexibility in their time planning, while also giving our teams the ability to adjust staffing levels to handle peak periods more effectively.

REMOTE WORK

Since 2021, the Silhouette Group offers its employees the opportunity to alternate between working in the office and working from home.

COMPANY DAYCARE

Villa RoSiPez, our company daycare center, is housed in a state-of-the-art, environmentally friendly facility. We believe that offering company childcare is an important way to:

- help parents achieve a work/family life balance
- increase employees' company loyalty and job satisfaction
- become more attractive to prospective employees as a family-friendly employer
- prove our commitment to "Family" as a core company value
- increased flexibility for employees and long opening hours encourage parents to return from parental leave

Our company daycare center Villa RosiPez (a portmanteau of the names Rosenbauer, Silhouette, PEZ/Haas) officially opened its doors on September 7, 2015. It is situated about five kilometers from Silhouette's head office, which is roughly a ten-minute drive.

FAMILY AND CAREER ⁴⁰¹⁻³

As a family-owned business, we want to ensure that all our employees have the support they need to balance work with their family life. Since 2020, female employees taking maternity leave have been replaced exclusively by temporary employees (applicable to countries with laws that allowed for replacement of employees with new hires). This gives mothers the freedom and security to look after their newborn, knowing they can return to their job later.

Return-to-work rate after maternity leave 2019/2020/2021

	AUT	CZE
2019	94 %	50 %
2020	100 %	45 %
2021	100 %	60 %

Number of temporary employees ¹⁰²⁻⁸

	AUT	CZE
M	1	3
W	4	18

Number of FTEs and PTEs ¹⁰²⁻⁸

	Full-time	
	AUT	CZE
2019	M 314 / W 265	M 59 / W 259
2020	M 312 / W 244	M 57 / W 246
2021	M 305 / W 234	M 52 / W 217

	Part-time	
	AUT	CZE
2019	M 30 / W 164	M 2 / W 210
2020	M 22 / W 175	M 2 / W 11
2021	M 20 / W 161	M 2 / W 10

NEW HIRES AND STAFFING FLUCTUATION ⁴⁰¹⁻¹

Total number of new hires

	AUT	CZE
2019	M 24 / W 18	M 4 / W 16
2020	M 18 / W 21	M 1 / W 11
2021	M 19 / W 22	M 1 / W 20

Age distribution among new hires

	15-30	31-40	41-50	51-60
AUT: 2019	19	14	7	2
AUT: 2020	18	11	8	1
AUT: 2021	14	17	8	2
CZE: 2019	9	8	3	--
CZE: 2020	3	2	7	--
CZE: 2021	10	4	7	--

Gender distribution among departing employees

	AUT	CZE
2019	M 19 / W 25	M 6 / W 27
2020	M 13 / W 22	M 2 / W 29
2021	M 26 / W 28	M 13 / W 2

To uphold our values and live up to our core strategy, we continually realign our processes and organizations for future growth and adapt them to the changing market conditions. The restructuring program implemented in 2021 is part of this change process and has enabled our company to significantly reduce the complexity of certain work steps. This also accounts for the increased staff turnover during the implementation year.

Age distribution at resignation

	15-30	31-40	41-50	51-60
AUT: 2019	8	13	14	9
AUT: 2020	14	12	6	3
AUT: 2021	19	15	12	8
CZE: 2019	7	6	10	8
CZE: 2020	8	9	6	6
CZE: 2021	3	2	6	4



AN URBAN OASIS AT WORK

One of the highlights of working at the Silhouette Group headquarters in Linz is our rewilded company park. This is the perfect place for our employees to enjoy their lunch break and even work outdoors, weather permitting. The park is home to many berry bushes that are ripe for the picking.

It is also home to a unique lithopuncture project. In addition, we have installed stone sculptures at strategic locations on our terrain in order to create a sense of energetic balance and harmony.

Spending time in nature is a source of energy and rejuvenation for our entire team. And it's also one of the best places to get the creative juices flowing or spark an idea. We will continue to grow our green paradise, offering a home for local plant- and wildlife and a sanctuary for our employees.

103-2; 103-3

FOCUS ON PEOPLE

People are always at the center of our product development process. To meet our consumers' needs more effectively, we go to great lengths to coordinate with leading experts at our headquarters. Their mission is to combine better vision for a better quality of life, natural well-being through balanced design and premium quality through innovation and advanced product development.

” All Silhouette Group brands give people and their eyes the attention they deserve. We are determined to focus on what matters most.

*Thomas Windischbauer,
COO of the Silhouette Group*

PUTTING OUR PRODUCTS TO THE TEST ⁴¹⁶⁻¹

Excellent quality for better vision is the promise behind all our eyewear. To achieve this, we rigorously test each pair of glasses we create. Our product testing is continuously integrated into our daily processes and evaluated based on our high quality standards, which go above and beyond the legal requirements. We believe that it takes more than just the minimum requirements to give our consumers what they deserve: products that meet our standards for functionality and design. This is why we apply consistent quality management, analysis and testing.

AUDITING AND FMEA

Every year, we conduct internal audits in all our departments. The executive committee selects departments to be audited in accordance with ISO 9001 (quality), ISO 14001 (environment) and OHSAS 18001 and, since October 2019, ISO 45001 (occupational health and safety). An external certification institution also conducts an audit of our operations at the legally required intervals.

As part of quality management and quality assurance, we apply Failure Mode and Effects Analyses (FMEA) preventively to avoid errors and increase technical reliability. These analyses promote reliable engineering and help identify potential weaknesses and causes of errors. We apply them twice to each new eyewear model. It is important to distinguish between:

Construction FMEA: These analyses focus on the physical properties of our components, including their spring properties, strength, etc.

Process FMEA: Where the focus is on the entire production process, including surface treatment, with the aim of early detection and elimination of weak points and causes of defects.

PRODUCT TESTS

Over the years, we have adopted a wide range of specific product tests to ensure comprehensive quality monitoring. We divide our tests into three categories.

1. Tests performed during product development

All new materials and newly developed components, such as new hinge designs, are fully tested before use. This includes the following tests:

- Deflection test: Components, such as hinges, are deflected (opened/closed) repeatedly for a high number of repetitions to test for break resistance.
- Cross-cut test: This is used to check the adhesion of coatings.
- Abrasion test: The durability of surfaces is put to the test.
- Drop-ball test: This is used to test the break resistance of the fully assembled eyewear, including the lenses.
- Biocompatibility test: Used to test material compatibility.

2. Tests performed during production

After each production step, all individual elements and surfaces are rigorously tested by our experienced employees. If a semi-finished part or a surface does not meet our quality criteria after a production step, it will not continue to the next stage. Our production tests include:

- Incoming material inspection
- Visual inspections between each production step
- Optical decentering of sunglasses to determine the ideal focal point and prevent distorted vision
- Drop-ball test
- Layer thickness measurements for surface coatings
- Inspection of each pair of glasses during final assembly

3. Allergy tests

Almost all materials used in our eyewear are nickel-free. Any alloys that contain nickel are insulated from the base material through surface coatings such as electroplating and lacquering. This prevents nickel from coming into contact with the wearer's skin.

We test for other allergy-related issues on request. Consumers may request specially allergy testing; their optician informs us of this by contacting our local office in their country, and the request is forwarded to QSE at headquarters. We require the consumer's allergy passport to successfully conduct allergy testing.

103-2; 103-3

LIVING UP TO OUR RESPONSIBILITIES— AT HOME AND AROUND THE WORLD

Our values guide the way we conduct our business. This includes contributing to the good of society, both at home and abroad.



ÖSTERREICHISCHES ROTES KREUZ

SUPPORT IN TIMES OF CRISIS

In 2020, the global COVID-19 pandemic resulted in devastating shortages of personal protective equipment such as masks and goggles. Our headquarters did their part to alleviate the

situation by donating equipment to healthcare providers. We provided over 20.000 pairs of evil eye goggles to the Austrian Red Cross, along with another 600 pairs donated in the Czech Republic.

CYCLING FOR A GOOD CAUSE

In 2019, Silhouette Group employees in Linz took part in a statewide cycling campaign to raise money for a good cause. By cycling 20.209 kilometers in total, our employees contributed to reducing carbon emissions. For every kilometer, the Silhouette Group also donated €1 to KLEIN.BLIND.KIND, a charity devoted to fighting childhood blindness in our home state, Upper Austria.

EYE HEALTH CLINIC IN BURKINA FASO

"The eye is the lamp of the body." This proverb greets visitors at the entrance to our eye outpatient clinic in Kongoussi, Burkina Faso.

Since 2008, the Silhouette Group has been sponsoring the clinic, providing financial support for the ophthalmologists and other medical specialists who work there. The project is not funded by any company or association, but is a private charity supported by Austrian opticians, ophthalmologists, pharmacists and the Silhouette Group.

Our company contributes funding along with important materials such as glasses and surgical equipment. By giving the donated glasses a second life, we also contribute to sustainability by extending the product lifespan.

The project is being led by ophthalmologist Ulrike Nesser and master optician Bettina Hochwimmer, who has recently retired from Silhouette's head office. Every year, the two founders have spent two weeks at the hospital in Kongoussi along with an eye surgeon. Together, the team helps train local doctors and staff and supports in the day-to-day running of the clinic. Bettina Hochwimmer also conducts regular eye tests at the local school.

Due to the politically unstable situation in the country over the past two years, visits by the Austrian aid workers unfortunately had to be canceled. To continue supporting the clinic, we have launched other initiatives, such as:

- Establishing an account to regularly donate funding.
- Establishing strict rules for spending the donations.
- Providing funding for a surgeon and an optician to be trained.
- Replacing a faulty automatic grinding machine.
- Various departments at Silhouette headquarters, as well as the board members and the Schmied family, provide ongoing support with monetary donations and IT equipment.

Friendly helpers from other initiatives and organizations in Burkina Faso also visit the clinic at regular intervals. They deliver the medicines that we provide and offer us space to ship various goods in their containers.

The eye clinic can perform more than 400 operations a month and treat more than 70 patients every day. The planned completion of this "help for self-help" project in 2022 has been called off and postponed indefinitely.

The eye clinic has been a success both in Burkina Faso and beyond, with patients arriving from every corner of the country to get treatment, while medical students from Tunisia visit to gain practical experience with (by African standards) cutting-edge medical equipment.

In addition, we support homes for children and homes specifically for girls. With a donation of €100, each employee has the opportunity to provide a child in Burkina Faso with schooling and a warm meal a day for one year.

“ We couldn't complete our aid project in 2022 as planned. The people here simply mean too much to us and they still need our help. The children in particular are counting on us.

*Bettina Hochwimmer,
retired master optician at Silhouette Group.*

102-13; 102-40

SILHOUETTE GROUP STAKEHOLDER OVERVIEW

STAKEHOLDERS	COMMUNICATION CHANNELS	KEY COMMUNICATION TOPICS
Consumers	Corporate & brand websites Social media B2C media Newsletter	Premium products Services Features and handling ESG
Customers (opticians)	Field sales reps at trade fairs & events Corporate & brand websites Social media Customer service Newsletter Media Hub Linz Visits B2B trade media	Premium products Services Features and handling Support with advertising Training ESG
Employees	Intranet Media Hub Newsletter "Insight", our employee newsletter Employee assembly Breakfast with the Board Employee appraisals Notice board Employee events (summer party, anniversary celebrations) Surveys ARIS for field sales reps	Safe workplaces Equal opportunities Training Employee health Safety at work Balancing family and career Team cohesion Fair, performance-based income ESG
Subsidiary employees	General manager meetings Sales meetings Global Brand Conference (GBC) Newsletter Portal Media Hub Reports Personal support from HQ sales staff	Premium products Services Features and handling Marketing packages Sales targets Budget ESG
Sales partners	Personal support from regional offices and HQ sales staff Newsletter Portal Media Hub Reports Global Brand Conference (GBC) Contract	Premium products Services Features and handling Marketing packages Sales targets ESG

Owners	Regular meetings with the Executive Board Supervisory Board meeting Company visits Continual exchange	Sustainable growth Increasing brand and company value Safeguarding the company for future generations Staff development Safeguarding our location in Austria Family-owned business Strategic projects Budget ESG
Supervisory Board	Supervisory Board meeting Supervisory Board report	Strategic projects Budget Sustainable growth Increasing brand and company value
Suppliers	Contracts Continual exchange Occasional visits Audits	Joint developments Long-term cooperation Sustainable procurement
Partner companies and cooperations	Joint projects Contracts Continual exchange Events Linz Visits	Long-term cooperation Mutual benefit
Competitors	Market observation Occasional meetings	Fair competition
Authorities & governmental organizations (Municipality of Linz, politics & Business)	Notices Expert assessments Environmental audits Networking meetings	Payment of taxes and duties Legal compliance Strengthening the region Minimizing environmental impact Energy efficiency
Associations	European Council of Optometry and Optics (ECCO) SPECTARIS, the German Industry Association for Optics, Photonics, Analytical and Medical Technology e.V.	Active participation Industry information
Media & opinion leaders	Press packages Trade fairs & events Newsroom Corporate & brand websites Continual exchange	Transparent advance notice on product launches and corporate issues Long-term collaboration Premium product ESG
Interest groups	Federation of Austrian Industries Chamber of Commerce	Active participation
Scientific institutions (universities, universities of applied sciences, research institutes)	Presentations Exchange of experience Cooperations	Input from real-life use cases Support for projects and graduate studies
Society	Schools Apprenticeship fair	Apprenticeship training Living up to our social responsibility

102-1, 102-3, 102-4, 102-50, 102-52, 102-54, 103-1

SILHOUETTE GROUP SUSTAINABILITY REPORT

For this second edition of our Sustainability Report, we are following the structure of the 2016 GRI Standard "Core" option. The contents of the report are also based on the core values of the Silhouette Group and our own understanding of sustainability.

This report provides an overview of our activities and strategic goals for creating a sustainable future. It contains KPIs for our corporate headquarters in Linz, Austria, and our second production site in Trhové Sviny, Czech Republic, covering February 1st, 2019 to January 31st, 2022. We revise and update our Sustainability Report every three years.

EMAS key performance indicators:

The Silhouette Group's financial year (FY) runs from February 1st to January 31st. All data comes from the Silhouette eco-system and the reference value is one unit per pair of glasses produced.

This sustainability report goes beyond the requirements of the EMAS regulation. In particular, it contains information on the topics of occupational safety and corporate responsibility. As specified in EMAS Annex IV (EU)2018/2019, the chapters of this report marked with an asterisk in the table of contents have been validated by an environmental verifier.

BACKGROUND AND TEAM

This report was prepared under the leadership of Josef Keplinger (Head of QSE & CSR Officer) and Tanja Enzenhofer (Corporate Communications Specialist). Experts from the departments relevant to the report were involved in individual sections. Our company's family owners and Executive Board were also involved in the development process and approved all contents.

Project commissioner: Thomas Windischbauer
(Member of the Executive Board)

Project manager: Josef Keplinger (Leitung QSE)

Project implementation: Tanja Enzenhofer
(Corporate Communications Specialist)
Bernard Liedl (Graphic Design)

Experts from key departments:

Harald Ranner (Head of Production)
Christian Suppanz (Head of Purchasing)
Julia Gal (Head of HR)
Bettina Schneeberger (evil eye)
Eva Reisinger (NEUBAU EYEWEAR)

CONTACT ¹⁰²⁻¹

Silhouette International Schmied AG,
Ellbognerstraße 24, 4020 Linz, Austria
silhouette-group.com
sustainability@silhouette.com



102-55

GRI STANDARDS	DESCRIPTION OF INDICATORS	INFORMATION
GENERAL REMARKS		
1. ORGANIZATION PROFILE		
102-1	Organization name	Page 90
102-2	Activities, brands, products and services	Page 7, 17, company's website: silhouette-group.com
102-3	Organization's headquarters	Page 7, 13 and 90
102-4	Operating sites	Page 12 and 90
102-5	Ownership structure and legal form	Page 12
102-6	Markets	Page 12
102-7	Organization size	Page 12
102-8	Staff and other workers	Page 12
	Total number of staff members by gender	Page 76
	Total number of temporary staff members	Page 81
102-9	Total number of FTEs and PTEs by gender	Page 81
	Lieferkette	Page 45 and 64
102-10	Significant organizational and supply chain changes	New members we named to the Silhouette Group Executive Board on November 1, 2019. At that time, a four-member team took over our company's leadership for a term lasting until March 31, 2022. On April 1, 2022, Christian Ender left the company and the Executive Board. Now, the Board consists of three members: Reinhard Mahr, Michael Schmied, Thomas Windischbauer.
		In the fall of 2019, the Silhouette Group ended its sports eyewear licensing partnership with Adidas and launched its own premium sports eyewear brand, evil eye.
102-11	Emergency preparedness approach and principles	Page 4
102-12	External initiatives	Page 41
102-13	Memberships in associations and interest groups	Page 88
2. STRATEGY		
102-14	Statement from top decision-makers	Page 4 and 41
3. ETHICS AND INTEGRITY		
102-16	Values, principles, standards and code of conduct	Page 39 and 41
4. COMPANY LEADERSHIP		
102-18	Leadership structure	Page 11 and 40
5. STAKEHOLDER INVOLVEMENT		
102-40	List of stakeholder groups	Page 88 and 89
102-41	Collective bargaining contracts	Austria: 100% Czech Republic: No collective bargaining arrangement; average wages are significantly above minimum wage
102-42	Identifying and selecting stakeholders	Page 26
102-43	Approach to stakeholder involvement	Page 26
102-44	Important topics and concerns	Page 27

6. REPORTING PROCEDURE

102-45	Entities included in the consolidated financial statement	https://www.silhouette-group.com/en/company/locations ; Page 12
102-46	Procedure for selecting report content and defining topics	Page 26
102-47	List of essential topics	Page 27
102-48	Updated presentation of information	Integrating the EMAS Environmental Statement into the Sustainability Report
102-49	Changes in reporting	Page 27
		Addition of the topics noise, soil, emergency preparedness due to the merging of the Sustainability Report and the EMAS Environmental Statement
102-50	Reporting period	Cover sheet and Page 90
102-51	Date of the previous report	Published in 2020, covering the period from February 2018 until January 2019
102-52	Reporting cycle	Page 90 (three years)
102-53	Contact person for questions about the report	Josef Keplinger (Head of QSE) j.keplinger@silhouette.com
102-54	Statement on reporting in accordance with GRI Standards	Page 90 This report was prepared in accordance with the 2016 GRI Standard "Core" option
102-55	GRI content index	Page 92
102-56	External auditing	Page 96

MANAGEMENT APPROACH

103-1	Explanation of the main topics and how they are defined; report boundaries	Page 27 and 90
103-2	Management approach and components	Page 44, 56, 64, 72, 76, 78, 80, 84, 86
103-3	Evaluation of the management approach	Page 44, 56, 64, 72, 76, 78, 80, 84, 86

INTENTION (FINANCIAL)

202-1	Starting salaries proportionate to minimum wage and gender income equality	AUT: Page 76 CZE: No collective bargaining arrangement; average wages are significantly above minimum wage
203-1	Investing in infrastructure	Page 51 In-house solar energy system in Linz (2,500 m ²) and Trhové Sviny (760 m ²) - Total investment for expansion stage 1: EUR 525.000
203-2	Indirect financial impacts	Page 35 Buy Local Initiative: Helping to keep small businesses afloat; supporting local partners and contributing to regional economic growth
204-1	Proportion of expenditures for local suppliers	Page 46 58% Austrian suppliers 36% European suppliers 6% international suppliers
205-3	Confirmed cases of corruption	none
206-1	Lawsuits related to anticompetitive and antitrust violations	none
	Long-term thinking and family-owned business	Page 44
	A competitive, innovative mindset	Page 44
	Made in Austria	Page 45
	Fire safety measures	Page 57

EMAS Environmental Statement

**OUR RESPONSIBILITIES
(ECOLOGY)**

301-1	Material consumption by weight	Page 16 and 64
302-1	Energy consumption within the organization	Page 58
305-1	Direct GHG emissions (Scope 1)	Page 61
305-2	Indirect energy-related GHG emissions (Scope 2)	Page 61
305-3	Other indirect GHG emissions (Scope 3)	Page 61
306-2	Waste by type and disposal method	Page 62
308-1	New suppliers verified based on environmental criteria	Page 66

Promoting biodiversity Page 57

FORESIGHT (SOCIAL)

401-1	Newly hired staff members and staff level fluctuation	Page 81
401-3	Parental leave	Page 81
403-9	Work-related injuries	Page 75
403-10	Work-related illnesses	Occupational illness rate: 0%
404-3	Staff members who receive a regular assessment of their performance and professional development	Page 78
405-1	Diversity in company leadership and workforce	Page 76
405-2	Gender income equality	Page 76
406-1	Discrimination incidents	none
413-2	Business activities with a negative impact on local communities	none
414-1	New suppliers verified based on social criteria	Page 66
415-1	Donations to political parties	none
	Eye health clinic in Burkina Faso	Page 52 and 87
416-1	Assessing the impacts of our products on health and safety	Page 84
416-2	Violations related to the impacts of our products on health and safety	none
417-1	Requirements for product information and labeling	Eyewear frames and lenses are subject to the new EU medical device regulation (2017/745). Required adjustments in product labeling will be implemented internally on schedule. Completion expected in May 2025.
419-1	Non-compliance with social and economic laws and regulations	none
	Noise	Page 57
	Emergency preparedness	Page 57

COMPLIANCE



The Silhouette Group's integrated management system (quality, occupational health and safety and the environment) is based on international standards and complies with all relevant legal requirements. Our main legal obligations are related to environmental protection (water, waste, trade regulations, air pollution and chemical safety legislation), quality and occupational health and safety.



To ensure compliance, we monitor all laws, regulations and other mandatory guidelines that are relevant to our operations. We maintain a comprehensive overview of all relevant laws and regulations, along with the requirements and rights associated with them.



This monitoring is essential, as it enables us to identify when regulatory changes affect our operations going forward. We rely on IT solutions to keep us continually notified of all the latest developments.



If new requirements are enacted, we take the necessary steps to remain compliant. We also conduct regular audits and inspections to ensure proper implementation. Thanks to our comprehensive approach, we can guarantee that our operations always comply with relevant laws and regulations.



Our environmental manager receives all inquiries regarding our company's operational environmental protection. They are responsible for maintaining our legal register of environmentally relevant topics and requirements and legal register.

ACCORDING TO OUR EVALUATION ON JANUARY 31, 2022, WE ARE FULLY COMPLIANT WITH ALL LEGAL REQUIREMENTS AND LIMITS.

102-56

ENVIRONMENTAL INSPECTOR'S STATEMENT ON VERIFICATION AND VALIDATION ACTIVITIES

The undersigned, Peter Kroiss, EMAS environmental inspector on behalf of TÜV AUSTRIA CERT GMBH with registration number AT-V-0008, accredited for the scope 32.50-2 (NACE code), confirms to have verified that the entire organization, as described in the updated environmental statement of

Silhouette International Schmied AG
Ellbognerstrasse 24
4020 Linz

meets all the requirements of Regulation (EC) No. 1221/2009 of the European Parliament and of the Council of November 25, 2009, as amended by EU-2018/2026 of December 19, 2018, on the voluntary participation by organizations in a Community eco-management and audit scheme (EMAS).

By signing this declaration, it is confirmed that:

- the verification and validation have been carried out in full compliance with the requirements of Regulation (EC) No. 1221/2009;
- the result of the verification and validation confirms that there is no evidence of non-compliance with the applicable environmental legislation;
- the data and information in the organization's updated environmental statement give a reliable, credible and accurate picture of all the organization's activities within the scope stated in the environmental statement.

This statement is not equivalent to an EMAS registration. EMAS registration can only be carried out by a competent body in accordance with Regulation (EC) No. 1221/2009. This declaration may not be used as a standalone basis for informing the public.

This sustainability report goes beyond the requirements of the EMAS regulation. In particular, it contains information on the topics of occupational safety and corporate responsibility. As specified in EMAS Annex IV (EU)2018/2019, the chapters of this report marked with an asterisk in the table of contents have been validated by an environmental verifier.

Linz, October 18, 2022



Inspector Peter Kroiss
Head Auditor Gutachter

The next consolidated environmental statement will be submitted for review no later than October 2023 and published afterwards. In years when no sustainability report is published, an annual update to the latest environmental statement will be prepared and submitted to the environmental auditor for verification.

PROHLÁŠENÍ O ČINNOSTECH ENVIRONMENTÁLNÍHO OVĚŘOVATELE

CERT-ACO s.r.o., Kladno

s registračním číslem environmentálního ověřovatele EMAS

CZ-V-5001

akreditovaný pro oblast působnosti **523000**

(kódy NACE)

prohlašuje, že ověřil, zda místa či celá organizace, jak je uvedeno
v aktualizovaném environmentální prohlášení

SILHOUETTE Czechia s.r.o.

Husova 1113, 374 01 Trhové Sviny

S registračním číslem (je-li k dispozici)

splňuje veškeré požadavky nařízení Evropského parlamentu a Rady (ES) č. 1221/2009 ze dne 25. listopadu 2009 a nařízení EU č. 2017/1505 ze dne 28. srpna 2017 o dobrovolné účasti organizace v systému environmentálního řízení podniků a auditu (EMAS).

Svým podpisem prohlašuji, že

- ověření a schválení bylo provedeno v úplném souladu s požadavky nařízení (ES) č. 1221/2009 a nařízení EU č. 2017/1505,
- výsledky ověřování a schválení potvrzují, že neexistují důkazy o nedodržování příslušných požadavků vyplývajících z právních předpisů týkajících se životního prostředí,
- údaje a informace uvedené v environmentálním prohlášení za rok 2021 SILHOUETTE Czechia s.r.o. odrážejí spolehlivý, důvěryhodný a správný obraz všech činností organizace, ve výše uvedených lokalitách v rámci oblasti působnosti uvedené v environmentálním prohlášení.

Tento dokument nenahrazuje registraci systému EMAS. Registraci v systému EMAS může vystavit pouze příslušný orgán podle nařízení (ES) č. 1221/2009 a EU č. 2017/1505. Tento dokument se nesmí používat jako samostatná informace pro komunikaci s veřejností.

V Kladně dne 30. 11. 2022

Podpis



GRI CHECK STATEMENT



Auditing Order, Criteria and Scope of Audit

TÜV AUSTRIA CERT GMBH ("TACE") was commissioned by the company Silhouette International Schmied AG ("Silhouette") to conduct a GRI Check for Silhouette's 2018-2019 Sustainability Report on the application level "Core Option."

The criteria for this check are based on the GRI Standards for Sustainability Reporting (available at <https://www.globalreporting.org/standards/gri-standards-translations/>). In addition to the mandatory general information that is to be communicated, it is above all necessary to report on the topics specified as essential topics in the material mix of the Silhouette Sustainability Report (see chapter "Understanding Points of VIEW").

The scope of the GRI Check includes auditing of contents and key figures/KPIs to determine their adequacy, plausibility and exhaustiveness. A GRI Check does not include auditing of contents and key figures/KPIs to determine their accuracy by collecting evidence for the contents and key figures/KPIs described. As this report also meets the requirements of an environmental statement under the EMAS regulation, the environmental content and key figures/KPIs have been fully validated by the environmental auditor (see previous page), i.e., they have also been checked for accuracy. As a result, the level of inspection by independent third parties has increased compared to the last report.

Auditing Process

TACE was contracted to perform the audit during the stage of the reporting process in which the Sustainability Report had already been prepared in layout and had been audited by an EMAS environmental auditor in relation to the relevant topics in the EMAS regulation. The requirements of the GRI Standards were already given in the first version of the Sustainability Report that was sent. In addition to this GRI Check Statement, the GRI auditor also drew up an audit report, which has been made available to Silhouette. In this audit report, two suggestions for improvement were made for Silhouette. These can be included in the creation of the next Sustainability Report and should thus contribute to the continuous improvement of the process of sustainability reporting at Silhouette.

Audit Results

The GRI Check of the Silhouette Sustainability Report yielded a positive result. The requirements for the current GRI Standard for application level "Core Option" were fully integrated into the 02/2019 – 01/2022 Sustainability Report and discussed/communicated in accordance with the specifications.

Therefore, the GRI Auditor hereby confirms that the GRI Standard in the "Core Option" has been fully adhered to and applied.

Brunn am Gebirge, November 23, 2022

Werner Gargitter
GRI Auditor and External Lead Auditor of
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