

REPORTING YEAR
2022



**CORE
MATERIALS**

ESG REPORT

Towards a sustainable, lighter and greener Future.



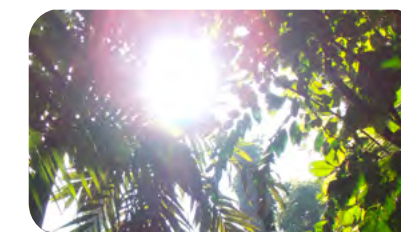
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GRI (2-1, 2-3)

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This Report presents the ESG (Environmental, Social and Governance) performance corresponding to the year 2022, detailing the impacts and commitments of our company. With this annual report, we seek to account for our commitment to sustainability and corporate responsibility and show how we have addressed ESG-related challenges and opportunities during the year.

In our financial report published by Schweiter Technologies, we specify the reporting period in accordance with International Financial Reporting Standards (IFRS) and applicable local regulations. Our financial reporting period is governed by specific legal and accounting requirements, while our sustainability reporting period is based on our annual sustainability cycle schedule, designed to collect data and measure progress on goals specific sustainability of the company. However, we ensure that the data collected and the results obtained in each subject period are presented clearly and completely in our financial and sustainability reports, to provide a complete and accurate picture of our performance in both areas.

For more info, please contact us.

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EDITORIAL TEAM

Dear Reader,

Welcome to our 2022 Sustainability Report. For this reporting year, **3A Composites Core Materials** took several steps to educate, instrumentalize, measure and deploy our ESG (Environment, Social and Governance) strategy in each and every one of our operations.

Continuing with our philosophy to plant a better future, we have reached several milestones regarding our quantification of our carbon footprint but also of the captures generated by our forestry operations. Moreover, our approach to Total Cost of Ownership via resource avoidance, circularity and sustainability based on facts and numbers, and not simply colors has consolidated this year through several efforts.

This year, we are in a transition period as we embark on sustainability reporting that complies with GRI standards. Our carbon emissions and several other KPIs regarding ESG are found in this issue as well as some of our commitments and strategies within our focus areas.

In addition, we have gone through our first sustainability assessments at each of our continental sales and manufacturing legal entities in the Americas, Europe and China that show already great progress towards becoming the leading core material supplier in sustainability and supplier of choice by sustainable procurement criteria in all the industries we serve.

Thanks for your attention.

Editorial team

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LETTER FROM THE CEO

In recent years, the importance of ESG factors has become increasingly apparent in driving positive change in our society and in pushing for a greener future for our planet. ESG refers to the three central pillars of sustainable investing, which are environmental considerations, social impact, and corporate governance. By integrating ESG principles into our operations, **3A Composites Core Materials** can not only contribute to a healthier planet but also drive business success and better serve our customers.

Over the past years after our 1st Sustainability Report, we have reinforced our internal knowledge in order to report key data regarding products (EPD – Environmental Product Declaration) and our unique carbon sink in Ecuador based on our plantations in Ecuador and Papua New Guinea. In this report you will find key initiative updates and progress made by our sites around the world. As CEO of the division, I am so proud to have our employees committed to this journey and as **3A Composites Core Materials** we can confirm the support of the Ten Principles of the United Nations.

For **3A Composites Core Materials**, adopting ESG principles is not just a moral imperative, but also a strategic business decision. As a leading global manufacturer of innovative core materials, **3A Composites Core Materials** has a unique opportunity to reduce its environmental footprint, enhance its social impact, and strengthen its governance practices with the support of its mother company Schweiter Technologies AG.

In this context, **3A Composites Core Materials** has a critical role to play in the transition to a more sustainable future. By prioritizing ESG considerations, our division can drive innovation, build resilience, and create long-term value for its stakeholders. Ultimately, by prioritizing ESG, Division **3A Composites Core Materials** can help build a more sustainable and prosperous future for all.

Eric Gauthier

Chief Executive Officer
3A Composites Core Materials

DIVISION OVERVIEW

Corporate values, mission and purpose

Key Pillars guide our way of working and relating to our clients and the environment.



Excellence in everything we do

We strive to offer first-class products with a focus on service and research and development (R&D). We seek excellence in all areas of our company to meet the needs of our clients in an exceptional way.



Vendor of Choice

We strive to be the vendor of choice by offering the best Total Cost of Ownership and ensuring availability for a demanding supply chain. We work closely with our clients to understand and meet their needs efficiently and profitably.



Sustainability

We are committed to reducing our carbon footprint and developing sustainable products and services. We consider environmental protection and social responsibility as fundamental elements of our business strategy. We work to develop innovative solutions that are respectful of the environment and promote a sustainable future.

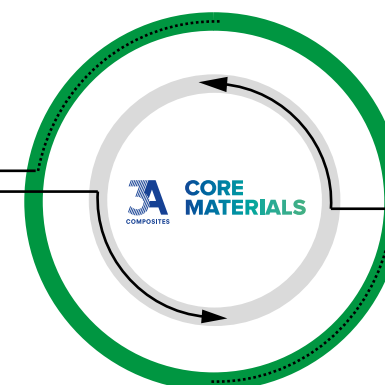
Our Core Values

We show

Integrity & accountability
Respect & Team spirit
Customer centricity

Our products are

High performing
Energy efficient
Strong and lightweight



We create

Innovative products & services
Value with a fair return
Customer satisfaction

We care

to create a stronger, lighter and greener future

About 3A Composites Core Materials

GRI (2-6)

Our operations located in Europe (Switzerland, Poland), the USA (NC and KY), China (Shanghai and Changzhou), Ecuador and Papua New Guinea that make our **AIREX®** foams, **BALTEK®** balsa wood composite materials as well as **FOREX®** / **SMART-X®** display solutions which are globally manufactured and locally available.

Since its foundation over 65 years ago, our Swiss site has been the divisional head office and produced **AIREX®** special closed-cell foams for sandwich technology and gymnastics, as well as **FOREX®** / **SMART-X®** lightweight sheets for visual communication.

We have two manufacturing locations in the US: in High Point, NC, home to our North America head office and core materials conversion, and in Glasgow, KY, where our **AIREX®** PET foam products are manufactured.

We also have two sites in China: one in Shanghai that serves as the regional head office in the Asia-Pacific region & core materials conversion, and one in Changzhou that focuses on the production of **AIREX®** PET foams.

In 2022, we strengthened further our PET position by starting a new plant in Nowogard (Poland). This new **AIREX®** production location allowed us to create synergies with JMB Wind Energy (a leading company in core materials kit design and production) and further improved our European supply chain footprint.

Our **BALTEK®** balsa wood cores are manufactured in Ecuador and Papua New Guinea, facilities with a fully integrated model from FSC®-certified owned plantations with world-class manufacturing standards,



being the only balsa wood supplier that can deliver core kits directly from source.

Note 1: The abbreviation of 3A Composites Core Materials is 3ACM.

Employees
> 1,700

Countries
> 6

Customers
> 1,000



Board members visit 2022 (Ecuador)



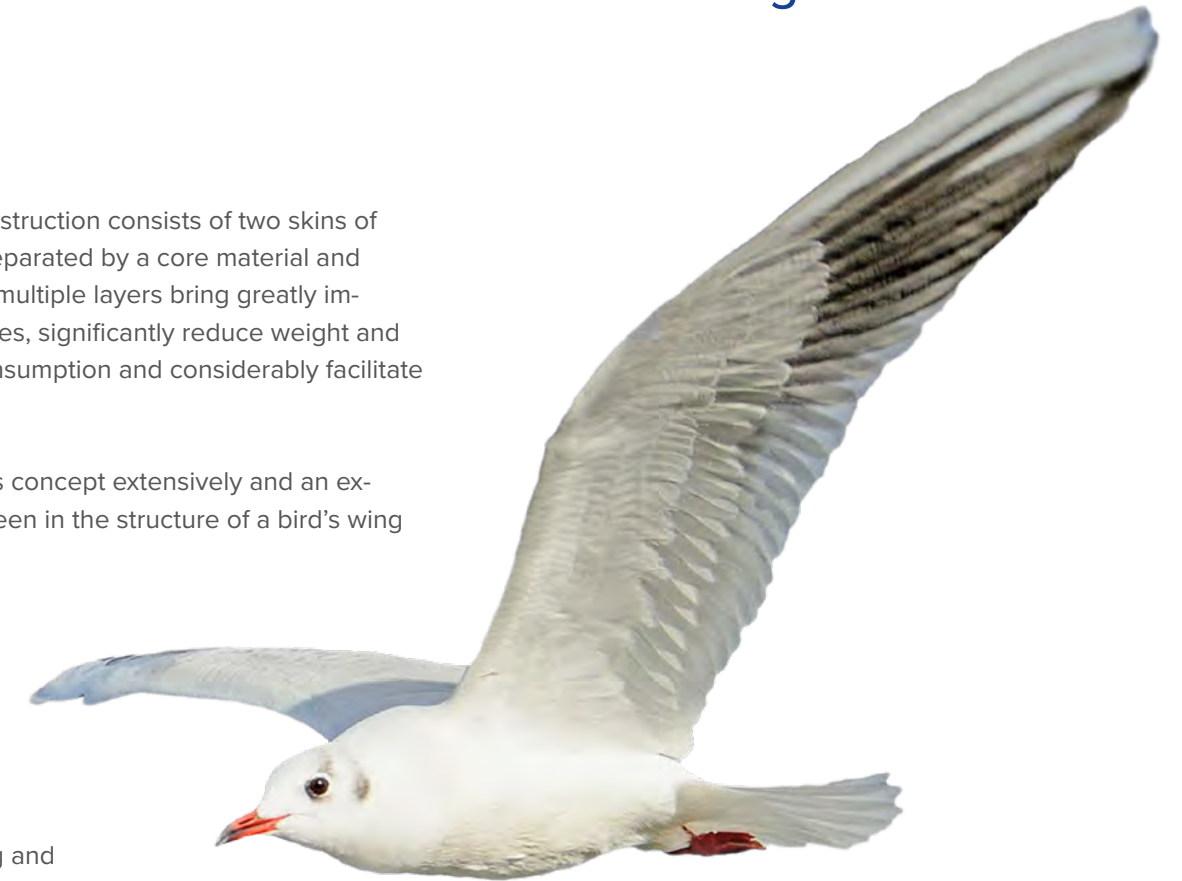
Balsa tree planting (Ecuador)

Markets - what we do matters: Sandwich construction and markets at a glance

GRI (2-6)

A sandwich construction consists of two skins of high stiffness separated by a core material and together these multiple layers bring greatly improved properties, significantly reduce weight and thus energy consumption and considerably facilitate handling.

Nature uses this concept extensively and an example can be seen in the structure of a bird's wing bone.

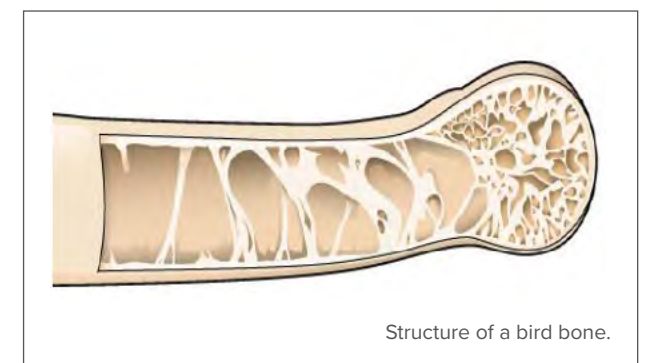


3ACM

develops strong and solid, yet lightweight core materials, because the right balance between the two results in more durable, sustainable, and energy-efficient end-product sandwich solutions for our customers.

3ACM is a global organizational unit within the **3A Composites Group**, part of **Schweiter Technologies** (SIX Swiss Exchange: SWTQ).

We are pioneers and a global leader in sandwich composite technology with more than 80 years of experience. Our portfolio consists of high-performing, robust, reliable, yet lightweight and sustainable core materials with our main focus on PET foam and balsa wood.



Structure of a bird bone.

Core Materials markets

Aerospace

Modern applications for all sorts of composites for commercial and general aviation, aerospace and defense industries. Wings, flaps, radomes, fuselage, transport containers, floor covers and interior parts.

Automotive

Applications for passenger cars, trucks, buses, recreational and special purpose vehicles. Roofs, A&B pillars and door cladding, front ends, parcel shelves, seat back covers, trunk floors and cladding, floor parts and panels, various interior parts and super-structures.

Building & Construction

Applications for residential buildings, industrial and commercial buildings, pedestrian and road bridges, interior design and architecture, bridge construction. Roofs, doors and gates, window frames, applications for interior architecture.

Marine

Solutions for all marine components. Hulls, sides and decks, superstructures, bulkheads and stringers, transoms, covers, hatches, floors and interiors.

Core Materials markets

Rail

Lightweight constructions for all types of rail vehicles. Roofs, decks, toilet modules, compartment walls, doors, covers, floors, front ends and supporting cabins.

Renewable energy

Solutions for wind industry turbine blades and nacelles. Edge close-outs, shells, spinners, covers, rotor blades, shear webs and nacelles.

Industry

Numerous solutions for other industries, such as sports and leisure, science and medicine, radomes, and industrial components. Radar covers, ski cores, shower tubs and many others.

Sport & Health

Air is just the essence of our products - the Swiss made **AIREX®** mats and Balance-pads for the fitness/ sport and reha markets are comprised of up to 96% air. Take a moment to breathe and put all stress and worries of the day aside.

Products

3ACM portfolio consists of **AIREX®** specialty foams, **BALTEK®** balsa wood and **ENGICORE®** shaped core solution products.

AIREX®

Rigid foam core materials

Sandwich applications with **AIREX®** foams are up to 50% lighter than conventional solutions and require less energy while preserving highest strength, stiffness, and thermal insulation.

Significant weight reduction due to **AIREX®** foams allows switching mass from dead weight to payload. Due to its lower weight-to-stiffness ratio, **AIREX®** foams influence continuous improvement in renewable energy sector allowing construction of longer turbines.

BALTEK®

Natural, renewable resource - balsa wood

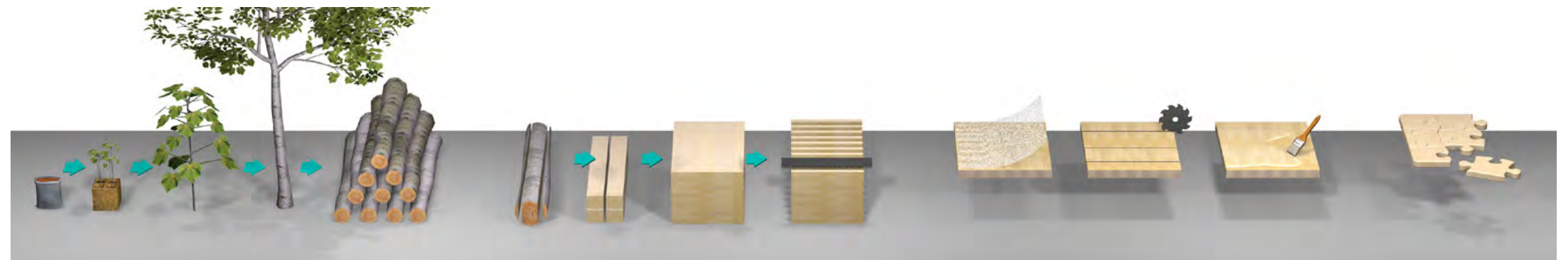
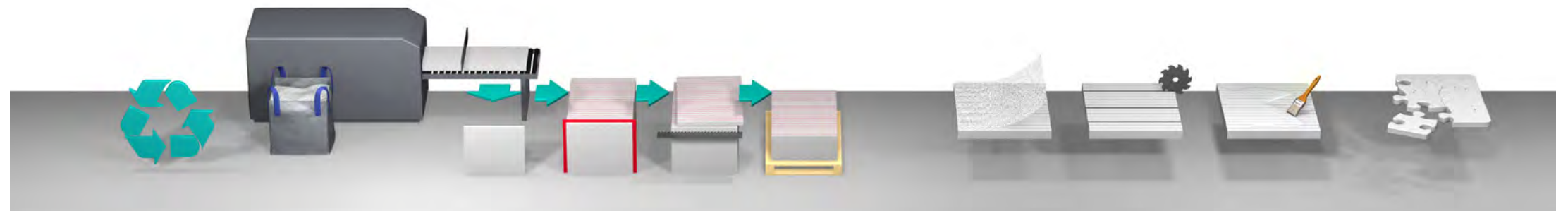
BALTEK® is the only structural core material made of a natural, renewable resource – balsa wood. The balsa tree grows fast, has low to medium density, and best-in-class weight-specific mechanical properties. It is the first carbon neutral core material in the world.

We own and manage several thousand hectares of FSC®-certified balsa wood plantations in Ecuador (FSC-C019065) and Papua New Guinea (FSC-C125018) - that's our commitment to watch out for virgin rainforest.

ENGICORE®

Shaped core solutions

ENGICORE® complements our portfolio of **AIREX®** and **BALTEK®** core materials, elevating our offering and providing customers shaped core solutions that adapt and perform in the best way to their manufacturing processes and standards.



Sustainable milestones

ecovadis

ECOVADIS score

In order to obtain feedback to build long-term goals and strategies, 3 out of 6 legal entities conforming the **3A Composites Core Materials** division of **3A Composites**, were assessed using the ECOVADIS sustainability rating platform. This assessment looks into our performance in 4 categories: Environment, Labor & Human Rights, Ethics and Sustainable Procurement. This instrument is a key pillar to understand the benchmark of ESG performance for our industry and build on it. **3ACM** is pleased to announce that their headquarters, **Airex AG** in Switzerland, was honored with a Silver Medal Award for its sustainability efforts.



EPD®
THE INTERNATIONAL EPD® SYSTEM

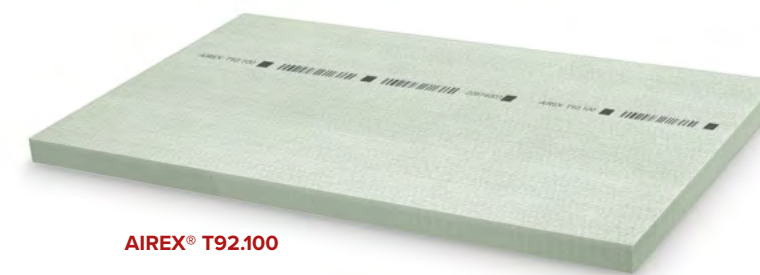
Issuing Environmental Product Declaration (EPD)

We accomplished a significant milestone by issuing the first Environmental Product Declarations for our PET and Balsa core products. These declarations are based on third-party verified Life Cycle Analysis data, providing our customers with precise and accurate information regarding the environmental performance of our core materials in their processes.

Environmental Performance of PET

AIREX® T92.100

The Environmental Product Declarations for our PET **AIREX® T92.100**, produced at our Swiss site, demonstrate its best-in-class footprint. This achievement highlights our commitment to minimizing environmental impact through continuous improvement.



AIREX® T92.100

EPD-verified BALTEK® SBC Balsa Wood Cores

Our **BALTEK® SBC** balsa wood cores have achieved the distinction of being the only core material with negative global warming potential (GWP), EPD-verified. This recognition showcases our dedication to sustainable practices and reducing carbon emissions.



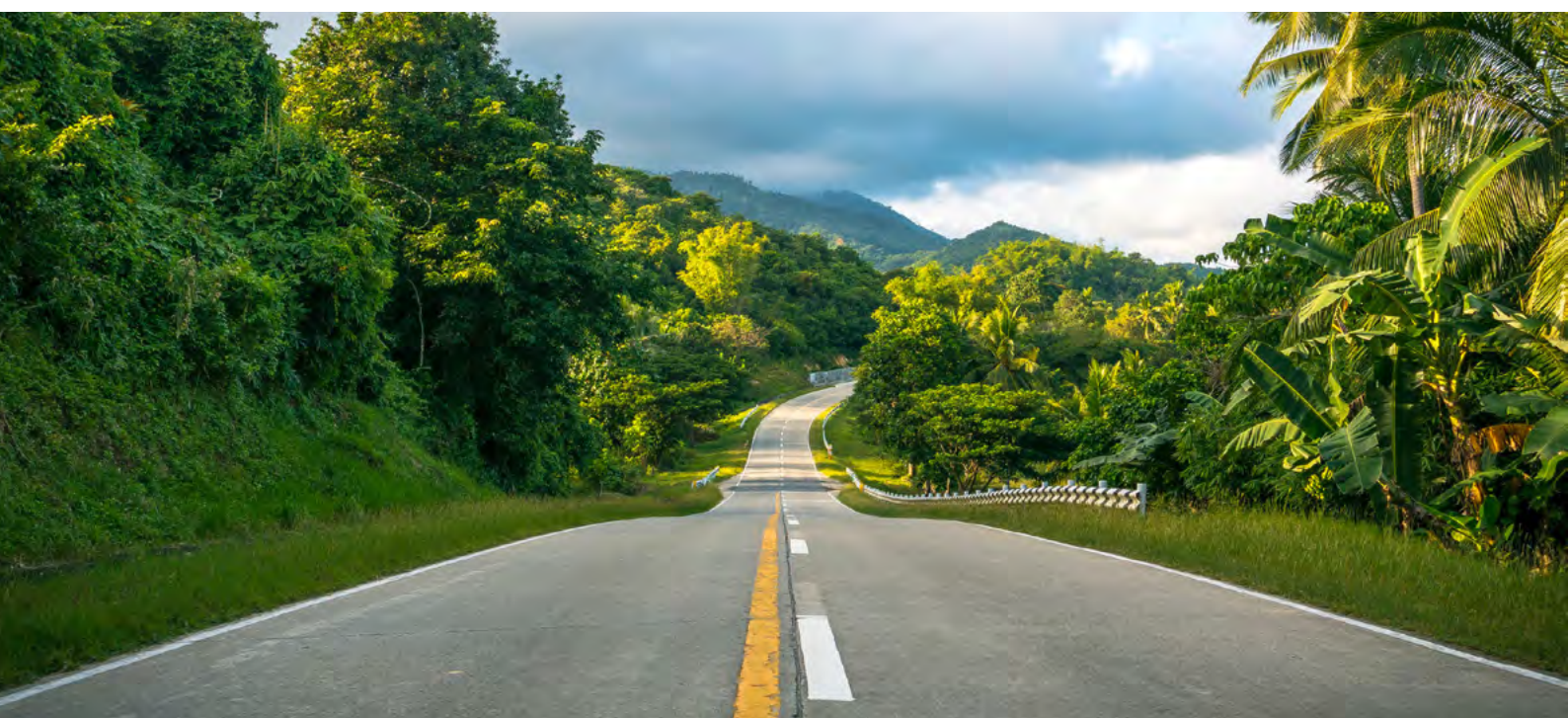
BALTEK® SBC

Focused on Sustainability and Total Cost of Ownership

In our pursuit of sustainability and maximizing the Total Cost of Ownership (TCO), we have prioritized key pillars and focus areas in our R&D efforts. Throughout 2022, we made progress in several areas:

- / Optimization of PET recipes: We optimized PET recipes to minimize the use of blowing agents with high global warming potential (GWP), reducing their environmental impact.
- / Enhanced properties at lower density: By maximizing PET recipes, we achieved higher material properties while using a lower density, resulting in improved efficiency and resource utilization.
- / Increased circularity: We promoted circularity by optimizing the use of agglomerate content and exploring innovative finishing options, aiming to reduce resource consumption and waste generation.
- / Sustainable core solutions: Our offerings, such as SealX without Scrim, Adaptive CK formats, and **ENGICORE®** shaped core solutions, provide sustainable alternatives that meet customer needs while minimizing environmental impact.
- / Simplified supply chains with zero waste: We implemented measures to simplify supply chains and ensure zero waste generation in our core material manufacturing processes.
- / Waste reduction and nesting optimization: Our commitment to sustainability includes reusing waste material in our operations and optimizing nesting techniques, resulting in a higher percentage of usable shipped materials and minimizing waste at our customers' end.

These milestones signify our dedication to sustainable practices, continuous improvement, and delivering value to our customers while minimizing environmental impact



OUR FRAMEWORK

GRI (2-22)

3ACM ratifies commitment to sustainability in the corporate strategy, through the recognition of the principles on human rights, labor, the environment and anti-corruption issued by the United Nations and the Global Compact. Global Compact, is the initiative to promote sustainability in the private sector

supported by the United Nations, it promotes United Nations values and responsible business practices within the United Nations system and among the global business community.

[We are committed to the 2030 Agenda.](#)



Eric Gauthier, CEO 3A Composites Core Materials

Care2Core

Sustainability is at the heart of everything we do.

Our commitment to sustainability has contributed to our strong performance across the business and is fundamental to our success. We differentiate four sustainability pillars (Social, Industrial, Environmental, Corporate Governance & Financial) that are represented through our concept of corporate social responsibility, environment, health & safety standards, sustainable forestry management, strong corporate governance, operational excellence practices, continuous R&D and innovations. All these are recognized contributions towards a greener, lighter and more sustainable future.

In 2022, **3A Composites Core Materials** has begun the materiality matrix exercise to map out all the relevant activities and topics and how they will be monitored, instrumentalized and executed to fulfill our vision.

3ACM is in the process of surveying material non-financial issues (ESG), in order to obtain the relevant inputs for the **sustainability strategy** of the entire division.

GRI (3-1)

Within the framework of our sustainability strategy, we will carry out a process of identification, validation, prioritization and listing of material issues that impact our organization and related interest groups.

In 2022, **3ACM** carried out the identification phase: we carried out an exhaustive diagnosis of information sources, such as corporate documents, industry analysis, media, unions and authorities, with the aim

of understanding our current position and market trends. In this sense, we have identified the key stakeholders that are affected by our operations and that play a fundamental role in the achievement of our objectives. We will complete the other phases by 2023 to finally establish a list of material topics, which includes the aspects that we consider most relevant to our sustainability strategy and to the achievement of our vision and mission.



Environmental

This chapter of our sustainability report delves into critical areas of environmental performance, highlighting our commitment to address key sustainability issues. This chapter focuses on our efforts to calculate greenhouse gas (GHG) emissions, improve energy management, promote sustainable procurement practices, drive research and development (R&D) for green solutions, and waste management.

3ACM footprint

GHG emissions at the organizational level of **3ACM** corresponding to the year 2022 reach a value of 19,684 tCO₂e, the 62% of which is made up of Scope 2 emissions, followed by 38% scope 1 emissions.

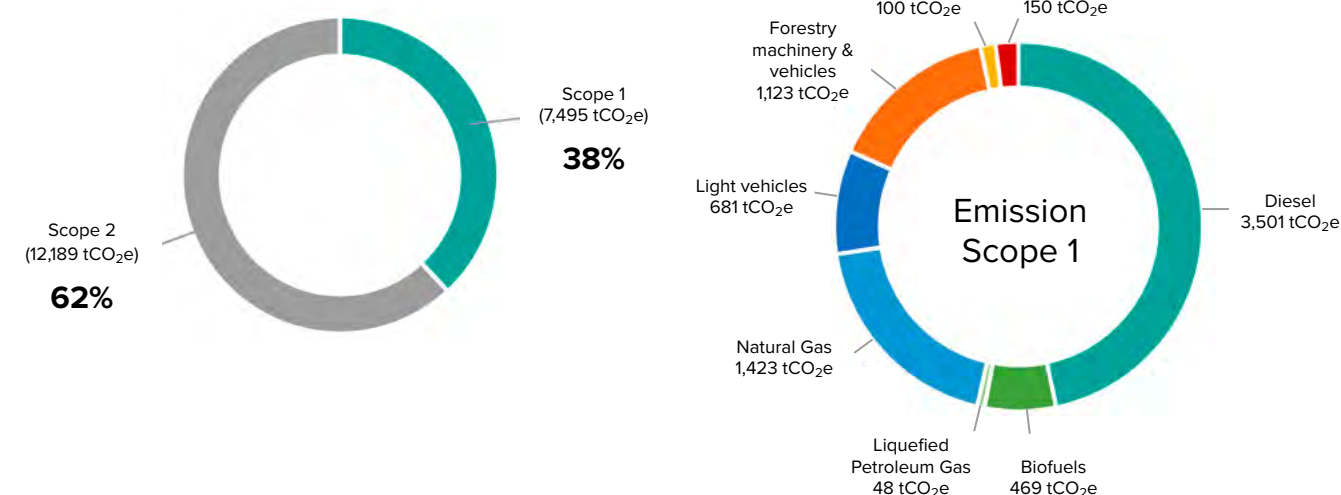
We measure CO₂ emissions in accordance with Greenhouse Gas (GHG) Protocol methodology. In 2022 we have monitored the first two scopes: Scope 1 (direct emissions) and Scope 2 (indirect emissions from energy purchases).

Scope 1 includes direct emissions, such as stationary and mobile combustion of diesel, biofuels, natural gas, liquefied petroleum gas, and light vehicles and forestry machinery, and fugitive emissions from

substitution of refrigerant gases and blowing agent leaks. Scope 1 represents 38% of total emissions, which amount to 7,495 tCO₂e.

Scope 2 includes indirect GHG emissions associated with the generation of electricity consumed by the organization, where average grid electricity consumption and 100% renewable electricity are reported. Scope 2 emissions are 12,189 tCO₂e, which represents 62% of total emissions.

Carbon Footprint 3ACM 2022



Summary of GHG Emission by Scope and Source (305-1 , 305-2)

From Scope 1, the largest source of emissions is reflected in the consumption of fuel in stationary and mobile sources. On the other hand, scope 2 corresponds entirely to emissions associated with electricity consumption.

2022		GHG emission tCO ₂ e	GHG emission %
SCOPE 1 – Direct Emissions			
Stationary & mobile combustion	Diesel	3,501	18%
Stationary & mobile combustion	Biofuels	469	2%
Stationary & mobile combustion	Petrol	1	0%
Stationary & mobile combustion	Liquefied Petroleum Gas (LPG)	48	0%
Stationary & mobile combustion	Natural Gas	1,423	7%
Stationary & mobile combustion	Light vehicles	681	3%
Stationary & mobile combustion	Forestry machinery & vehicles	1,123	6%
Fugitive emissions	Replacement of refrigerant gases	100	1%
Fugitive emissions	Blowing agent leaks	150	1%
Scope 1		7,495	38%
SCOPE 2 – Electricity			
Electricity consumption	Average grid electricity	12,189	1
Electricity consumption	100% renewable electricity	0	0%
Scope 2		12,189	62%
Scope 1 + 2		19,684	100%

Note 1: Corresponds to 01.01.2022 to 31.12.2022



3A Viajemos Juntos App

In line with our commitment to promote sustainable and responsible practices, at our site in Ecuador we have developed an application called “3A Viajemos Juntos”. This application allows our staff to share trips in an efficient and sustainable way, which contributes significantly to the reduction of CO₂ emissions in our company. Through this initiative, we are fostering a ride-sharing culture and reducing the number of vehi-

cles at our facilities, which in turn reduces our company’s carbon footprint. We are proud to have implemented this innovative solution in our company and to have promoted a culture of sustainability and collaboration among our staff.



Energy (302-1)

Energy is an essential resource for the operation of the organization, since it is necessary to maintain operational continuity and meet production objectives. Therefore, for **3ACM** it’s important to manage this resource responsibly, both to reduce costs and to minimize the environmental impacts associated with the generation of electricity from fossil fuels.



Note 1: Corresponds to 01.01.2022 to 31.12.2022.

Note 2: Electricity certified as 100% renewable (Ecuador and Switzerland site).

Among the measures implemented, the reduction in the level of compressed air pressure and the continuous migration towards the use of LED lights in all our facilities stand out. The installation of insulation in the Rex 2 nozzle of our PET Extrusion production line was also carried out, which has allowed an optimization in the use of gas and the reduction of energy consumption.

In our daily operations, the use of energy is essential for the functionality of our operation. In 2022, we have used a total of 44,953,930 kWh of energy, which is equivalent to a significant amount of electrical energy. However, we are committed to sustainable and responsible energy management and are therefore proud to report that 53% of our energy consumption comes from renewable sources. This is an important step towards sustainability and care for the environment and reflects our commitment to reducing our carbon footprint. We will continue working on the implementation of more efficient and sustainable technologies and practices, with the aim of improving our energy performance and protecting the environment.

Sustainable Forest Management

Sustainable forest management plays a fundamental role in climate action, since forests are capable of absorbing CO₂ from the atmosphere, transforming it into carbon and producing oxygen, thus helping to reduce global warming.

Forests represent a real opportunity to offset the carbon footprint. At **3ACM** we have sustainability strategies to ensure optimal use of forest resources, the conservation of areas and the ecosystem services that forests can offer.

For determining carbon sequestration, we used the guidelines of the Carbon Neutrality Protocol developed by SCX and Deloitte, which specifies criteria for accounting for emissions and carbon sequestration from forest assets, including their sequestration effect in the wood products generated.

The carbon stock methodology is based on a gain/losses approach of biomass where it’s concluded that our rate of biomass increase is higher than our harvesting rate year after year. The healthy growth of our forest and sustainable practices convert our commercial plantations into a carbon sink.

year	2019	2020
Carbon Stock Plantation	252.995,6 tCO ₂ e	275.480,8 tCO ₂ e

The 2020 carbon sequestration of our Ecuadorian plantations has been externally verified by Deloitte. This external verification process ensures the accuracy and reliability of the data related to the company’s carbon sequestration. The report included the change in carbon stock from commercial plantations and the change in carbon stock due to sequestration in wood products.

The difference between 2019 - 2020 in this case, the increase in carbon sequestration due to forest management.



Amounted to 22,485 tCO₂e.

During the 2019-2020 period, the carbon inventory of the Ecuador site increased by 26,066 tCO₂e. The change in carbon stock from commercial plantations was 22,485 tCO₂e, while the change in carbon stock due to sequestration in wood products was 3,581 tCO₂e. For the carbon sequestered in wood products in 2020, we have as a result 25,576 tCO₂e.

The review process considered the formal receipt of information, in addition to verification activities carried out through analytical procedures and review tests, or a review of the consistency and coherence of the calculations for each component.

Note 1: Deloitte Chile is a recognized professional services firm that offers a wide range of services, including the provision of audit services. SCX Chile is a leading professional services firm that specializes in providing advice and consulting on corporate sustainability.

Forestry assets (Hectares)

(GRI 304-1)

They are divided into two categories: “Own Assets” and “Assets under Agreement”. The “Own Assets” represent the hectares of forests that are owned by **3ACM**, while the “Assets under Agreement” correspond to the hectares of forests that are under an agreement with small producers..

Category	2022
Own Assets	9,156.60
Assets under agreement	6,556.28
Total area	15,712.88

13,568.35 Ha
86% of forest assets
are FSC®-certified

100% voluntary certification that aims to reduce deforestation and protect tropical forests from destruction by promoting environmentally appropriate and socially beneficial practices. This allows clients and consumers to know the traceability of the fiber purchased and companies to ensure that their products are not obtained from controversial sources.

Sustainable Procurement

At **3ACM** we have the necessary structure to reach the market and meet the sustainability criteria. We manage the sustainability of our supply chain, by maintaining controls in the development of our product in order to ensure traceability.

Currently, the markets where we contribute require and demand renewable products that have been duly completed throughout the supply chain.

We have worked together with small producers of raw materials to diversify and promote local development, as well as to ensure that our supplies are carried out under a Due Diligence process to minimize the risk that our clients will be supplied with products of unknown or illegal origin.

We have a procedure for the qualification and performance evaluation of our suppliers, based on qua-

lity, environmental and social development criteria, as well as the classification of the different types of suppliers (wood supply, manufacturing inputs, etc.).

For the selection of our suppliers, we jointly evaluate the use of potentially dangerous substances. We have a declaration of conformity (REACH and RoSH Regulation) where we ratify that our **BALTEK®** product does not contain the substances listed in REACH restricted substances (REACH Annex XVII).

The performance evaluation considers factors such as worker health and safety management and environmental management. For next year we seek to work with our strategic suppliers, to discover the most precise measurement of inputs/services and actions to reduce their emissions in order to promote action for the climate.

Research and Development

Our commitment to sustainable forestry is exemplified through our management of a Genetic Improvement Program. The primary goal of the program is to identify and select exceptional trees based on their volume and wood quality. Genetic material obtained from these trees is then utilized for distribution in our plantations, thereby contributing to the long-term sustainability of our operations. An essential seed orchard has been established within the program to produce high-quality seeds from selected superior trees. In addition, we have established provenance trials at our site in Ecuador to assess the adaptability and behavior of seed from different locations. These trials will aid in identifying the best seed sources for our plantations and ultimately contribute to the development of our forest. We remain committed to advancing sustainable forestry practices and contributing to a more sustainable future.

In March 2022, **3ACM** took an important step towards contributing to the research and sustainable management of forest resources by joining Cam-

Core. This non-profit organization collaborates with its members to maintain a broad genetic base of the best adapted and productive species for use in forest plantations.

As part of our commitment to CamCore, we attended the annual meeting in South Africa, where we had the opportunity to learn from and contribute to discussions on forestry management in subtropical regions. We gained valuable insights on various species trials, forest genetics, fire control, sawmill operations, and the cultivation of eucalyptus and pine hybrids in both tropical and cool temperate regions.

Our participation in CamCore allows us to stay up-to-date on the latest developments in sustainable forestry practices and exchange knowledge with like-minded professionals. By joining this organization, we hope to contribute to the preservation and responsible management of forest resources for future generations.





Bernardo Castro, Head of Forestry Research – Héroe Sacha Unidos 2021 (Premio en Investigación Forestal)

.....

“We have faced several challenges in our efforts to develop effective forest management strategies for the Balsa species, primarily due to the limited information available. Despite these obstacles, our organization has successfully developed tools and techniques to minimize the significant losses experienced in forest plantations. We remain committed to increasing yield without compromising the environment where we operate, always placing sustainability at the core of our practices.”

Bernardo Castro

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Waste Management
(GRI 306-3, 306-4, 306-5)

Waste can have a significant impact on the environment and human health if it is not managed properly. A detailed description of our company’s waste management practices and policies is presented, highlighting our commitment to reducing, reusing and recycling waste.

Waste Management									
Category	ECU - Quevedo	ECU - Santo Domingo	PNG	SWITZER- LAND	CHINA - Changzhou	CHINA - Shanghai	USA - High Point	USA - Glasgow	3ACM
Total waste (non-hazardous) in TN	17,310	4,287	10,352	3,335	584	501	1,024	676	38,069
to regular landfill	23	1	27		15	14	947		1,027
to incineration				971					971
landfill biomass	11,240	244	6,602						18,086
recycling 3 rd party	6,047 28	4,042 2	3,723	2,364 60	569	487	77 77	676	17,985 167
to incineration	6,019	4,040	3,723		569	487			14,838
agglomerate				2,304				676	2,980
of which from biomass (%)	54%	87%	100%						
Total waste (Hazardous) in TN	4	3		21	28	3	204		263
Total Waste (NH + H)	17,314	4,290	10,352	3,356	612	504	1,228	676	38,332

Note 1: Hazardous waste includes items and substances that pose a threat to the environment and human health. These include used mineral oils, adsorbent materials contaminated with hydrocarbons, used mineral oil filters, expired or out-of-spec products, containers contaminated with hazardous materials, personal protective equipment contaminated with hazardous materials, luminaires, lamps, fluorescent tubes, and used saving bulbs containing mercury. Additionally, waste inks, paints, and resins that contain dangerous substances and exhibit hazardous characteristics are considered hazardous. Active biohazardous waste resulting from medical care provided in company medical centers, used ink or toner printing cartridges, sludge from the treatment system of domestic wastewater containing hazardous materials, spent batteries, and solid waste contaminated with hazardous materials are also classified as hazardous waste.

Note 2: In Switzerland, the use of landfills for waste disposal is strictly prohibited.

At our site in Ecuador, we have committed to using biomass waste sustainably and efficiently. Instead of discarding them, we take advantage of their calorific value to produce the steam necessary to dry the wood. This practice not only allows us to reduce waste and minimize our environmental impact, but also helps us reduce our dependence on non-renewable energy sources. By using biomass waste in a smart and sustainable way, we are demonstrating our commitment to the preservation and responsible use of natural resources.

Social

At **3ACM**, we firmly believe that sustainable success is not only measured by financial results, but also by our ability to contribute positively to the social well-being and development of the communities in which we operate. We are committed to responsible and sustainable business management, which promotes equity, respect for human rights and collaboration with local communities. In this chapter, we are pleased to present the achievements and challenges of our social performance, and how we are working to strengthen our contribution to society in the long term.

Workforce overview GRI (401-1, 401-2, 405-1)

As of December 31 of 2022, **3ACM** had 1,863 employees. Among them, 315 correspond to White collar workers (administrative position) and 1,548 to Blue collar workers (operational employees).

Indicators	2022	
	WC	BC
employees (heads not FTE's)	315	1,548
of which male	214	1,401
of which female	101	147
new staffing	23	161
of which internal	7	46
of which external	16	115
leavers total	42	201
average age	43.8	40.3
average years of service	10.9	8.7

The data provided presents key performance indicators for **3ACM**'s employees, including apprentices and short-term contracts. As of the reporting period, the company had a total of 1,863 employees. Of the total workforce, 248 were female and 1,615 were male.



Recruitment

Effective and ethical recruitment plays a fundamental role in business strategy and responsible human resource management. Through an approach focused on equity, inclusion and quality, we seek to attract highly trained professionals committed to our values and sustainable goals.

There have been 184 new hires in the workforce.

Salary Equality Analysis

In **3ACM** Switzerland an analysis of salary equality was performed, equality was confirmed by an external entity (Landolt & Mächler Consultants AG), analysis performed in 2021 and communicated in 2022.

3ACM is an official technical partner and sponsor of the Solar Butterfly project by Louis Palmer and his team, whose mission is to inspire people all over the world and make them aware that solutions against global warming are available.

Starting in May 2022, the Solar Butterfly will tour around the world visiting more than 90 countries and driving more than 200,000 km on 6 continents in 4 years creating more than 1,000 projects and events with the local population, schools, political leaders and press.



The Solar Butterfly is the first-ever solar-powered mobile home to drive around the world while producing enough solar energy not only for the house but also for charging the battery of the towing electric car. It is designed and built by Swiss universities and engineers with lightweight panels by **3ACM** whose PET-core is made from ocean-bound plastic waste.



Equity

In 2022, **3ACM** had a total of 248 female employees, who contributed their knowledge and experience in a wide range of positions, including training. In addition, we proactively prepared our female staff to take on new roles, enhancing their professional development and growth opportunities.

At **3ACM**, we are committed to promoting gender equality and providing safe workplaces and professional development opportunities for women. We have conducted

a comprehensive diagnosis to identify the weaknesses and strengths of our organization in terms of gender equality. Based on the results, we have developed action plans and proposals for improvement, including the promotion of female team members to key roles.

As part of this initiative, in 2022 we conducted awareness campaigns to educate our employees on workplace equality between men and women.



Dr. K Lab

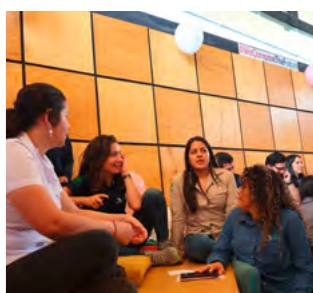
At our Ecuador site, we opened our new laboratory, the Dr. K Lab, in the middle of the year. This facility not only allows us to test the mechanical properties of balsa but also serves as a hub for knowledge sharing and ideation. As part of this initiative, we launched **BRAIN MECHANICS**, an expert-led series of discussions on topics that are relevant to the development of both our people and our business.

The name of the project is in honor of Dr. Kurt Feichtinger PhD, also known as Dr. K.. He first joined Baltek Corporation in August 1984, and served loyally and brilliantly as Technical Services Manager at the company for over 30 years.

Dr. K has been directly or indirectly involved in the development production or testing of every almost product sold by the company

today. His legacy is beyond calculation. We will always be grateful for his contributions to our success.

We kicked off our series by hosting Aldo Cerda, a leading expert in Environmental and Resource Economics with an MSc degree from London University. He is at the forefront of the Santiago Climate Exchange, a private enterprise that focuses on market-based solutions for climate change mitigation in Chile and the Americas. During the discussion, we explored the challenges and emerging trends involved in building a Nature Net Positive business. We delved into topics such as measuring our carbon footprint, the current state of legislation and the carbon market regarding emissions offsetting and insetting, and how we can make a positive impact on the environment while also promoting sustainable growth for our business.



INNOVATION YACHTS receiving the Ocean Tribute Award 2023 at the boot, Düsseldorf for their IY LBV35 catamaran.



The IY LBV35 catamaran is the world's first fully recyclable and sustainable composite catamaran made from vulcanised fibre, FSC®-certified BALTEK® balsa wood, and biological epoxy resin.



Cybersecurity Awareness

3ACM recognizes the importance of maintaining a centralized information management system to ensure consistency in guidelines related to technology, systems (such as infrastructure, software, and networking), information security, and procedures. Cybercrime poses a significant risk to the Division and our internal and external stakeholders. To combat this threat, we conducted a Cyber Security Awareness Training in April 2022. The training consisted of an online course comprising 41 modules, of which 35 have already been completed except for incoming employees. We aim to finish the remaining modules at the beginning of 2023 to en-

Countries	Participants	Total hours spent
Switzerland	143	400
Poland	12	32
United States	39	106
Ecuador	146	398
China	60	155
Papua New Guinea	54	129

hance our defense against cyber attacks. Our focus on cybersecurity is critical for protecting our business, employees, and stakeholders against malicious activities that could jeopardize our operations and reputation.



Work Environment Survey

At 3ACM, the health and well-being of our employees is a top priority. In order to better understand their needs and concerns, we conducted an employee survey in Jun 2022. A total of 885 employees participated in the survey. The results were very positive, with an average engagement score of 4.8 out of 5. Most respondents (78%) reported a high to very high level of satisfaction, while 6% were not satisfied and 16% were neutral. The survey results helped us to identify specific areas where we could improve safety mea-

sures and reduce workplace stress. As a result, we have implemented a number of initiatives including training programs for hazard identification and prevention, ergonomic assessments of workstations, and mental health support services. These efforts have not only led to a safer and more supportive work environment, but also to increased employee satisfaction and productivity. We are committed to continuing to prioritize the health and well-being of our employees as we move forward.



OHS Committee

At 3ACM, we prioritize the safety and well-being of our workers. Our primary objectives are to ensure optimal working conditions, reduce accident rates, recommend process improvements, and promote the physical and mental well-being of workers.

In 2022, we achieved several significant milestones in occupational health and safety, including implementing a Safety First Culture across all sites, inspecting and evidencing safety conditions at all locations, providing ergonomic equipment, and conducting emergency brigade training. We will continue to prioritize the safety and well-being of our workers and strive to improve our occupational health and safety initiatives moving forward.

In our China site, we have implemented a continuous improvement approach to minimize the occurrence of incidents and prioritize safety. In 2022, we introduced a new safety risk management system called the Risk Notification Card with QR Code. These cards are strategically placed at each job position where safety risks have been identified. They display clear information including corresponding protective measures and visual aids, enabling operators to easily follow the necessary precautions. Throughout 2022, a total of 57 cards were posted, contributing to enhanced safety awareness and practices.

To execute this system effectively, we followed a systematic process:

- 1st, Staff of each department identify and evaluate the risks of each department and each job position.
- 2nd, Defined protective measures for each risk made from different aspects: engineering technology, management means, training and education, personal protection, emergency response etc.
- 3rd, Cards were made and posted on related job positions, different colors were used for different risk levels: blue for low risk level, yellow for normal level and orange for high level.





Santay Island Observatory Project

At **3ACM**, we are proud to have played a vital role in the sustainable success of the Santay Island Observatory Project. As a significant partner alongside NaturaFutura and architect Juan Carlos Bamba, our cutting-edge **BALTEK® VBC** product made a remarkable contribution to the project's sustainability goals.

BALTEK® VBC, our lightweight and environmentally-friendly core material, proved to be the ideal choice for the observatory. Its exceptional properties not only ensured the project's structural integrity but also significantly reduced its carbon footprint during construction. By incorporating **BALTEK® VBC** into the project, we demonstrated our commitment to providing innovative solutions that prioritize both architectural excellence and ecological preservation.

The nomination of the Santay Island Observatory Project for the Building of the Year Award 2023 by ArchDaily is a testament to the collective success of our collaboration. This prestigious recognition celebrates projects that embody excellence, sustaina-

bility, and positive societal impact. We are honored to have been part of this inspiring endeavor, which showcases the power of industry leaders coming together to drive sustainability and promote innovative design.

The Santay Island Observatory Project serves as a remarkable example of how collective action can shape a sustainable future. We take pride in our role as a partner, contributing to the project's success and emphasizing the importance of sustainable practices and innovative solutions in the industry. The collaboration between **3ACM**, NaturaFutura, and architect Juan Carlos Bamba demonstrates the transformative potential that emerges when industry leaders unite in pursuit of sustainable development.

Together, we are paving the way for a more sustainable and environmentally conscious approach to construction and design. Our commitment to excellence and sustainability remains unwavering, and we look forward to continuing to collaborate on projects that drive positive change and inspire the industry to embrace a sustainable future.



Communities relations



Dialog and Participation

(mechanisms of bidirectional communication, claims procedures, and dispute resolution)



Impact Assessment

(evaluation of the impacts generated by the organization in the environment where it conducts its activities)



Collaboration and Governance

(deliberation and dialog processes, teamwork, accountability, pursuit of the common good, generation of measurable and reportable positive impact on local development)

Each year, we actively participate in the transformation and development of communities near our operations by conducting annual surveys to gather information on the profiles of the communities in the areas of influence.

This information allows us to deeply understand their environment and needs, and identify positive impacts such as local employment development and diversification of the local economy, as well as negative impacts such as road usage and dust. Our objective is to build and maintain

permanent relationships of trust with these interest groups.

Our social investment is managed through the fund for the internal recycling program. We remain committed to supporting the development of the communities in our areas of influence, while also minimizing any negative impacts that our operations may have on them.

In the period, local development projects were executed in Ecuador with a total investment of USD 15,172.66.



The first public library in Kopopo, East New Britain (PNG)



Keren Tulusan
HR Supervisor



Since the establishment of Playschool 1, 2, and 3 (PNG Balsa time) in 2014, 88 students have graduated from our schools with the ability to read and write. Initially, the classrooms were semi-permanent buildings with thatched roofs and sand floors. During heavy downpours, the water would flood the classrooms making learning impossible. Desks were made out of offcut balsa wood, or the students would sit on a mat in the sand.

There were no books and no library. However, all these challenges were warmly embraced, and the students excelled in their learning. Back then, story time was the exciting part of learning and still is today. The only place our teachers could buy books was through second-hand shops. The students always looked forward to reading time, and they never tired of listening to the same stories being read to them repeatedly. This is evident in the enthusiasm shown.

Mrs. Rose Desning, one of our former teachers, bought a book from a second-hand shop. It was

too small for the students to see and read from afar, significantly when gathered around their teacher for their regular reading time. Being very thoughtful and creative, the teacher used A3 papers and transferred everything from the little reading book to the bigger A3 size.

What amazed the teacher was that after reading to the kids several times, the students could read the book themselves. So when Gina Vidamo, our HR Manager, first visited the schools in 2017, she asked Mrs. Desning what they wanted her to do for the school. The teacher replied, “we need books.”

Five years later, we had more than our teacher requested; we received enough books to fill our brand-new library. This library is a dream come true and a significant achievement for the students, teachers, and the company.

A big thank you to “Books For PNG Kids” for gracing us with 350 books and then an additional 3,500 books to our collection.

The students now have a wide range of readers: journals, atlas, workbooks, comics, reading books, resource books, and encyclopedias.

I had the opportunity to interview some students regarding our library and its positive impact on them

Dougshall Kinanang, age 5, stated that he enjoys reading. In his statements, he had read three books so far. The most interesting one is titled “The frog cycle.”

Serrie Neville, age five, also said he loves the new library and all its books and is more interested in the books about bears. His favorite book is, “Mummy’s Little Bear.”

Isla Kareveka said her favorite spot in school is the library. She said she loves school very much, especially the library, and her favorite book is “Snow White and the Seven Dwarfs.”

One of our teachers, Mrs. Tovue, also said: “The library has helped a lot in encouraging the students

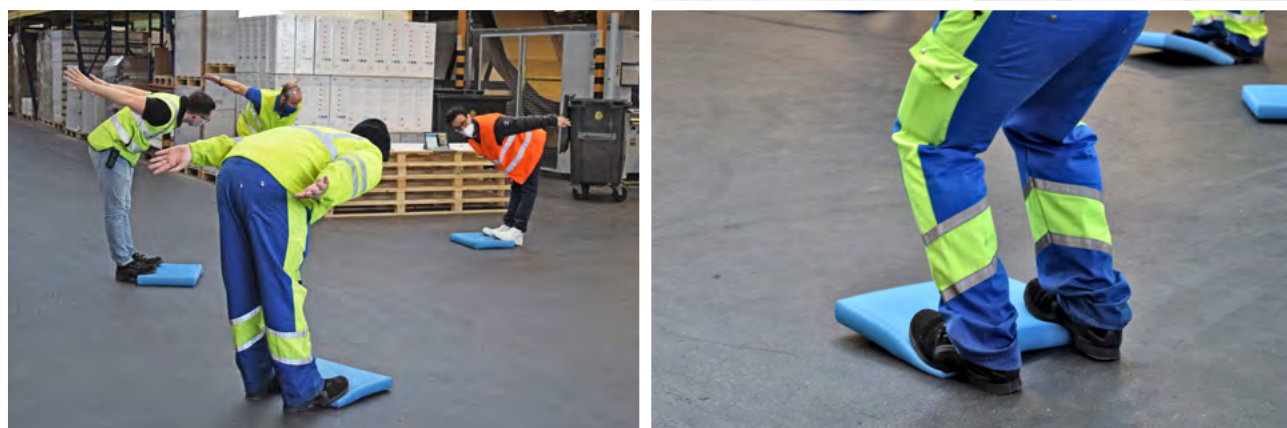
to read more and learn more.” It has helped not only the students but the teachers as well to speak fluent English.

Apart from the regular reading sessions, our HR Coordinator, Olivia James also conducts special tutorial classes for kids (5-16) residing in the company compounds. The program has positively impacted kids and teenagers; they can now use the resource books available to do research, complete assignments, and just read for leisure.

The library is a significant improvement and milestone in **3ACM**’s history. It amazes the students, teachers, compound caretakers, and employees that **3ACM** is not only focused on achieving its operational goals but takes pride in giving back to the community and the future of this great nation, which is our children.

Thank you, Books For PNG Kids, for partnering with **3A Composites PNG Ltd.** in continuously supporting this initiative.





Aid organization support

After the horrible war in the Ukraine started, Airex AG in cooperation with the city of Sins / Switzerland immediately offered help for Ukraine citizens. Approx. 2,000 **AIREX®** mats were donated to hospitals in Ukraine to help in the situation. Mats are

used for sleeping, treatments of injuries as well as for rehabilitation. The donated mats were thankfully received by the "Hilfswerk Ukraine" that delivered the material with other donated goods such as food, medicine and clothing,



CoreVita

COREVITA, a wellness programs which aims to enhance the physical and mental health of our employees, promoting a healthy lifestyle within the organization. We have started with simple actions like active breaks using our **AIREX®** Balance-pads, which are currently being performed in Switzerland, Ecuador and PNG.

We offer 15-10 minute sessions that include cardiovascular physical adaptation, muscular strengthening, and flexibility improvement, which aim to reduce cardiovascular risk and muscular injuries caused by over-use associated with work performance.

In this way, COREVITA promotes spaces for physical activity as a healthy lifestyle habit, educating our employees about the importance and benefits of regular physical activity.

At the headquarters in Switzerland, the Corporate Health Program COREVITA was installed successfully. Offering the employees a 15 minute training every morning adjusted to their needs. Employees have the chance to join the daily live sessions conducted with a dedicated trainer from the **AIREX®** Sport & Health team.

In 2022 our outreach achieved:

Total Sessions	Total Participants	Total min trained	Total hrs trained
225	2,727	27,270	454.5

In addition, Yoga Sessions were offered for the employees on Thursdays and running groups on Tuesdays.



Vaccination Campaign

The health and safety of our employees are our top priority, and we are committed to protecting them from COVID-19 (SARS-CoV-2) in Ecuador. To achieve this goal, we have conducted four vaccination campaigns between 2021 and 2022, which resulted in a total of 2,424 vaccinated individuals. We are proud to have been able to help protect not only our workers but also their family members and the surrounding communi-

ties. In fact, we opened our facility as a vaccination center to facilitate the vaccination process and ensure that everyone has access to the vaccine. By doing so, we have not only created an immune response but also minimized the risk of severe illness and lower respiratory tract conditions after contracting COVID-19. We remain committed to taking all necessary measures to protect the health and safety of our employees and communities during these challenging times.



Pink Ribbon

Since 2019, our headquarter in Switzerland is proudly supporting the Pink Ribbon Switzerland organization to support in the fight against breast cancer (Pink Ribbon Switzerland Logo).

In 2022 the **AIREX®** brand supported the Pink Ribbon Yoga events and the Pink Ribbon Charity Walk. All in all, more then 100.000 CHF was collected to help affected families and women in their fight against breast cancer. Investment in clinical studies was also conducted with the money which was raised.



Bike to work

The Sins site participated in the nationwide “Bike to work” campaign, which encourages employees to cycle to work. In the months of May and June, more than 4,000 km were covered by bike, saving about 500 kg of CO₂ equivalent and improving the fitness of employees at the same time.



Certifications

At **3ACM** we have an Integrated management system, based on international standards implementing a culture focused on Environmental management, Health and Safety in workers, and Quality assurance.

SITES	Quality Management System ISO 9001	Environmental Management System ISO 14001	Occupational Health and Safety Management System ISO 45001
CHINA	X	X	X
ECUADOR	X	X	X
SWITZERLAND	X	X	X
PAPUA NEW GUINEA	X		
POLAND	X		
UNITED STATES OF AMERICA	X	X	X

These certifications demonstrate our commitment to meeting high standards and ensuring the well-being of our employees, protecting the environment, and providing quality products to our customers.



Governance

The Governance chapter of our sustainability report outlines the principles, policies, and procedures that govern our business operations and ensure that we operate ethically and responsibly. We believe that good governance is a key driver of sustainable business practices, and we are committed to upholding the highest standards of corporate governance across our organization.

In this chapter, we provide an overview of our governance structure, our policies and practices for managing risks and opportunities, and our commitment to transparency and accountability. Our approach to governance is grounded in our core values and principles, and we believe that it is critical to building trust with our stakeholders and creating long-term value for our shareholders.

We recognize that sustainability is not just about environmental and social issues, but also about sound governance and ethical business practices, and we remain committed to maintaining the highest standards of corporate governance as we work towards our sustainability goals.



Principles and Policies

The fundamental principles that underpin sustainable governance. The principles encompass:



- Ethical Conduct and Integrity
- Stakeholder Engagement
- Transparency and Disclosure
- Board Accountability
- Compliance and Risk Management

The policies that govern us will be available for consultation on our website from the beginning of 2024. We recognize the importance of transparency and disclosure of our policies related to governance and sustainability. We believe in the responsibility of providing our stakeholders with easy and open access to relevant information about our sustainability goals, initiatives and practices.

Through our website, we seek to promote clear and accessible communication, allowing our stakeholders to learn about our commitments to sustainable development and understand how we integrate governance principles into our operations. We are committed to providing regular updates to our policies as we evolve and improve our approaches to address social and environmental challenges.



Legal Entities GRI (2-2)

3A Composites Core Materials is a division of its parent company **3A Composites Holding AG**, headquartered in Steinhausen, Switzerland. **3ACM** has a global presence through various locations and affiliated companies, including:

Airex AG

Location: Sins / Switzerland

Airex Poland Sp. z o.o.

Location: Nowogard / Poland

3A Composites (China) Ltd.

Location: Shanghai / China

Airex Composites Ltd. China

Location: Changzhou / China

Baltek Inc.

Location: High Point, NC / United States of America

Plantaciones de Balsa Plantabal S.A.

Location: Guayaquil / Ecuador

3A Composites PNG Ltd.

Location: Kokopo / East New Britain, Papua New Guinea



Governance Structures GRI (2-9, 2-10, 2-11)

The **3ACM** Director's mission is to effectively lead and manage the resources and assets of the organization to achieve the company's strategic objectives and maximize its financial and operational performance.

3A Composites Core Materials is a global unit within the **3A Composites Group**, which is a part of **Schweiter Technologies** (SIX Swiss Exchange: SWTQ). Our operations span across Europe, America, China, and Papua New Guinea.

For detailed information regarding the formation and election of our board, please refer to the Schweiter Report 2022. This report provides a comprehensive overview of our governance structure, including the process for selecting and appointing our officers.

At **3A Composites Core Materials**, we highly value transparency in our governance practices and recognize the significance of having competent and ethical leaders to drive our sustainability strategy.

Interested parties are invited to consult Schweiter's Report 2022 for further information on this specific topic and other relevant aspects of our corporate governance.



Schweiter Report

SCOPE & APPENDIX

This report outlines our commitment and contributions to ESG criteria (Environment, Social, and Corporate Governance). We believe that promoting sustainable practices is essential to creating value for our stakeholders, and it is a fundamental part of our corporate strategy. Our commitments are based on principles and standards that align with respect for human rights, transparency of our operations, and care for the environment.

The information presented in this report covers the period from January 1 to December 31, 2022. To ensure transparency and accountability, we have followed the Global Reporting Initiative (GRI) Standards (2021) in the preparation of this Sustainability

Report. This approach has enabled us to effectively measure and evaluate our progress and impact in the social, economic, and environmental aspects of our organization.

Moving forward, we are committed to continuously improving our sustainability reporting and using it as a valuable tool to advance our ESG communication. We are dedicated to creating a positive impact on our stakeholders and the environment, and we are excited about the progress we can achieve in the coming year. By integrating ESG considerations into our decision-making processes and operations, we are confident that we can make a significant contribution to building a sustainable future.

Principles and Standards

United Nations Global Compact

Universal guidelines to promote and socialize the Ten Principles of the United Nations Global Compact, which are related to human rights, labor, the environment and the fight against corruption, and thus encourage the contribution of the private sector.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

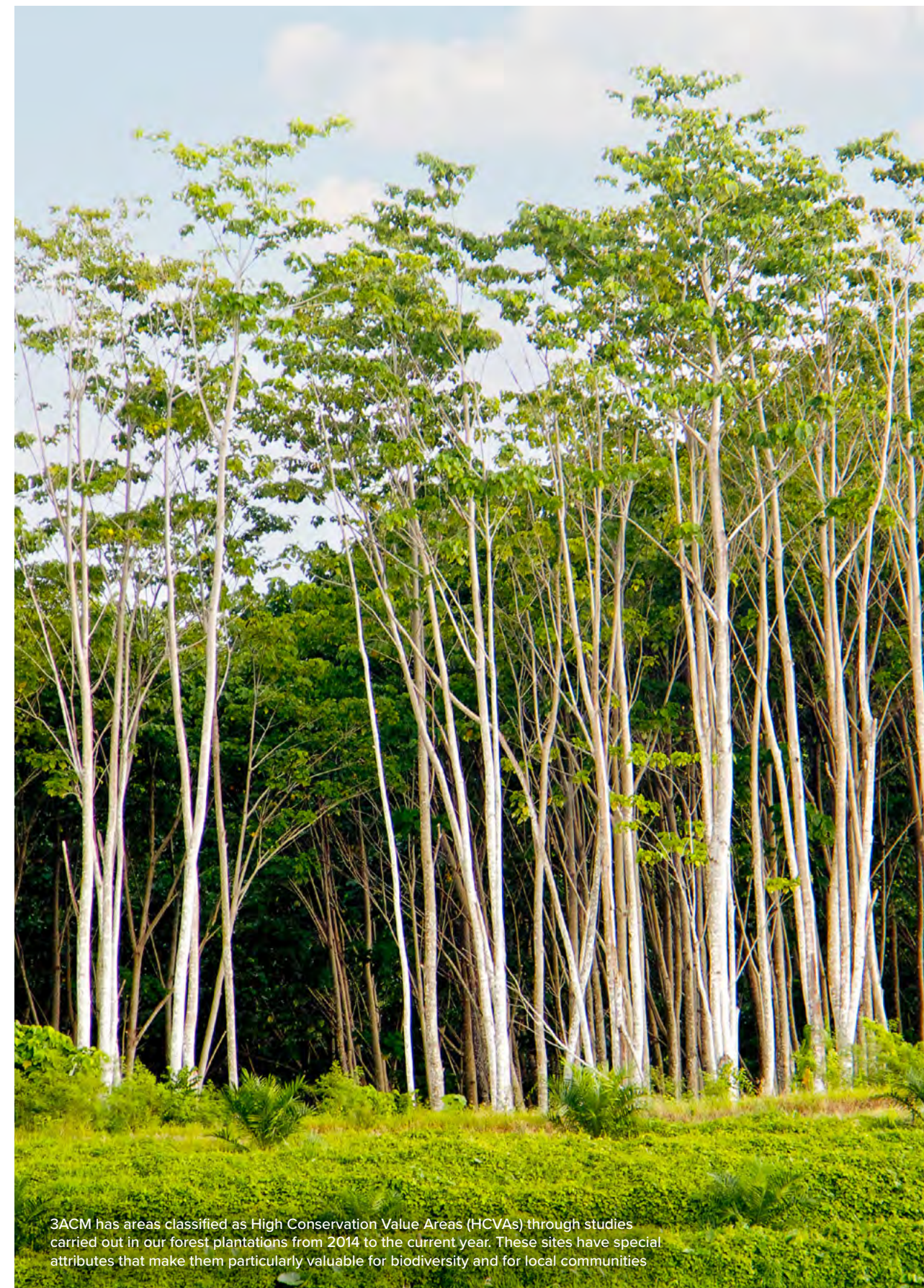
Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



3ACM has areas classified as High Conservation Value Areas (HCVAs) through studies carried out in our forest plantations from 2014 to the current year. These sites have special attributes that make them particularly valuable for biodiversity and for local communities

SUSTAINABLE DEVELOPMENT GOALS



Contribution to the Sustainable Development Goals

Good Health and Well-Being

- 3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.
- 3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

Quality Education

- 4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes
- 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

Gender Equality

- 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
- 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

Clean Water and Sanitation

- 6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of fresh-water to address water scarcity and substantially reduce the number of people suffering from water scarcity

Affordable and Clean Energy

- 7.2 By 2030, increase substantially the share of renewable energy in the global energy mix
- 7.3 By 2030, double the global rate of improvement in energy efficiency

Good Jobs and Economic Growth

- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including using a focus on high-value added and labour-intensive sectors
- 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including the use of access to financial services
- 8.5 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms
- 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

Innovation and Infrastructure

- 9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

Responsible Consumption

- 12.2 By 2030, achieve the sustainable management and efficient use of natural resources
- 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
- 12.7 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and life-styles in harmony with nature

Climate Action

- 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

Life on Land

- 15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements
- 15.4 By 2030, ensure the conservation of mountain ecosystems, including their biodiversity, in order to enhance their capacity to provide benefits that are essential for sustainable development
- 15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species

GRI index

GRI 1 used GRI 1: Foundation 2021

GRI Standard	Disclosure	Reference*	Reason for omissions
GRI 2: General Disclosures 2021	The organization and its reporting practices		
	2-1 Organizational details	2	
	2-2 Entities included in the organization's sustainability reporting	47	
	2-3 Reporting period, frequency and contact point	2	
	2-4 Restatements of information		No restatement of information has been made because it had not been previously reported according to the Global Reporting Initiative (GRI) standards.
	Activities and workers		
	2-5 External assurance		The report is not externally assured.
	2-6 Activities, value chain and other business relationships	10, 12, 14	
	2-7 Employees	33	
	2-8 Workers who are not employees	33	
	Management		
	2-9 Governance structure and composition		
	2-10 Nomination and selection of the highest governance body		
	2-11 Chair of the highest governance body		
	2-12 Role of the highest governance body in overseeing the management of impacts		
	2-13 Delegation of responsibility for managing impacts		
	2-14 Role of the highest governance body in sustainability reporting		Schweiter Technologies Report 2022
	2-15 Conflicts of interest		
	2-16 Communication of critical concerns		
	2-17 Collective knowledge of the highest governance body		
	2-18 Evaluation of the performance of the highest governance body		
	2-19 Remuneration policies		
	2-20 Process to determine remuneration		
	2-21 Annual total compensation ratio		

Strategy, policies and practices

2-22 Statement on sustainable development strategy	21	
2-23 Policy commitments		
2-24 Embedding policy commitments		
2-25 Processes to remediate negative impacts		...
2-26 Mechanisms for seeking advice and raising concerns		
2-27 Compliance with laws and regulations		
2-28 Membership associations		

Stakeholder engagement

2-29 Approach to stakeholder engagement		
2-30 Collective bargaining agreements		...

GRI 201: Economic Performance 2016

Profitable growth

201-1 Direct economic value generated and distributed	Schweiter Annual Report 2022
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GRI 3: Material Topics 2021

Disclosures on material topics

3-1 Process to determine material topics	23	
3-2 List of material topics	See comment	...
3-3 Management of material topics	See comment	

Environment

GRI 301: Materials 2016

301-1 Materials used by weight or volume		
301-2 Recycled input materials used		...
301-3 Reclaimed products and their packaging materials		

GRI 302: Energy 2016

Energy

302-1 Energy consumption within the organization	26	
302-4 Reduction of energy consumption		...

**GRI 303:
Water and
Effluents 2018**

303-1 Interactions with water as a shared resource		
303-2 Management of water discharge-related impacts		
303-3 Water withdrawal		...
303-4 Water discharge		
303-5 Water consumption		

**GRI 304:
Biodiversity 2016**

Biodiversity

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	28	
304-2 Significant impacts of activities, products and services on biodiversity		...
304-3 Habitats protected or restored		
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		

**GRI 305:
Emissions 2016**

Greenhouse gas emissions

305-1 Direct (Scope 1) GHG emissions	24, 25	
305-2 Energy indirect (Scope 2) GHG emissions	24, 25	...
305-3 Other indirect (Scope 3) GHG emissions		

**GRI 306:
Waste 2020**

Resource-efficient production and use of materials

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*** > **3ACM** is committed to transparent and accurate disclosure of relevant information in its sustainability report. Although there is not enough information at this time to include, the organization is actively working on collecting and developing that information to present it in greater detail in future reports. It represents an area for improvement that we will be working on in 2023 to address these issues. Our commitment to sustainability is ongoing, and we are continuously evaluating our performance in social, economic, and environmental areas. By identifying areas for improvement, we can focus our efforts on making meaningful changes that align with our values and contribute to a sustainable future. We recognize the importance of transparency in reporting and are committed to keeping our stakeholders informed of our progress and challenges. Through open communication and collaboration with our stakeholders, we can work together to achieve a more sustainable world.

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