



Annual Sustainability Report 2023

Forster



Group


FORSTER WILLI
Switzerland
LES BRODERIES SUISSES


Forster Rohner AG
 JAKOB SCHLAEPFER

 **INTERSPITZEN**
BIONTEC

 **FRTI**
 **GlobeTex**

Group Profile

Fascination through Creation, Innovation and Tradition

The Forster Group comprises all the companies of the Forster families. Since 1904, we have been carrying the traditional embroidery production from St.Gallen into the world of major fashion houses in the third and fourth generation. With the development and production of functional e-textiles and the processing of carbon fibers, we have succeeded in opening up technical business fields. Our products are manufactured in our own production facilities in Switzerland, Romania, Bosnia and China.

The Forster Group comprises the following companies:

www.forsterrohner.com

Forster Rohner AG (consisting of the business units Forster Rohner Lingerie and Forster Willi as well as the production sites in Switzerland, China and Bosnia)

www.jakob-schlaepfer.com

Jakob Schlaepfer AG

www.inter-spitzen.com

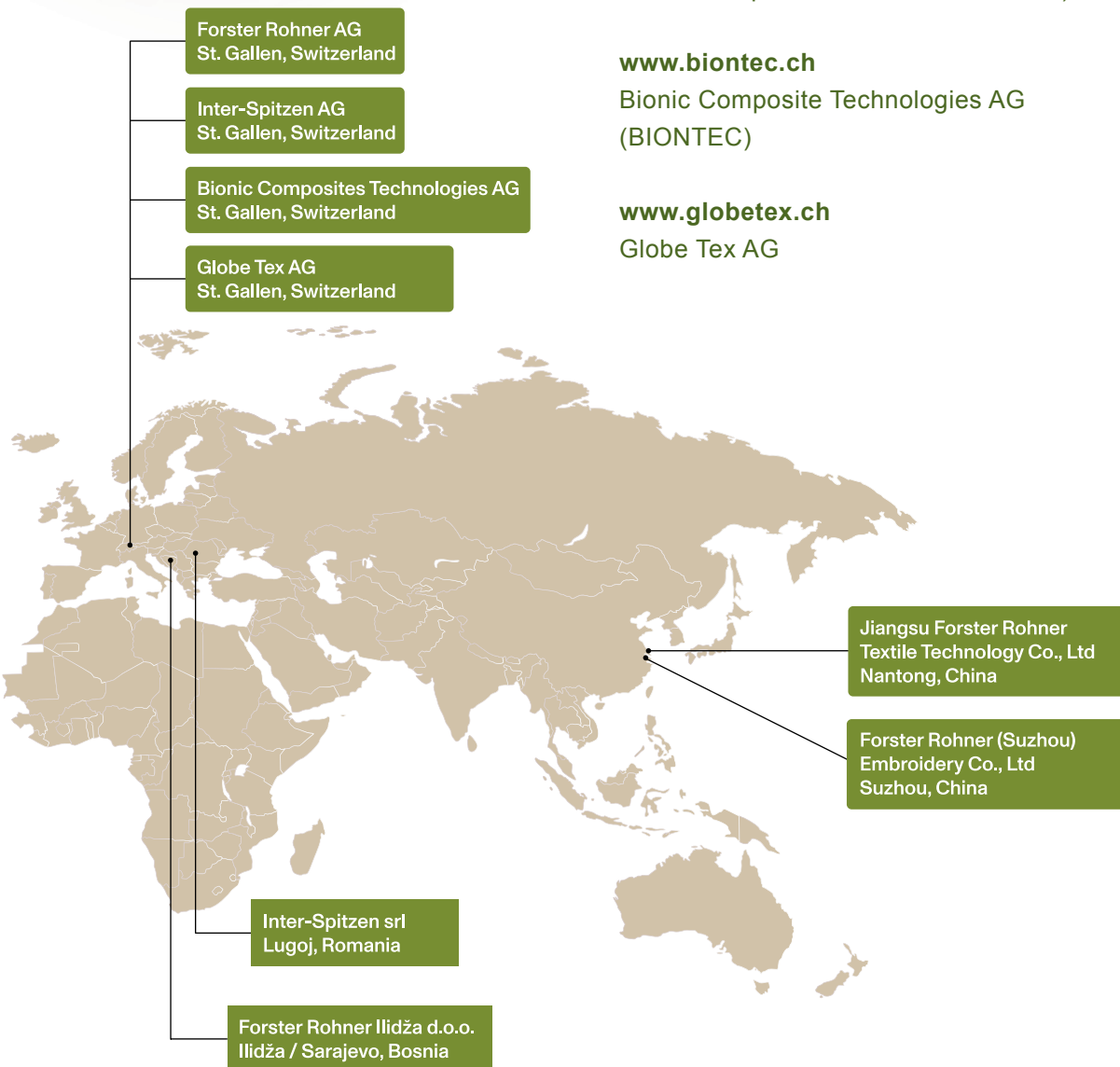
Inter-Spitzen AG (consisting of the business units Interspitzen AG and FRTI (www.frti.ch) as well as the production site in Romania)

www.biontec.ch

Bionic Composite Technologies AG (BIONTEC)

www.globetex.ch

Globe Tex AG



Sustainability Pipeline

Towards a Sustainable Future



- Colorfix Dyeing Method

- Bata Institute accreditation for Iliđa Laboratory Bosnia

- Forster Rohner HQ Building: Connection to district heating/ Switching from oil to alternative heating

- ISO 9001 Inter-Spitzen Schweiz, Inter-Spitzen Rumänien, FRTI

- Reducing Plastic Packaging

- Optimizing Waste Management

- My Climate – Science based Targets Initiative SBTi

- ISO 14001 Inter-Spitzen Schweiz, Inter-Spitzen Rumänien, FRTI

Sustainability at Forster Group

The Forster Group strives to minimise the environmental foot-print of its production processes and products. In recent years, we have therefore taken a determined path towards sustainability. Our efforts range from the sustainable control of our supply chain, optimising

the processes of production to modernising our infrastructure. The universal goal is to save resources and reduce emissions. With this report, we would like to inform our stakeholders about completed, ongoing and upcoming projects as well as targets reached.



Highlighted Project 1
Waste Recycling Concept



Jakob Schlaepfer for Bottega Veneta

In late 2023, as part of their sustainability concept, Forster Rohner AG and Jakob Schlaepfer AG, together with Stiftung GRS Batterien and GRS Service GmbH, have launched a recycling concept for PES waste that occurs when producing sequins. This project is due to be implemented by the end of 2024.

For several years already most of the sequins used by Forster Rohner AG and Jakob Schlaepfer AG have been made, either partially or completely, out of recycled PES foil materials. This switch towards recycled PES sequins could be done without a compromise regarding looks. Our sequins out of recycled PES are sparkling, colourful and magic as ever! Having said so, one downside remains to be solved still: when punching the sequins out of foil material a lot of waste occurs. This waste of originally high quality PES material so far has to be disposed of.

Together with Stiftung GRS Batterien and GRS Service GmbH as well as our supplier of the foil material an initiative was launched with the goal to collect this the high-quality PES-based waste during the manufacturing process and to recycle and reuse the PES material completely. Currently, product data from the PES used are being analysed and evaluated. As medium-term milestone the waste shall be reused as recycled raw material by external PES producers in general.

As long-term milestone PES waste for production of sequins shall serve again as raw-material for new sequins production. Ultimate goal is a circular economy where waste does not have to be disposed of but rather can flow back into the production cycle of sequins themselves. This product cycle shall be certified by an independent audit finally in order to grant full transparency over the process as well as its results.



Jakob Schlaepfer for Coperni

Highlighted Project 2

Update on the Promotion of Renewable Energy



Forster Group St. Gallen, Switzerland

The climate change crisis is among the greatest threats and challenges to human health. Climate change is caused by an increase of carbon dioxide and other greenhouse gases in the earth's atmosphere, mainly due to fossil fuel emissions.

In the Paris Agreement, countries around the world have pledged to limit global warming to below 2°C (3.6°F) - and preferably to 1.5°C (2.7°F) - by reducing their emissions.

The Climate Policy of Switzerland targets a net zero carbon emission by 2050. This is a challenge and an ambitious target but it is our responsibility to take part as actively as possible in the process of reducing carbon emissions.

Our two pillars for reducing emissions are investments in renewable energy on the one hand and energy savings on the other. Transitioning from fossil fuels, which currently account for the lion's share of emissions, to renewable ener-

gy is key to addressing the climate crisis. Our comprehensive building renovation campaign started in 2022 and continues to this day. During this time Forster Rohner has invested heavily in solar energy. In total, more than 2'600 m² of roof area has been covered with solar panels at our sites in Switzerland, Romania, Bosnia and China. The overall investment amounts to a high six-figure Swiss Franc sum. The total annual power output reaches more than 650 MWh, resulting in a CO₂ saving of more than 50 tons.

In addition, Forster Rohner has replaced all outdated windows in its 60-year-old main building in Switzerland with highly energy-efficient ones by 2023. Additional insulation material was added to the walls and the building's electricity system was updated. Finally, in April 2024 the headquarters and production halls in Switzerland will be connected to the newly constructed local district heating system. This will also make the old fossil fuel-based heating system completely redundant.

District Heating

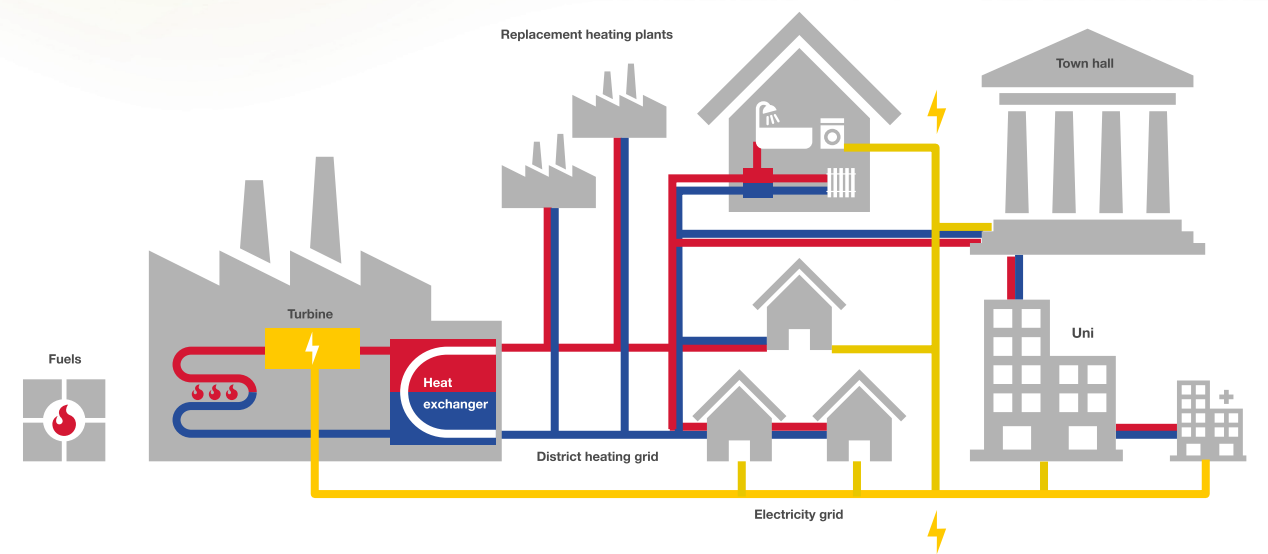
In the Energy Concept 2050 of the city of St. Gallen, district heating is considered an important pillar of the heat supply, with which the following goals are to be achieved:

2020: coverage of 15% of the city's heat demand by district heating.

By 2050: yearly expansion and densification of the district heating network.

From 2050: coverage of 50% of the urban heat demand by district heating.

District heating is the central supply of buildings with heating and hot water. In St. Gallen, it originates from the waste heat of the waste incineration plant, from the waste heat of their own gas-fired combined heat and power plants, which also produce electricity, as well as from the heat production of wood boilers and gas-fired boilers, which can also be converted to oil operation.



Inter-Spitzen srl Lugoj, Romania

Highlighted Project 3

Our Employer Promise: Be here. Be you. Belong.



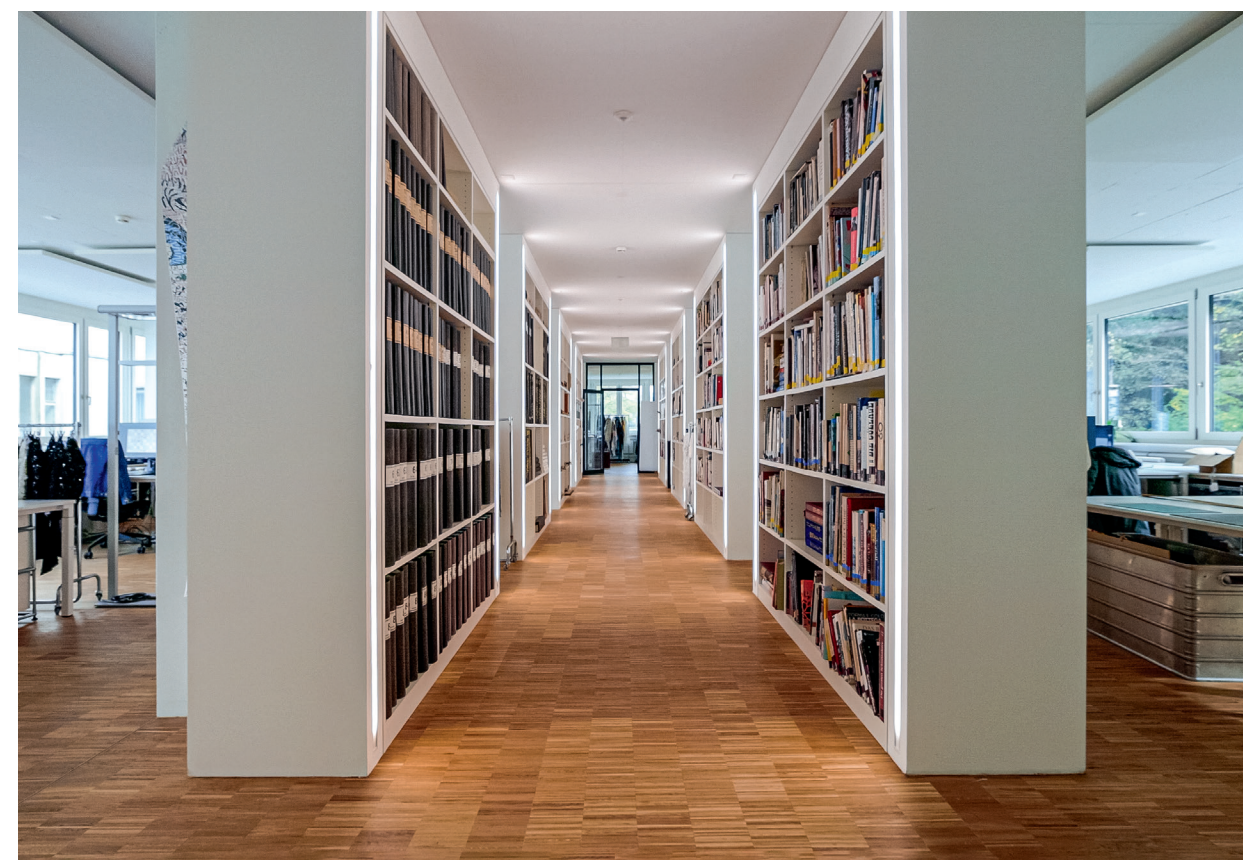
The fascinating Forster Rohner Archive

We want to make every effort to maintain our unique work environment and create an atmosphere where you feel a sense of belonging and challenge. Putting our values and cooperate culture in writing is not just “a document more”, it is a promise to you that we jointly would like to live day-by-day.

Be here.

We do everything we can to provide you with a great working environment. Through the innovation center as well as two fascinating archives, the Forster Group offers an inspiring atmosphere with a lot of knowledge exchange. In 2022 / 2023, we almost completely remodeled our premises, taking care to create not only a quiet working atmosphere but also interaction spaces, inside and outside the building, for an exchange of ideas over delicious coffee. And because good ideas make hungry, we upgraded our in-house restaurant with a modern kitchen just this year.

The well-being of our employees matters. Jointly with external experts we carefully selected plants for our offices to help providing not only a pleasant atmosphere but also a good room climate. Furthermore, we offer different kind of preventive measures such as health checks, flu vaccinations and ergonomic workstations.



In 2022/2023 we almost completely remodeled our premises.

Be you.

As diverse as the product range of the various business units is, so are the people who make up the Forster Group. With us, you will meet many passionate and international personalities. We value the different perspectives and experiences that each person brings and firmly believe that a diverse workforce leads to better solutions and innovation.

Since communication is key, we give the possibility of language training for foreigners to improve their German skills and for locals to master their English or French. Whether it's an after-work-party or a team- or sports event, we don't miss out on getting together outside of work hours.



Success through diversity

Belong.

From internship to management? That's possible with us if you want to get ahead and are ready to achieve a lot with initiative and commitment! We want to encourage and challenge young talents in all areas of our company and therefore provide up to four apprenticeships per year and several internships for university graduates.

Within our structures, we offer the necessary freedom to make decisions, take responsibility and implement creative ideas. Whether in the world of fashion, interior design or technology: Everyday, we work with globally renowned clients. This gives you the opportunity to apply your expertise and skills at the highest level. Together we write success stories again and again and carry the St.Gallen embroidery tradition as well as technical innovation into the whole world.



We encourage and challenge young talents

Social Engagement outside the company

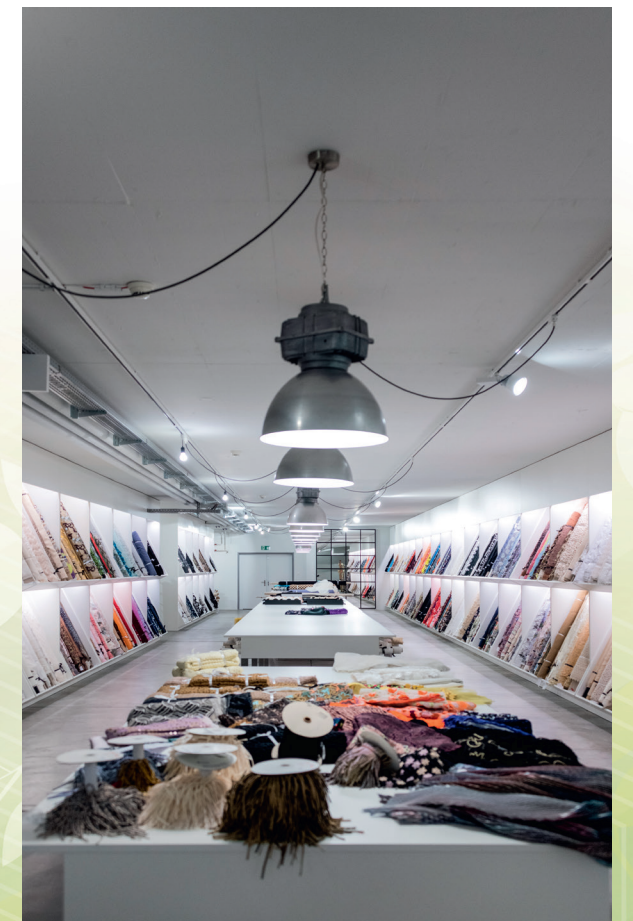
Engaging with Local Institutions, Events and Inhabitants



Archive Photography of the St. Galler Kinderfest

It is our concern to support local institutions and share our passion for embroidery with the general public. Therefore, we provide fabrics to schools, universities and other communities for creative reuse of textile residual materials.

Furthermore, we see it as our duty to contribute to the preservation of the rich textile history of our hometown, St.Gallen. This history also includes the St.Galler Kinderfest, an event where embroidery always played an important role. To encourage the citizens of St.Gallen to take part and create their own outfit for the event, we conducted a campaign. We asked them to send us their best stories about the Kinderfest and gifted everyone participating up to two metres of our embroidery from the Forster Group Outlet for their own Kinderfest-Outfit. The participants with the best stories won a tailor-made Kinderfest-Outfit or a Sewing-Workshop. The stories will be shared publicly to create a feeling of togetherness and an understanding of the heritage and tradition.



Forster Group Outlet

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