



Sustainability Report 2024

heimbach



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This 2024 Sustainability Report presents disclosures on environmental, social, and governance (sustainability) topics relevant to Heimbach's operations and of interest to our stakeholders. The reporting boundaries include all entities within the Heimbach Group. Unless otherwise stated, the data and information presented cover the reporting period from January 1, 2024, to December 31, 2024. The topics and data included have been selected based on their relevance to our business and stakeholder interests.

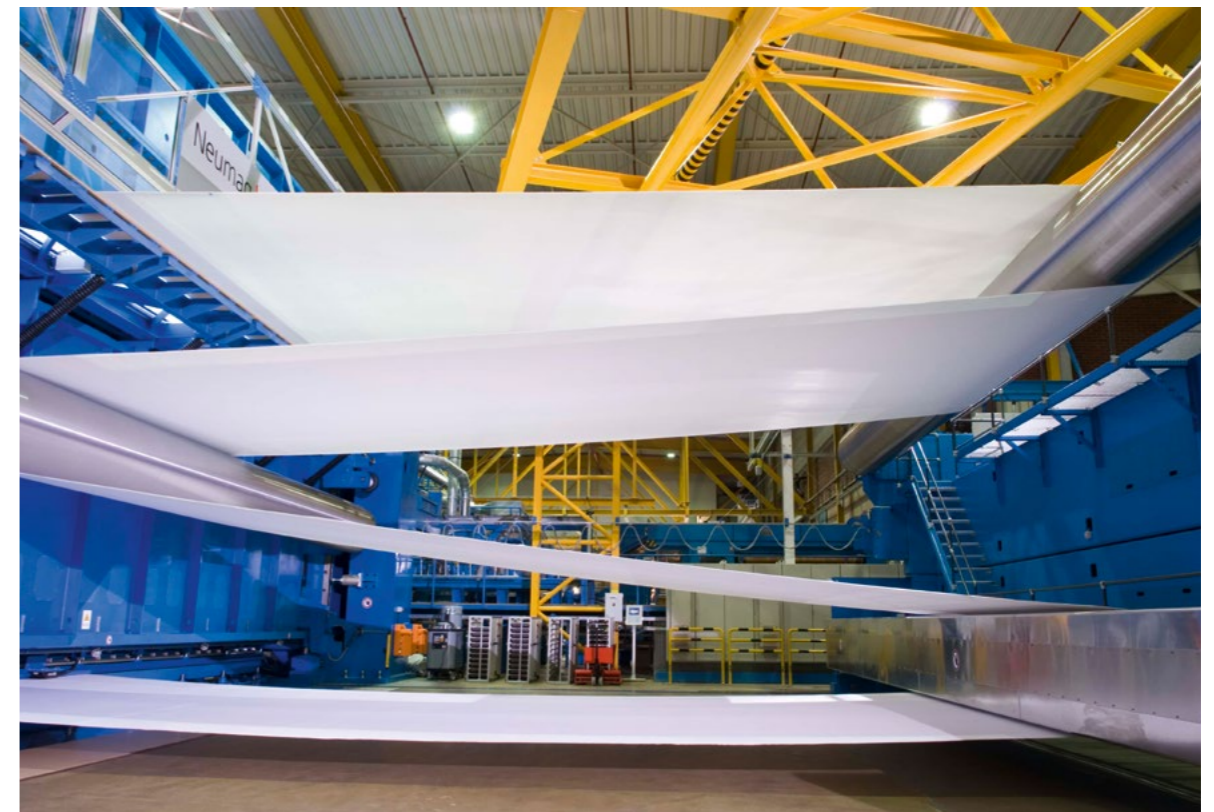
For additional context and legal considerations, please refer to the Disclaimers section at the end of this report.

Introduction

Heimbach Group is actively driving sustainable innovation and responsible business practices across the global technical textiles industry. As part of Albany International Corp., we leverage many decades of materials science expertise to deliver solutions that enhance both economic and environmental performance for our customers and communities.

Sustainability is at the core of our strategy, guiding our approach to product development, operational excellence, and stakeholder engagement. We recognise the importance of integrating environmental stewardship, social responsibility, and strong governance into every aspect of our operations.

This report reflects our ongoing journey to advance sustainability, foster collaboration, and respond to evolving industry and regulatory expectations. We invite our stakeholders to engage with our progress and join us in shaping a future where industrial innovation and sustainability go hand in hand.





The Heimbach Group

The Heimbach Group (Heimbach) is a global leader in the production of custom-designed fabrics, press felts, and high-speed process belts essential in the manufacture of all grades of paper products. Since 1811, we have supplied consumable permeable and impermeable belts used in the manufacture of paper, paperboard, tissue and towel, and pulp across all machine types, referred to in the industry as “machine clothing” or “paper machine clothing” (PMC).

In the 1930s Heimbach’s Technical Textiles Division was developed, built on a foundation of materials science expertise, and continues to deliver advanced textile solutions for demanding industrial applications. These include high-load and high-temperature environments in sectors such as food processing, automotive, construction, and wood manufacturing.

Our high-tech textiles, made from both natural and synthetic fibers, contribute to our customers’ economic and environmental performance by extending product lifecycles, reducing waste, and improving energy efficiency. Through continuous innovation and commitment to quality, Heimbach remains a trusted partner to industries worldwide, leveraging innovation leadership, operational excellence, and the expertise of our skilled global team to deliver consistent value for our stakeholders.

In 2023, Heimbach became a subsidiary of Albany International Corp. (Albany International), a global leader in materials science and technology with a 130-year legacy of innovation. Albany International develops and manufactures highly engineered components using advanced material processing and automation capabilities. As part of the Albany International family, Heimbach continues to pursue its long-standing commitment to sustainability while aligning with the broader strategic and sustainability objectives of the group.

We are committed to continuous innovation and science-based solutions that support the transition to a more sustainable global economy. In our sustainability reporting we aim to demonstrate our progress as well as our commitment to transparency and industry collaboration.

Corporate Responsibility Strategy

Our Corporate Responsibility Strategy combines our compliance and sustainability strategy which focuses on the areas of compliance, economy, environment and social issues. Along the triad Products- Performance- Partners, Heimbach pursues our mission.

Mission

To deliver effective and sustainable materials science solutions to our global customers through our innovative approach to technology, our operational excellence, and our talented people.

From Our Leadership

As a globally active textile company, Heimbach assumes responsibility for its employees, customers, society from which we operate, and the environment. We are committed to conducting our business in a responsible and sustainable manner, guided by honesty, integrity, and respect for all people, and in full compliance with applicable laws, standards, and agreements. For many years, the integration of economic performance, ecological stewardship, and social responsibility has been a cornerstone of our corporate mission.

Our technical textiles are produced in our own facilities across Europe and Asia and distributed globally. We uphold international standards and proudly align with the principles of the UN Global Compact. Through our Code of Conduct, we affirm our commitment to the UN Human Rights Charter and the core labour standards of the International Labour Organisation (ILO).

Sustainability is a global imperative, one that seeks to foster economic growth while preserving the health of our planet and the well-being of future generations. Heimbach’s Corporate Responsibility Strategy is designed to support this vision and ensure the long-term resilience of our company.

With our Management System, internal guidelines, and the responsible actions of our employees, we uphold the principles that define our culture. These standards extend to our customers and suppliers, forming the foundation of trust and reliability that has defined Heimbach for over two centuries.

This third Sustainability Report documents our progress in 2024, a year marked by transformation, innovation, and resilience. It reflects the collective efforts of our global team, partners, and customers. We have embedded environmental, social, and governance (sustainability) principles into every aspect of our operations. From reducing our carbon footprint and enhancing energy efficiency to fostering inclusive workplaces and strengthening supply chain resilience, we are proud of the strides we have made.

Our „Making the Value Clear“ (MTVC) tool quantifies performance, demonstrating that our products enabled customers to reduce CO₂ emissions by the equivalent of a medium-sized German village in 2023, and our investments in renewable energy particularly solar infrastructure are paving the way toward our climate goals. We have expanded Lean Management practices, implemented AI-driven process improvements, and empowered our employees through training, health initiatives, and inclusive policies.

As we continue to navigate complex macroeconomic and regulatory landscapes including the EU Corporate Sustainability Reporting Directive (CSRD), EU Corporate Sustainability Due Diligence Directive (CSDDD) and the German Supply Chain Due Diligence Act (LkSG), we remain committed to transparency, innovation, and collaboration.

To our employees, thank you for your dedication. To our customers and partners, thank you for your trust. Together, we are shaping a future where industry and sustainability thrive side by side.

Merle Stein
President- Global Machine Clothing



Product Sustainability

At Heimbach, product sustainability is a strategic imperative that guides our innovation, manufacturing, and customer service. Our commitment is reflected in the way we design, produce, and support high-performance textiles that meet the demands of modern industry while minimising environmental impact.

Energy is one of the top three cost components in the paper making process. Our machine clothing solutions use innovative technologies to reduce the amount of energy required for paper production. We continue to innovate and remain focused on developing and bringing to market proprietary products aimed at improving the energy and resource efficiency needed for our customers' products and their production processes.



Innovation + Responsible R&D

Innovation at Heimbach is driven by foresight, collaboration, and a deep understanding of sustainability challenges across industries.

Collaborative R&D: We work closely with customers, academic institutions, and industry partners to develop pioneering products and processes. Our interdisciplinary teams use advanced laboratories, simulation tools, and rapid prototyping to accelerate sustainable innovation.

Sustainable Product Design: From the earliest design phase, we focus on packaging and material recycling. We use raw materials in their purest form and avoid chemical treatments that hinder recyclability. Our goal is to continuously improve energy efficiency and product longevity.

Advanced Technologies: In our engineered fabrics, we apply laser technology to precisely target energy use in production, reducing overall consumption. We also explore the use of technical biopolymers and integrate them into our products as technically feasible.

Digitalization & AI: Heimbach integrates Industry 4.0 technologies such as web-based data visualisation, machine learning, and predictive analytics. These tools support employees in identifying and solving problems early, optimising energy use, and enhancing product performance.

In addition to product and process innovation, Heimbach fosters a culture of internal innovation through Lean Management and continuous improvement systems. These initiatives empower employees, optimise operations, and support our sustainability goals.



Product Quality and Continuous Improvement

Heimbach's textiles are trusted worldwide for their durability, precision, and performance in demanding industrial environments.

Comprehensive PMC Solutions: Our core business Paper Machine Clothing (PMC) includes forming fabrics, press felts, dryer fabrics, and shoe press/transfer fabrics. These are tailored for all paper and board grades and machine types, serving customers in graphic, specialty, packaging, and hygiene paper production. High-speed process belts and custom-designed fabrics are essential to the efficiency and quality of our customers' operations.

- **Technical Textiles Expertise:** Our Technical Textiles Division delivers high-performance, custom-engineered solutions for industries such as food, construction, automotive, and wood processing. Products like high-temperature conveyor belts and press pads are manufactured in Europe and meet stringent quality and safety standards.
- **Localized Manufacturing:** By producing close to our customers such as at our expanded facility in Suzhou, we reduce transportation emissions and improve delivery reliability. This localised approach enhances our CO₂ balance and supports regional supply chain resilience.
- **Process Optimisation and Waste Reduction:** We continuously optimise energy-intensive processes to reduce energy consumption and emissions within our processes. Wherever technically feasible, we implement single-variety composite systems to enable ecologically sound recycling of production waste. These efforts contribute to both environmental protection and operational efficiency. Our proprietary "Making The Value Clear" (MTVC) tool enables customers to quantify potential savings in emissions, costs, and downtime.
- **Customer-Centric Service:** Our TASK team of engineers provides expert support through machine audits and dryer section analyses, helping customers identify energy-saving opportunities. These services are increasingly valued by clients aiming to reduce their carbon footprint and improve production efficiency.

Operational Excellence and Lean Management

Operational excellence is a cornerstone of Heimbach's sustainability strategy. Lean Management is a mindset embedded in our culture and daily operations. As a central component of our integrated Management System, Lean enables us to align processes with customer value while minimising inefficiencies and environmental impact.

Using the Hoshin Kanri method, we cascade strategic goals across all departments, ensuring that sustainability remains a top-level priority. For example, cross-functional teams are currently developing a renewable energy concept for our production sites, directly linking Lean initiatives to our environmental objectives.

We employ a suite of Lean tools to drive performance and sustainability across all levels of the organisation:

- **Shop Floor Management (SFM):** Connects leadership with frontline operations through structured communication and real-time performance monitoring.
- **5S Workplace Organisation:** Promotes transparency, safety, and efficiency in both production and administrative areas.
- **Total Productive Maintenance (TPM):** Ensures long-term machine reliability through preventive maintenance and reduced downtime.
- **Continuous Improvement Process (CIP):** Encourages all employees to contribute to ongoing improvements, fostering a culture of innovation and adaptability.
- **Employee involvement is central to our continuous improvement culture.** Throughout 2024, Heimbach's Ideas Management system enabled employees across all locations and supply chain interfaces to propose innovations in areas such as product design, technology, occupational safety, and environmental protection. To further strengthen our sustainability focus, we also introduced a dedicated category for ecological innovations, improving transparency and enabling more targeted environmental improvements. In 2025, following Heimbach's integration into Albany International, this program transitioned into Albany's broader global recognition system.



Health and Safety

At Heimbach, the health, safety, and well-being of our employees remains both our highest priority and fundamental to our corporate values and operational success. We are committed to creating a safe and supportive working environment through proactive occupational health and safety measures, comprehensive health programmes, and continuous improvement.

Our culture of safety is defined by our Board of Directors, which reviews safety at the start of every quarterly meeting, and is further reinforced by our CEO and Business Segment Presidents during every meeting. Safety results and areas of focus are discussed in quarterly CEO 'Town Hall' briefings for all employees. Further, the Board of Directors has tied a portion of each Executive Officer's compensation to the achievement of TRIR goals across the entire company.

In 2024, we continued to promote knowledge sharing and continuous learning through the organized biannual two-day workshop for all safety specialists, focusing on current and emerging safety topics. This is in addition to targeted training, for all employees aimed at protecting our workforce from accidents and work-related illnesses while fostering a culture of care, prevention, and continuous improvement and the development of appropriate training for all employees through out our locations.

The Occupational Health and Safety Committee meets quarterly to review developments, address concerns, and implement new measures. Safety specialists from all sites report monthly on incidents and collaborate on preventive strategies, which are centrally documented. Additionally, a biannual two-day workshop brings together all safety specialists to focus on current and emerging topics in workplace safety.

Occupational health and safety is a top priority, guided by ISO 45001 standards and a robust Plan-Do-Check-Act (PDCA) cycle.

	2024	2023	2022
Total Recordable Incident Rate	2.8	2.1	3.6

Total Recordable Incident Rate (TRIR) - Historical Performance

Health & Safety Management System

Heimbach operates a robust, ISO 45001-certified Occupational Health and Safety Management System, grounded in a culture of prevention and continuous improvement. The system is designed to protect employees, contractors, and visitors from work-related hazards and ensure compliance with all applicable laws, standards, and internal policies. Continuous improvement of occupational health and safety is a core priority and an integral part of our corporate responsibility. We are committed to fostering a culture of prevention and ensuring that all employees, contractors, visitors and everyone involved in our operations are protected through a robust and proactive health and safety management system.

We recognise that achieving excellence in environmental, health, and safety (EHS) performance is a shared responsibility that requires dedication, collaboration, and ongoing effort at every level of the organisation. EHS trainings begin in the onboarding process and continue throughout each employee's career at Heimbach. All employees receive initial training and periodic refresher training on hazards that apply to their work function, with a focus on high-risk activities. Training programmes are typically created collaboratively with inputs from EHS professionals, engineers, supervisors, and employee content experts.

Our goal is to prevent workplace accidents and occupational illnesses while designing work environments that support long-term employee well-being and performance. Our occupational health programme is designed to detect job-related illnesses early, assess risks and verify the adequacy of protective measures. We use a variety of occupational health services including experts in radiation protection, fire protection, and laser safety at all our facilities with the presence of an onsite medical station manned by either an occupational health nurse on-site, employed or contracted, or a contractual arrangement with a local occupational health clinic. We regularly utilise outside consultants and contracted services for industrial hygiene evaluations and improvements specific to the location and the nature of its work.

Our safety management system was developed in compliance with relevant laws, regulations and standards including German Social Accident Insurance (DGUV) across our global locations and internationally recognised DIN ISO 45001. Our system goes beyond compliance and incorporates industry expert advice, global best practices, and internal risk analysis which covers all employees and supervised contractors in all locations.

Health and safety is led by our EHS leaders in each business, with coordination from corporate EHS and sustainability, all of whom work closely with a dedicated team of EHS professionals across our global locations.



Risk Management

At Heimbach, effective risk management is a cornerstone of our occupational health and safety strategy. We have established processes to manage risk. We believe every employee has an accountability for safety, therefore all employees are trained to stop work whenever they are uncertain about their safety or the safety of others via a process called Stop-Call-Wait. We expect all employees to actively participate in our culture of safety with incident reporting, analysis, and improvement activity. We do not tolerate any reprisals for stopping work or reporting a hazard concern.

Health and safety committees provide a structured process for employees to raise safety concerns, propose improvements, and provide input on proposed changes. Health and safety committees are comprised of workers, managers, and safety professionals and are operated in accordance with local regulations.

When an incident occurs, we use teams with diverse skillsets and perspectives to investigate the root cause and identify learnings and improvements, including safety professionals, process engineers, maintenance engineers, area managers, and employees experienced in performing the relevant tasks.

Our risk management procedure is rooted in the Plan-Do-Check-Act (PDCA) cycle. We continuously reflect on and improve our processes, structures, and outcomes. This ensures that occupational health and safety remains a dynamic and evolving priority at Heimbach. Identified safety deficiencies are addressed according to the STOP principle (Substitution, Technical, Organisational, and Personal protective measures), ensuring that the most effective solutions are prioritised.



Customer Facilities and Contractors

Our field engineers, who routinely work at customer facilities, receive similar training to our manufacturing employees and are required to follow all Heimbach safety expectations. Additionally, field engineers receive training from, and are expected to follow all safety expectations of, the customers they support.






Heimbach extends its safety protocols to external stakeholders, ensuring that all contractors and visitors are integrated into the safety framework:

- Visitor Management: Specific procedures are in place to manage safety risks associated with external personnel visiting Heimbach sites.
- Contractor Safety: External companies are subject to the same safety standards and are included in risk assessments and emergency planning.

Safety Absolutes

- Always follow lockout/tag out procedures.
- Always operate powered equipment with proper training, license or certification.
- Always operate equipment with guards and safety devices in place.
- Always stay away from possible impact areas from suspended loads and overhead work.
- Always report all accidents and incidents immediately.



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Always report all accidents and incidents immediately. 	



Operational Sustainability

Sustainability has long been a foundational principle in the paper industry, with a strong focus on preserving nature through responsible sourcing, resource conservation, recycling, and renewable energy. At Heimbach, we build on this legacy with an operational sustainability strategy that emphasises climate action, circular economy principles, and efficient resource use.

Through focused initiatives in energy, emissions, waste, water, biodiversity, and procurement, we strive to reduce our environmental footprint while enhancing operational performance. We go beyond regulatory compliance by implementing thoughtful, forward-looking practices that uphold our high standards of quality and environmental responsibility.

Our efforts reflect a shared purpose where environmental stewardship is not just a requirement, but a core value that shapes our daily operations and long-term vision.



Energy and Greenhouse Gas (GHG) Emissions

At Heimbach, we are committed to reducing our environmental impact by improving energy efficiency and minimising greenhouse gas (GHG) emissions across all operations. Our approach is guided by the principle of using resources responsibly while aligning with both economic and ecological goals.

Energy efficiency and climate protection are central to Heimbach's sustainability strategy. We have implemented an ISO 50001-certified energy management system, which enables us to systematically monitor and optimise energy use. We also continue to invest in renewable energy. Photovoltaic systems installed in China, Belgium, Italy, and Spain now generate significant portions of electricity needs at those sites.

Innovative heating concepts and compressed air optimisation have further reduced energy consumption in several facilities, demonstrating our commitment to continuous improvement and operational excellence.



PV systems at our Spanish (left) and Italian (right) sites

2024 Scopes 1 and 2 Emissions Data

Metrics	Market Based Emissions (mtCO ₂ e)	Location Based Emissions (mtCO ₂ e)
Scope 1	5,598	5,598
Scope 2	8,789	5,714
Scope 1+2	14,395	11,312

In reporting its GHG emissions, Heimbach complies with the guidelines set out in the GHG protocol. Reported scope 1, and scope 2 data rely on third party data providers and include a degree of extrapolation to reach 100% coverage. Heimbach may revise reported GHG emissions where additional data becomes available.

Waste Management

We are committed to reducing waste, both from our own operations as well as our customers by continuously seeking opportunities to minimise waste generation across our facilities and product lifecycle.

With operations spanning multiple locations, each with varying waste disposal options, we prioritise waste avoidance, recycling, and compliance with the German Closed Substance Cycle Waste Management Act (Kreislaufwirtschaftsgesetz). All waste is handled in a safe, environmentally sound, and legally compliant manner.

We generate various types of waste, which are carefully classified, labeled, and documented in accordance with applicable regulations. Our waste management practices are designed to integrate seamlessly into daily operations, balancing ecological responsibility with economic efficiency.

We follow the waste hierarchy, placing avoidance as our highest priority. Where waste generation is unavoidable, we focus on improving recyclability and minimising hazardous content.

Examples from across our facilities of some of our other continuous improvement projects with sustainability benefits include:

- 96% separate collection rate for commercial municipal waste.
- Recycling of polyamide (PA) and polyester (PET) production waste.
- 92% reuse rate for packaging materials and transport aids.
- Hazardous waste minimisation through substitution and process optimisation.

We regularly analyse internal material flows and collaborate with certified third-party disposal partners to ensure high-quality, compliant waste handling. As recycling technologies evolve, we continue to explore new options to further reduce our environmental impact. To ensure proper handling and disposal, we remain fully accountable for our waste until its final destination. Our internal processes include:

- Regular analysis and review of waste generation.
- Accurate classification and categorisation of all waste types.
- Monitoring of waste volumes and determination of appropriate disposal routes.
- Sorting by material standards to enhance recyclability.

Water

Water is a critical resource for Heimbach, especially at our Düren headquarters, where river water from the Rur is used for cooling and processing. We monitor water usage and risks related to scarcity, and have implemented conservation measures such as rainwater harvesting and recirculation systems.

Sustainable water management is integral to our Environmental Management System. Guided by the principle of “use” rather than “consume,” we aim to return water to the natural cycle in a condition close to its original state, ensuring full compliance with environmental regulations.

Cooling water is returned directly to the river after use, with continuous monitoring to prevent adverse impacts. We are also improving wastewater quality and reducing volumes by:

- Phasing out industrial washing machines.
- Minimising textile washing and auxiliary agents.
- Ensuring compliance with the Wastewater Ordinance through regular monitoring.



Rur, National Park Eifel



Biodiversity

Biodiversity is increasingly recognized as a key environmental and climate consideration. At Heimbach, our biodiversity impact is primarily through our GHG emissions and water usage, both of which we are tracking with increasing rigor.

We also support local ecosystems through initiatives such as:

- Planting a wildflower meadow.
- Installing insect hotels and bird nesting boxes.
- Promoting green spaces and ecological awareness among employees.

These efforts contribute to habitat preservation and reflect our commitment to environmental stewardship beyond industrial operations. We continue to explore new projects including the evaluation of critical habitats and potential biodiversity impacts.



We have our own wildflower meadow planted on our grounds at the main site Düren, built and installed an insect hotel and nesting boxes for birds ourselves.

Certifications

Certifications play a key role in validating Heimbach's commitment to operational sustainability, quality, and continuous improvement. Across our global sites, we maintain internationally recognized standards that support our environmental, energy, and quality management systems.

We currently hold the following certifications:

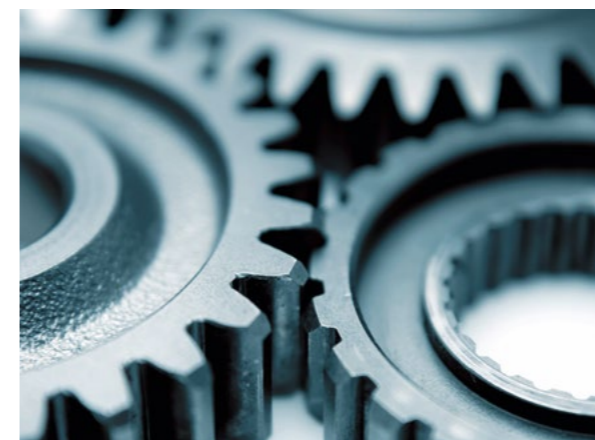
- ISO 9001:2015 – Quality Management
- ISO 14001:2015 – Environmental Management
- ISO 50001:2018 – Energy Management

These certifications apply to multiple Heimbach entities, including sites in Germany, China, Spain, Belgium, and Italy. They ensure that our operations meet rigorous standards for performance, resource efficiency, and environmental responsibility.

Our certified systems enable us to:

- Systematically monitor and improve energy performance.
- Ensure compliance with environmental regulations.
- Maintain high product and service quality across all locations.

These frameworks are integral to our sustainability strategy and support our long-term goals for our climate goals, waste reduction, and responsible resource use.





People and Culture

At Heimbach, our people are the foundation of our long-term success. We foster a culture of respect, inclusion, safety, continuous development and shared responsibility. Our commitment to social responsibility and employee empowerment is reflected in every aspect of our operations ensuring fair treatment, personal and career growth, and a healthy, secure working environment across all our global locations.

Talent Retention and Progress

At Heimbach, we are committed to long-term employee engagement and career development. We recognise that retaining and nurturing talent is essential to sustaining our success and preparing for the future of work. To this end, we offer clear career pathways that enable progression from trainee to leadership roles, supported by structured development plans and inclusive advancement opportunities.

Every employee receives a formal employment contract and participates in regular performance reviews. Our approach is rooted in a culture of continuous learning, meaningful engagement, and shared ownership.

The Works Council plays a vital role in maintaining a balanced relationship between employer and employee, ensuring fair grading, co-determination, and conflict resolution. Additional representative bodies, such as the Youth and Apprentice Representation (JAV) and the Severely Disabled Representation (SBV), ensure that different employee groups are supported and heard.

- Career Development and Internal Advancement

Heimbach fosters a strong internal talent pipeline by promoting from within and offering structured career paths. Our philosophy- "From trainee to authorised signatory"- reflects our commitment to long-term employee growth and leadership development.

- Inclusive Employment and Retention

We are dedicated to creating a workplace where all employees feel valued, supported, and empowered throughout their careers. Our inclusive employment practices ensure equal opportunities for advancement and retention across all demographics.

- Employee Engagement and Ownership

Heimbach's culture of continuous improvement empowers employees to shape their work environment and contribute to the company's success. Through our Idea Management system, more than 16,000 employee-generated ideas have been implemented over the past five years, spanning product innovation, process optimisation, safety, and sustainability. This reflects our strong commitment to bottom-up innovation and continuous improvement.

Learning and Development

At Heimbach, training is a cornerstone of our people strategy. As one of the largest training companies in the regions where we operate, we offer comprehensive vocational education in both commercial and industrial-technical fields. Our apprenticeship programme is recognised by the Chamber of Industry and Commerce for its excellence, consistently producing top-performing graduates- many of whom continue their careers within the company after completing their training.

Beyond apprenticeships, we invest in the continuous development of our workforce through dual study programmes, structured training plans, mentorship opportunities, and digital learning platforms. Training needs are regularly assessed and addressed through targeted development initiatives.

Compensation and Benefits

Heimbach ensures a fair balance between performance and reward, guided by collective agreements and overseen by the Works Council. Our comprehensive benefits package is designed with a strong focus on health, safety, and work-life balance to promote overall well-being of employees.

Key benefits include:

- On-site medical services and health screenings.
- Ergonomic workplace assessments and physiotherapy
- Company fitness facilities and health circles.

We go beyond compliance by offering additional health-promoting initiatives such as preventive courses, including back training. These programmes reflect our belief that healthy employees are essential not only to individual fulfilment but also to the long-term success of our company.

Workforce Demographics

Heimbach's workforce reflects a balanced mix of experience and youth, enabling effective knowledge transfer and fostering innovation through a multigenerational environment where seasoned professionals mentor newer colleagues, enriching our collective expertise.

We are committed to building a diverse and inclusive workforce that mirrors the communities we serve. Our recruitment strategy draws from a broad range of sources to ensure a diverse candidate pool, supported by a standardised and unbiased hiring process. We consistently review our policies to ensure compliance with anti-discrimination and anti-harassment laws across all jurisdictions.



Community Outreach

Heimbach is committed to strengthening both the broader society in which we operate and the local communities where our employees live and work.

Educational programmes

Heimbach actively supports education and vocational development, particularly for young people entering the workforce. As one of the largest training companies in its region, Heimbach offers:

- Industrial and commercial training opportunities, including dual study programmes and internal lessons to reinforce vocational school content.
- Recognition for excellence, with trainees regularly achieving top exam results and receiving awards from the Chamber of Industry and Commerce.

In 2024, we launched a new machine operator training program at our Düren campus, enrolling five trainees in the first cohort. The two-year program is designed to provide comprehensive hands-on training on the machinery used in our production processes, ensuring participants gain the technical skills required for operational excellence.

Throughout the program, trainees receive continuous guidance from dedicated training managers. This initiative reflects our commitment to fostering local talent, supporting long-term employability, and contributing to sustainable economic growth in our communities.

Also, three people completed their training as industrial clerks. The training lasted 2.5 years and ended with a written and oral final exam. All three passed the exams with flying colors.



For three years now, we have been running our "Cycling for a good cause" fundraising campaign. For every kilometer that employees at the Düren site covered on foot or by bike to get to work, the management donated 30 cents. This has now raised several thousand euros. The donations went to various charitable organizations.

Community Outreach

In another effort, 43 employees in the the Düren facility completed first aid training for in 2024. The trained employees will serve as first responders in the case of an emergency and will have to have a repeat training every two years where both theoretical content is taught and practical application is practiced.



First Aid Training at Düren



Community Service

Heimbach engages in meaningful community service initiatives that promote inclusion, environmental stewardship, and social cohesion:

Partnerships with workshops for people with disabilities, including printing the company magazine and collaborating on events and training projects.

Heimbach promotes environmental education and biodiversity through initiatives such as planting wild-flower meadows, building insect hotels, and installing bird nesting boxes.

For our trainees, in the Düren campus, beyond learning about our company and business, they also gain insights into the practical uses of the products we manufacture. As part of this, our technical and administrative trainees visited one of our customers, where they learned about product applications and observed the paper manufacturing process.



Start of new machine operator training



End of apprenticeship industrial clerks



Community Outreach

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Trainee excursion session at Düren



As part of our yearly tradition, in 2024 we celebrated St. Nicholas Day at our Neu-Moresnet, Belgium Campus. Employees enjoyed a festive atmosphere with food and non-alcoholic drinks, fostering social interaction and team spirit. As in previous years, we supported the local youth organisation by providing transportation for its holiday camp and granted the local fire department access to our site for a drill in 2024.



Fire Drill in Progress at Belgium Campus



Community Outreach

From our campus in Spain, Heimbach received an award during the 10th Gala of the Down Syndrome Association of Burgos in recognition of its commitment to people living with Down syndrome and its generous collaboration with the association. In line with the Heimbach Group's Code of Conduct, Heimbach Ibérica actively contributes to the social, cultural, and economic development of Burgos. For the past 10 years, it has made annual financial contributions to the association, which led to this recognition. We are proud of this honor and remain committed to supporting initiatives that foster inclusion and community development.



10th Gala of the Down Syndrome Association of Burgos



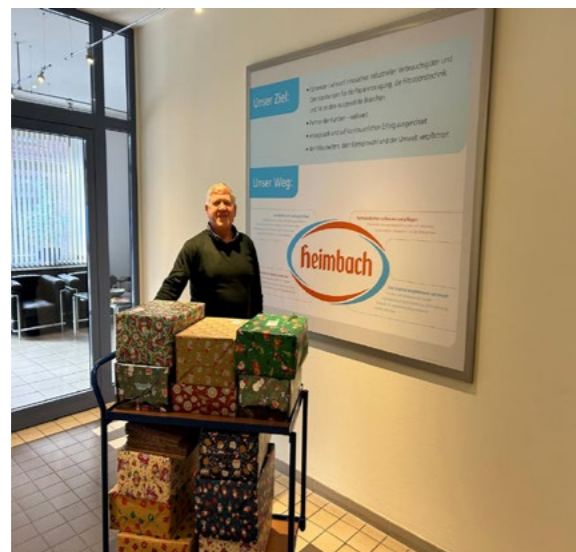
Heimbach Burgos collaborates with Red Cross



Economic Social Assistance

Heimbach provides direct and indirect economic support to communities through charitable giving and inclusive employment practices:

- Cycling for a Good Cause: Employees' eco-friendly commutes are converted into donations, raising thousands of euros for charitable organisations.
- Christmas in a Shoebox: For many years, Heimbach employees have supported children and youth in Ukraine through this initiative. Each shoebox is filled with essential items and gifts to ensure all children receive similar packages. The boxes, along with other goods, are personally transported to Ukraine by one of our employees, ensuring they reach their intended recipients.



Donations for Christmas in a Shoe box initiative

Corporate Governance

Heimbach's corporate governance framework is rooted in integrity, transparency, and accountability. As a globally active textile company with over 200 years of history, Heimbach combines ethical business conduct with strategic oversight to ensure long-term value creation for all stakeholders.

We believe good corporate governance creates long-term value for our shareholders and strengthens our relationships with other stakeholders. In that regard, our corporate governance practices are dynamic and reflect the Board of Directors' continuous review of emerging best practices and their impact and effectiveness. Governance at Heimbach is not only about compliance, rather it is about embedding sustainability, innovation, and responsibility into every level of decision-making.





Sustainability Oversight At Heimbach

Sustainability Council

Implementation of Heimbach's sustainability strategy is led by the Sustainability Council, which reports to the Governance Committee of the Albany International Board of Directors at least twice per year. The mission of the Sustainability Council is to guide development of the company's strategy as it relates to sustainability, providing technical input and advice to the Senior Leadership Team.

The Sustainability Council meets at least quarterly and has the following responsibilities:

- Collecting and managing sustainability and climate-related data for company operations and products.
- Setting climate-related corporate targets.
- Advising on setting and/or managing major capital and/or operational expenditures related to low-carbon products or services (including R&D).
- Assessing climate-related risks and opportunities.

The Sustainability Council is comprised of cross functional leaders from across the company, including finance, legal, human resources, technology, EHS and sustainability, procurement, and business unit representatives. The Sustainability Council monitors climate-related issues through the Enterprise Risk Management (ERM) system. Our ERM strategy is overseen by the Enterprise Risk Committee, which is made up of representatives from our finance, legal, accounting, EHS and sustainability, internal audit and global information systems functions, our business leaders and members of the Senior Leadership Team.

Executive Committee Ownership

The CEO and Senior Leadership Team have overall responsibility for Heimbach's business strategy, which includes sustainability and climate risks and opportunities. The Senior Leadership Team has ownership and accountability for how sustainability and climate-related risks and opportunities guide, and are integrated with, business strategy, and ensures that initiatives, commitment and investments are aligned and integrated into the overall company strategy and practices.

Board Leadership

The Board of Directors plays a role in the oversight of sustainability, including how sustainability and climate-related risks and opportunities inform overall business strategy and enterprise risk management. The Governance Committee specifically has oversight of sustainability, including climate-related risks and opportunities. The Committee receives biannual updates from the Sustainability Council. The Committee's responsibilities include:

- Review and discuss with management the company's sustainability and climate strategy, initiatives, and policies.
- Review and monitor the operational, regulatory, and reputational risks and impacts of sustainability and climate on the company and provide oversight with respect to the company's management of such risks and impacts.
- Review and discuss reports from management regarding the company's progress toward its key sustainability and climate objectives.

The Audit Committee has oversight over legal, regulatory and compliance, including disclosure consideration of sustainability-related risks, once signed off by the Disclosure Committee.

Business Ethics

At Heimbach, integrity is the foundation of all our actions. We are committed to upholding the highest standards of ethical conduct, legal compliance, and corporate responsibility across all areas of our business.

Ethics and compliance play an integral part in our decision making and business operations, which is why we are a signatory of the United Nations Global Compact. In 2024, our CEO again reaffirmed our commitment to the ten principles of the United Nations Global Compact with our annual Communication on Progress.

Please note: Heimbach is part of Albany International, and this commitment to the United Nations Global Compact was signed by the CEO of Albany International. As a subsidiary, Heimbach is covered under Albany International's commitment and reporting, ensuring that our operations align with the same ethical standards and principles. See more details on [Albany International's Sustainability Report](#).

To communicate expectations and emulate the high standard to which we hold ourselves we have adopted a broad and robust Business Ethics Policy with oversight from the Audit Committee of our Board of Directors. This policy contains our Ethics Absolutes, statements designed to articulate the major rules contained in the Business Ethics Policy clearly and succinctly.

Our Business Ethics Policy applies to all employees and our Board of Directors and company subsidiaries, as well as all third-party representatives such as sales agents, distributors, independent contractors, and subcontractors. The Policy, along with our core values, forms the foundation of ethical performance and guides how we conduct our business by addressing issues such as lavish gift giving and potential conflicts of interest. It also expressly prohibits wrongful conduct, such as abusive conduct, sexual harassment, bribery, and corruption.

To ensure the creation and maintenance of an ethical culture across our global operations, the Business Ethics Policy is published in 11 languages. All parties complete annual training and are tested on the contents of the Policy. Further, each year we conduct both a fraud risk assessment and compliance risk assessment to identify residual risk where more training and controls may be warranted.



Ethical Principles and Governance

Heimbach complies with all applicable laws and ethical standards, with a strong emphasis on human rights, anti-corruption, and fair labour practices. Our ethical framework ensures we maintain and uphold the highest standards of governance toward human rights including including child and forced labour compliance within our operations and across our value chain.

Our ethical standards are further supported by specific compliance guidelines, including our Anti-Corruption Guideline, Whistleblower Policy, and IT Security and Data Protection Guidelines. These documents are publicly available on our website, reinforcing our commitment to transparency and stakeholder engagement.

Compliance Management

Heimbach's Compliance Management System integrates our mission, values, and corporate responsibility strategy. It is designed to prevent legal and financial risks while strengthening our reputation transparency and stakeholder trust. The Compliance Committee and Compliance Management Team are responsible for ensuring that all guidelines are current, implemented effectively, and adhered to throughout the organisation.

Our Standards for Business Partners serves as the foundation for all business relationships. Looking ahead, we are actively preparing for evolving regulatory requirements, including the EU Supply Chain Due Diligence Act (CSDDD), the Corporate Sustainability Reporting Directive (CSRD), and the EU Taxonomy.

Whistleblower Protection and Reporting

Heimbach fosters a culture of openness and accountability. Employees are encouraged to report ethical concerns, violations, or any suspected wrongdoing through their supervisors or via the Whistleblower Process which is maintained by an independent third party and available 24/7, whereby reports may be made anonymously by phone or online. All reports are investigated by either the Office of Ethics and Compliance within the Legal Department, or a third party at the direction of the Audit Committee of the Board of Directors, and corrective and/ or disciplinary action is taken as appropriate.

Data Security and Data Privacy

„Integrating data protection firmly into Heimbach's business processes means positioning ourselves as a trustworthy communication partner and underlining the professionalism of the company.“

Marco Bachmann, Data Protection Coordinator

Our data security strategy is built around four core pillars:

- Cybersecurity governance and accountability.
- Industry best practices.
- Technological standards and framework.
- Awareness and training.

Our policies are embedded at the core levels of our corporate structure to ensure accountability and efficient, fast processes. Together, these pillars enable us to continuously improve our practices of collecting, storing, processing, and distributing data safely, consistent with the regulations of the countries in which we do business. Our organisation prioritises data security and privacy principles throughout our operations. In line with this prioritisation, we have established management, response, and reporting practices at all levels of leadership for security and privacy matters.



Cybersecurity Governance and Accountability

At Heimbach, data protection and information security are integral to our corporate governance. Our commitment to safeguarding these assets is embedded in our corporate code of conduct and aligned with the EU General Data Protection Regulation (GDPR).

Heimbach views cybersecurity risk management as a cornerstone of our Enterprise Risk Management (ERM) strategy, described above, and we are committed to protecting our digital assets and sustaining investor confidence. Cybersecurity risks we face include data breaches, operational disruptions, reputational harm, and regulatory fines. These risks are identified, assessed and managed within the broader context of our ERM strategy, ensuring a comprehensive approach to organisational risk. We incorporate cybersecurity risk assessments into our overall enterprise risk assessment process. This integration ensures that cyber risks are evaluated and managed alongside other operational, financial, and strategic risks, offering a holistic view of our risk landscape. Our Chief Information Officer and Senior Director, Information Security, along with members of their respective teams, are responsible for identifying and managing cybersecurity risk. The Senior Leadership Team, the Board of Directors and the Board's Audit Committee receive regular updates and engage in regular strategic discussions relating to cybersecurity risk management as part of their overall oversight of risk management.

Cybersecurity Standards and Frameworks

Our cybersecurity framework leverages internationally recognized standards, including the CIS 20 and NIST SP 800-171 frameworks. We have policies and procedures in place designed to maintain compliance with relevant national and industry-specific cybersecurity and data privacy laws and regulations in the jurisdictions in which we operate, such as GDPR and the California Consumer Privacy Act.

Applying Cybersecurity Best Practices

Our cybersecurity strategy includes policies, procedures, and technology that proactively safeguard our operations against cybersecurity threats. Internal teams and external experts regularly conduct risk assessments and audits to identify cybersecurity threats, ensure regulatory compliance, and adhere to control process best practices. Continuous monitoring of our networks and systems for threats and vulnerabilities is a key component of our strategy, supported by the analysis of threat intelligence from external sources. This multi-layered approach enables early detection and facilitates prompt response to potential cybersecurity threats. We regularly review and update our cybersecurity strategies, policies and procedures, taking into consideration the latest advancements in cybersecurity practices and changes to the threat landscape.

Cyber Incident Response Team

We have a cybersecurity incident response and crisis management plan in place, which incorporates regular training and simulation exercises, including with senior management, to ensure readiness and efficacy in responding to cybersecurity incidents. Our incident response and crisis management plan coordinates the activities we will take to prepare for, detect, respond to and recover from cybersecurity incidents, which include processes to triage, assess severity for, escalate, contain, investigate, communicate, and remediate the incident, as well as to comply with potentially applicable legal obligations and mitigate reputational damage. If the Computer Incident Response Team identifies a reportable or impactful security incident, a rapid summary of the situation is escalated to senior leadership including the Chief Information Officer and General Counsel, and other members of our Incident Escalation Team who make determinations about impact and required communications to internal stakeholders, as well as external parties such as customers, vendors, and law enforcement.

Cybersecurity Awareness and Training

Supporting enterprise cybersecurity efforts is a comprehensive suite of cybersecurity, data protection, and privacy training conducted annually for all employees and consultants. The objective of the Enterprise Cybersecurity Security Awareness and Education programme is to increase the overall security knowledge of the end user, reduce high-risk activities through education, highlight security policies, develop up-to-date training, and provide notification of current threats.

Our training is continuously adapted and updated to the evolving risks and regulations of our global markets. It includes internal "phishing" testing and training to reduce unwanted clicking on suspicious links by employees and requires mandatory security training for all new hires. We publish as-needed cybersecurity newsletters for employees to highlight any emerging or urgent security threats. We also carry insurance that provides protection against the potential losses arising from cybersecurity incidents. We engage qualified third-party cybersecurity experts for in-depth cyber risk assessments, penetration tests, and compliance audits, which provides impartial perspective and insight into our cybersecurity posture. Consultants are leveraged for the development and refinement of our cybersecurity strategy and maturity, drawing upon industry best practices and regulatory knowledge. These collaborations also include the refinement of our incident response and crisis management plan and employee training, emphasising the transfer of knowledge for sustainable in-house capabilities.

Our business strategy, operations and financial condition have not been materially affected by risks from cybersecurity threats, including as a result of previous cybersecurity incidents, but we cannot provide assurance that they will not be materially affected in the future by such risks and any future material incidents. Based on our review of past cybersecurity incidents, we believe that all such incidents were addressed promptly and effectively. In the last fiscal three years, we have not experienced any material information cybersecurity incidents and the expenses we have incurred from any cybersecurity incidents were immaterial.



Disclaimers

This Sustainability Report and the documents incorporated or deemed to be incorporated by reference therein contain statements concerning our future results and performance and other matters that are “forward-looking” within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. These forward-looking statements are intended to provide management’s current expectations or plans for our future operating and financial performance, based on assumptions currently believed to be valid.

Forward-looking statements may be identified by the use of terminology such as “believe,” “expect,” “anticipate,” “intend,” „seek,“ „target,“ „approximately,“ “estimate,” “plan,” “project,” “may,” “will,” „would,“ “should,” „could,“ or the negative of such words or other comparable terminology in connection with a discussion of future operating or financial performance. The discussion of financial outlook, trends, strategy, plans, assumptions, or intentions may also include forward-looking statements. Readers should not place undue reliance on forward- looking statements, such as financial performance forecasts, which speak only as of the date they are first made. Because forward-looking statements are subject to risks and uncertainties, actual results may differ materially from those expressed or implied by the forward-looking statements.

The inclusion or absence of information in Heimbach’s Sustainability Statements should not be construed to represent any belief regarding the materiality or financial impact of that information.

Sustainability Statements may be based on expectations and assumptions that are necessarily uncertain and may be prone to error or subject to established single approach to identifying, measuring and reporting on many sustainability matters. Calculations, statistics, and certain facts included in Sustainability Statements may be based on third-party information, current estimates, assumptions and projections and therefore subject to change. Albany International’s Sustainability Statements have not been externally assured or verified by independent third parties.

Heimbach’s Sustainability Statements may contain links to other internet sites or references to third parties. Such links or references are not incorporated by reference into the applicable Sustainability Statement and cannot provide any assurance as to their accuracy. These Sustainability Statements represent current Heimbach policy and intent and are not intended to create legal rights or obligations.