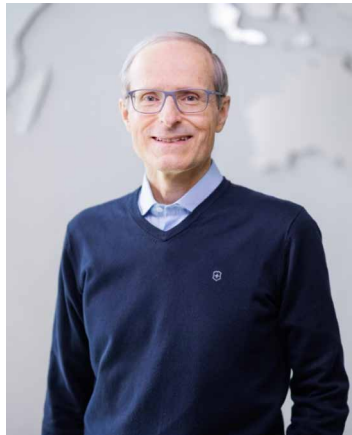




## INSIGHT SHEET

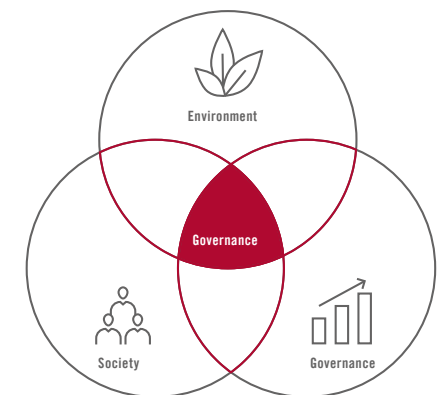
# SUSTAINABILITY AT VICTORINOX



” The central task of any company is to be successful in the global market in the long term with convincing products and services, thereby ensuring sustainable profitability. It is important to adopt an approach that has a positive impact on the economy, environment, and society. “

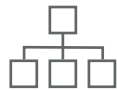
Carl Elsener, CEO

Living up to the legacy as makers of the Original Swiss Army Knife™, Victorinox aims for long-term success on the global market with compelling products and services. To ensure economic resilience and prosperous future for upcoming generations, Victorinox takes on responsibility that its own operations and those of suppliers follow a joint approach that support important goals related to the economy, environment, and society.





**FOLLOWING A SELF-ASSESSMENT, VICTORINOX GAINED A CLEAR UNDERSTANDING OF WHERE IT STANDS TODAY AND IDENTIFIED THE AREAS TO PRIORITIZE. THE FINDINGS FROM THIS EVALUATION CREATED THE FOUNDATION FOR THE COMPANY'S FOUR-PILLAR APPROACH TO SUSTAINABILITY – OPERATIONS, PRODUCTS, SUPPLY CHAIN, AND DECARBONIZATION. TOGETHER, THESE PILLARS REFLECT VICTORINOX'S COMMITMENT TO PURPOSEFUL INNOVATION, THOUGHTFUL CRAFTSMANSHIP, AND CREATING LASTING CHANGE FOR FUTURE GENERATIONS.**



**Integrate sustainability practise into all company operations**

### 1. OPERATIONS

To fully integrate sustainability into all our company operations we have conducted materiality assessments and identified relevant KPIs for material topics. Our first compact sustainability report will be published later in 2025.



**Evolve product design and our processes to respect circular and sustainable principles**

### 2. PRODUCTS

We are developing our own eco-design guidelines based on findings from our sustainability life cycle assessments across our product categories. This will allow us to evolve product designs and our processes to respect circularity and sustainability principles.



**Co-evolve a supply chain that aligns with our sustainability objectives**

### 3. SUPPLY CHAIN

Our supply chain is co-evolving. We are engaging suppliers with purchasing guidelines and a revised code of conduct guided by KPIs we have defined. A qualification process is rolling out as this continues and we will continue to monitor ratings and improvements.







**Decarbonize thanks to a planned year on year reduction and compensation strategy**

### 4. DECARBONIZATION

We have completed our first carbon footprint analysis based on the 2022 GHG emission inventories. A significant portion of our carbon emissions stems from raw materials, highlighting the critical importance of engaging and collaborating with our supply chain.



ROADMAP

		2024	2025	2026
	<b>INTEGRATE SUSTAINABILITY</b>	<ul style="list-style-type: none"> <li>- Materiality &amp; Reporting Set-up</li> <li>- Strategy Integration</li> </ul>	<ul style="list-style-type: none"> <li>- First Victorinox Sustainability Report (compact version)</li> </ul>	<ul style="list-style-type: none"> <li>- Continued reporting</li> <li>- Continued internal and external communication</li> </ul>
	<b>EVOLVE PRODUCT DESIGN</b>	<ul style="list-style-type: none"> <li>- Sustainability Life Cycle Assessments</li> </ul>	<ul style="list-style-type: none"> <li>- Creation of Eco-Design Guidelines</li> <li>- Product Innovation Labs</li> </ul>	<ul style="list-style-type: none"> <li>- On-going Innovation Labs</li> </ul>
	<b>CO-EVOLVE A SUPPLY CHAIN</b>	<ul style="list-style-type: none"> <li>- Supplier mapping and selection for engagement</li> </ul>	<ul style="list-style-type: none"> <li>- Set up rating for selected suppliers</li> <li>- Supplier engagement through webinars and workshops</li> </ul>	<ul style="list-style-type: none"> <li>- Monitoring supplier rating and improvements</li> <li>- Gradually extend the evaluation process</li> </ul>
	<b>DECARBONIZE</b>	<ul style="list-style-type: none"> <li>- Analysis of the most relevant raw material categories for the supplier mapping</li> </ul>	<ul style="list-style-type: none"> <li>- Digitalize and update the carbon footprint calculation</li> </ul>	<ul style="list-style-type: none"> <li>- Continuous evolution of decarbonization</li> </ul>



VICTORINOX



SOCIETY

**WE ARE A FAMILY BUSINESS WITH A LONG HISTORY AND A CLEAR VISION. OUR VALUES GUIDE EVERYTHING WE DO, FROM HOW WE TREAT OUR EMPLOYEES, PARTNERS, SUPPLIERS, COLLEAGUES AND CUSTOMERS, TO HOW WE CONTRIBUTE TO SOCIETY AND THE ENVIRONMENT.**

## EMPLOYEES

**Diversity & Inclusion** Victorinox brings together employees from over 50 nations, valuing diversity across backgrounds, ages, and genders.

**Health & Safety** Victorinox promotes employee well-being through flexible work models, wellbeing initiatives, and support services.

**Education** Victorinox trains up to 65 apprentices across 10 professions, nurturing young talent in a family-oriented environment.

**Best Employer** Victorinox has been recognized as one of Switzerland's top 250 employers for five consecutive years (2021–2025).



**Corporate Culture** Victorinox is guided by strong values such as respect, trust, responsibility, and openness.

**Social Entrepreneurship** Victorinox offers fair compensation, strong benefits, and accessible workplaces for all employees.

**Knowhow** Victorinox fosters lifelong learning with internal programs, digital tools, and targeted professional development.

## LONG TERM CSR COMMITMENTS

**Carl and Elise Elsener-Gut Foundation** The Victorinox Corporate Foundation holds 90% of company shares. The remaining 10% are held by the non-profit Carl and Elise Elsener-Gut Foundation, which was created by the father of our current CEO and supports selected charitable projects both within Switzerland and abroad.

**TOP2TOP Expeditions Main Sponsor** Victorinox has been supporting the Schwörer family and their TOPtoTOP initiative as a main sponsor since 2005 – out of deep conviction. The family's expeditions, which have been underway on their sailing boat for over 25 years, stand for environmental responsibility and a pioneering spirit. Their commitment to specific environmental projects and education matches our own values: respect for nature, the will to make a positive difference through action and the importance of family. Together, we are setting an example for ecological sustainability, social responsibility and long-term thinking. As a Swiss company steeped in tradition, it is important to us to actively support such projects – not just as a sponsor, but as a partner on an equal footing.

**UK Scouts Partnership** Victorinox has been a long-term partner of the UK Scouts Association as the sponsor of the survival badge, which is a recognition awarded to members who have demonstrated essential wilderness survival skills. It is one of the more advanced and practical badges, typically part of a scouting program's outdoor and self-reliance training also underlining the life saving qualities of safe knife usage.



VICTORINOX



ENVIRONMENT

**WE CARE ABOUT THE ENVIRONMENT, AND WE AIM TO REFLECT THAT IN EVERY ASPECT OF OUR BUSINESS.  
WE USE RESOURCES WISELY TO REDUCE OUR ENVIRONMENTAL IMPACT.**

### PRODUCT DEVELOPMENT

Our core product, the Swiss Army Knife™ is made from more than 85% **recycled steel**. Based on this fundamental, we gradually transfer the use of recycled materials to our other product categories.

### PRODUCT PACKAGING

The guiding principle for our packaging is to use **only as much packaging as necessary**. A significant portion is **recyclable**. We use up to 90% of recovered paper in our cardboard packaging.

### PRODUCT LIFECYCLE

We are confident about the **high quality** of our products and offer a **lifetime warranty** on our knives, and the warranties on both our travel gear and watches exceed industry standards. In addition, we offer comprehensive **repair and refurbishing options** to extend the product lifecycle as long as possible.

### OPERATIONAL FOOTPRINT

We actively seek to reduce our operational footprint:

**By optimizing** waste heat utilization in our production facilities with heat pumps, heat recovery from our ventilation and closed-loop cooling systems.

**By recycling** grinding sludge: We developed a special process to filter steel residues out of the cooling water to collect around 600 tons of grinding sludge and up to 1000 tons of scrap steel each year.

**Photovoltaic panels** on the roof tops of our Swiss sites partially power our facilities.

### REACH

REACH stands for **Registration, Evaluation and Authorization of Chemicals** and is a European standard for chemical substances and how they are used. Victorinox operates in line with all the relevant regulations and requirements.



### RECYCLING

Victorinox has been a member of Germany's **"Green Dot"** (Grüner Punkt) recycling program since 1993.





VICTORINOX



GOVERNANCE

**WE ARE AN INDEPENDENT FAMILY COMPANY WITH A SUSTAINABLE APPROACH.  
WE HAVE TAKEN STEPS TO ENSURE THE LONG-TERM STABILITY AND SUCCESS OF OUR COMPANY.**

#### **VICTORINOX CORPORATE FOUNDATION**

Victorinox AG is an independent family company. The Victorinox Corporate Foundation was created in 2000 to resolve future succession issues, secure the company during unfavorable economic times and protect jobs in the long term.

#### **ISO CERTIFICATION**

Victorinox is currently preparing for ISO certification in accordance with ISO 9001:2015. As part of these efforts, we have developed and implemented a comprehensive quality management system (QMS). We are also implementing an environmental management system in accordance with ISO14001:2015 and an occupational health and safety management system in accordance with ISO45001:2018.



VICTORINOX

## ABOUT VICTORINOX

### 140+ YEARS OF BEING BEST PREPARED.

The origins of Victorinox date back to 1884, when Karl Elsener opened a knifemaking workshop in a village in central Switzerland. Elsener delivered his first soldier's knife to the Swiss Army in 1891. Six years later, he created the Swiss Officer's and Sports Knife – now known as the original Swiss Army Knife™ – which would lay the foundation for a thriving global company.

Victorinox is now a fourth-generation family business operating in over 120 countries. In addition to its iconic pocket knives, Victorinox produces premium household and professional knives, watches and travel gear. Victorinox products embody the brand and ensure consumers are best prepared for everyday challenges by offering smart and masterful solutions. The enterprising spirit of the founder and a commitment to strong, values-based corporate governance live on until today.



### VICTORINOX AG

Schmiedgasse 57 | 6438 Ibach-Schwyz | Switzerland

T +41 41 818 12 11 | [www.victorinox.com](http://www.victorinox.com)

In case of questions, please reach out to your Victorinox sales representative.