



Quarterly Sustainability Report – S & P

Version: Q4/2024

Signatory of:









www.fair-cap.com

Strictly confidential.

II. a) Summary Best Practices (FairCap Sustainability Guideline)

Quantitative sustainability measures (detailed overview in the following table).

# SG *	Short description of the measure	UN-SDG goal**	Form of measurement	Goal (year)	Pro- gress
1.	Reduction of emissions (CO2)	Climate action	Scope 1, 2, 3 emissions***; ascertainment/examination with the help of an official institution (e.g., TÜV, Dekra, etc.)	Scope 1+2: 31.03.2023	 100%
8.	Sustainable business travel	Climate action	Business travels (mean of travel, distance, etc.)	12.03.2023	 100%
9.	Reduction of waste	Responsible production and consumption	Total amount of waste, water consumption	12.06.2023	 100%
10.	Waste separation and recycling	Responsible production and consumption	Recycling quota (if applicable)	12.06.2023	 100%
12.	Employee Well-being	Good health and well-being; Decent work and economic growth	Illness rate, Number of work incidents	12.03.2023	 100%
15.	Ways/means to commute	Health and well-being; climate protection	Covered by the employee survey	12.03.2023	 100%

II. a) Sustainability KPIs

Overview of the most important KPIs to track the sustainability progress.






# SG*	Measure	Frequency of measurement	04/2023 Actual	2023 Plan	04/2024 Actual	2024 Plan	Motive of the	Comment
1.	Reduction in emissions (CO2 tons)	Yearly						
	Scope 1		167.356	210.920	123.756	210.920	A	
	Scope 2		173.414	158.059	0	0	A	
	Scope 3		667.790		718.690		A	
zu 1.	Use of renewable energies (kWh)	Yearly						
	Energy consumption electricity		1.078.620	868.625	824.374	965.139		
	Energy consumption gas		727.247	694.980	479.890	772.200		
	Total energy consumption		1.805.867	1.563.605	1.304.264	1.737.339	A	
	Consumption of renewable energies		791.707		824.374		A	
	Relative consumption of renewable energies		43,84%	45%	63,21%	55%	A	
	Energy consumption (kWh) per I gross profit		0,27	0,33	0,30	0,27		fix energy costs for heating and fix electricity stay independent of gross profit. Due to that effect this KPI is higher as 2023 despite lower consumption
8.	Sustainable business travel	Yearly						
	Air travel		1		0		C	
	Kilometers flown		2265,5		0		C	
	Car trips		4		0		C	
	Liters filled		4.290		5.427		C	
9.	Waste reduction (cbm, tons)	Yearly						
	Scrap(t)		157,95		95,00			
	Other waste(t)		52,19		11,00			
	Total waste(t)		210,14	175	106,00	175	C	
	Waste (g) per I gross profit (on other waste)		7,71	6,00	2,52	5,80		only other waste converted to gross profit, as this is not related to the production volume
	Scrap rate (production scrap)		2,82%	3,55%	3,14%	2,50%		getting analyzed to find the right measures to reach the aim
	Water consumption(cbm)		777	-	528		C	water usage for cooler is lower then 2023 related to lower production. Fix water costs stay. Therefore KPI is higher as 2023
	Water consumption(l) per I gross profit		0,11	0,14	0,12	0,11		
10.	Waste separation and recycling	Yearly						
	Recycling rate (other waste)		82,35%		0,00%		A	No recyclable waste has been collected. Therefore no amount of recyclable waste 2024
12.	Employee health	Yearly						
	Employee satisfaction		53%	65%	63%	65%	A	Survey conducted on 10.01.24. Will be conducted beginning of 2025 again
13.	Sickness rate		9,0%	7%	8,0%	7%	A	sickness rate better then 2023 but aim not reached. Aim for 2025 will stay at 7%
14.	Number of accidents at work		20	0	14	0	A	
15.	Means of transportation to work (if applicable)	Yearly						
	Public transportation		0%	0%	0%	0%	C	
	Private transportation		100%	100%	100%	100%	C	
	Fresh air (bicycle, on foot, etc.)		0%	0%	0%	0%	C	

*See: FairCap Sustainability Guide **See: <https://de.planetily.com/glossar/ghg-protokoll>
 *** Required by PRI Reporting Standards.

A: Incremental (steady) improvement, **B:** (Achieving an) Industry benchmark, **C:** (Achieving a) Global benchmark

II. b) Summary Best Practices (FairCap Sustainability Guide)

Qualitative sustainability measures

# SG *	Short description of measure	UN SDG Goal**	Form of implementation	Goal (year)	Progress
2.	Identifying suitable SDG goals	All SDG goals	Creation of the UN SDG Goal Matrix (slide 9)	12.06.2023	 100%
3.	Sustainability Strategy	Focus on 5 identified SDG goals	Anchoring the 5 identified SDGs into the culture, values, and beliefs of the organisation	12.12.2024 (Long-term goal)	 80%
4.	Selecting a sustainability representative	n/a	Short presentation of the selected person to get to know FairCap and align next steps. The person should report directly to the CEO.	12.03.2023	 100%
5.	Sustainability workshops	All SDG goals	Theme-based workshops (values, beliefs, SDG goals) with presentations and film material*; incentivized by providing plant-based food.	12.03.2023, thereafter 2 x per year	 100%
6.	Supplier Code of Conduct	Human rights in the supply chain (UN Global Compact***)	Incorporating the UN Global Compact Principles into supplier contracts	12.06.2023	 100%

*See: FairCap Sustainability Guide **See: <https://sdgs.un.org/goals>
 *** See: <https://www.globalcompact.de/en/about-us/united-nations-global-compact>



„On track“











Slightly below budget



„Off track“

II. b) Summary Best Practices (FairCap Sustainability Guide)

Qualitative sustainability measures

# SG *	Short description of measure	UN SDG Goal**	Form of implementation	Goal (year)	Progress
7.	FairCap Code of Conduct	Code of Conduct, UN Global Compact	Share and communicating the principles; workshops related to human rights and corruption	12.01.2023	 100%
8.	Compensating all flight travels	Climate action	Flight compensation with the help of e.g., „Compensaid“***	12.03.2023	 100%
10.	Waste separation & recycling	Responsible production and consumption; Circular economy	Implementation of efficient supporting mechanisms	12.06.2023	 100%
11.	Plant-based food	Good health and well-being; Climate action	Promote and offer plant based food at company events	12.06.2023	 100%
13.	Ergonomic workplaces	Good health and well-being	Implementation of health-friendly work places	12.12.2024	 50%
15.	Sustainable travel means to commute	Good health and well-being; Climate action	E.g., bike-leasing contract	12.06.2023	 100%
16.	Diversity and gender equality	Less inequalities; Gender equality	Workshops and policies towards inclusion (e.g., mixed teams)	12.12.2023	 100%
17.	Employee survey	Good health and well-being; decent work	Conduct the survey with Google forms	12.03.2023, thereafter 1 x per year	 100%

*See: FairCap Sustainability Guide **See: <https://sdgs.un.org/goals>
 *** See: <https://www.globalcompact.de/en/about-us/united-nations-global-compact>



„On track“



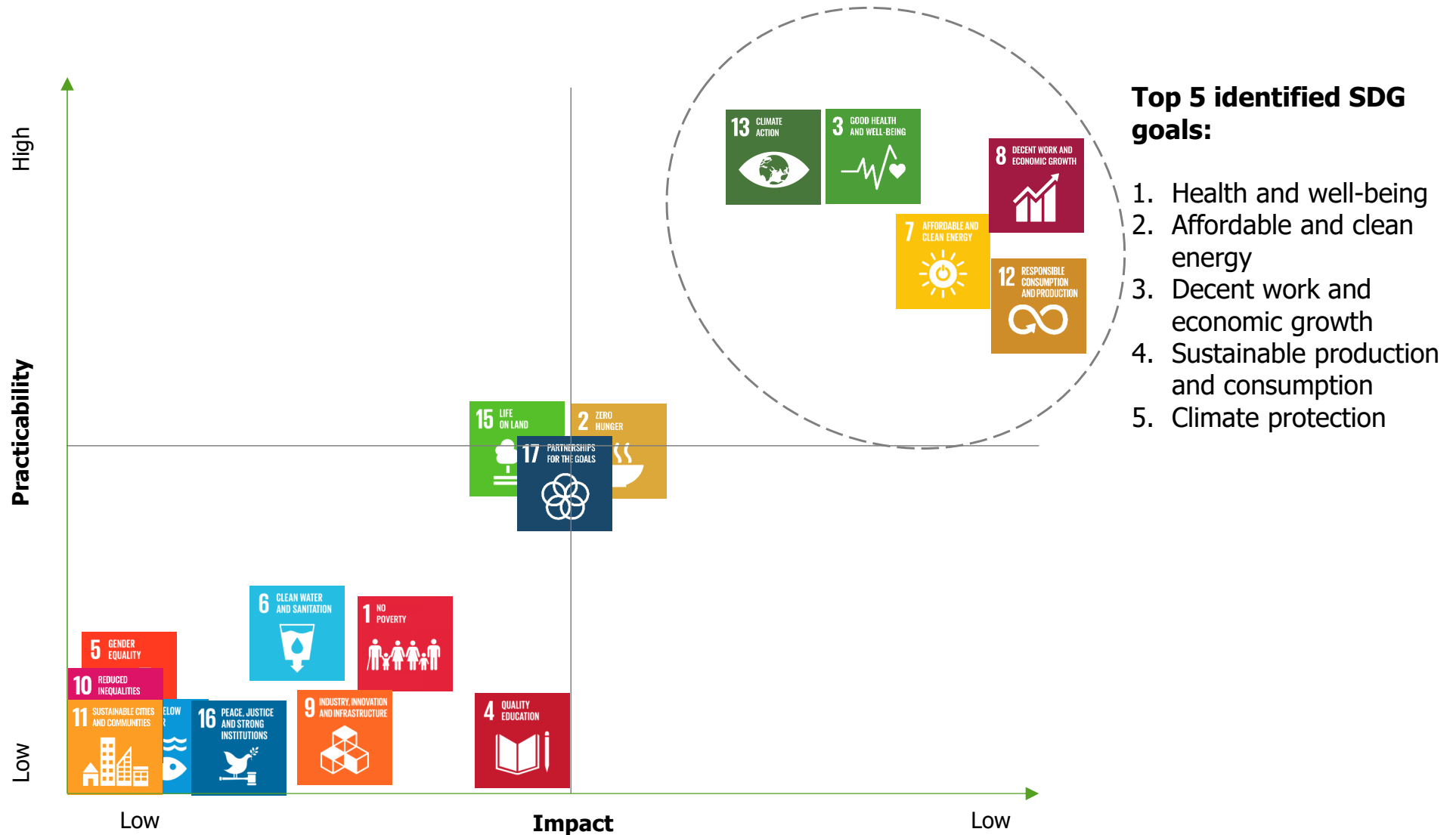
Slightly below budget



„Off track“

II. c) SDG Goal Matrix

Identifying the relevant SDG goals for our company.



II. d) Derived Sustainability Measures

From the company-specific SDG goals derived measures.

Measure regarding UN SDG Goal #3: Good health and well-being



We are reducing the sickness rate from the current 9% to 7% by the end of 2024



Investment in workplace ergonomics production



Crane systems have already been installed on significant machines to make it easier to fill the magazines. The magazines still need to be converted. Quick-closing doors have been installed to reduce draughts in the hall. Dust and noise measurements have been carried out, daily talk from management to employees. A health workshop has been carried out at October for administration. For production in planning for Jan 2025



T. Becker, S. Reitz, R. Ebel, B. Herr

Measure regarding UN SDG Goal #7: Affordable and Clean Energy



We will obtain 100% of our energy from renewable energy sources from 01.01.2026



Milestone reached. We have been using 100% green electricity since January 2024. The next step will be to take a closer look at the use of biogas to power the heating system and ovens



Initial considerations made regarding the purchase of biogas for the operation of heating systems and ovens. Installation of a solar system (400000 kWh) planned by the end of 2025



T. Becker

II. d) Derived Sustainability Measures

From the company-specific SDG goals derived measures.

Measure regarding UN SDG Goal #8: Decent work and economic growth



We are increasing the employee satisfaction rate from the current 63% to 65% in 2024



Further training for managers (especially production) in 2024



At present, the leadership skills of managers are being enhanced through daily on-the-job training, and investments have been made in workplace ergonomics, daily talks from management to employees



T. Becker, S. Reitz, R. Ebel, B. Herr

Measure regarding UN SDG Goal #12: Sustainable consumption and production



We are reducing our scrap rate from the current 2.82% to 2.5% in 2024



System training for production employees, training in the use of gauges



On-the-job training is provided for new employees by experienced staff. Plant operators are sensitized through daily discussions.



B. Herr

II. d) Derived Sustainability Measures

From the company-specific SDG goals derived measures.

Measure regarding UN SDG Goal #13: Climate Action



We are net climate neutral from 01.01.2026 with regard to our values from Scope 1&2



Installation of fast-closing and radar-controlled hall doors 1st half of 2023
Purchase of green electricity from 100% sustainable production (also included in SDG Goal #7: Affordable and clean energy), purchase of biogas. Invest in projects to reduce CO2 emissions



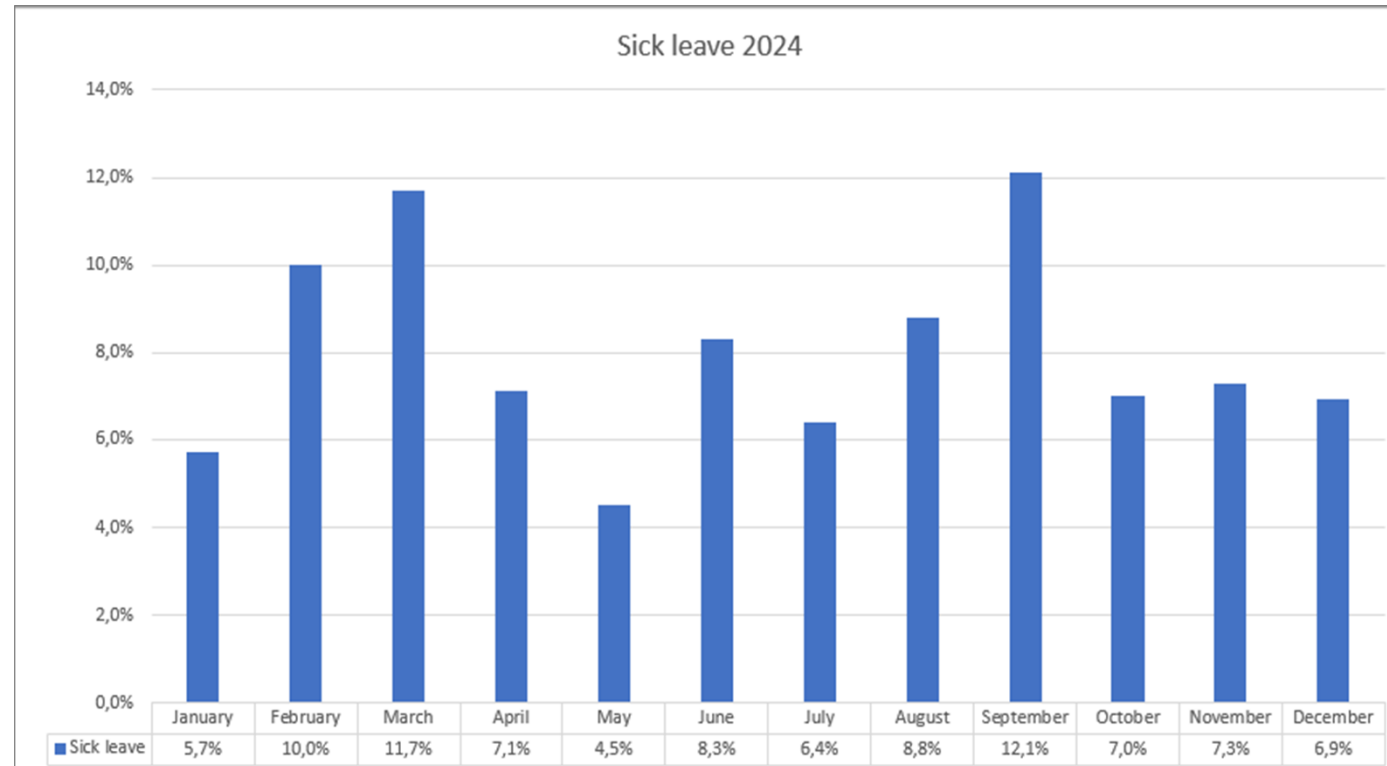
One hall door has already been converted for test purposes; as soon as the test is successful, the second hall door will also be converted; contract concluded with electricity provider; initial considerations regarding the purchase of biogas; initial considerations regarding investing in projects to reduce CO2 emissions. Installation of a solar system (400000 kWh) planned by the end of 2025



T. Becker, B. Herr

II. d) Derived Measure #1: Reduction in the sickness rate

Key measures



JW0

Relevant SDG



We are reducing the sickness rate from the current 9% to 7% by the end of 2024

Explanation of the measures for (failure) success:

- Daily coaching of production shift supervisors by production managers
- Installation of crane systems at the winding systems to be able to fill the magazines
- Dust and noise measurement carried out
- Investments in workplace ergonomics
- Daily talks from management to employees
- Health workshop for administration carried out in October 2024, for production in planning for January 2025

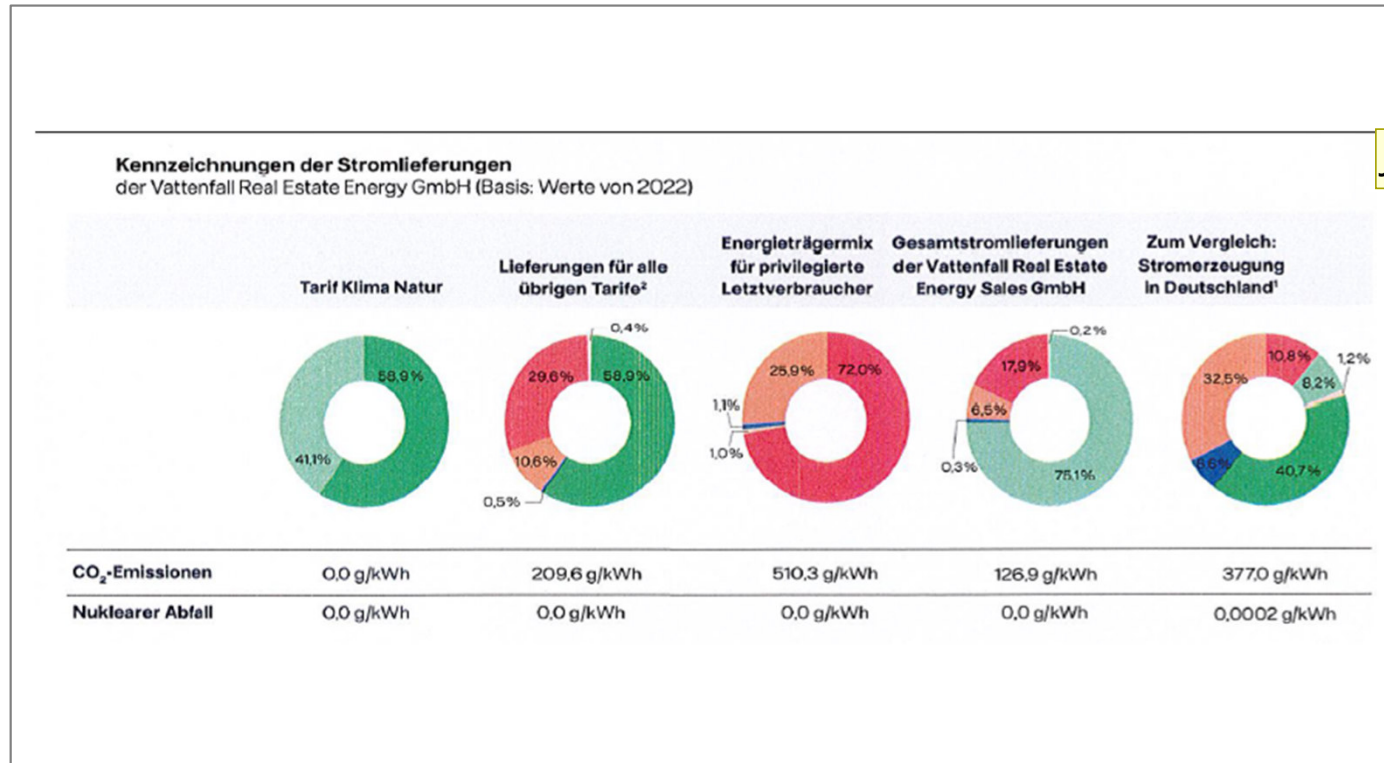
JW0

Update englisch

Juell Woldegebriel; 2024-09-09T08:29:19.282

II. d) Derived Measure #2: Increasing the use of renewable energies

Key measures



Relevant SDG



We will obtain 100% of our energy from renewable energy sources from 01.01.2026

Explanation of the measures for (failure) success:

- Contract for the purchase of green electricity concluded as of 01.01.2024
- Initial considerations regarding the purchase of biogas for the heating systems and tempering furnaces
- Initial considerations are being made to offset CO₂ from Scope 1 and Scope 2 by investing in targeted projects
- Installation of a solar system (400000 kWh) planned by the end of 2025

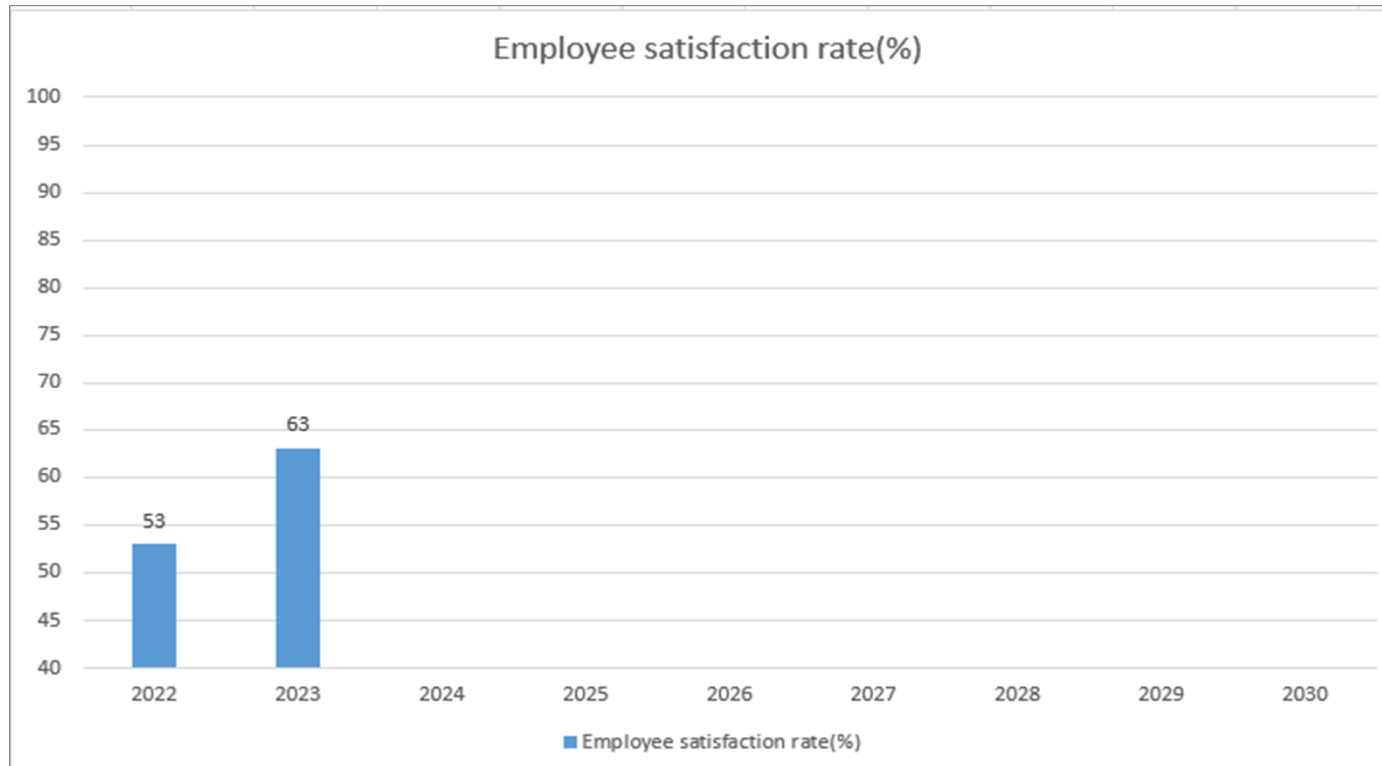
JW0

Update ENG

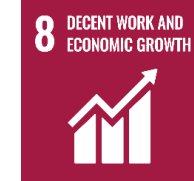
Juell Woldegebriel; 2024-09-09T09:02:19.148

II. d) Derived Measure #3: Increase in employee satisfaction

Key measures



Relevant SDG



We are increasing the employee satisfaction rate from the current 63% to 65% in 2024

Explanation of the measures for (failure) success:

- Daily coaching ("training on the spot") of shift supervisors in production by production managers
- Investments in workplace ergonomics
- Daily talks from management to employees

JW0

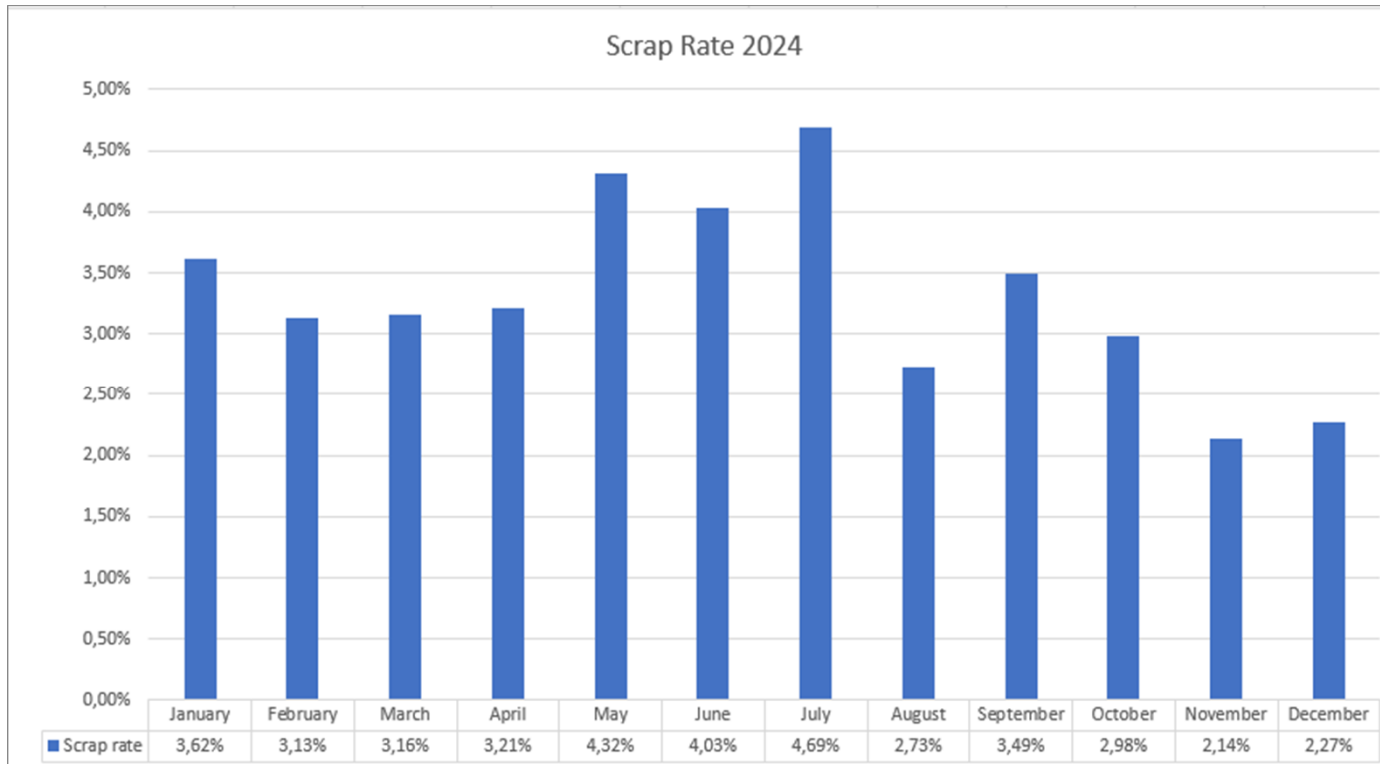
Update ENG

Juell Woldegebruel; 2024-09-09T09:02:39.659

II. d) Derived Measure #4: Reduction of the reject rate

Key measures

JW0



Relevant SDG



We are reducing our reject rate from the current 2.82% to 2.5% in 2024

Explanation of the measures for (failure) success:

- Training production employees on the systems
- Raising awareness among plant operators through daily contact
- Continuous improvement of wrapping programs and set-up processes
- Creation of new and accurate test gauges

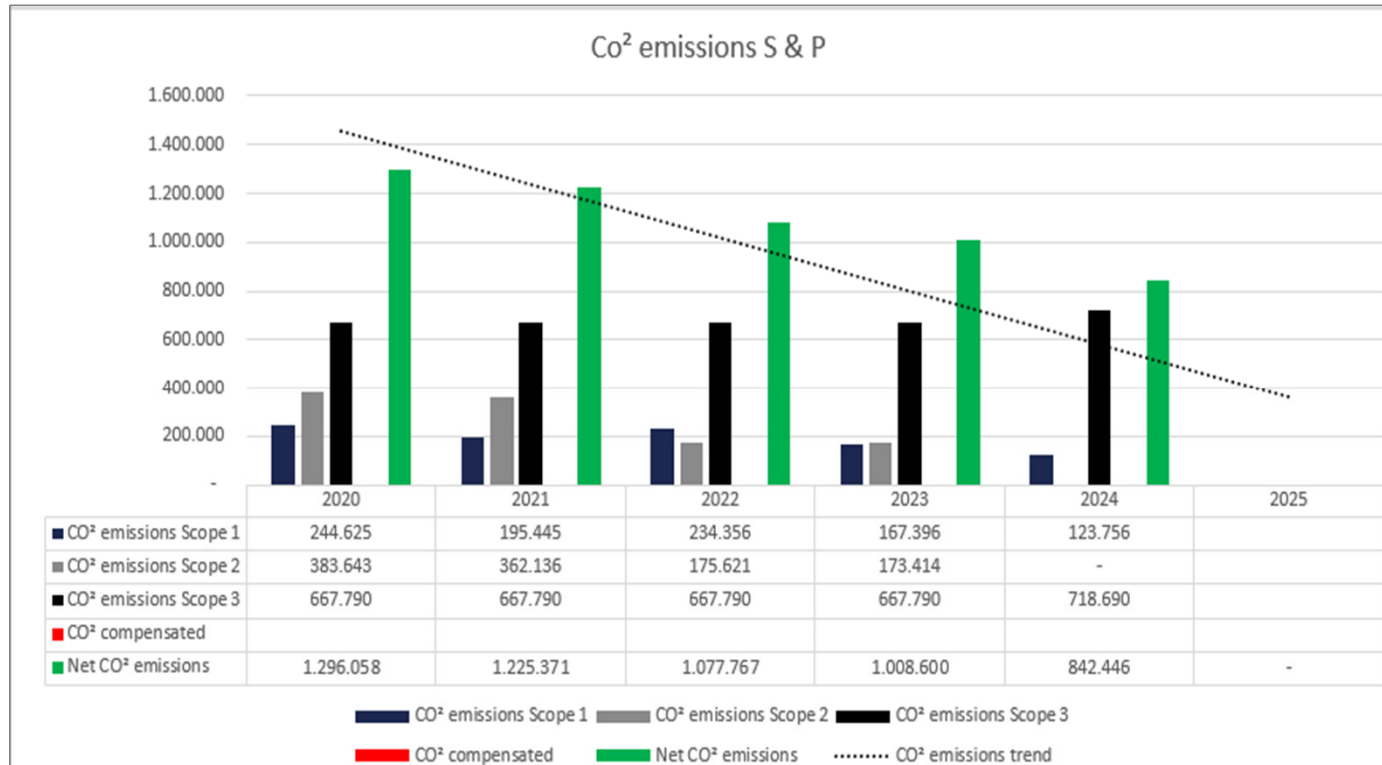
JW0

Update ENG

Juell Woldegebiel; 2024-09-09T15:39:53.808

II. d) Derived Measure #5: Climate neutral net Scope1&2

Key measures



Relevant SDG



We are net climate neutral from 01.01.2026 with regard to our values from Scope 1&2

Explanation of the measures for (failure) success:

- Conversion of electricity to green electricity on 01.01.2024
- Initial considerations regarding the purchase of biogas for the heating systems
- Installation of fast-closing hall doors to prevent unnecessary heat loss in the hall
- Initial considerations are being made to offset CO₂ from Scope 1 and Scope 2 by investing in targeted projects
- Installation of a solar system (400000 kWh) planned by the end of 2025

JW0

Update ENG

Juell Woldegebriel; 2024-09-09T15:41:38.612









II. e) Deep Dive: Employee satisfaction

Survey results of the components of our company's employee survey.

Q4 2024

Detailed view of the employee satisfaction components.

Improved results were achieved in all areas compared to the previous year. This is a very good and positive development. We would like to continue working on the continuous improvement of the individual criteria.

Topic	Value 2022	Value 2023	Delta
★★☆ General satisfaction	64,14%	76,40%	12,26%
€ Satisfaction with remuneration	52,41%	62,90%	10,49%
 Satisfaction working time model	70,00%	88,60%	18,60%
 Evaluation of colleague cohesion	54,48%	58,20%	3,72%
 Evaluation of further training opportunities	48,97%	53,90%	4,93%
 Evaluation of career development	46,55%	52,50%	5,95%
 Evaluation Cooperation with supervisor	68,97%	76,80%	7,83%
 Evaluation of sports and activities on offer	38,21%	45,70%	7,49%
 Evaluation of ergonomic workstations	33,79%	48,20%	14,41%
 Budget utilization	IT/Business English	Projektmanagement/IT	

JW0

Update ENG

Juell Woldegebiel; 2024-09-09T15:43:28.514