

FERCHAU



# **Sustainability Report**

**2024**

**Values, Objectives  
and Measures**

**Status 09-2025**

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## 01 – Management Preface

**Whether global uncertainties, economic tension, increasing extreme weather events or changing market surroundings – the times we are living in are equally challenging for people and companies. The market conditions are more demanding than ever. Despite this dynamism, we have retained our course. Our commitment to responsible and sustainable economic management remains unchanged and strong. We are convinced that: sustainability, integrity and entrepreneurial values are not an option, but the foundation for long-term success.**

Our Code of Conduct ensures that our values are not only expressed, but also adhered to in everyday life – in all areas of our company. This is supported by our certified management system which is certified according to international standards such as ISO 9001, ISO 14001, ISO 45001 and ISO/IEC 27001. On top of this, we also have industry-specific certifications such as TISAX in the automotive sector.

With our sustainability strategy **»SEED«**, we additionally create transparency in the key areas of our activity and provide clear orientation for our actions. It is our strategic compass – and considerably more: We see it as being an avowal which we anchor as an integral component of our corporate culture in four dimensions of action:

- **S for »Social Employer«**: We focus on our employees. We invest in good working conditions, further training and an open corporate culture.
- **E for »Ethical Governance«**: Integrity and legal conformity are not negotiable for us. We bank on clear guidelines and effective compliance management.

— **E for »Environmental Responsibility«**: We continuously work on improving our environmental balance – with innovative solutions and tangible CO<sub>2</sub> reduction.

— **D for »Developing Tomorrow«**: The future arises through innovation. We promote digital transformation, new technology and sustainable business models.

Our corporate carbon footprint helps us to analyse our environmental effects even more precisely and to derive targeted measures. Simultaneously, we continuously develop our strategy further – flexibly, future-orientated and value-based.

Here, our corporate values provide the foundation. They give us orientation within complex surroundings and form the basis for sustainable growth – for our employees, our customers and for a strong future.

**More about this in the following sustainability report for the Year 2024 – we hope that you really enjoy reading it!**

*Frank Zerdauer*     *H. Seltz*

### **Made-to-measure and innovative engineering and IT solutions for customers from almost all sectors – that is what the FERCHAU Group companies stand for.**

Under the umbrella of the FERCHAU Group (until 31.12.2024 ABLE GROUP), the strong companies which act independently on the market stand for a unique range of services concerning engineering and IT services – these range from technical specialists who support a team locally to taking over complex work packages at their own engineering offices or on-site. In 2024, a total of more than 10,100 employees worked for the FERCHAU Group companies.

Group turnover was 975 million euros in 2024. Please refer to the Group company websites for further information.

This report covers the period 01.01.2024 – 31.12.2024 and is the follow-up of the report for 2023. The reporting cycle is annual. Thus, the reporting cycle is identical to the financial reporting cycle.

### **2.1 Overview of the company group**



#### **FERCHAU Management GmbH**

*(until 31.12.2024: ABLE Management Services GmbH)*

As a central service provider and operational FERCHAU Group holding, FERCHAU Management GmbH provides services and benefits in the fields of strategy and transformation, product management and business development, marketing and communication, IT, human resources as well as finance and controlling.



#### **FERCHAU GmbH**

With 8,700 employees in more than 130 branch offices, FERCHAU is one of the leading platforms for top notch technology services in Europe. The full-service provider for engineering and IT supports hidden champions and global players with top experts and flexible cooperation models.



#### **FERCHAU Automotive GmbH**

FERCHAU Automotive GmbH accompanies vehicle manufacturers and suppliers throughout the entire product lifecycle process – from the individual component to the validated system. As a development partner and technology services provider, the company provides services from conceptualisation via software development to vehicle integration in its workshop and test facilities.



#### **planting GmbH**

Premium engineering and project controlling for process engineering plants in all sectors of the processing industry – this is what planting stands for. With six sites as well as 13 regional project execution centres in Germany, the company is the top address for customers from the oil and gas, chemicals, petrochemicals, energy, pharmaceuticals and life science sectors.



### **prime-ing GmbH**

As a managed services provider, prime-ing takes on the nationwide commissioning, control and administration of personnel service providers within the scope of larger projects in Germany. The company also relieves the burden on customers for the legally compliant modelling and control of works and service contracts and also with outsourcing solutions concerning the topic of temporary employment.



### **RST Rostock System-Technik GmbH**

RST Rostock System-Technik has been an established partner for the international aerospace industry for system and product developments for several decades. The company not only works in the area of engineering services, but also develops and supplies products for various application purposes for aviation, space, defence and industry.



### **top itservices AG**

top itservices AG can look back on a successful past of more than 40 years. The partner for digital transformation combines sector expertise focusing on finance, the public sector, industry, energy, healthcare, consumer goods and telecommunications and media with excellent technological and methodical competence.



### 2.2 Companies in the report

This report refers to FERCHAU GmbH with its headquarters at Steinmüllerallee 2, D-51643 Gummersbach, Germany and its branch offices as well as sales centres. Frank Ferchau, Alexander Schulz and Thomas Hucht are its managing directors. It also includes FERCHAU Automotive GmbH, FERCHAU Austria GmbH, FERCHAU Spain S.L.U., FERCHAU France SAS and FERCHAU Poland S.P.Z.O.O. The Managing Director of FERCHAU Automotive GmbH is Bernd Gilgen, whilst Harald Felten is responsible for international sales as the International Sales Director. The managing partner of the entire Group is Frank Ferchau. For the year 2021, the respective data from the former M Plan GmbH have been incorporated in the FERCHAU data.

The service companies in the engineering and IT areas all belong to the Group, which is privately owned. The company group is active in Germany, France, Austria, Spain, Great Britain and Poland. The company is represented in these countries by branch office facilities. There are also a few technical offices and workshops in Germany, in which various projects are carried out for customers within our scope of services.

Our customers work in various sectors. You can find a list of our references here:

**[ferchau.com/de/en/customer/references](https://ferchau.com/de/en/customer/references)**

### Company figures

Number of branch offices	<b>&gt; 130</b>
Turnover 2024	<b>€ 820 million</b>
Share capital according to the trade register excerpt	<b>€ 2,009,000 + € 500,100</b>
Number of services offered	<b>See Chapter 3</b>

### Employees, split by country

	2024					2023				
	DE	AT	FR	ES	PL	DE	AT	FR	ES	PL
Total	7,192	352	56	344	14	7,589	386	43	321	1
Unlimited term	6,942	352	54	344	11	7,330	386	40	321	1
Limited term	250	0	2	0	3	259	0	3	0	0
Full-time	6,466	352	55	337	12	6,894	386	43	232	1
Part-time	726	0	1	7	2	695	0	0	89	0

	2022				2021			
	DE	AT	FR	ES	DE	AT	FR	ES
Total	7,297	351	34	251	6,898	313	23	233
Unlimited term	7,033	351	33	237	6,617	313	21	184
Limited term	264	0	1	14	281	0	2	49
Full-time	4,349	270	34	243	4,286	248	23	233
Part-time	2,948	81	0	8	2,612	65	0	0

The focus of FERCHAU's activities remains unchanged in Germany. However, employees are also employed at locations abroad in Austria, France, Poland and Spain. No company employees work on call or with a minimum employment level of zero hours. Consequently, this category cannot be found in the table. Due to the challenging economic situation, a minor reduction in the number of employees took place during 2024. However, the number of employees at the foreign subsidiaries continued to increase.

No seasonal fluctuation exists. The performance indicators were generated by SAP software on the reference date 31.12 of the respective year.

## 02 – Company Group

### Our employees

	2024			2023			2022		
	♀	♂	♀♂	♀	♂	♀♂	♀	♂	♀♂
Total	2,322	5,634	7,958	2,461	5,879	8,340	2,212	5,721	7,933
Unlimited term	2,230	5,471	7,703	2,365	5,713	8,078	2,092	5,562	7,654
Limited term	92	163	255	96	166	262	120	159	279
Full-time	1,779	5,441	7,222	1,934	5,622	7,556	1,121	3,775	4,896
Part-time	543	193	736	527	257	784	1,091	1,946	3,037
Proportion of employees with a collective agreement	–	–	81.27%	–	–	81.18%	–	–	83.60%

	2021		
	♀	♂	♀♂
Total	1,966	5,501	7,467
Unlimited term	1,854	5,281	7,135
Limited term	112	220	332
Full-time	1,060	3,730	4,790
Part-time	906	1,771	2,677
Proportion of employees with a collective agreement	–	–	79.63%

During the reporting period, there were still no employees with a gender entry as diverse. The same applies to employees with working times not guaranteed. However, for the first time the gender was not specified for two employees. In total, we establish that the number of employees has dropped in comparison to the previous year. However, the number of employees still exceeds the values from 2022 and 2021.

# FERCHAU products

**FERCHAU is synonymous with top notch technology services and has developed pioneering engineering and IT solutions for more than 50 years – for all technical sectors and tasks. Whether a hidden champion or global player: FERCHAU supports clients of all sizes with top experts and flexible cooperation models. Our service portfolio ranges from relief for routine tasks to assumption of overall responsibility for complex projects: engineers, technicians, technical product designers, IT consultants as well as project and quality managers from FERCHAU support customers with know-how and state-of-the-art technologies.**

FERCHAU offers full services for engineering and IT. One of these service components is **FERCHAU SUPPORT**. In the case of order peaks, capacity bottlenecks, special projects or if specialist know-how is required, individual FERCHAU employees augment the customer teams. They profit from qualified support whilst retaining full flexibility without burdening their budget in the long-term.

Within the scope of **FERCHAU CONTRACT**, customers can also draw on freelance experts' know-how. FERCHAU's proven technology contracting network guarantees a perfectly matching selection of freelancers whilst providing customers relief and security for their critical innovation projects.

If, on the other hand, requirements are of a continuous nature, the service module **FERCHAU COMPETENCE** is appropriate and as part of this, project groups designed to meet the requirements are set up. They can be set up in any constellation: at the customer's own premises, in office containers on the works premises or directly in the customer's vicinity. A series of standards has been developed for the collaboration, ensuring high service quality as well as reliable procedures. Here, compatibility with the customer's QM system plays an important role. This provides the customer with high planning safety. Moreover, interfaces are reduced.

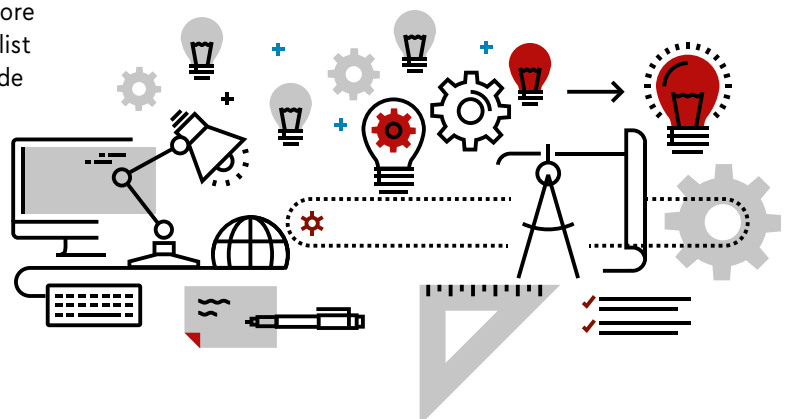
If the range of orders is wider and associated with more variable requirements in terms of processes, specialist management etc., FERCHAU's technical offices provide an alternative for the assumption of project responsibility.

Within the scope of **FERCHAU SERVICES**, FERCHAU takes care of the coordination of customer projects as well as the management of the service companies involved. As a consequence of this, the quality and transparency

of the associated processes increase. Assumption of the management of the resources involved also provides the companies with the opportunity to fully concentrate on their actual core tasks.

The task of the FERCHAU sales engineers is to match the right experts and services with the right customers. With **FERCHAU DIRECT**, personnel consultancy and personnel placement have also been incorporated in our portfolio of services. This service category is primarily geared to the placement of professionals, senior professionals and executives. Here, the service is based on four pillars: planning safety, a binding nature, quality and precision.

Whether in the fields of IT, electrical engineering, automotive, machine and plant construction, pharmaceuticals and life science, marine or aerospace and defence, FERCHAU has comprehensive sector competence and supports its customers professionally during all project phases. Its quality management, which is certified in accordance with DIN EN ISO 9001, ensures process, planning and legal security for all contractual collaboration modules – irrespective of whether the customer decides in favour of temporary employment, a works contract or the direct placement of candidates. Regular internal audits lay the foundation for delivering top quality at all times.



# Our sustainability strategy »SEED«

**What does Corporate Social Responsibility (CSR) mean for us? Simply everything! Because actually everything is interconnected: our employees, our society and our environment. That is why we have worked on this for many years – as well as on ourselves. With clear objectives, our CSR strategy »SEED« provides the framework which we have developed for the company group.**

With the introduction of **SEED**, we would like to make it clear that we strive for a future marked by growth and development – values which we all have. Our responsibility incorporates four central fields of action, which are firmly rooted in our corporate philosophy in order to emphasise the significance of sustainability within our culture. Here, we focus our efforts on transparency. With SEED, we promote an open dialogue regarding our commitment to sustainability.

It is important to us not to merely celebrate our success, but also to talk openly about the challenges and progress we make. Within the course of this strategy, we wish to augment existing measures with new measures which make a real difference. Similar to a seed which is sewn to bloom, we consciously commit ourselves to joint growth. **SEED is thematically split into the four fields of action: Social Employer, Ethical Governance, Environmental Responsibility and Developing Tomorrow:**



### Social Employer

The field **Social Employer** places the focus on our employees because FERCHAU views the employees as the key to success and therefore invests in an attractive, secure workplace. We offer a fair salary, open-ended contracts and tested work safety whilst supporting health protection and preventive measures. More about this in **Chapter 5**.



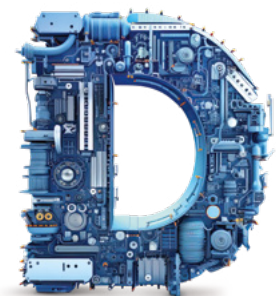
### Ethical Governance

**Ethical Governance** handles topics such as the implementation of all kinds of requirements. In our capacity as an owner-managed company, we place a high value on responsible corporate management. It includes everything from data protection via compliance to continuous further training for our managers and a management culture based on fixed values (refer to our Mission Statement in **Chapter 6.4**).



### Environmental Responsibility

Topics such as CO<sub>2</sub> neutrality and social commitment form the heart of **Environmental Responsibility**, because the minimisation of our CO<sub>2</sub> footprint is the centrepiece of our efforts for climate protection. Moreover, we also support the strengthening of our ecological commitment above and beyond the company's limits in various organisations and associations (for examples, refer to **Chapter 7.3**).



### Developing Tomorrow

The field of action **Developing Tomorrow** describes our business model: As a partner for our customers, we work on various future projects, thus making our contribution for tomorrow's world. Moreover, with further training and promotion, we provide targeted support for our employees (you can read up on the training options and the current status in **Chapter 5.2**).

### 4.1 Sustainability × integrated management system

Excerpt from the IMS manual:

The FERCHAU Group's corporate policy is valid for all affiliated companies and is directed at viewing customer benefits as the primary priority. Here, the corporate policy also incorporates the requirements of the policy of the respective management systems which are part of the FERCHAU Group's Integrated Management System (IMS). The unremitting efforts to maintain and extend existing customer loyalty as well as winning new customers for our work consolidate our company's success.

Management views it as one of their most important tasks to promote the quality awareness of all employees and to secure and monitor the implementation of these guidelines within the scope of an effective, established IMS. As part of the implementation of this core task, the FERCHAU Group management has established the post Head of Integrated Management Systems (HoIMS), which assumes the function of the Quality Management Officer (QMO) of the FERCHAU Group.

The FERCHAU Group and all affiliated companies are geared to the following corporate philosophy: Our company group provides first-class technology services in engineering and IT and supports our customers and partners in making use of opportunities provided by the market. With its domestic and foreign subsidiaries, the FERCHAU Group offers its customers full service for engineering nationwide, combining an eye for innovation and thirst for knowledge in their DNA.

We strive for top quality with our services. Our quality principles are deduced from our vision. In all company departments and at all hierarchical levels, our employees practise the principle of continuous improvement at their workplaces.



Our interaction with customers and employees is characterised by constructive thinking, respect and openness. We provide top technical competence. Therefore we make above-average investments in initial training and further training as well as in updating our hardware and software.

Top qualified, highly motivated employees contribute decisively to our success. Our core tasks are recruiting them, developing them and establishing their commitment to our company.

We provide our employees with very good development and promotion opportunities. We predominantly fill vacant management positions with our own employees. Our management guidelines reflect our understanding of open, fair collaboration with the employees as partners. We remain true to our economic, social and socio-political responsibility and are committed to the promotion of young talents and innovative strength at the German location.

Work safety and the employees' health are highly significant in a knowledge-based company. This explains why we protect the employees in their working fields comprehensively against risk and damage that arise from their work. We take all necessary measures to prevent accidents and work-related illnesses. We shape peoples' work according to needs and continuously improve working conditions. We view the work safety management system as a joint task for everybody involved in the work process.

## 04 – Sustainability Strategy

The environmental effects of our business operation are reduced to a minimum using appropriate measures whilst observing statutory specifications. In particular, we observe all emission types and energy consumption here. We evaluate the effects of our action on climatic change. The use of dangerous substances at the technical points of support (TS) is also restricted to the necessary quantity. Here, we observe the avoidance of environmental effects when handling and disposing.

For guidance, our Code of Conduct stipulates the basic social and ethical values we apply. We also commit our entire delivery chain to adhere to these. Our stipulated ethics standards also include:

- prohibition of forced and child labour,
- prohibition of human trafficking,
- adherence to fair working conditions,
- combatting discrimination and corruption,
- adherence to valid work safety and environmental protection conditions,
- adherence to valid customs and export regulations,
- protection of intellectual property and our customers' and employees' data,
- prevention of placing counterfeit parts on the market.

The managing directors of the companies and all employees are bound to apply the specifications of the IMS as a binding basis for acting. These also include:

- the social and ethical values established in the Code of Conduct,
- the Policy Statement on human rights,
- stipulations on the topics of work protection, environmental protection and data protection, information safety as well as,
- the adherence to all statutory specifications applicable to the services we provide.

It is ensured that laboratory management and employees are neither burdened with internal and external commercial, financial nor further constraints which could have negative effects on work quality for the test laboratory area. The laboratory carries out all work independently under strict adherence to confidentiality according to good professional practice and the best of knowledge and belief.

Each manager of an organisation unit is responsible for the requirements resulting from the IMS for their own area being known to the employees to a sufficient extent and being observed when fulfilling tasks.

With the publication of this IMH and the other effective documents, management confirms both its agreement with regard to the processes described and also underlines its special interest in the observation and promotion of quality awareness throughout the entire FERCHAU Group.

Gummersbach, January 2025  
Frank Ferchau

The necessary processes are anchored in the integrated FERCHAU Group management system and their implementation has been confirmed by external certification.





### 4.2 Important topics and strategic alignment

In dialogue with our stakeholders and based on our own claims as a knowledge-based and innovation-driven company, we have identified central topics which are especially significant for us, our employees, society and the environment:

- Training and further education of our employees,
- Workplace health and safety,
- Emissions,
- Materials.

Due to the requirements of the Supply Chain Due Diligence Act, we have gained a deeper insight into

the positive and negative effects of our business activity. Based on the United Nations Sustainable Development Goals (SDGs) relevant for us, we have developed our SEED sustainability strategy. It helps us to take targeted measures and make our contribution to the achievement of global sustainability targets.

In this context, SDGs which we have categorised as less relevant for our company are also important and worth striving for. Our focus only means that we concentrate on the objectives on which we as a company can exert influence and the implementation of which we can actively support.

#### Our SDG focus



**SDG 3 – Good health and well-being:** We assume responsibility for the health and wellbeing of our employees and their families.

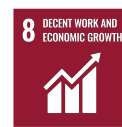


**SDG 4 – Quality education:** Access to inclusive, equal opportunity and high-quality education as well as supporting life-long learning form the foundation of our business model.



**SDG 5 – Gender equality:** Independent of the biological or social gender, gender equality is valid for all people in the FERCHAU Group. We are convinced that diversity makes us better.

As our employees are at the heart of our actions, we initially set the topics of training and further training as well as workplace health and safety as priorities. This provided the first SEED field of action: Social Employer (see **Chapter 5**).



**SDG 8 – Decent work and economic growth:** Sustainable growth, productive employment and humane working conditions are firmly anchored in our strategy and our daily action.



**SDG 9 – Industry, innovation and infrastructure:** With our engineering and IT services, we provide a substantial contribution for promoting a sustainable economy and supporting innovations.



**SDG 13 – Climate action:** Our employees' know-how and our responsible action contribute actively to climate protection.

Moreover, we have decided to analyse our environmental effects in an even more targeted manner. The effects on the economy, environment and society were evaluated by the Management Board within the scope of a comprehensive risk analysis. You can find more information about this as of **Chapter 7**.

# **S for »Social Employer«**

*For us, Social Employer means ideal working conditions for all our employees as well as compatibility of work and life. For us, it means flexible working models with fair remuneration and a safe workplace.*



Currently, employees in five countries work for the company group. For more detailed information regarding the number of the individual companies' employees, please refer to the respective websites. Despite a decline in the overall number of employees in 2024, the proportion of employees paid according to the collective agreement has levelled out at some 80 % since 2022. In 2024, the proportion of salaried employees with unlimited term contracts has dropped by 5.7 % compared to the previous year. However the large majority of employees are still in unlimited term employment.

The areas of work safety and health protection (**Chapter 5.1**) and initial training and further training (**Chapter 5.2**) are defined precisely with internal processes. Healthy and educated employees exercise a positive effect on society, whilst work safety and health protection exercise positive effects on our employees' health. Initial training and further training have a positive influence on our employees' education. For example, this education can have a positive effect with respect to innovations developed by our employees in the area of energy efficiency regarding the environment or emissions caused. No negative effects are caused when carrying out training and further training measures.



### 5.1 Workplace health and safety

The top priority is workplace safety, enabling our employees to work healthily and safely. This has been examined and confirmed externally for us. The work safety management system according to ISO 45001 furnishes our proof of an existing company-wide work safety management system.

#### 5.1.1 Healthcare

Healthcare plays an important role throughout the entire FERCHAU Group, also due to the project-specific employee deployment. All deployment is evaluated according to the following criteria:

- Risk assessments and
- individual evaluation of the health-related dangers.

Based on this, the following measures are stipulated if necessary:

- preventive occupational health examinations as well as
- the personal protective equipment (PPE) which is provided to the employees by the company free of charge.

Moreover, the company makes the employees further offers for healthcare. These include, for example, the programme »Work & Life« in collaboration with the Arbeiterwohlfahrt (AWO) [Workers' Welfare Association]. This programme offers an online portal with extensive information relating to care, children and family, and care and provision. Moreover, the AWO lifebalance hotline which can be used anonymously and free of charge by our employees provides consulting and mediation services. The wide-ranging support in various life situations also incorporates the mediation of childcare places and nursing services, personal advice in case of (psychiatric) illnesses in the family, addiction counselling and life coaching in stressful situations. Personal expert advice is provided by specialists and can include several appointments, depending on the needs. All concerns here are treated strictly confidentially.



Furthermore, we offer all employees freely bookable seminars concerning the topics of health, stress management and a healthy lifestyle as well as a discount for a fitness club.

And still more: Our employees at the individual branch offices participate individually in regional company runs, such as the Rostock Company Run in 2024 or the Company Run in Friedrichshafen.



### 5.1.2 Work safety and health protection

As a company, our employees' health is the top priority.

Additionally, work safety (and health protection) are controlled centrally by company employees. The statutory prescribed risk assessments were also always carried out here during the Corona pandemic.

The company's work safety management system is based on ISO standard 45001 and certified. Here, it was important that the statutory requirements of the Work Safety Law, Work Protection Law and Statutory Accident Insurance were taken into account. All company employees and their workplaces are covered by this system. Only employees who work at a customer's premises within the scope of temporary employment are exempted from this rule. Here, the company only has a duty of care because it is not authorised to issue directives to the employee in such cases. However, the management system covers these workplaces. The senior specialist for occupational safety alongside two further specialists and an assistant in this area are responsible for the area of occupational safety and health protection. In order to improve the system continuously, best practice measurements are communicated and information from employees is addressed.

Before starting their work at the company, all new employees are provided with work safety instruction and this is followed-up every twelve months digitally. After a risk assessment is made for the recognition of risks, which is also created prior to starting work, employees are given further instructions adapted to their workplace as required. Additionally, in order to remove dangers, minimise risks and to ensure the quality of the processes, regular internal and external audits are carried out. The measures derived from the audits serve to improve the system by communicating the best practice measures identified. In order to enable employees and suppliers to notify (potential) dangers anonymously, a notification process exists within the company (see **Chapter 6**). With all these measures, the company ensures that all forms of negative effects are avoided. If employees are in a situation they wish to escape from because they fear injury otherwise, it is their duty to do so (this duty is part of a Group-wide standard). Examinations of the work-related incidents notified are carried-out by a work safety company expert on-site.

Within the scope of the occupational health service, a company doctor works for the company. Here, the prevention of work-related health risks is also in focus. All employees for whom the company is authorised to issue instructions can use this service. The contact data is easy to access for all employees via the Intranet.

A company suggestion scheme lets the employees participate in the development and assessment of the system. Moreover, the Work Safety Committee meets several times per year. The committee members are work safety experts, the company doctor, the safety officers for the locations, a management representative and employee representatives. The committee develops measures as recommendations and passes them on to management. Management then decides how to proceed. A quarterly meeting takes place during which technical lectures are held and current topics discussed.

## 05 – Social Employer

Training for Fire Protection Assistants and Safety Officers is carried out at the company. For this, the employees are trained with instruction on safety at work and health protection. If required, more specific training for the respective workplace is offered. Moreover, the work safety specialists participate in regular training.

The employer's share of the state medical insurance is paid for all employees in Germany. On top of this, regular event participation is offered and serves the promotion of physical and mental health.

In order to avoid or reduce substantial negative influences resulting from business relationships, the company uses third-party instructions. The Code of Conduct also requires that suppliers guarantee that no risks arise at their workplace.

However, the share of employees and workers not employed by the company but for whom the company controls the work or workplace and are covered by the system is 100 %. As the entire system is audited and certified both internally and externally, the share here is also 100 %. For the number of employees covered by this system, for which internal audits exist and is audited and certified externally, refer to **Chapter 2**.

### **Work accidents:**

	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Fatal casualties caused by work-related injuries</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Work-related injuries with serious consequences</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>6</b>
<b>Documented work-related injuries</b>	<b>47</b>	<b>38</b>	<b>50</b>	<b>46</b>

After a low point in injuries, we now have a higher but still low number of injuries. Despite improved transparency via new notification means for work accidents, we note a status below the number of injuries in 2022. The low level has been achieved thanks to our certified work safety management system.

The most important types of work-caused injuries at the company are (laceration) wounds and bruises. As it is not possible to assess for commuting accidents whether the company arranges transport, these accidents are not included.

Work-related risks are determined individually using risk assessments and minimised by training. Work-caused illnesses are not or only very seldom incurred due to the nature of the company's work. During the reporting period, no documentable work-caused illness was notified.

### 5.1.3 Cybersecurity

Our company is proud to be a member of the Alliance for Cyber Security. The security of our employees and data are particularly important to us. Our membership means that we actively promote protection against cyber threats and strengthen our safety measures continuously.



### 5.2 Training and further education

As a future-orientated company, we view our employees' knowledge as our greatest asset. This is because highly-qualified and experienced employees contribute significantly to the company's success and are important for a country's economy. Therefore, all employees have the opportunity to use our offers.

The further qualification of employees is a constant, flowing process which we promote as an organisation which learns continuously. Due to company growth and constant new customer requirements, it is part of our everyday life to integrate new employees within the company and at the same time to continue training the other employees. New employees run through onboarding and participate in training in order to be able to start their new work at the company optimally. Moreover, numerous further training courses are offered at the company's own central campus, the FERCHAU academy. It is anchored in the HR Development department. Both internal and external training is offered. Based on the training carried out, requirements analysis and customer requirements, the necessary training measures are established and approved by management in the annual corporate planning. The measures are evaluated by an automated, digital evaluation system which is used by the participants in all the measures. Moreover, regular feedback from the internal further training customers is integrated and assessed.

### Overview of our training services:

	2024	2023	2022	2021
Training hours per FEMALE employee	10.9	10.9	10.2	7.2
Training hours per MALE employee	7.5	5.4	4.5	3.3
Training hours per employee: TOTAL employees	9.4	7.0	6.1	4.3
Expenditure for further training in € million	8	8	8	8.3
Number of dual students*	1	2	–	–
Number of student intern*	132	110	41	46
Number of apprentices	5	5	2	6

\* Correction: The number of dual students from the report before last is equivalent to the number of student interns.

Access to further training measures is guaranteed for all employee groups. We have extended these in a targeted manner in the area of digital learning over a period of more than seven years. Across all employees, the number of training hours increased in 2024. Also, the number of apprentices doubled. We also wish to retain this upwards trend in the following years and to increase it further.

A hybrid learning landscape has been common practice here at least since the Corona pandemic: For each training unit, an individual decision is taken depending on the training as to whether it takes place digitally or locally. This enables our employees to use their time more efficiently. Simultaneously, we contribute actively to environmental protection with the stronger application of digital formats – for example by reducing the number of business trips – whilst additionally increasing efficiency at the same time.

We continuously extend our training programme, while adapting it to current social developments. In total, we can note a gratifying increase in training hours with stable costs for the reporting year 2024.

We ensure the perfect balance between the company's requirements and our employees' development needs with a combination of:

- Potential analysis,
- Requirements analysis,
- Targeted initial and in-depth training for vocational and personal topics,
- Individually stipulated measures.

Almost all employees in the company are provided with a regular assessment of their performance and vocational development in the form of annual reviews. This was the case for 98.34% of all employees (split by gender: 96.43% of the female employees, 99.13% of the male employees) in 2024. Only student interns and further temporary staff are not subject to regular assessment.



### 5.3 Gender equality

Equality of the genders is an important concern for us as a company. As stipulated in our Code of Conduct, we are committed to the promotion of equal opportunities and diversity.

For us, it is important that employment decisions are taken exclusively based on the abilities and qualifications of the person in question whilst taking the work to be done into account. We have appointed an Inclusion Officer for the concerns of the disabled, who is primarily committed to these issues. As per 31.12.2024, 121 disabled people were employed at FERCHAU.

The remuneration of more than 80% of our employees is established in collective bargaining agreements (refer to **Chapter 2.2**). The remaining 20% of our employees work for example in sales, recruitment or as staff with a central function; they are not paid in accordance with a collective bargaining agreement. FERCHAU and FERCHAU Automotive are members of the »Gesamtverband der Personaldienstleister e.V.« [Federal Association of Personnel Service Providers] (GVP).

The remuneration of women and men based on the average salary of the respective gender was analysed for 24 exemplary selected qualification profiles. Here, the deviation of the mean salaries from the average salary for the respective qualification profile is within a range of +/- 3%. Furthermore, for ten qualification profiles the average female employees' salaries were higher than those of their male counterparts. We thus meet the corporate value of equality.

Our job adverts are advertised the same for all genders. As in previous reporting periods, no breaches of the prohibition of discrimination under the German General Equal Treatment Act (AGG) were reported in 2024.

	2024	2023	2022	2021
Proportion of women in %	29.2	29.5	27.9	26.3

Compared with the previous year, the proportion of women in the company has declined slightly. This development exists within the context of the general economic framework conditions which have affected the entire workforce. Notwithstanding that, increasing the proportion of female employees using targeted measures remains a central company concern. One such initiative is the pilot project "SheLeads", launched at the end of 2024, which is specifically designed to prepare and support women for leadership positions. Especially in the STEM sector, where women continue to be underrepresented, we are particularly pleased about every new female colleague who chooses to join our company.

In order to enable our employees to coordinate family and work easily, we offer individual part-time models as well as a kindergarten subsidy. Moreover, the opportunity for mobile work exists – flexibly and in line with requirements.



### **5.4 Integration of employees with a migration background**

Also for employees with foreign origins, exclusively the following factors are relevant for employment:

- qualification,
- experience and
- work.

The nationality is not a selection criterion, although specific customer specifications are an exception to this rule. This procedure is firmly anchored at our company and naturally part of our corporate culture. During the reporting period, the number of employees who are not German nationals has dropped slightly from 1,005 to 944.



### **5.5 Employee retention**

Our employees are the key to our company's success. Therefore, fair working conditions go without saying. Furthermore, we offer market-driven remuneration and diverse training and further training opportunities. Within the scope of regular satisfaction surveys, employees are provided with the opportunity to raise additional topics and concerns. The results are evaluated by management and flow into concrete measures.

We provide transparent information about events, anniversaries, current topics and success stories via our Intranet. In addition to this, our employee magazine is published regularly.

# E for »Ethical Governance«

*The topic of sustainability is gaining increasing significance – social, political and economical. As a company, we also clearly sense this transformation, in particular in our interplay with customers and employees. Our target is to take further targeted measures to achieve our contribution to the United Nations targets for the pertinent Sustainable Development Goals (SDGs) for us and the consequent derived global sustainability strategy SEED.*



FERCHAU is already now registered on the Ecovadis, CDP, Integrity Next and NQC platforms. Upon request from registered customers, FERCHAU provides information in various areas such as the environment, work and human rights, ethics or sustainable procurement. Because as an owner-managed company, we lay special value on responsible corporate management, our action field **Ethical Governance** is firmly anchored in our sustainability strategy in order to substantiate the relevance of responsible corporate management. For us, Corporate Social Responsibility means that we create certified, transparent framework conditions. We have already practiced this for several years – for example our website includes the certifications we have received in a transparent and public form: [ferchau.com/de/en/downloads](https://ferchau.com/de/en/downloads).

Moreover, we already filled the position of Corporate Social Responsibility Officer several years ago and started to

publish sustainability reports. We established this in our Code of Conduct. It also includes the means for all employees and suppliers to contact a complaints office for information and complaints regarding possible infringements of laws or the Code of Conduct. Contact can be made via the E-mail address provided, postal address or telephone number. A personal appointment with the CSR Officer can also be made there. Here, express attention is drawn to the anonymity of the person providing the information, which is guaranteed under all circumstances. Equally, it is explicitly stated there that any whistleblower is immune against retaliation and reprisals. This office is therefore also a point of contact for whistleblowers.

In 2024, five notifications were provided via this whistleblower system. No misconduct could be established.



### 6.1 Organisation of sustainability management

Sustainability management in the company is organised in two tiers. For long and mid-term planning, the managing directors of the individual subsidiaries establish the corporate strategies together with the managing partner. Here, the risks and opportunities with regard to the effects of business activity are assessed via a risk management system based on ISO 31000 and flow into the corporate strategy.

Taking this as a basis, annually measurable targets are defined and stipulated for the companies and locally for the individual branch offices. Achievement of the targets is assessed in two intermediate reviews at location level during the course of the year and in the management review at management level at year-end and corresponding corrective measures are derived as necessary. Furthermore, there is an assessment of the effectiveness of the measures taken and of risk management within the scope of the assessment. The results flow into the periodic adaptation of the corporate strategy as well as the adaptation of operational processes.

The Management Board commissions and checks the sustainability reporting, approves it and ensures that all the important topics are included. The Code of Conduct was also checked and approved there. It also goes without saying that our sustainability strategy SEED was developed and agreed by this highest body. Moreover, adherence to the procedures for achieving the targets within the scope of the internal audits is checked and regularly reported to the company group Management Board as the highest-ranking body. A data and knowledge base for the recognition of trends and changes in the requirements results via the accumulation of the reports. In order to extend knowledge and abilities in the area of sustainability, the post of a Sustainability Manager was also created and filled. Furthermore, if required, external experts are commissioned to extend the necessary knowledge in CSR questions.

The Management Board consists of the Managing Partner, the FERCHAU managing directors and the managing directors and ABLE Management Services division managers (since 01.01.2025: FERCHAU Management GmbH). The responsibility for achieving the operational targets is delegated to the branch office managers via job descriptions and written agreement of targets. Furthermore, management is supported by the independent office of the Corporate Social Responsibility (CSR) Officer. The CSR Officer acts within the company as a notification and contact point for all CSR questions. Employees and external offices can turn to the CSR Officer with requests for advice or the establishment of possible conduct which is unethical or not in line with the law via a process which guarantees them anonymity. The process is described in the Code of Conduct which can be accessed via the Intranet and via the company's website. Here, the employees have the opportunity to comment on the Intranet page with proposals or to contribute their proposals and information via direct dialogue with the CSR Officer. Critical concerns are then presented to the Management Board by the CSR Officer for consultation and decision-making. During the reporting period, there were no critical systems.

Here, an E-mail address is available to all employees for the submission of proposals. These proposals from the Corporate Social Responsibility area are prepared by the CSR Team, also consisting of the CSR Officer and the Sustainability Manager and introduced to the CSR Expert Body for discussion. Both the CSR Team and subsidiary company employees are represented on the CSR Expert Body.



### 6.2 Dialogue with the stakeholders

The most important stakeholders for our company are employees, customers, suppliers and society.

Our **employees** are integrated via a Works Council at one of our branches. Moreover, it goes without saying for us as a company that we actively involve our employees – whether via regular employee surveys, various projects or daily interaction. Also, news relating to a wide range of topics is communicated between the individual locations via the Intranet.

We plan continuous and personal exchange with our **customers** from all of our branch offices. The dialogue also remains after project conclusion. Systematic customer satisfaction analyses enable us to recognise continuous optimisation potential and derive targeted improvement measures from this.

The net promoter score (NPS) is a central instrument applied by us for measuring customer satisfaction. This has been surveyed within the scope of our continuous project surveys since October 2024 and is based on the question: **»How likely is it that you would recommend FERCHAU to friends or colleagues?«**

The response is provided on a scale of 0 (highly improbable) to 10 (very likely).

- Persons who respond with 9 or 10 are considered to be promoters.
- Persons who respond with 7 or 8 are considered to be passive.
- Persons who respond with 0 to 6 are considered to be detractors.

## 06 – Ethical Governance

The NPS is calculated as follows:

NPS = Proportion of promoters (%) – Proportion of detractors (%)

The evaluation of the NPS results for 2024 shows a satisfyingly high further recommendation rate and confirms our customers' satisfaction:

Target group	Product	NPS*
Customer	<b>SUPPORT</b>	<b>+ 68</b>
	<b>CONTRACT</b>	<b>+ 36</b>
	<b>COMPETENCE</b>	<b>+ 100</b>
	<b>DIRECT</b>	<b>-</b>

\* The NPS has been surveyed in our project surveys since October 2024.

Supplementary detailed questions enable us to gain a differentiated picture of customer requirements. The resulting findings derived are recorded and evaluated continuously – with the objective of securing our service quality in the long-term and constantly developing it.

We inform new customers about our scope of services and our corporate philosophy via our website.

Furthermore, we use mailings and newsletters as well as social media as communication options with our stakeholders. The FERCHAU Management GmbH central departments (until 31.12.2024: ABLE Management Services GmbH) introduce statutory and normative changes and the necessary steps are initiated based on the overall situation. Our principles are accessible for all our stakeholders via the Code of Conduct.

The participation in several initiatives (refer to **Chapters 7.4 and 7.5**) brings us close dialogue with diverse interest groups within **society**. The stakeholders' requirements are summarised at the regular meetings and analysed, discussed and assessed in the company group committees. The involvement of stakeholders has a long tradition within the company. No new measures were defined for this reporting. The determination of the most important stakeholders with whom we are in a dialogue is made by the Management Board (refer to **Chapter 6.1**). The selection is based on the risk, opportunity and effect analysis carried out.

As a result of the social discussion about the abuse of contracts for work and services, the relaX software was successfully rolled out and put into use with selected customers at the end of 2020 via the already existing certification for compliance-compliant processing contracts for work and services by the sister company prime-ing.



### 6.3 Corporate values

Our corporate values are already passed on to all employees – optionally in German or English during their job orientation period. If necessary, we will pass them on in further languages. Additionally, the values are further consolidated within the scope of the Welcome Days at our Gummersbach headquarters.

These values, principles and standards can always be accessed via our Code of Conduct (refer to **Chapter 4.1**) and in the Integrated Management System Manual (IMH) as digital media and downloads. Regular training ensures that our values remain present in our everyday work, since sustainable growth, entrepreneurial success and responsible action are based on trust, reliability and quality – as well as the strict adherence to legal specifications throughout the entire company.

In addition to the valid principles of the Code of Conduct throughout the entire FERCHAU Group, a new mission statement and the following corporate values were developed in 2020:

- Obligation,
- Esteem,
- Performance and results orientation,
- Openness,
- Independence.

Corporate values are only credible and effective – both internally and externally – if they have been jointly developed with widescale participation. They must be suitable for the company and be noticeable and tangible so that all employees can identify with them.

Here, managers play a central role: they characterise the corporate culture decisively with their daily conduct and are paragons – both in the positive and negative sense. Their attitude and action are decisive for the adherence to and passing on of values. Therefore, we have worked out a concrete mission statement with our managers, which anchors our corporate values in management practice (refer to **Chapter 6.4**).

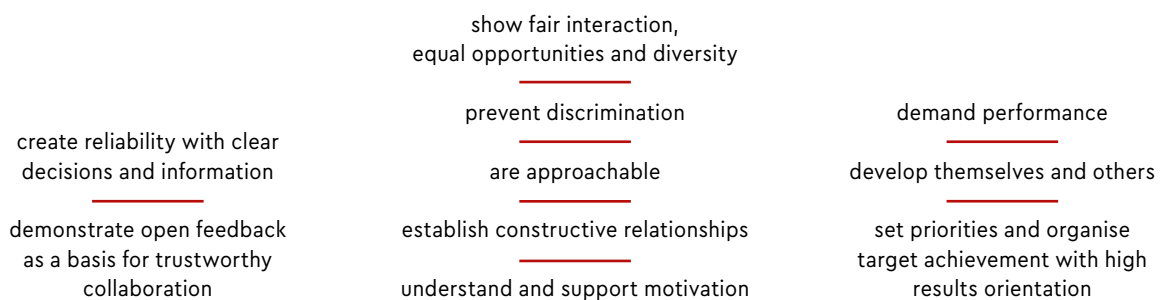
The corporate values are regularly checked by the Management Board and adapted as necessary.



## 6.4 Mission Statement

The FERCHAU Group mission statement is directly based on our corporate values. It describes in detail how these values are lived, promoted and developed during the course of everyday management – thus creating clear orientation for responsible and value-based action.

### Managers at the FERCHAU Group ...



#### Obligation

#### Esteem

#### Performance and Results Orientation

#### Openness

#### Independence

reflect their strengths  
and weaknesses

support learning from mistakes

are good listeners

provide orientation as  
a pioneer for change

understand the business  
and assume responsibility  
for success

recognise trends and  
look to the future

develop visions and implement them  
as strategies

# E for »Environmental Responsibility«

*With our sustainability strategy SEED, we bundle existing measures – also including those which arise from our environmental management system – and render them visible in the system. A first step in this direction: Chapter 7.2 provides you with an overview of the current measures. Moreover, you will find information about the FERCHAU CO<sub>2</sub> footprint there, which depicts our environmental impact transparently.*



## 07 – Environmental Responsibility

All employees are trained in the environmental area in their annual instruction, where they receive various recommendations for action. However, also above and beyond the scope of the company, the employees are involved voluntarily socially in different ways.

We have introduced a **certified environmental management system** for handling environmental

risks and meeting our requirements in the area of environmental protection. In order to minimise environmental effects due to the use of hazardous substances, specific requirements are followed.

For our foreign branch locations, the environmental protection measures are also geared to the statutory regulations in the respective country.



### 7.1 Environmental risks

The company assess environmental effects within the scope of the environmental management system according to ISO 14001. As an assessment criterion, the non-adherence to the statutory regulations is a priority. If this is established, the company will act immediately. In order to reduce environmental effects at all company locations, annual environmental targets are determined centrally. The adherence to this company specification is checked within the scope of regular audits. The company has identified the handling of hazardous substances as the sole potential environmental risk. In order to minimise the environmental effects, it was stipulated that the use of hazardous substances is reduced as far as possible. The handling of hazardous substances at technical support points takes place in accordance with an established standard or as determined by the respective company. The effectiveness of the measures is assessed within the scope of the annual management review.

With the creation of the greenhouse gas balance, we have gained a detailed picture of the environmental risks and effects of our company. This measure enables us to define and develop environmental goals in a targeted manner. Here, we focus on the central influential factors: heating, mobility, electricity consumption, procurement and business trips.

In the procurement area, attention must be paid to procuring environmentally friendly and sustainable products. When using company vehicles, inspections are made to minimise the risk of leakage. The company cares for the environment and disposes of the waste incurred in accordance with municipal waste separation specifications, whilst hazardous waste such as empty toner cartridges and batteries are disposed of separately. In order to reduce the environmental burden caused by the company, service charge settlements are checked regularly for savings and reduction potential. If required, corresponding measures are introduced internally. In order to monitor the company's energy consumption, an energy audit according to DIN 16247 is carried out at regular intervals.



### 7.2 Emissions and climate protection

As a service company, we are aware of our utilisation of resources and the consequent negative environmental effect. It arises from our own activities such as operating vehicles, but also through our business relationships. Therefore, we provide information in this section pertaining to our environmental influence in the areas of emissions and paper consumption.

#### Good to know:



*Our employee magazine and our customer magazines are provided digitally and as printed versions. Thus, we compensate the emission arising from printing and dispatch of the printed version.*

## 07 – Environmental Responsibility

The FERCHAU **Corporate Carbon Footprint** was determined for the fourth consecutive time. The emission calculation was made according to the defined standards of the GHG Protocol, the most common international standard. The operational control approach was selected as the consolidation approach.

### Emissions from FERCHAU (in t CO<sub>2</sub>e):

	2024	2023	2022	2021
<b>Scope 1 total</b>	<b>2,959</b>	<b>3,015</b>	<b>2,624</b>	<b>2,445</b>
Natural gas	438	502	505	608
Fuel oil	62	55	55	55
Vehicle fleet	2,460	2,458	2,064	1,782
<b>Scope 2 total (market-based)</b>	<b>1,796</b>	<b>1,582</b>	<b>2,095</b>	<b>1,930</b>
<b>Scope 2 total (location-based)</b>	<b>1,909</b>	<b>1,795</b>	<b>2,252</b>	<b>2,092</b>
Electricity market based	1,048	943	1,372	1,238
Electricity location-based	1,161	1,156	1,529	1,400
District heating	740	628	715	679
District cooling	8	11	8	13
<b>Scope 3 total</b>	<b>38,850</b>	<b>38,494</b>	<b>37,495</b>	<b>29,647</b>
Goods and services	27,823	27,179	26,665	19,777
Fuel and energy-related	92	98	130	126
Transport and distribution	25	31	28	29
Business trips	1,419	1,152	1,158	878
Commuting employees**	9,389	9,894	9,376	8,825
Rented systems	103	140	138	12
<b>Total (market-based)*</b>	<b>43,639</b>	<b>43,121</b>	<b>42,235</b>	<b>34,057</b>
<b>Total (location-based)*</b>	<b>43,752</b>	<b>43,334</b>	<b>42,392</b>	<b>34,219</b>

\* The marginal difference results from the heat energy emissions which are analysed better over the course of time.

\*\* Due to a better data basis, the emissions from this category for all three previous years have been re-calculated.

## 07 – Environmental Responsibility

We receive the emission factors from AggerEnergie, the German Federal Environmental Agency, the BAFA, the EEA, the LFU and climatiq. As 2021 is our base year, no emission data is available for previous years. In Scope 1, the vehicle fleet emission has increased from 1,782 t CO<sub>2</sub>e in 2021 to 2,460 t CO<sub>2</sub>e in 2024. This can be attributed to higher vehicle fleet mileage. However, emissions from the use of natural gas have dropped a little, indicating lower consumption of this fuel. Within the area of Scope 3, emissions from goods and services as well as business travel have increased. Moreover, emission from commuting employees is slightly lower than before. All Scope 3 categories except the rented systems are part of the upstream value-adding chain (38,747 t CO<sub>2</sub>e). These are part of the downstream value adding chain (103 t CO<sub>2</sub>e).

The emission factors also take the greenhouse gases carbon dioxide, methane and nitrous oxide into account. In addition to carbon dioxide, the location-based emission factor takes methane and nitrous oxide into account. The emission factor for the market-based values is provided directly by the company's electricity supplier.

The vehicle fleet increased in size by some 32 % between 2022 and 2023, whilst the emissions from diesel and petrol only increased by some 19 % during the same period. This is a result of the increasing number of vehicles with electrical motors. No marginal change to the vehicle fleet emissions was determined for 2024.

### **FERCHAU vehicle fleet:**

	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Number of vehicles</b>	<b>790</b>	<b>787</b>	<b>598</b>	<b>509</b>
<b>Total mileage of all vehicles in millions of km</b>	<b>19.87</b>	<b>14.63</b>	<b>21.21</b>	<b>13.11</b>
<b>Average vehicle mileage in km</b>	<b>19,635</b>	<b>18,593</b>	<b>35,474</b>	<b>25,752</b>
<b>Number of electrical vehicles</b>	<b>167</b>	<b>91</b>	<b>16</b>	<b>0</b>
<b>Number of vehicles with hybrid motors</b>	<b>55</b>	<b>60</b>	<b>60</b>	<b>25</b>

Whilst the number of E-vehicles in the fleet has fortunately again increased considerably, the number of vehicles with hybrid motors shows a slight decline in 2024. Both the overall fleet mileage and average vehicle mileage have increased slightly compared to the previous year despite a lower number of employees. Due to the increasing number of vehicles with purely electrical motors, we can recognise that more and more employees wish to drive with ecological awareness and also do this.

Emissions from purchased electricity between 2022 and 2023 have dropped continuously and again increased slightly in 2024, whereby they are still lower than the 2022 level. This is a result of the energy-saving measures taken. This has enabled us to reduce the environmental effects in this area.

## 07 – Environmental Responsibility

### Electricity consumption:

	2024	2023	2022	2021
Electricity consumption in MWh	2,551	2,662	3,140	3,029
Electricity consumption per m <sup>2</sup> in kWh	36.33	37	44	42

Fortunately, the »absolute« and »per square metre office area« electricity consumption show a considerable reduction compared to the previous year. Comparison with 2021 can only be made to a limited extent due to the pandemic. However, if we observe developments since the end of the acute Corona phase, we can see that electricity consumption has levelled off increasingly and has moved to a stable level with a slight declining tendency.

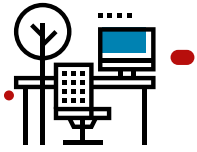
Energy-saving measures such as a reduced room temperature combined with impact ventilation or similar measures are also helpful for general energy consumption reduction and therefore reducing the resulting environmental effects. For device use optimisation, we still use centralised fully automated coffee machines. This reduces the number of coffee makers used. Moreover, we still use shared printers, whereby paper consumption is at a low level due to the digitalisation of our staff and customer data. Here, all paper quantities arising are 100 % recycled. Conscious use of resources is important to us, which is why we provide information about our paper consumption and its development.

### Paper consumption:

	2024	2023	2022	2021
Printer paper consumption absolute in kg	2,937	4,667	10,523	11,910
Paper consumption per m <sup>2</sup> rented area in kg	0.04	0.07	0.15	0.17

Due to changes in the evaluation options, paper consumption comparison with the previous years' is only possible to a limited extent. The repeated reduction between 2024 and the previous year can be attributed exclusively to progressing digitalisation. As a result, we also expect continued reduction of the paper quantities within the company in the future.

The information regarding water consumption and waste quantities at the company were not ascertained again because this report in the environmental area lays its focus more on emissions caused. The company will publish the emissions caused annually in the future. Thus, we face up to our responsibility in the fight against climate change as a service company.



### **7.3 Resource handling – establishment of an exchange for existing furniture**

Handling resources with esteem is an important part of the FERCHAU Group corporate strategy. Therefore, the exchange for existing furniture was initiated in 2019 in order to save valuable resources and act in an environmentally friendly manner within the sense of recycling management. The exchange for existing furniture offers sustainable solutions for office furniture in the case of location changes. Instead of passing them on to landlords, new tenants or disposing of them, the furniture can now be re-used within the company at low cost. The available furniture is listed in a stock list and the prices calculated at fixed rates according to the purchase price and age. Corporate Services assumes the coordination, the actual processing takes place via the branch offices.



### **7.4 Community involvement of the FERCHAU Group**

FERCHAU is involved in society in many different ways. As we best know where help is needed locally, each branch office can decide independently which organisations and associations it supports in order to strengthen the influence of our action above and beyond the limits of the company. Below, two examples from 2024:

#### **Christmas tree wish campaign in Gummersbach**

Within the scope of our sponsoring partnership with the Gummersbach Winterdorf, we implemented a special Christmas campaign in 2024: We fulfilled more than 25 Christmas wishes from schoolchildren from the Helen-Keller-Schule in Oberbantenberg – each wish could be seen as a colourful Christmas tree ornament on a festively decorated Christmas tree. Moreover, we supported the Tafel [food bank] fundraising campaign with our mulled wine special »Waldkönig«. Part of the amount realised was directly used to support needy persons in the region. With this initiative, we were not only able to provide children with special pleasure, but also emphasise our social involvement and responsibility as a regionally based company.

#### **FERCHAU Automotive is committed to families**

The FERCHAU Stuttgart-Süd and Nord branch offices as well as Weissach have jointly become involved in a social project: Colleagues met voluntarily in the »Blaues Haus« in Stuttgart to redesign the garden, thus creating a new location for recuperation and security. The »Blaues Haus« offers families in difficult life situations a temporary home – in particular for the parents of seriously-ill children who are treated at the nearby »Olgäle« children's hospital. In order to retain this special retreat, the support group is dependent on long-term support. Our FERCHAU Automotive colleagues were involved with great commitment and passion – and the result shows impressively how social involvement is lived at FERCHAU.

Also in the reporting year 2024, several FERCHAU branch offices again decided in favour of the campaign entitled »Donate instead of Presents« and supported charitable organisations with donations. This initiative augments further social measures and shows how strongly social involvement is based at our locations.



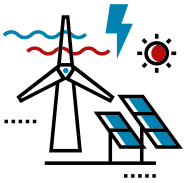
## 07 – Environmental Responsibility

Below, a selection of the diverse organisations supported by FERCHAU branch offices:

- FERCHAU Freiburg donated to the organisation »Freiburger StraßenSchule e.V.«
- FERCHAU Gummersbach donated to NABU.
- FERCHAU Leipzig donated to Kinderhospiz Bärenherz.

You can find further donation examples under: [facebook.com/ferchau.next.level](https://facebook.com/ferchau.next.level)

A total of **33,731 euros** was donated in 2024.



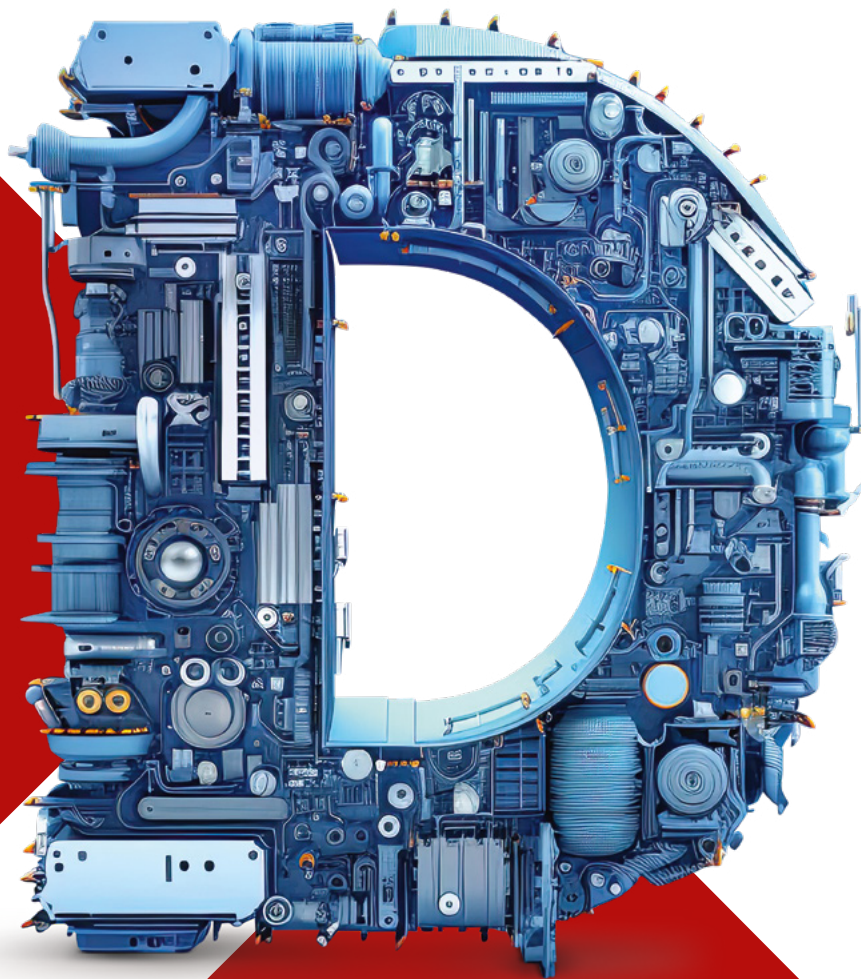
### 7.5 Support of initiatives in the area of renewable energy

Within the scope of the »Powerhouse Nord« initiative, FERCHAU participates in seminars, conferences and work groups, in particular in order to make specifically the north-west of Germany a centre for sustainable energy and economic development. The pooling of strengths and know-how causes the emergence of new collaboration and networks which strengthen the region and make it more attractive.

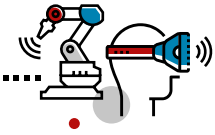
Moreover, FERCHAU is a member of the Oldenburg energy cluster (OLCE), the largest cross-technology energy network in north-west Germany. The energy transformation is supported by the energy cluster with interdisciplinary cooperation and technology transfer between the economy, science and politics. OLEC supports the integration of renewable energy and the transformation of the energy system in order to establish north-west Germany as an innovation location for energy and climate protection technology. FERCHAU supports this initiative with more than 200 employees and is actively involved with participation in specialist events and congresses.

## D for »Developing Tomorrow«

*Our involvement in future-oriented industries is firmly anchored in the corporate strategy. With it, we support innovations in a targeted manner which make a decisive contribution to the achievement of the global sustainability goals – and with this to a world worth living in, in the future. Moreover, we strengthen competence and diversity in the MINT vocations with further training and targeted support.*



Information regarding our current further training opportunities and the current status quo in this area can be found in **Chapter 5.2**.



### **8.1 Connecting People and Technologies**

»**Connecting People and Technologies for the Next Level**« always goes hand-in-hand at FERCHAU with the aspiration to design the future together – fully in line with »**Develop the future together**«. What does that actually mean? The following examples show how we can actively contribute to shaping a world fit for the future with innovative projects, social commitment and sustainable solutions.

#### **Heat pumps for a sustainable computer centre**

Within the scope of our commitment to renewable energy and sustainable development, FERCHAU has supported a highly demanding customer project: the new construction of a computer centre from which the waste heat should be used efficiently for supplying district heating. A process engineer from FERCHAU developed an innovative system for using the waste heat and supported the project from its concept phase via its profitability analysis through to its detailed engineering. Its application of innovative heat pumps enables the targeted further use of the energy arising from the operation of the computer centre in a targeted manner – an important contribution to the conservation of resources and the reduction of CO<sub>2</sub> emission.

#### **Security architecture with a future: Protection of sensitive data with a zero trust approach**

In view of the increasing threat of cyber attacks, the integration of robust security measures is gaining increasing significance – not only for protecting companies and people, but also for the long-term security of sustainable business models. Within this context, FERCHAU Madrid supported an international defence company in the certification and re-accreditation of its highly sensitive computer systems which are categorised as NATO SECRET.

The core of the project was the protection of confidential data and information. For this, the zero trust security concept was applied, which in principle does not categorise any system or user automatically as trustworthy. Potential weaknesses are identified using comprehensive analyses and penetration tests. Security mechanisms such as authentication, authorisation and encryption were systematically checked and optimised.

A complete overview of the network topology could be gained via continuous network monitoring and precise mapping of data flows. This made proactive security management possible – a decisive contribution to digital resilience and therefore to the customer's sustainable future viability.

#### **Comfort meets the future: Automation solution for home lifts**

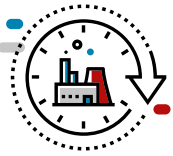
The demographic development, compact living spaces and the wish for a better quality of life pose new demands on future living. A FERCHAU customer reacted to this by developing an innovative home lift for application in private residential buildings – designed for two to five storeys and without a classical lift shaft. The target was series manufacturing with a volume of 300 to 400 units per year whilst adhering to the safety standard DIN-EN 81-41.

The team from FERCHAU Automotive Cologne assumed the project management. After detailed analysis of the customer requirements and desired lift functions, a comprehensive project plan was prepared. The experts developed the complete system electronics – including PLC controller, inverter, motors, sensor technology and actuating elements – and realised them technically.

Special attention was paid to the software development: Object-orientated control software with structured text was programmed, augmented with user-friendly movement profiles for a comfortable travel experience. All the pertinent technical documents were prepared for approval, including concepts, specifications and FMEA analyses.

FERCHAU provides a contribution to barrier-free, comfortable and sustainable living space design with this solution – and demonstrates how technological innovation can address social challenges.

You can always find even more examples on our website:  
[ferchau.com/go/en/success-stories](https://ferchau.com/go/en/success-stories)



### **8.2 Investments in future generations**

»Developing Tomorrow« not only means helping to design technical innovation for FERCHAU, but also the targeted support of young talents. Our involvement in university marketing is a central component of our social responsibility – with the objective of strengthening education, equal opportunities and sustainable development.

#### **Financial support for students**

Through the awarding of Germany scholarships, we support performance-strong students from various specialist areas – independent of their social origins. We also set impulses after the conclusion of studies: With the FERCHAU sponsorship award for exceptional final assignments, we acknowledge academic excellence and facilitate career entry. These measures are implemented by several FERCHAU branch offices in Germany and enable students to concentrate fully on their training.

#### **Partnerships with universities**

FERCHAU is present at numerous target universities – with promotion campaigns, event sponsoring, poster and campus screen advertising as well as digital measures such as learning platforms and university apps. We have a particularly close collaboration with the Technische Hochschule Köln at the Gummersbach location. Here, FERCHAU has sponsored a lecture theatre for many years and is represented regularly with guest lectures, trade fair appearances and joint projects in everyday university life.

#### **Training for sustainable development**

Within the scope of our sustainability strategy, we plan more guest lectures on future-relevant topics such as applicant training and responsible interaction with artificial intelligence for the coming year. The objective is to impart to students practical competence which strengthen them for a sustainable working future.

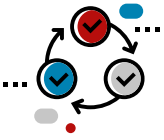
#### **Experience technology at first hand**

We also support practical learning experience outside the lecture theatre: Nationwide in Germany our branch offices support various formula student teams to construct their own racing cars – including technical advice from our employees.

#### **Share knowledge, shape transformation**

Within the scope of the FERCHAU live talks, experts from the economy, science and technology discussed the shaping of a sustainable future. Topics such as artificial intelligence, energy transformation, digital management and diversity were examined in a practical manner – with a clear focus on social responsibility and corporate transformation.

## 09 – Responsibility in the Supply Chain



Basically, our supply chain consists of purchased goods such as office supplies and services. Here, the majority of services we purchase is from independent experts for the execution of customer orders. This area is called **FERCHAU CONTRACT** and is described in **Chapter 3**. As our customers work in highly diverse areas, our commissioned suppliers also work in the most varied of sectors with the widest range of tasks.

We already took our responsibility within the delivery chain seriously prior to the Supply Chain Due Diligence Act coming into force on 01.01.2023. To this end, we use our Code of Conduct for agreements with suppliers. We have already checked adherence to the Code of Conduct from our

suppliers' side within the scope of self-assessment for a long time. To-date, no risks have been recognised here. The established complaints office has already been anchored in our Code of Conduct for nine years. Access details for this office are provided in the Code of Conduct.

In order to also continue to do justice to our responsibility in the delivery chain, the delivery chain is assessed based on a risk analysis. The requirements from this law are also part of sustainability management; further information about the process can be found in **Chapter 6.1**. Thus, the company meets its duties from the Supply Chain Due Diligence Act in full.

## 10 – Human Rights



***In our FERCHAU Group Code of Conduct, the protection of human rights (United Nations, Universal Declaration of Human Rights) is listed as the first principle. Adherence to it is a central concern for us.***

We are expressly committed to:

- the United Nations Global Compact,
- the ILO Declaration on Basic Principles and Rights at Work,
- the Rio Declaration on the Environment and Development,
- the United Nations Agreement Against Corruption.

Moreover, some articles of the Universal Declaration of Human Rights such as fair working conditions and a reasonable limitation of working hours were again incorporated in our Code of Conduct in addition to the general commitment to human rights. We expressly commit ourselves to uphold human rights and additionally explicitly to:

- the freedom of association and the right to collective bargaining,
- fair working conditions,
- the elimination of all types of forced labour, child labour and human trafficking,
- the elimination of all forms of discrimination for recruitment and employment,
- the observation of health protection and work safety,
- the protection of intellectual property and the hindrance of placing counterfeit parts on the market.

The implementation of these guidelines can for example, be recognised in the remuneration of our employees, which is fair, fundamentally above the statutory minimum wage and is for the most part clearly regulated in collective bargaining agreements (refer to **Chapter 2.2**). It goes without saying that the statutory established limitation of the maximum working hours and holiday entitlements are also applied. Here, we as a company working in the Federal Republic of Germany also offer all employees the additional FERCHAU benefits such as contributions for computer workstation glasses or birth allowances.

The company's Corporate Social Responsibility Officer ensures that the statutory and ethical guidelines are adhered to. The complaints office anchored in our Code of Conduct, which has existed for many years, also serves for the notification of possible breaches of human rights, including within the supply chain. If these are breached, the company reacts without delay: with steps under labour law or termination of the business relationships.

Moreover, you can find further information regarding our expectations of suppliers and the procedure when fulfilling statutory requirements in our Policy Statement, which can always be accessed in its currently valid version on our website: **[ferchau.com/de/en/downloads](https://ferchau.com/de/en/downloads)**.

## 11 – Report Profile

This report (published in October 2025) is the fifth sustainability report and it covers the period from 01.01.2024 to 31.12.2024. It is the follow-up of the report for 2023. The report includes data from the time prior to the fusion of FERCHAU and M Plan. Thus, the comparative information for the year 2021 includes information from both previously separate FERCHAU and M Plan reports. As sustainability management including the Code of Conduct and further documents is located at corporate level, this report provides more data than previously for each area.

The reporting cycle is annual. Thus, the reporting cycle is identical to the financial reporting cycle. The companies specified at the beginning all have their own separate annual report.

To-date, there was no reason for external auditing, therefore no audit was carried out for the report.

## 12 – Contact

# Contact partner/s

If you have questions or information regarding this sustainability report, please refer to the company group CSR Officer Ralf Maasch or the Sustainability Manager Mrs Christina Haß:



**Ralf Maasch**  
**FERCHAU Management  
GmbH**

**CSR Officer**

**Steinmüllerallee 2  
D-51643 Gummersbach  
csr@ferchau.com**



**Christina Haß**  
**FERCHAU Management  
GmbH**

**Sustainability Manager**

**Steinmüllerallee 2  
D-51643 Gummersbach  
csr@ferchau.com**

# GRI Matrix

GRI standard	Specification	Chapter and/or URL	Omission
<b>GRI 1 Basics 2021</b>	FERCHAU GmbH has reported in accordance with the GRI standards for the period from January 1, 2024 to December 31, 2024.		No applicable GRI sector standards

## GENERAL INFORMATION

GRI 2 General information	Specification	Chapter and/or URL	Omission
<b>2-1</b> Organisational details		<b>2.2</b> <a href="https://ferchau.com/de/en">ferchau.com/de/en</a>	
<b>2-2</b> Entities taken into account in the Sustainability Report reporting for the organisation		<b>2.2, 11</b>	
<b>2-3</b> Reporting period, reporting frequency and contact point		<b>11, 12</b>	
<b>2-4</b> Reformulation of information		<b>6.5, 11</b>	
<b>2-5</b> External audit		<b>6, 6.1, 11</b>	
<b>2-6</b> Activities, value-added chain and further business relationships		<b>2.2, 3, 9</b>	
<b>2-7</b> Salaried employees		<b>2.2</b>	
<b>2-8</b> Non-salaried employees		<b>9</b>	Information not available: The number of suppliers is subject to high, project-related fluctuation and can therefore not be specified.
<b>2-9</b> Management structure and composition		<b>2.2, 6.1</b>	
<b>2-10</b> Nomination and selection of the highest regulatory body		<b>N/A</b>	Not applicable: Nomination and selection process. No such process exists as we are an owner-managed GmbH [limited liability company].
<b>2-11</b> Chairperson of the highest regulatory body		<b>N/A</b>	Not applicable: No chairperson exists.
<b>2-12</b> The role of the highest regulatory body when supervising handling the effects		<b>6.1, 9, 10</b>	
<b>2-13</b> Delegation of responsibility for the management of the effects		<b>6.1</b>	
<b>2-14</b> The role of the highest regulatory body for sustainability reporting		<b>6.1</b>	
<b>2-15</b> Conflicts of interest		<b>N/A</b>	Not applicable: There is no interest conflict process because no Supervisory Board exists.

# GRI Matrix

<i>GRI standard</i>	<i>Specification</i>	<i>Chapter and/or URL</i>	<i>Omission</i>
<b>GRI 2</b> <b>General information</b>	<b>2-16</b> Transmission of critical concerns	<b>6, 6.1, 10</b>	
	<b>2-17</b> Total knowledge of the highest regulatory body	<b>6.1</b>	
	<b>2-18</b> Assessment of the performance of the highest regulatory body	<b>N/A</b>	Not applicable: There is no evaluation process because no Supervisory Board exists.
	<b>2-19</b> Remuneration policy	<b>N/A</b>	Restrictions due to a duty of secrecy: No duty of disclosure exists for a GmbH [limited liability company] The managers' salaries are contractually subject to confidentiality.
	<b>2-20</b> Process for determination of remuneration	<b>N/A</b>	Restrictions due to a duty of confidentiality: No duty of disclosure exists for a GmbH [limited liability company]
	<b>2-21</b> Ratio of total annual remuneration	<b>N/A</b>	Restrictions due to a duty of secrecy: No duty of disclosure exists for a GmbH [limited liability company] The managers' salaries are contractually subject to confidentiality.
	<b>2-22</b> Declaration of use for the sustainable development strategy	<b>1</b>	
	<b>2-23</b> Declaration of commitment to principles and courses of action	<b>4.1, 6.1, 7, 7.1, 9, 10</b>  Our Code of Conduct is available to you here: <a href="https://ferchau.com/de/en/downloads">ferchau.com/de/en/downloads</a>	
	<b>2-24</b> Inclusion of political duties	<b>4.1, 6, 6.1, 6.3, 9, 10</b>	
	<b>2-25</b> Process for the elimination of negative effects	<b>6, 6.1, 5.1.2</b>	
	<b>2-26</b> Process for obtaining advice and reporting concerns	<b>6, 6.1</b>	
	<b>2-27</b> Adherence to laws and ordinances	<b>6, 6.1, 9</b>	
	<b>2-28</b> Membership in associations and interest groups	<b>5.3, 7.4</b>	
	<b>2-29</b> Approach for the involvement of stakeholders	<b>6.2</b>	
<b>2-30</b> Collective bargaining agreements (collective bargaining contracts)	<b>2.2, 5.3</b>		

# GRI Matrix

<i>GRI standard</i>	<i>Specification</i>	<i>Chapter and/or URL</i>	<i>Omission</i>
<b>IMPORTANT TOPICS</b>			
<b>GRI 3</b> <b>Important topics</b> <b>2021</b>	<b>3-1</b> Process for establishing important topics	<b>4.2</b>	
	<b>3-2</b> List of the important topics	<b>4.2</b>	
<b>EMPLOYEES</b>			
<b>GRI 3</b> <b>Important topics</b> <b>2021</b>	<b>3-3</b> Management of the important topics	<b>5, 5.2</b>	
<b>GRI 404</b> <b>Training and further education</b> <b>2016</b>	<b>404-1</b> Average number of hours per year for training and further education and per employee	<b>5.2</b>	Information not available: Specification of the hours per employee category
	<b>404-2</b> Programmes to improve the employees' competences and for transitional help	<b>5.2</b>	Not applicable: Programmes for transitional help when retiring or leaving the company do not yet exist
	<b>404-3</b> Percentage of employees who receive a regular assessment of their performance and their vocational development	<b>5.2</b>	Information incomplete: Due to missing data, information by employee category is not possible.
<b>GRI 3</b> <b>Important topics</b> <b>2021</b>	<b>3-3</b> Management of the important topics	<b>5, 5.1.2</b>	Information not available: No data exists which distinguishes between employees and freelancers who are not employed by the company.
<b>GRI 403</b> <b>Safety and health at the workplace</b> <b>2018</b>	<b>403-1</b> Management system for safety and health at the workplace	<b>5.1.2</b>	
	<b>403-2</b> Identification of dangers, risk assessment and examination of incidents	<b>5.1.2</b>	
	<b>403-3</b> Occupational medical health services	<b>5.1.2</b>	
	<b>403-4</b> Employee involvement, consultation and communication regarding safety and health at the workplace	<b>5.1.2</b>	Not applicable: Non-salaried employees, but whose work or workplace is controlled by the company.
	<b>403-5</b> Employee training for safety and health at the workplace	<b>5.1.2</b>	
	<b>403-6</b> Promotion of the employees' health	<b>5.1.1, 5.1.2</b>	Not applicable: Non-salaried employees, but whose work or workplace is controlled by the company. Because the employer or self-employed person contributes to medical insurance independently in Germany.

# GRI Matrix

<i>GRI standard</i>	<i>Specification</i>	<i>Chapter and/or URL</i>	<i>Omission</i>
<b>GRI 403</b> <b>Safety and health at the workplace</b> <b>2018</b>	<b>403-7</b> Avoidance and mitigation of directly connected effects with business relationships on safety and health at the workplace	<b>5.1.2</b>	
	<b>403-8</b> Employees covered by a management system for safety and health at the workplace	<b>5.1.2</b>	
	<b>403-9</b> Work-related injuries	<b>5.1.2</b>	Restrictions due to confidentiality: rates to be calculated because the number of hours worked is confidential. Information incomplete: The hours worked by employees and non-salaried employees are not recorded separately. As the work-related risks are determined individually, no assessment exists as to which of these has resulted in injuries with serious consequences.
	<b>403-10</b> Work-related illnesses	<b>5.1.2</b>	Information incomplete: Due to the rarity of work-related illnesses within the company, the company has not defined any most important types of such illnesses. No information exists for work-related illnesses for non-salaried employees. No work-related risks are identified by the company which denote a risk of illnesses.

## ENVIRONMENTAL PROTECTION

<b>GRI 3</b> <b>Important topics</b> <b>2021</b>	<b>3-3</b> Management of the important topics	<b>7.2</b>	
<b>GRI 301</b> <b>Materials</b> <b>2016</b>	<b>301-1</b> Materials used by weight or volume	<b>7.2</b>	Information incomplete: No assessment possibilities exist for further resources used. Not applicable: No renewable materials are used.
	<b>301-2</b> Recycled raw materials used	<b>N/A</b>	Information not available: Due to a lack of assessment possibilities, the share of recycled paper cannot be determined.
	<b>301-3</b> Recycled products and their packaging materials	<b>N/A</b>	Not applicable: These are not incurred as the company is a services provider.
<b>GRI 305</b> <b>Emissions</b> <b>2016</b>	<b>305-1</b> Direct GG emissions (Scope 1)	<b>7.2</b>	
	<b>305-2</b> Indirect energy-caused GG emissions (Scope 2)	<b>7.2</b> <a href="https://www.umweltbundesamt.de/sites/default/files/medien/11850/publikationen/13_2025_cc.pdf">umweltbundesamt.de/sites/default/files/medien/11850/publikationen/13_2025_cc.pdf</a>	

# GRI Matrix

<i>GRI standard</i>	<i>Specification</i>	<i>Chapter and/or URL</i>	<i>Omission</i>
<b>GRI 305 Emissions 2016</b>	<b>305-3</b> Other indirect GG emissions (Scope 3)	<b>7.2</b>	
	<b>305-4</b> Intensity of the greenhouse gas emissions	<b>N/A</b>	Information not available: This information is not currently available.
	<b>305-5</b> Reduction of the greenhouse gas emissions	<b>N/A</b>	Information not available: The company plans to determine the emissions in the future.
	<b>305-6</b> Emissions of ozone-reducing substances	<b>N/A</b>	Not applicable: Substances are not used by the company.
	<b>305-7</b> Nitrogen oxide (NOx), sulphur oxide (SOx) and further significant air emissions	<b>N/A</b>	Information not available: This information is not currently available.