

ENVIRONMENTAL STATEMENT 2023

\\ BASED ON THE DATA FROM 2019 – 2022

SATIS&FY

CONTENTS



Dialog for environmental and climate protection

Environmental and climate protection have not been the focus of our industry until now, but that is changing. With the EMAS audit, we are walking along a challenging path from the outset. We have analyzed, measured, asked questions and engaged in conversation with the majority of our staff. We are continuing down this path.

We, **Tobias Mack** and **Leif-Erik Wilhelm**, can be reached at sustainability@satis-fy.com and welcome questions and constructive comments.

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Nico Ubenauf \ CEO

What is EMAS?

EMAS (Eco-Management and Audit Scheme) is a performance-based system at the operational level that is adopted for climate protection, sustainability and resource conservation. It concerns introducing improvements in the company, integrating employees in the process and empowering service partners in a sustainable way.

1 \ FOREWORD

Since our foundation in 1993, we have matured from a start-up adventure to an international player in the event business. Our path to the future was and still is paved with many unknowns. One constant over the years has been change – it is certain that we want to, will and must move along with it. Be it by reacting to changes or – as we prefer – by anticipating future trends.

We are a company that is shaped by the people who work here. They know that we must keep reinventing ourselves, stay flexible and react quickly. But despite changes and further development, there must be consistency so that we deal with each other sensibly and productively and continue to be successful. For this reason, we developed guidelines with the staff back in 2010. Even back then, guideline 17 was particularly important to us:

*SATIS&FY IS COMMITTED TO
THE COMMUNITY, THE ENVIRONMENT
AND THE FUTURE*

Our company rests on down-to-earth foundations, social commitment has always been an integral part of our economic activities and our ecological awareness goes beyond audits and certificates. It is therefore important to us that we validate our environmental management system according to EMAS in order to constantly check whether we are achieving our economic and ecological goals and how we can improve.

Following our guideline, we live sustainability. Through holistic planning and thoughtful use of materials we want to conserve resources and inspire others. Sustainability is a continuous improvement process that can never truly be completed. We believe that we have already achieved a great deal by now. Nevertheless, we know that there is still much to improve in the future. We work on that every day.

Nico Ubenauf / CEO

2.1 WHO WE ARE & WHAT WE DO

satis&fy is one of Europe's leading providers of state-of-the-art event and media technology, scenographic design and room-in-room solutions. With specialists from more than 40 professional fields, we ensure that all customer requests, such as classic corporate events, tours, brand experiences, exhibitions or digital events, are implemented individually and at a high standard.

For this, we use our own equipment and the know-how of our workshops. Our advertising design, print shop and carpenter shop ensure that we can react with maximum flexibility. In the process, we routinely surpass ourselves when advice and action are needed for creative or innovative solutions.

From the planning phase onwards, our customers are supported by an experienced project management team, which is the single point of contact always available and constantly-available contact point for the entire duration of the project implementation. This team is the interface: it compiles the technical questions from all specialist departments and coordinates all processes in order to make communication lean and goal-oriented.

Our service model, the One-Stop-Solution, stands for planning reliability and resource efficiency when organizing events. By integrating all areas of event technology and event architecture into the event planning at an early stage, the technical and construction disciplines reliably mesh like cogs of wheels. We use synergies, reduce interfaces and resources and develop sustainable solutions across departments.

*SINCE 2017, SATIS&FY HAS BEEN
A MEMBER OF HOLDING
LIVE MATTERS GMBH.*

Live Matters is a group of strong, unique live communication brands and stands for successful brand experiences and live entertainment all over the world. satis&fy AG is a 100% subsidiary of Live Matters GmbH, and the Managing Partners are Nico Ubenauf and Simon Ackermann. Other sub-brands are Habegger AG and spaces mgt GmbH.

PART TWO

SATIS&FY AG – OVERVIEW

2 \ SATIS&FY AG – OVERVIEW

2.2 SITES AUDITED

KARBEN \ FRANKFURT

Our head office is idyllically surrounded by the small river Nidda and the Wiesenbachgraben. The area* is designated as a floodplain. In addition to our offices, there is a large warehouse, our print shop, a carpentry workshop and an electrical workshop. From this location, we manage corporate events, customer activations, museums, retail and trade fair constructions worldwide and are the exclusive partner for the locations of our sister company spaces mgt.

Source of electricity:

We get the electricity we need primarily from our own PV system, which recently reached the end of its 20-year incentives. Peaks and loads exceeding the power limit of the PV system are purchased from OVAG, which offers mixed-source electricity.

Adresse:

Industriegebiet Dögelmühle, 61184 Karben (industrial area)

WERNE

The Werne site is located in a commercial area* and borders on a residential area. The warehouse there is the largest warehouse of satis&fy AG. A tailor shop and another workshop are located here.

The tailor shop supplies all locations centrally with ready-made, often recycled fabric and takes back used fabric from the other locations to reuse it. From Werne, we primarily manage live entertainment events such as concert tours, festivals and corporate events, and are a location partner of the Westfalenhallen in Dortmund, among others.

Source of electricity:

This is part of the rental agreement and beyond the sphere of influence of satis&fy.

Adresse:

Baaken 20, 59368 Werne (commercial area)

BERLIN

Since 2020, the Berlin site has shifted to a new building in an industrial area* in the north-west of Berlin. The warehouse is 3,500 m², the smallest of our warehouses in Germany. There is also a carpentry workshop on site.

From Berlin, we mainly manage regional events of international clients. These include, for example, conferences, trade fair booths and customer activations. A large number of these events take place in partner locations of satis&fy.

The Berlin location has also been certified as a high performer in Sustainable Meetings Berlin, visitBerlin's sustainability program.

Source of electricity:

Electricity is purchased from Green Planet Energy.

Adresse:

Lise-Meitner-Straße 45, 10589 Berlin (industrial area)

* There are no protected areas adjacent to any of our sites. All locations are rented.



2 \ SATIS&FY AG – OVERVIEW

2.3 ENVIRONMENTAL POLICY

Ecology and climate protection are an essential part of our business.

*WE ARE AWARE THAT OUR ACTIVITY HAS AN
ECOLOGICAL IMPACT ON THE ENVIRONMENT.*

Because this is close to our hearts, we began many years ago to take a holistic look at our actions, looking for ways to limit our use of resources, make better use of existing resources and identify potentially harmful environmental impacts.

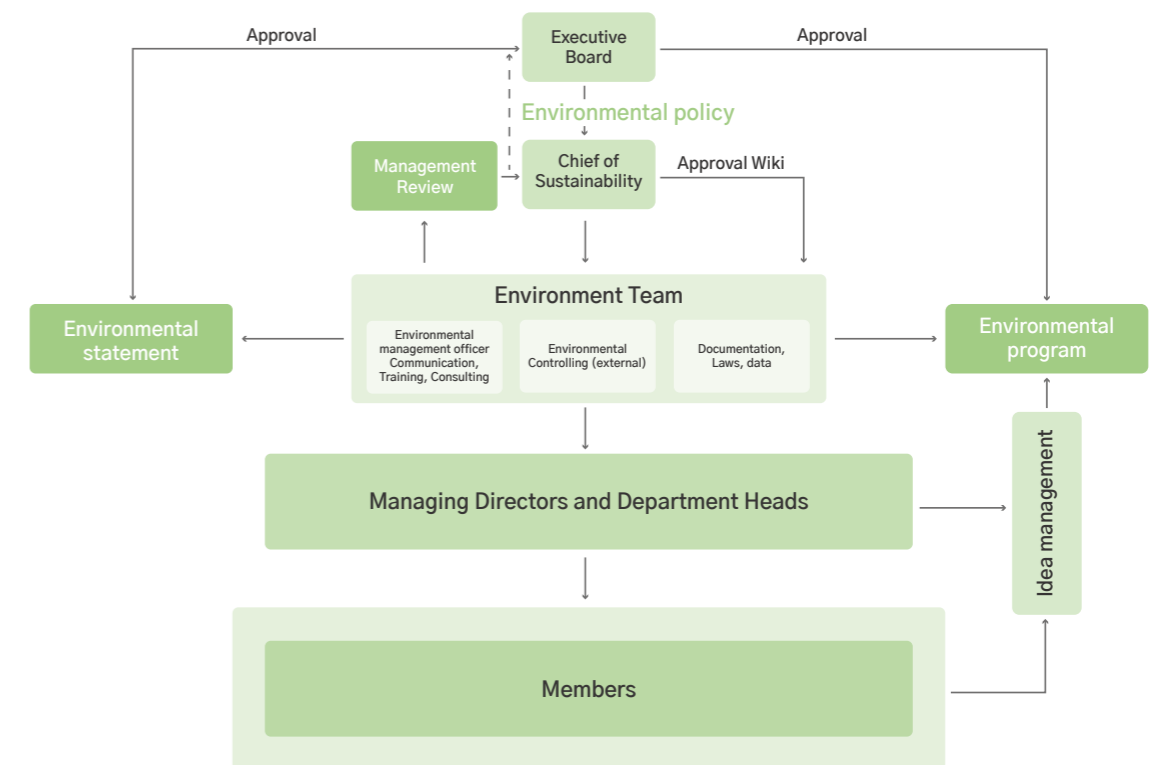
- \\ We are committed to complying with all applicable legislation and their requirements relating to our environmental aspects.
- \\ We are committed to avoiding environmental impact.
- \\ We are committed to continuously improving our environmental management system.
- \\ We are committed to continuously improving our environmental performance.



3.1 RESPONSIBILITIES & PROCESSES

satis&fy AG has an organizational structure that relies less on classic hierarchical structures and more on personal responsibility and self-organization. In return, we demand reliability, self-motivation and the ability to work in a team. The managers do not see themselves as a platform for top-down instructions, but as sparring partners and ones who inspire their teams in order to empower and support them. Therefore, responsibilities in the environmental area that can be delegated are taken over with a high degree of personal responsibility by the employees who are qualified to do so – called members by us.

The foundation of our environmental management system (in short: EMS) forms our company's own "Wiki". All information and training content is centrally documented here. This ensures a broad basic knowledge that is constantly growing, is always updated and is available without barriers to everyone. The online version guarantees paperless, location-independent use. The responsibilities and processes in the implementation of the environmental management system are outlined in the following organizational chart:



\\ Environmental management system of satis&fy AG

PART THREE

STRUCTURE OF THE ENVIRONMENTAL MANAGEMENT SYSTEM

3 \\ STRUCTURE OF THE ENVIRONMENTAL MANAGEMENT SYSTEM

3.2 COMMUNICATION

The Executive Board of satis&fy AG is responsible for the well-functioning environmental management system. Together with the management and the input of the members, it develops a realistic and implementable environmental policy which forms an integral part of the company vision and represents the guidelines and targets for all environmental protection measures. The "Chief of Sustainability" provides operational support for the Executive Board's work and is the interface to the environmental team. The environmental team is appointed for the implementation and coordination of the environmental management system.

The three-way division of tasks in the environmental team is:

An expert oversees environmental communication and training programs. Another expert supports the company in the required standards, risk management and the necessary documentation. An external environmental officer for controlling and internal audits of all departments ensures an objective view from the outside.

Reporting of results and the current status of the environmental management system take place in the annual management review for the Executive Board.

In monthly team and management meetings, the topic of the environment is discussed as needed. Here, measures and environmental goals are discussed, as well as the status of the respective achievement of objectives.

Idea mailboxes at the locations, the 2-year environmental survey and the submission of ideas to the environmental team or the "Sustainability in Events Playground" are used to collect employees' wishes, suggestions and ideas. These contributions are processed after consultation with those involved in the process and recorded in the environmental program with budgeting, timeline and responsibilities.

The environmental program is constantly updated with the input of all interested members and an annual assessment of environmental aspects by the environmental team. It is legitimized by the approval of the Executive Board and is thus our central tool for continuous improvement.

INTERNAL COMMUNICATION

We use different communication channels for internal communication:

- \\ Idea boxes to submit suggestions.
- \\ Environmental survey for all members every two years.
- \\ Training on environmental issues for all members.
- \\ Subject-specific environmental training.
- \\ Regular event "Playground Sustainability": Participation is voluntary, employees can start and end at any time, according to capacity. This is where ideas are discussed, best practices are born, shared and evaluated.
- \\ The corporate Wiki serves as a manual of environmental management. This platform for training, feedback, criticism or ideas is kept up-to-date by the environmental team.
- \\ At sustainability@satis-fy.com all members can ask questions on current topics, but also seek support to accompany their clients in environmental and sustainability issues.
- \\ Thematic workshop (subject-specific as well as interdisciplinary) are offered several times a year.

EXTERNAL COMMUNICATION

External communication takes place via our website, social media, press relations and newsletter. A key element for us is to advise our clients to implement more environmentally friendly options and to communicate their added value from the start of the project.

In addition, regular surveys of external stakeholders serve to broaden the range of questions and topics and to expand our network.

In it's environmental statement for the Karben, Werne and Berlin sites, we report transparently on our website each year about our environmental goals, the measures we have taken to achieve them and the development of our environmental indicators.

Communication plays a central role in satis&fy environmental management. Our environmental team in particular is responsible for coordinating this.

4.1 MATERIAL USE & WHAT WE HAVE BEEN DOING

In a participatory process involving all employees and team leaders, both direct and indirect environmental aspects were determined for all activities and products. Our goal is to determine a constantly updated catalog of criteria that enables us to transparently record our own as well as commissioned activities and material purchases according to their environmental impact

and to optimize them in a targeted manner. As a result, the environmental aspects of all activities and products were summarized according to direct and indirect environmental impacts and classified according to a fixed catalog of criteria with regard to their relevance for the EMS.

The evaluation was based on:

- \\ the quantity of the flow of materials,
- \\ the level of energy consumption,
- \\ the intensity of the environmental impact,
- \\ the ability of the team to influence,
- \\ the assessment of the impact on the environment by the EMS team,
- \\ the amount of any risk,
- \\ and the possible potential of a positive opportunity.

4.2 CHANGES IN 2023

In the course of implementing our list of measures to achieve our environmental targets we have already implemented or started the following measures in 2023:

- \\ All radiators in the locations were equipped with programmable thermostats.
- \\ In Werne, the warehouse lighting was replaced by LED with presence detectors.
- \\ In Karben, work began on replacing the conventional lighting with LED with presence detectors.
- \\ Quarterly meetings are held between the management level and the environmental team to further advance the topic.
- \\ The purchase of new F90 hazardous materials cabinets with filters at the three warehouse locations ensures greater safety. The handling of hazardous materials has also been broken down into new processes and made safer for our members.

PART FOUR

ENVIRONMENTAL ASPECTS

4 \\ ENVIRONMENTAL ASPECTS

4.3 DIRECT ENVIRONMENTAL ASPECTS

The use and consumption of materials is the most significant direct environmental aspect of satis&fy AG's business operations, which is why we treat it as a priority in environmental management.



WOOD

Wood is used in many places of the structural installations. In order to significantly reduce the use of materials, we are increasingly relying on system materials and prefabricated decorative elements. Their use is considered in the design process and planning and prioritized in the structural implementation. Where the use of wood for customized design is unavoidable, the material is kept in circulation as long as possible in an organized cascade.



STAGE MATERIALS

Structural installations for events are inconceivable without stage materials. Their use is very diverse and quantitatively very high. As the predominantly used cotton fabrics "stage molten black" have a significant footprint on the environment and people, resource efficiency measures have already been undertaken since 2018. In the first step, the materials, which are usually used only once, are kept in the life cycle as long as possible by returning and reworking them. In the second step, we have organized our own cir-

ulation with the fabric manufacturer, which includes the return of left over materials to recycling and then again to the weaver of our stage material and our supplier. An individual separation system for each material guarantees economic efficiency.



PLASTICS

Plastics are used in many places in the event business. The most important materials in terms of volume are LD films for packaging and covers, PVC rigid foam sheets for stage paneling, PE and PVC tarp material for advertising design and PP rugs for stage equipment. Where local recycling companies already enable the raw materials to be reused, we transport the plastics for material recycling in a controlled manner.



METAL

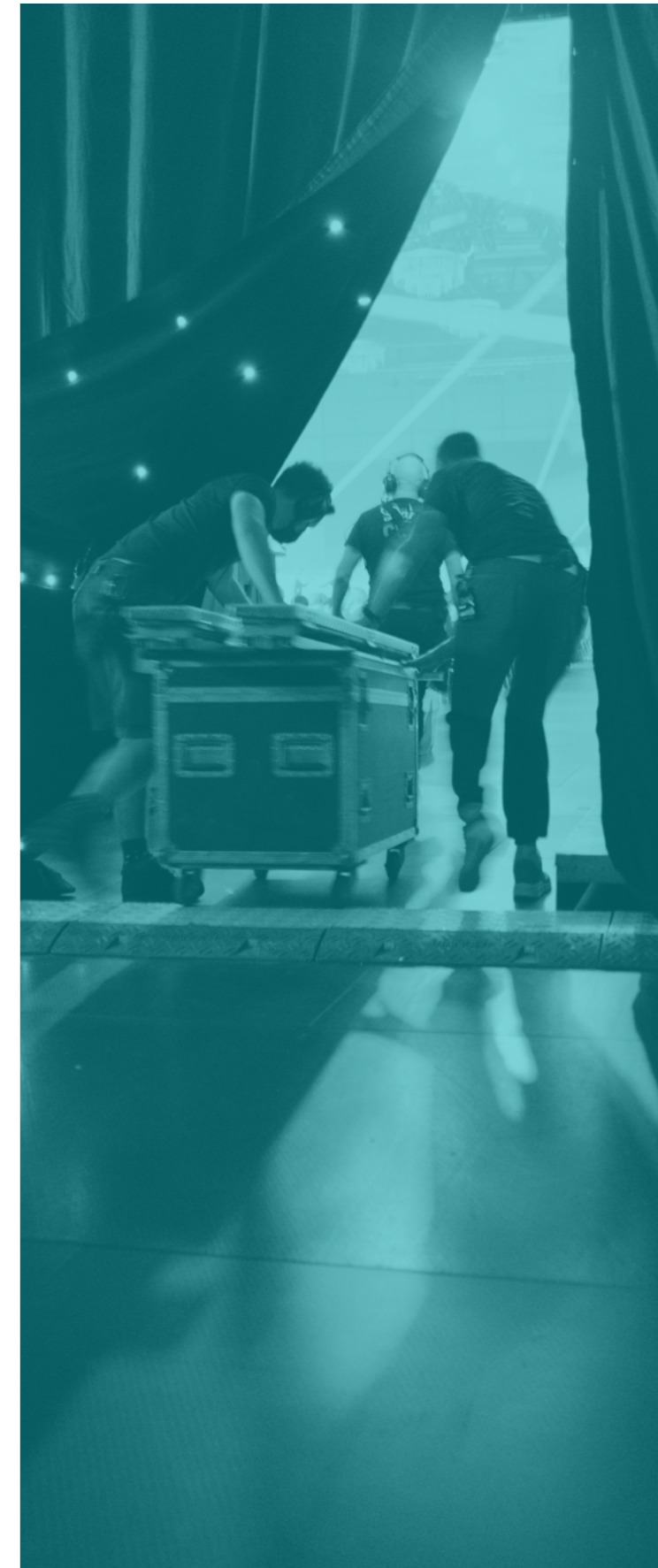
The metals used are mainly aluminum for the truss constructions and system materials and iron for special construction elements and everyday use. The main thing here is to avoid damage and ensure a long life cycle by handling the material with particular care. Implemented, for example, through the in-house development of the T-Claw to protect trusses. This device prevents scratching during transport and when working on the floor. Packaging systems specially developed by satis&fy AG for transport that are suitable for touring and yet

gentle on the material ensure a long service life for the system elements. Our waste system also guarantees almost 100% material recycling in disposal at the end of the life cycle of the metal elements.



PAPER

The use of paper takes place in the office for accounting and planning, but also in the issuing of loading lists and delivery notes. Here we rely on the digitalization of our work processes to implement a paperless office. Due to the Corona pandemic, the consumption figures of the last few years are only of limited significance. Legal requirements such as the obligation to document important processes prevent further efficient measures. The future switch to paper products with the Blue Angel or EU Eco label should help to reduce the footprint.





HAZARDOUS SUBSTANCES

Hazardous substances are only used in small quantities in event operations: agents, agents for surface treatment such as simple paintwork, aids in the electrical workshops and the use of oily operating materials. In addition to the careful and legally compliant handling of the employees, who are trained annually, we focus on a consciously low use of resources and examine environmentally friendly alternatives as far as possible.



PACKAGING MATERIAL

The use of packaging material in the event business takes place almost exclusively with reusable packaging and reusable systems ("cases"). Only large-format special components and particularly fragile elements are covered in disposable packaging. When selecting packaging materials, satis&fy makes sure that it is possible to recycle them at a later date. Thus, only LD films and paper/cardboard packaging are used. Heavily soiled packaging and adhesive tapes, which can only be disposed of in mixed waste, account for a small proportion of packaging waste.



WASTE

Reducing the overall volume of waste is particularly important to us. For this reason, our attention is focused on reducing the use of materials. Where we cannot avoid, we try to ensure the best possible recycling of the raw materials used. For this purpose, a waste concept was developed that takes into account the Commercial Waste Ordinance as well as cost-effectiveness. The waste system of satis&fy AG provides for separation into 23 groups for all locations in Germany. Waste is separated on the project sites and fed into the collection containers at the sites for further recycling.



EMISSIONS

There are no significant direct CO₂ or pollutant emissions from the commercial operation. Only leakages of refrigerants in the air conditioning systems could contribute significantly to the greenhouse effect. Therefore, all **p l a n t s**, including small plants, are monitored and maintained on an annual basis. Vehicle emissions is dealt with in the text section "Indirect emissions", as these are leased vehicles. In case of noise emissions, only one resident complained more than ten years ago at the site in Werne during band rehearsals in Studio 20/20. In order to comply with the applicable limit value, a ban on rehearsals



has been in force after 10 p.m. since then.

ENERGY USE

At the Berlin site, electricity and district heating are used as energy sources. After moving into the newly built halls in Berlin-Charlottenburg, the electricity has been sourced from Green Planet Energy in a **c e r t i f i e d** climate-neutral manner since 2020. It is mainly used there for lighting, IT and our industrial trucks. Because it is new construction, the electricity installations and the building infrastructure are state-of-the-art. District heating is efficiently obtained locally from Vattenfall and is used to heat the halls and offices.

The Karben site is supplied with electricity and gas, and there is also oil heating in the outsourced furniture halls. All facilities belong to the landlord. The company's own solar power system with 58 kWp, which was installed on the roof of the hall complex back in 1999, primarily covers a portion of the company's own electricity requirement. Additional electricity requirements are covered by the local grid operator OVAG.

The electricity is mainly required for hall and office lighting, IT infrastructure, industrial trucks and the workshops. Since 2021, there is an energy efficiency measure of successively changing all light fixtures from the current

SATIS&FY

4 \\ ENVIRONMENTAL ASPECTS

4.4 INDIRECT ENVIRONMENTAL ASPECTS

approx. 26% conventional to state-of-the-art LED technology with presence detectors. This measure will be 100 % implemented in 2025.

The heating system of the building belongs to the landlord and runs on gas. In order to reduce consumption as much as possible, cold bridges and losses in the historical part of the plant have been analyzed since 2018 as part of a heat efficiency measure and successively reduced further where economically possible.

The energy supply for the Werne site is provided by the landlord and cannot be controlled by satis&fy. Commercial electricity and gas are supplied via the network operator E.ON. Here, too, electricity is mainly used for lighting, IT, industrial trucks and, to a lesser extent, for the workshops.

Heating is provided by central heating in the office wing and by gas-air heating in the hall areas. Energy and heat efficiency measures have already been implemented at this location since 2018.

LED technology and presence detection have already been implemented up to 90%. Measures to save heat are continually being pursued and prioritized according to the results.

Since energy saving is to a large extent

directly dependent on consumption behavior, the energy-saving and conscious behavior of employees is an integral part of environmental training.

The company's own vehicle fleet follows a sustainable mobility concept through the use of the latest emission standards for trucks and through e-mobility for passenger transport.



WATER CONSUMPTION

The water consumption at all sites is mainly not caused by the commercial activity itself, but by the personal needs of the employees. The largest water consumers are the sanitary facilities and the dishwashers in the kitchenettes. In an efficiency process designed to run until 2025, all consumers are systematically considered and successively optimized with water-saving technology according to economic efficiency. The economical use of water is an integral part of the employees' environmental training.



TRANSPORT AND TRAVEL

CO₂ emissions from traffic and transport represent by far the largest share of indirect environmental impacts. Except the Berlin site, almost every event location is outside the district's own borders, all materials must be transported or ordered for delivery and brought back. So far, emissions can only be controlled to a limited extent, but they can be made more climate-friendly by using public transport. Nevertheless, we are dependent on transport by subcontractors. Future cooperation with designated climate-friendly logistics partners should further reduce CO₂ emissions.



EMPLOYEES COMMUTE

Depending on the type of transport chosen and the home-work route, the environmental impact of individual transport varies. At the Berlin site, public transport and bicycle use is high due to the good accessibility. Furthermore, this measure decreases at the Karben site and individual traffic takes a slightly higher proportion. At the Werne site, a considerable transition from individual transport to public transport has taken place. With the active promotion of tax incentives for "job bikes" by the HR department, the motivation

to form car pools and the installation of electric charging stations for e-cars, active measures are taken to make mobility more climate-friendly.



MATERIAL USE

The use of materials in event equipment has negative environmental impacts at various points. First and foremost is the consumption of cotton fabrics, which causes very high water consumption, biodiversity losses and the use of pesticides and herbicides in the countries of cultivation. In addition, the extraction of cotton for cheap technical fabrics is often viewed critically by human rights activists. We want to counter this by drastically reducing virgin cotton in our curtains by using regenerated cotton with a high proportion of recycled material.

Following the same pattern, the negative environmental impacts from the use of disposable rugs are to be drastically reduced by 2025. Reusable systems in the form of carpet tiles and verifiable shipment to recycling plants should help to significantly reduce the footprint.

Indirect environmental aspects are indirectly caused by the activities, products or services of an organization and can only be influenced by it to a limited extent.

4 \\ ENVIRONMENTAL ASPECTS

4.5 EMERGENCY MANAGEMENT

Investment in technical equipment and consumables can result in a wide range of negative environmental impacts. For this reason, we are establishing a sustainable procurement system by 2025 that takes into account Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz – LkSG). In addition, the high satisfy standards should contribute to the avoidance of critical materials.

Another aspect is the energy consumption of the technology used for productions. satisfy has been replacing its equipment with state-of-the-art LED technology for over ten years. In cooperation with lamp manufacturers, the demand and practical application were coordinated at an early stage until the product was ready for series production. For new purchases, energy efficiency in use is prioritized alongside the quality of the product.

**EXPLOSION HAZARD**

An explosion hazard cannot be ruled out due to small quantities of flammable hazardous substances, such as spray cans. The quantities of these substances are reduced to a minimum of the weekly requirement, there is no stockpiling. These quantities will be stored securely accordingly and may only be used by authorized persons after appropriate training.

**WATER AND SOIL POLLUTION**

The risk of water and soil contamination is to be classified as low at all three sites. Water-polluting substances are only used in very small quantities in accordance with applicable regulations.

**FIRE SAFETY**

To ensure fire safety at all times, more than the proposed 5% of the workforce is trained as fire safety assistants. Preference is given to site-specific employees in order to ensure that, despite job-related absences, there are always enough fire safety assistants on site.

Furthermore, we have at our sites:

- \\ sufficient freely accessible fire extinguishers,
- \\ smoke vents,
- \\ suitable escape and rescue routes
- \\ and conduct fire drills on a regular basis.

5 \ \ KEY FIGURES RELEVANT TO EMAS

For our baseline indicators, we have taken into account the consumption for the years 2019 to 2022 and, where possible and reasonable, included them in the assessment. Themes are energy and emissions, mobility and logistics, depending on this, fuels and sensitive emissions, material use and waste management, water and land consumption.

The data and figures determined have been influenced by the effects of the Corona pandemic in 2020 and 2021, in particular by the fact that employees at the German sites were predominantly on short-hours working during this period. Nevertheless, we have not blanked out this period. As a service company, we use annual turnover as the benchmark.

We used the period of reduced project workload during the pandemic intensively to look at the environmentally relevant aspects of our working methods, internal processes and the condition of our workplaces. We have derived measures from this and changed and redeveloped processes that will now have a positive impact on resource conservation and CO₂ reduction.

The figures shown are largely based on the operating cost statements of the landlords of our site buildings and data from our energy suppliers.

The location in Berlin moved from a central district of Berlin to the north-west part of the city into a newly built industrial building in December 2019. As a result, the office space was merged with the material storage. The building change had a positive impact on energy consumption. The Berlin site is supplied with district heating and 100% renewable electricity, which is evident in the energy footprint.

The locations in Karben and Werne are heated with natural gas, while Karben is also heated with heating oil and more or less conventionally generated electricity. By replacing the oil burner previously used with a dark-field gas heating system, the oil requirement for Karben has already been halved compared to the previous year. The aim is to heat exclusively with gas by the end of 2024. The key figures relate to the ratio of values to annual sales and to the jobs/projects implemented during this period. We use these key figures to establish a link between the business activity and the necessary expenditure. Our aim is to continuously reduce these expenses and the resulting negative impact on the environment.

PART FIVE

KEY FIGURES RELEVANT TO EMAS

5 \\ KEY FIGURES RELEVANT TO EMAS

5.1 KEY INDICATORS ACCORDING TO EMAS III

GENERAL

As reported in detail in the last statement, the first reporting year of 2021 was dominated by the coronavirus pandemic, which hit our industry hard.

In 2022, the coronavirus restrictions were gradually lifted, which led to a backlog of events on the one hand, but to full order books on the other. The enormous increase in sales thus leads to an improvement in our relative figures compared to previous years, but does not allow us to make a clear statement on the success of our measures. A sharp increase in turnover with high fluctuation makes it difficult to make a realistic statement.

We are confident that the key figures will stabilize in the coming years and make a fact-based, realistic assessment possible.

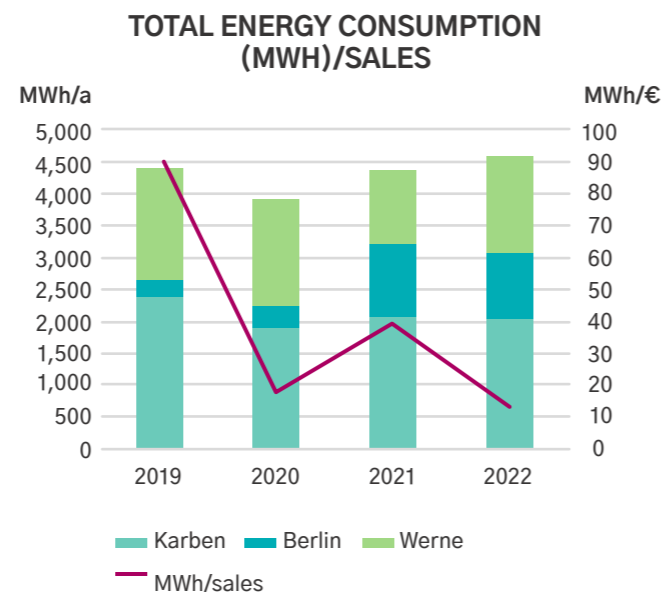
FUEL AND EMISSIONS

Petrol consumption has been reduced in the last three years; in terms of passenger cars, the company has increasingly opted for electric vehicles in recent years and has completely replaced its petrol-powered fleet over the years. The rise in diesel emissions can be explained by the increased order situation after coronavirus.

ENERGY AND EMISSIONS

To date, our energy-saving measures have been particularly effective at our Berlin and Werne sites.

The high total energy consumption in relation to sales in 2020 is due to the greatly reduced production figure in this pandemic year. 2020 was the year most affected by pandemic, lock down and short-hours work. The effects were still being felt in 2022. Especially in the winter months.



MATERIAL USE AND WASTE MANAGEMENT

Consistent with the last report, the consumables used in projects come from the area of "Scenic services" (scenic design and equipment). In this area, we continue to rely on even more rental material that can be used multiple times, a trend that was maintained in 2022. Revenue growth has outpaced the increase in the purchase of consumables and the amount of waste at the locations.

A large proportion of the waste volume during the pandemic years was made up of discarded customer material that was previously stored at satis&fy and was significantly reduced during this time.



WATER USE

Looking at the sales figures in relation to the amount of fresh water consumed, the use of drinking water at the sites continues to decline. Short-time working at satis&fy ended in May 2022 and all employees returned to the site. In the time ahead, we will make further efforts to reduce our consumption of water and energy.

Shortly after the Berlin site moved to Lise-Meitner-Strasse 45, there was a cell phone fire in the new warehouse, which triggered the building's sprinkler system. The effects of this event are clearly visible in the Berlin water consumption curve.

6.1 THE ENVIRONMENTAL PROGRAM 2022–2025

The environmental program contains an extract of the specific environmental goals for the years 2022 to 2025. The reference year against which we measure ourselves for our targets is 2019. We want:

- \\ to halve our direct CO₂ emissions. For us, reduction and avoidance are more important than compensation,
- \\ to balance our direct and indirect CO₂ emissions until 2024,
- \\ to halve the use of newly purchased, used material on productions in relation to sales.

EXCERPT FROM THE ENVIRONMENTAL PROGRAM

The following excerpt from the environmental program shows the particularly highlighted goals.

Target ¹	Measure	Concerned department	Year
Direct CO ₂ emissions halved	Development and implementation of a climate strategy in all work processes	Management board	2025
Electricity and water consumption reduced by 30% at the Karben and Werne sites	a) Replace all light fixtures to highly efficient LED-lighting b) Comprehensive thermal efficiency measures in Karben	Site management	2025
Residual waste quantity reduced by 25%	a) Additional investments in separation systems for On-Job b) Annual mandatory training ² with all permanent and temporary employees	Warehouse, Project head	2025

PART SIX

ENVIRONMENTAL PROGRAM

Target ¹	Measure	Concerned department	Year
Reduce the use of newly purchased, consumed material on the productions by 25%	a) Annual mandatory training ² on resource efficiency b) Creation of a recycling system for carpets, fabrics and plastics c) Targeted development of system solutions d) Increased investments in system material e) Development of an international rental pool with cooperation partners f) Creation of a rental pool of reusable carpets and fabrics	Site management, Project management, Resource management, Fabrication	2025
Reduction in travel kilometers	a) Recording of travel kilometers b) Development of suitable measures	Project head, Resource management	2025
Sustainable procurement	Survey and evaluation of 25% of the top-selling suppliers	Resource management, IT	2024

¹ The base year is 2019.

² Training objective: reach 75% of the employees.

6 \\ ENVIRONMENTAL PROGRAM

6.2 SUSTAINABLE RESOURCE MANAGEMENT

Our commitment to the environment does not end at our warehouse gates, but in the future, will extend stronger than before to project implementation on site.

For this reason, a comprehensive consulting project was carried out at the Werne site from 2019 to 2021, which dealt with the sustainable, environmentally friendly instal-

lations in events. As part of a measure "Resource Efficiency in Event Services" funded by the Ministry of the Environment of the State of North Rhine-Westphalia, all process steps in the technical and structural installation and conducting events were intensively examined and reviewed for more sustainable, resource-saving alternatives or work processes. The result is a compre-

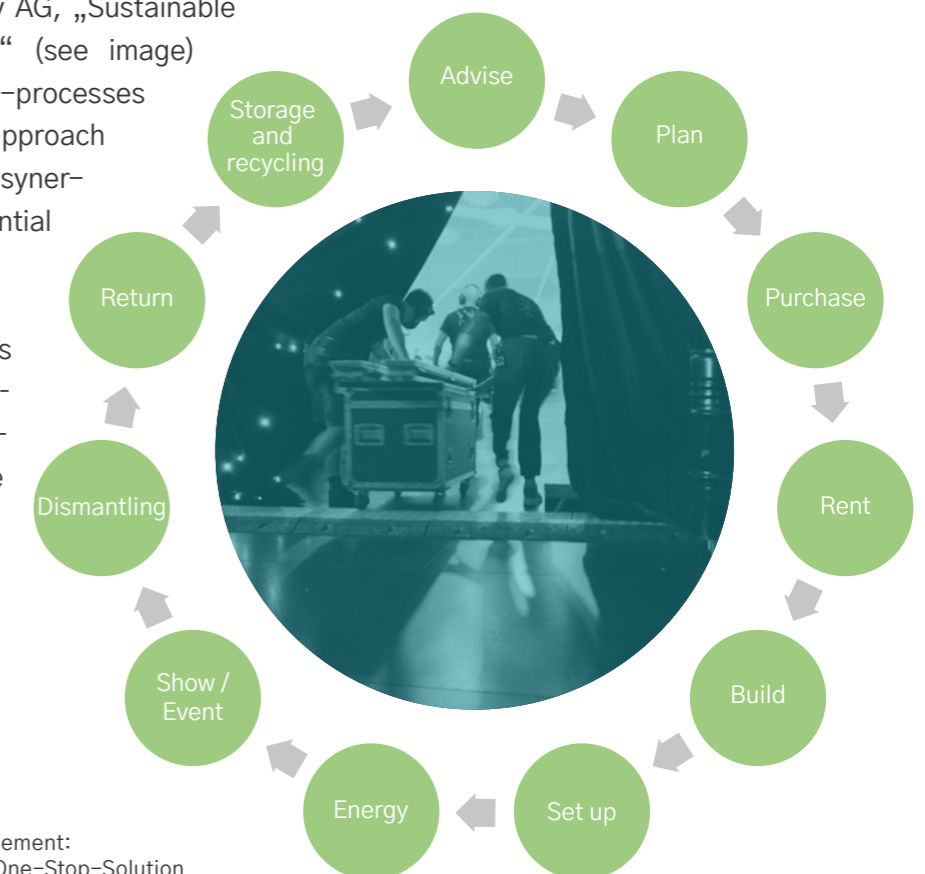
hensive action plan that encompasses all areas and actors in the company in production. The key idea is to take a holistic view, in which each acting person is aware of their role in a more sustainable way of working and pursues this in their own work processes. This will result in significantly lower negative environmental impacts compared to conventional implementation.

Our working principle of the One-Stop-Solution makes it possible to place all process steps of the structural and technical equipment from consultation to dismantling under the satis&fy environmental management system. In the course of the consultation, a guiding principle was developed with all departments of satis&fy AG, „Sustainable Resource Management“ (see image) that combines all sub-processes into one workflow. This approach is intended to create synergies and leverage potential savings.

This guiding principle is therefore part of the future training and targeted motivation of the

employees as part of a big picture in order to promote the careful use of resources and to successfully meet the increasing customer requirements in environmental and sustainability communication.

The internal catalog of measures includes 185 individual measures in nine sub-areas and is continued as part of environmental management. All employees are responsible for the measures. They are coordinated, supported and motivated in their actions by their managers. In spring 2022, the implementation was started by designing the training plans.



\\ Sustainable Resource Management: Sustainable cycle through the One-Stop-Solution

7 \ APPLICABLE ENVIRONMENTAL REGULATIONS

satis&fy AG undertakes to observe and comply with all legal regulations and laws. For this purpose, all legal obligations are documented in a legal register in the company's own Wiki. The respective company representatives for occupational health and safety, hazardous substances, health protection and the environment are responsible for updating and informing about any necessary adjustments in the work processes. Access is organized in a public-to-staff, web-based manner to ensure access for all at the sites or on-job.

In terms of environmental obligations, the following laws and regulations are of particular importance to satis&fy AG:

- \\ Regulations on waste legislation
- \\ Regulations on hazardous substances law
- \\ Regulations on energy efficiency
- \\ Regulations on fire protection

No legal violations were identified during the reporting period.

In addition, we closely coordinate our procurement and investments in accordance with the requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains in order to actively meet our customers' demands for transparent, fair procurement.

PART SEVEN

APPLICABLE ENVIRONMENTAL REGULATIONS

8 \ DECLARATION OF THE ENVIRONMENTAL AUDITOR

The signatory, Dipl.-Biol. Lennart Schleicher, EMAS environmental auditor with registration number DE-V-0404, accredited or licensed for scope 82.3 (NACE code), confirms that he has verified that the sites, as described in the environmental statement of the organisation.

satis&fy AG Deutschland
Industriegebiet Dögelmühle
61184 Karben

meet all the requirements of Regulation (EC) No. 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation by organizations in a Community eco-management and audit scheme (EMAS), as updated by Regulation (EU) 2017/1505 and Regulation (EU) 2018/2026.

By signing this declaration, it is confirmed that

- \\ the assessment and validation have been carried out in full compliance with the requirements of Regulation (EC) No 1221/2009, updated by Regulation (EU) 2017/1505 and Regulation (EU) 2018/2026,
- \\ the result of the assessment and validation confirms that there is no evidence of non-compliance with applicable environmental legislation,
- \\ the data and information in the organization's environmental statement give a reliable, credible and accurate picture of all the organization's activities within the scope stated in the environmental statement.

This declaration cannot be equated with an EMAS registration. The EMAS registration can only be carried out by a competent authority in accordance with Regulation (EC) No 1221/2009. This declaration may not be used on a stand-alone basis for informing the public.

Höchstadt, 30/01/2024



Dipl.-Biol. Biology Lennart Schleicher, Environmental Auditor

Please note that the English translation is for convenience only. The legally binding version is the German one.

PART EIGHT

DECLARATION OF THE ENVIRONMENTAL AUDITOR

Imprint

Publisher	satis&fy AG Industriegebiet Dögelmühle 61184 Karben Tel.: +49 6039 9120-0 sustainability@satis-fy.com www.satis-fy.com
Executive Board	Nico Ubenauf (Legally responsible for content), Chris Fleck
Chairman of the Supervisory Board	Hans Eick
Editor	Leif-Erik Wilhelm, Marc Spangenberg, Marcus Stadler, Tobias Mack
Images & Layout	Emilija Scharfenort, Fabienne Koch, Sieglinde Juncker
Translation	studio ddo info@studioddo.nl
Image credits	All graphics & photos – unless otherwise stated – satis&fy AG. Cover: stock.adobe.com/Oleg; page 4: Jörg Steinmetz; page 6: stock.adobe.com/Oleg; Page 9: Nico Haase; page 10: Huy Nguyen; page 12: stock.adobe.com/Vera Kuttelvaserova; page 16: stock.adobe.com/Swetlana Wall; page 18: flaticon.com/muhammad atho' (o. l.), flaticon.com/Freepik (u. l.), flaticon.com/Smashicons (u. r.); page 19: flaticon.com/Freepik (m.), Thomas Hoff (r.); page 20: Huy Nguyen(l.), flaticon.com/Pixel perfect (u. r.); Page 21: flaticon.com/bqlqn (r.); Seite 23: flaticon.com/Freepik (r.); Page 24: Huy Nguyen; page 26: stock.adobe.com/Swetlana Wall; page 34: stock.adobe.com/Swetlana Wall; page 37: Thomas Hoff; page 38: stock.adobe.com/Swetlana Wall; page 40: stock.adobe.com/Swetlana Wall
Version	January 2024

OUTLOOK

The next updated environmental statement shall be submitted for validation and subsequently published no later than December 2024, and the next consolidated environmental statement no later than December 2025.

SATIS&FY

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