

# ENVIRONMENTAL STATEMENT 2024

\\ BASED ON THE DATA FROM 2019 – 2023

SATIS&FY

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### 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](mailto: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 wholly-owned subsidiary of Live Matters GmbH, with Nico Ubenauf and Simon Ackermann as managing partners. Other sub-brands include Habegger AG and spaces mgt GmbH, which are also EMAS-validated or ISO20121-certified.

# PART TWO

## SATIS&FY AG – OVERVIEW



## 2 \ SATIS&amp;FY AG – OVERVIEW

## 2.2 SITES AUDITED

## KARBEN \ FRANKFURT

Our head office is idyllically surrounded by the 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.

To improve our environmental performance, motion sensors were installed for the hall lighting and LED bulbs were installed. In the offices, all heaters were equipped with new thermostats. In 2023, unsealed area was rented to serve as an alternative parking lot. This results in an increase in the size of the natural (unsealed) area.

**Source of electricity:**

The electricity from our own PV system, which has already received its 20-year subsidy, is included in the OVAG electricity mix and is reimbursed.

**Heat supply:**

Fuel oil and mainly natural gas

**Address:**

Industriegebiet Dögelmühle, 61184 Karben (Industriegebiet)

\* There are no protected areas adjacent to any of our sites. All locations are rented. There are no natural areas away from the sites.

## 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. In addition, the company set up its own carpentry shop last year. To improve its environmental performance, the large warehouse doors were equipped with sensors to reduce heat loss. Motion sensors were also installed for the hall lighting and LED bulbs were replaced. In the offices, all heaters were equipped with new thermostats.

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.

**Heat supply:**

Natural gas

**Address:**

Baaken 20, 59368 Werne (Gewerbegebiet)

## 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 m<sup>2</sup>, the smallest of our warehouses in Germany. There is also a carpentry workshop on site. Last year, a new area was set up for receiving customers and suppliers.

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 Berlin, visit-Berlin's sustainability program.

**Source of electricity:**

Electricity is purchased from Green Planet Energy.

**Heat supply:**

Fernwärme

**Address:**

Lise-Meitner-Straße 45, 10589 Berlin (Industriegebiet)

## 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.

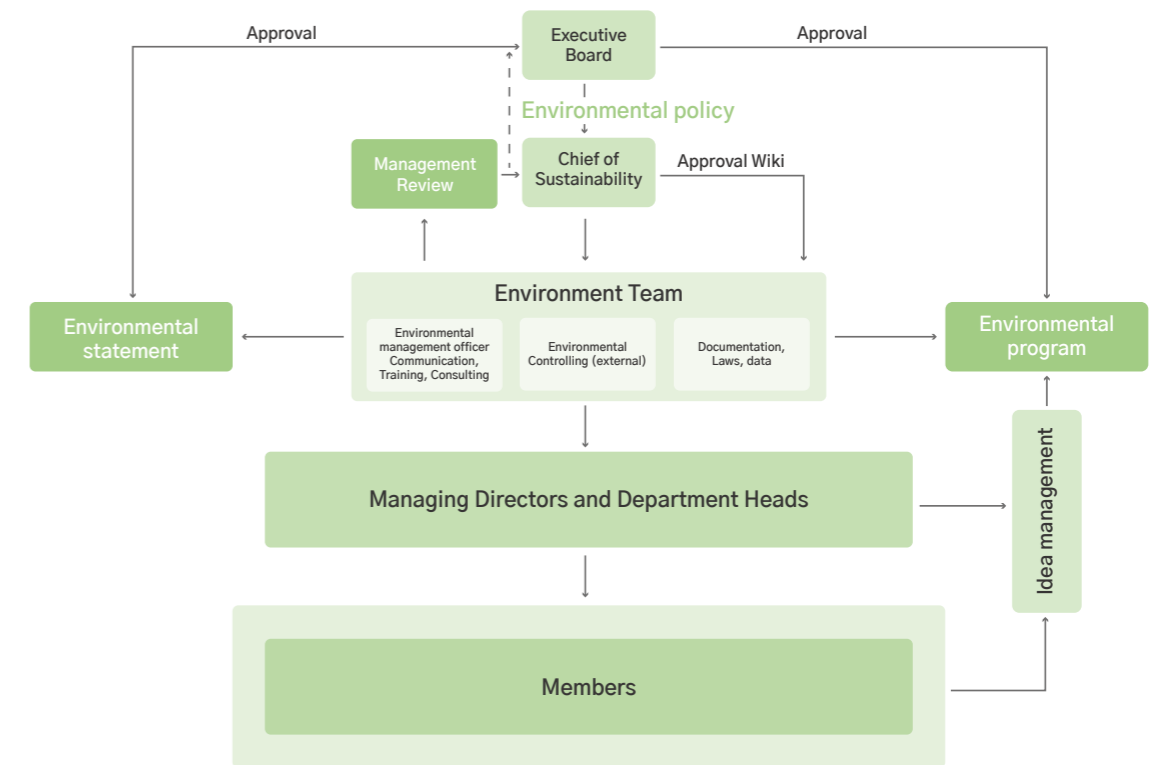




### 3.1 VERANTWORTLICHKEITEN & ABLÄUFE

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 work of the Executive Board and is the interface to the environmental team (internally: UM Operations), which is responsible for implementing and coordinating 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.

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

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](mailto: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 exchanges with our external stakeholders help us to develop further issues and topics and expand our network. For example, presentations were given to a supplier, an association and a public agency. In addition, employees took part in several panel discussions.

In its 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.



## 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.

# PART FOUR

## ENVIRONMENTAL ASPECTS

## 4 \\ ENVIRONMENTAL ASPECTS

### 4.2 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

Events with stage fabrics are common practice. The use is very diverse and quantitatively very high. Since the predominantly used cotton fabrics "Stage Molton Black" have a significant footprint on the environment and people, measures for resource efficiency have been taken since 2018. In the first step, the fabrics, which are usually used only once, are kept in the lifecycle for as long as possible by returning them to and reworking them in the stage tailoring in

Werne. In a second step, we are trying to organize our own cycle that includes the return of residual materials for recycling and then back to the weaver of our stage fabrics and our supplier. A separate separation system for fabrics does not appear to be economically viable at the moment. However, as already mentioned, we will continue to try to minimize our resources and close loops wherever possible.



#### 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

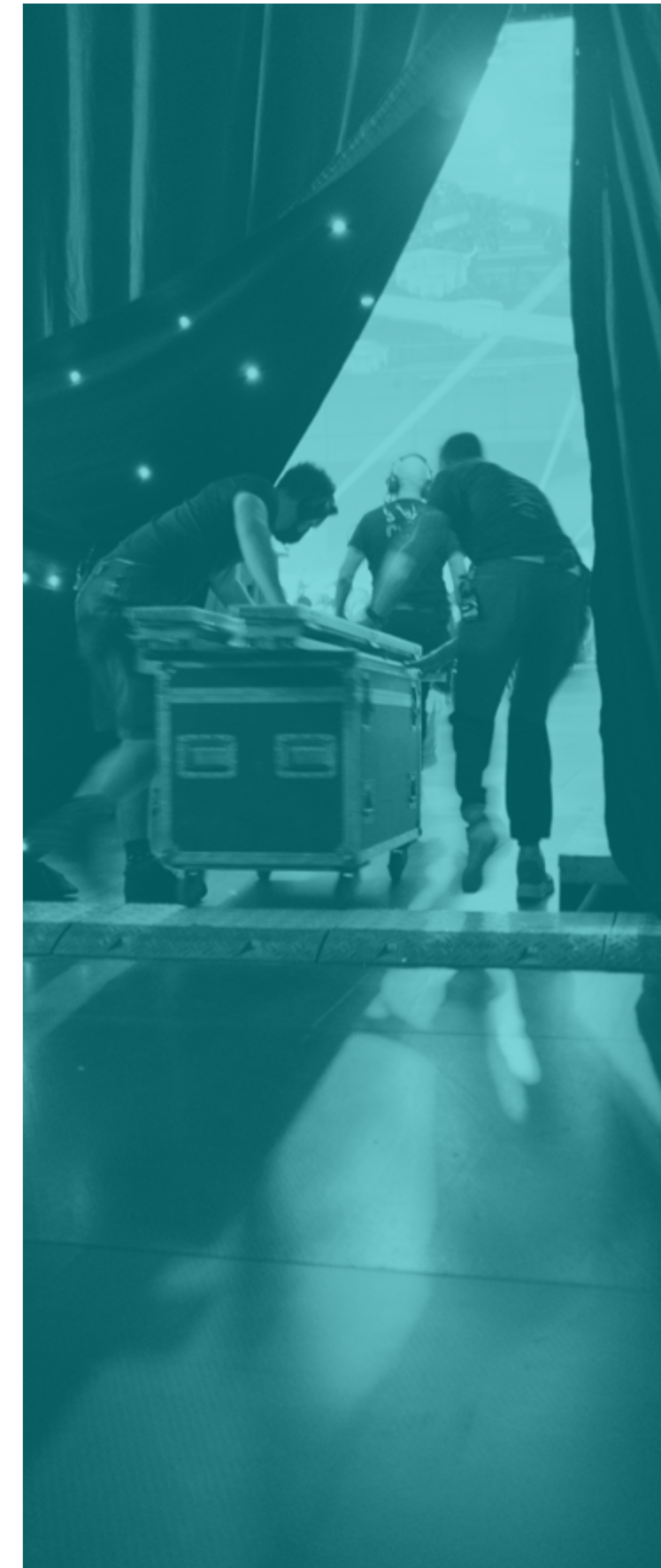
The metals used are mainly aluminum for the truss constructions and system materials and iron for special construction elements and everyday use. The main thing here is to avoid damage and ensure a long life cycle by handling the material with particular care. Implemented, for example, through the in-house 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.



### 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 commercial 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. To improve the separation by employees, the waste labeling was adapted in 2024. The language was changed to "German" and some categories were changed.



### EMISSIONS

The CO<sub>2</sub> emissions from our vehicle fleet represent a large proportion of the direct environmental impacts. Therefore, where it makes sense, the fleet is gradually being converted to electric use. Apart from that, there are no significant direct CO<sub>2</sub> or pollutant emissions from our business operations. Only refrigerant leaks in the air conditioning systems could make a significant contribution to the greenhouse effect. That is why all systems, including

small ones, are monitored and serviced on a yearly basis. So far, there have been no leaks to report.

The area of vehicle emissions is addressed in the "Indirect emissions" section of the text, as the vehicles in question are leased vehicles. With regard to noise emissions, more than ten years ago a resident of Werne complained about sound rehearsals in the 20/20 studio. Since then, to comply with the applicable limit, there has been a strictly enforced ban on rehearsals after 10 p.m.

SATIS&FY



## 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 certified 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 hall. All facilities belong to the landlord. A solar system with 58 kWp, which was installed on the roof of the hall complex as early as 1999, primarily covers part of the company's own electricity needs. Further electricity needs are covered by the local grid operator OVAG.

The electricity is mainly needed for hall and office lighting, IT infrastructure, industrial trucks and workshops. Since 2021, there has been an energy efficiency measure in the course of which all lighting fixtures are being successively converted from the current approx. 37% conventional to the most modern LED technology with presence detectors. This measure is expected to be 100% complete by 2025.

The heating system for the building complex is owned by the landlord and is gas-fired. In order to reduce consumption as much as possible, thermal bridges and losses in the historical part of the building have been analyzed and successively reduced where economically feasible as part of a thermal efficiency measure since 2018.

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

Water consumption at all locations is mainly caused not by the commercial activity itself, but by the personal needs of the employees. The biggest water consumers are the sanitary facilities and the dishwashers in the kitchenettes. In addition, there is project-related cleaning of equipment used in outdoor areas (festivals, etc.) and watering of green spaces. In an efficiency process designed to last until 2025, all consumers will be systematically examined and successively optimized with water-saving technology according to economic efficiency. The economical use of water is an integral part of the environmental training of employees.





4 \\ ENVIRONMENTAL ASPECTS

4.3 INDIRECT ENVIRONMENTAL ASPECTS



**TRANSPORT AND TRAVEL**

CO<sub>2</sub> 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 CO<sub>2</sub> 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 in various places. First and foremost, the consumption of cotton fabrics, which causes very high water consumption, biodiversity loss and the use of pesticides and herbicides in the countries where they are grown. In addition, the extraction of cotton for low-priced technical fabrics is often viewed critically by human rights activists. We want to take this into account by drastically reducing the use of virgin cotton in our curtains and using regenerated cotton with a high recycling content.

In 2024, there was a setback to our efforts. Due to a huge drop in the price of fleece traded on the stock exchange, our closed supply chain was terminated by our supplier. We reluctantly accept this and continue to look for ways to protect our environment, because even if the price remains stable as a result, we are slowed in our efforts and targets.

By 2025, the negative environmental impacts of using disposable carpets should be drastically reduced using the same approach. Reusable systems in the form of carpet tiles and verifiable transport to recycling plants should help to significantly reduce the footprint.

Investments in technical equipment and consumables can have a variety of negative environmental impacts. For this reason, we are establishing a sustainable procurement system by 2025 that takes into account the Supply Chain Due Diligence Act (LkSG). In addition, the high satis&fy standard should help to avoid the use of critical substances.

Another aspect is the energy consumption of the technology used in productions. satis&fy has been focusing on replacing equipment with the latest LED technology for over ten years. In cooperation with lamp manufacturers, the demand and practical application were coordinated at an early stage, right up to series production. When making new purchases, energy efficiency in use is prioritized alongside product quality.

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 \ 4 \ ENVIRONMENTAL ASPECTS

## 4.4 EMERGENCY MANAGEMENT

**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

We have taken into account the consumption figures for the years 2019 to 2023 for our basic key figures and, as far as possible and reasonable, included them in the assessment.

2019 is the base year on whose values we have set our targets and with which we compare.

In the years up to and including 2022, our focus was on collecting data on direct environmental aspects. This year, we are beginning to list direct and indirect environmental aspects broken down into Scopes 1–3 according to the Greenhouse Gas Protocol. For this, we use the CO<sub>2</sub> culture calculator from the Sustainability Network.

For the 2023 reporting year, we will therefore use two CO<sub>2</sub> calculators in parallel: the previous methodology and the CO<sub>2</sub> culture calculator, as this will enable us to take advantage of the benefits of both methods.

The CO<sub>2</sub> Culture Calculator of the Sustainability Action Network, a group of experts developed a CO<sub>2</sub> accounting standard based on the GHG Protocol on behalf of the Federal Government Commissioner for Culture and the Media and the Ministry of Science, Research and the Arts Baden-Württemberg in close cooperation with the responsible bodies of the Standing Conference of the Ministers of Education and Cultural Affairs.

It is still the case that the data and figures determined in 2020 and 2022 were influenced by the effects of the coronavirus pandemic, in particular by the fact that employees at our German locations were mostly on short-time working during this period.

As a service provider, we use the number of projects completed as a reference value because project work is our core business and is therefore well suited to illustrate the development. We have made intensive use of the period of lower project volumes during the pandemic to address 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 CO<sub>2</sub> reduction.

The figures shown are based on utility bills from the landlords of our buildings, data from our energy suppliers, invoices and evaluations from contracted service providers.

# PART FIVE

## KEY FIGURES RELEVANT TO EMAS

5 KEY FIGURES RELEVANT TO EMAS

5.1 KEY INDICATORS ACCORDING TO EMAS III

OVERVIEW OF SITES

Database	Einheit	absolute			
		2019	2021	2022	2023
Number of employees	Anzahl	497	363	424	453
Total site areas	[m²]	33.380,63	33.903,58	33.903,58	33.903,58
Sealed surfaces	[m²]	53.399,22	53.922,17	53.922,17	53.922,17
Near-natural area	[m²]	11.530,79	12.330,79	12.330,79	12.330,79
Summel durchgeführter Projekte		2637	917	1174	2147
<b>INPUT</b>					
Water	[m³]	2.359,60	1.495,62	1.773,16	2.158,00
Electricity (ext. sourced)	[MWh]	772,05	886,99	872,63	1.068,67
External electricity/CO <sub>2</sub> equivalent	[t]	258,39	135,51	224,41	215,10
Self-generated electricity (renewable energy)	[MWh]	40,20	42,99	48,25	44,49
Proportion of renewable energy	[%]	49,25	59,22	51,79	95,54
Proportion of renewable energy	[MWh]	380,23	525,26	451,96	388,11
<b>Total electricity</b>	[MWh]	812,25	929,98	920,88	861,72
<b>Natural gas</b>	[MWh]	2.455,56	2.106,07	2.226,45	2.277,12
Natural gas/CO <sub>2</sub> equivalent	[t]	605,62	423,41	447,51	432,07
Proportion of renewable energy	[MWh]	0,00	0,00	0,00	0,00
<b>Heating oil</b>	[l]	4.411,00	2.014,00	2.627,00	0,00
Proportion of renewable energy	[%]	0,00	0,00	0,00	0,00
Energy Heating oil	[MWh]	46,76	21,35	27,85	0,00
<b>Diesel Fuel</b>	[l]	69.744,21	42.190,92	44.733,56	35.914,39
Diesel fuel/CO <sub>2</sub> equivalent	[t]	220,40	133,30	118,37	115,98
Diesel fuel energy	[MWh]	743,47	411,62	460,56	403,88
<b>Gasoline fuel</b>	[l]	20.184,47	9.608,65	7.723,53	7.109,74
Gasoline fuel/CO <sub>2</sub> equivalent	[t]	58,20	27,67	19,20	544,93
Gasoline fuel energy	[MWh]	200,23	95,34	78,71	70,97
<b>District heating</b>	[MWh]	135,80	154,67	149,10	52,02
District heating/CO <sub>2</sub> equivalent	[t]	5,80	8,60	8,29	2,89
Proportion of renewable energy	[MWh]	8,01	9,13	8,80	3,07
<b>Total energy</b>	[MWh]	4.394,07	3.719,02	3.879,84	3.616,65
Proportion of renewable energy	[MWh]	433,73	570,42	512,17	435,67
Proportional percentage of renewable energy	[%]	9,87	15,34	13,20	12,05
<b>OUTPUT</b>					
Total waste	[t]	259,19	211,61	217,35	327,43
Total non-hazardous waste	[t]	258,40	211,33	215,88	320,17
Proportion of recycled waste	[%]	61,46	49,55	59,66	59,08
Proportion of residual waste	[%]	38,23	50,32	39,66	38,70
Waste group: Paper, cardboard, carton	[t]	26,31	14,82	20,30	20,17
Waste group: Wood	[t]	107,37	67,10	86,85	157,19
Waste group: Residual waste	[t]	99,10	106,47	86,20	126,71
Hazardous waste	[t]	7,90	0,28	0,28	7,26
Scrap and metals	[t]	25,62	22,94	22,53	16,10
Total CO <sub>2</sub> equivalent from internal combustion	[t]	1.284,64	787,55	869,00	834,12
CO <sub>2</sub> equivalent from refrigerants	[kg]	0,00	0,00	0,00	0,00
SO <sub>2</sub> Emissions from combustion	[kg]	198,00	226,63	224,70	205,66
NO <sub>x</sub> Emissions from combustion	[kg]	807,00	671,97	839,15	649,13
Dust Emissions [PM]	[kg]	55,00	50,64	51,61	48,60

Calculation of CO<sub>2</sub> equivalents  
 11 diesel = 3,16kg [CO<sub>2</sub> equivalents]  
 11 petrol = 2,88 kg [CO<sub>2</sub> equivalents]

Source: Conversion factors: CO<sub>2</sub>-Rechner für Kultureinrichtungen in Deutschland 2023 orientiert sich GHG 11/10/2023  
 Source: Conversion factors: Emissionsfaktoren und Heizwerte relevanter Energieträger /E-Tool für 2023  
 Source: Conversion factors: Emissionsfaktoren und Heizwerte relevanter Energieträger /E-Tool für 2023

relative (in relation to sales in million euros)

2019	2021	2022	2023	
12,66	36,97	28,88	15,79	m²/Project
20,25	58,80	45,93	25,12	m²/Project
4,37	13,45	10,50	5,74	m²/Project
4,75	4,12	4,18	4,76	m³/Members
0,29	0,97	0,74	0,50	MWh/Project
0,10	0,15	0,19	0,10	t/Project
0,02	0,05	0,04	0,02	MWh/Project
0,14	0,57	0,38	0,18	MWh/Project
0,31	1,01	0,78	0,40	MWh/Project
82,31	70,59	74,63	76,32	kWh/m² office+warehouse space
0,23	0,46	0,38	0,20	t/ Project
0,00	0,00	0,00	0,00	MWh/Project
1,67	2,20	2,24	0,00	kWh/m² office+warehouse space
0,02	0,02	0,02	0,00	MWh/Project
26,45	46,01	38,10	16,73	Liter/Project
0,08	0,15	0,10	0,05	t/ Project
0,28	0,45	0,39	0,19	MWh/Project
7,65	10,48	6,58	3,31	Liter/Project
0,02	0,03	0,02	0,25	t/Project
0,08	0,10	0,07	0,03	MWh/Project
38,30	38,01	36,64	12,79	kWh/m² office+warehouse space
0,00	0,01	0,01	0,00	t/Project
0,00	0,01	0,01	0,00	MWh/Project
1,67	4,06	3,30	1,68	MWh/Project
0,16	0,62	0,44	0,20	MWh/Project
0,10	0,23	0,19	0,15	t/Project
0,10	0,23	0,18	0,15	t/Project
				[%]
				[%]
0,01	0,02	0,02	0,01	t/Project
0,04	0,07	0,07	0,07	t/Project
0,04	0,12	0,07	0,06	t/Project
0,00	0,00	0,00	0,00	t/Project
0,01	0,03	0,02	0,01	t/Project
0,49	0,86	0,74	0,39	t/ Project
0,00	0,00	0,00	0,00	kg/Project
0,08	0,25	0,19	0,10	kg/Project
0,31	0,73	0,71	0,30	kg/Project
0,02	0,06	0,04	0,02	kg/ Project

KARBEN

Datenbasis	Einheit	absolut			
		2019	2021	2022	2023
Number of employees	Anzahl	269	199	219	241
Total site areas	[m²]	9.924,98	9.924,98	9.924,98	9.924,98
Sealed surfaces	[m²]	18.622,80	18.622,80	18.622,80	18.622,80
Near-natural area	[m²]	7.898,00	8.698,00	8.698,00	8.698,00
Summel durchgeführter Projekte		1367	505	42	1070
<b>INPUT</b>					
Water	[m³]	1.152,00	789,00	743,00	1.038,00
Electricity (ext. sourced)	[MWh]	380,36	299,80	324,14	306,36
External electricity/CO <sub>2</sub> equivalent	[t]	152,10	59,66	103,70	97,42
Self-generated electricity (renewable energy)	[MWh]	40,20	42,99	48,25	44,49
Proportion of renewable energy	[%]	57,50	65,00	65,00	65,00
Proportion of renewable energy	[MWh]	258,91	237,86	258,94	243,62
<b>Total electricity</b>	[MWh]	420,56	342,79	372,39	350,85
<b>Natural gas</b>	[MWh]	1.227,53	1.340,80	1.260,95	1.236,65
Natural gas/CO <sub>2</sub> equivalent	[t]	302,70	269,50	253,45	248,57
Proportion of renewable energy	[%]	0,00	0,00	0,00	0,00
<b>Heating oil</b>	[l]	4.411,00	2.014,00	2.627,00	0,00
Proportion of renewable energy	[%]	0,00	0,00	0,00	0,00
Energy Heating oil	[MWh]	46,76	21,35	27,85	0,00
<b>Diesel Fuel</b>	[l]	55.239,69	32.480,00	32.932,06	28.177,09
Diesel fuel/CO <sub>2</sub> equivalent	[t]	174,56	85,87	87,06	74,49
Diesel fuel energy	[MWh]	588,86	346,24	351,06	300,37
<b>Gasoline fuel</b>	[l]	2.288,00	2.313,00	1.021,39	526,53
Gasoline fuel/CO <sub>2</sub> equivalent	[t]	6,59	5,59	2,47	1,27
Gasoline fuel energy	[MWh]	22,70	22,94	10,13	5,22
<b>District heating</b>	[MWh]	0,00	0,00	0,00	0,00
District heating/CO <sub>2</sub> equivalent	[t]	0,00	0,00	0,00	0,00
Proportion of renewable energy	[MWh]	0,00	0,00	0,00	0,00
<b>Total energy</b>	[MWh]	2.306,40	2.074,12	2.022,37	1.893,09
Proportion of renewable energy	[MWh]	299,11	280,85	307,19	288,11
Proportional percentage of renewable energy	[%]	12,97	13,54	15,19	15,22
<b>OUTPUT</b>					
Total waste	[t]	84,76	65,41	82,43	126,79
Total non-hazardous waste	[t]	83,97	65,39	82,12	119,74
Proportion of recycled waste	[%]	46,59	49,88	37,31	64,59
Proportion of residual waste	[%]	19,70	42,40	38,00	27,76
Waste group: Paper, cardboard, carton	[t]	6,15	8,48	9,97	10,21
Waste group: Wood	[t]	32,28	23,86	34,56	62,74
Waste group: Residual waste	[t]	43,54	27,73	31,32	39,76
Hazardous waste	[t]	0,79	0,02	0,31	7,05
Scrap and metals	[t]	2,00	5,32	6,27	7,03
Total CO <sub>2</sub> equivalent from internal combustion	[t]	635,95	426,37	414,98	421,76
CO <sub>2</sub> equivalent from refrigerants	[kg]	0,00	0,00	0,00	0,00
SO <sub>2</sub> Emissions from combustion	[kg]	99,00	81,27	88,41	78,40
NO <sub>x</sub> Emissions from combustion	[kg]	465,00	331,67	494,10	310,13
Dust Emissions [PM]	[kg]	30,00	25,37	25,56	23,03

CO<sub>2</sub> equivalents from electricity  
 Natural gas [standard cubic meter]: 1m³ EG/9,77 kWh [Heizwert]

Source: Energieschemata der Energieversorger im Berichtsjahr  
 Source: Merkblatt Umweltbundesamt 2022, Kohlendioxid-Emissionsfaktoren für die deutsche Berichterstattung atmosphärischer Emissionen



**WERNE**

<b>WERNE</b>					
Database		absolute			
	Einheit	2019	2021	2022	2023
Number of employees	Anzahl	114	78	94	109
Total site areas	[m²]	19.909,65	19.909,65	19.909,65	19.909,65
Sealed surfaces	[m²]	31.230,42	31.230,42	31.230,42	31.230,42
Near-natural area	[m²]	3.632,79	3.632,79	3.632,79	3.632,79
Summel durchgeführter Projekte		693	232	631	622
INPUT					
Water	[m³]	852,60	461,00	665,00	741,00
Electricity (ext. sourced)	[MWh]	265,72	299,79	393,22	383,31
External electricity/CO <sub>2</sub> equivalent	[t]	106,29	75,85	120,71	117,68
Self-generated electricity (renewable energy)	[MWh]	0,00	0,00	0,00	0,00
Proportion of renewable energy	[%]	9,60	0,00	0,00	30,54
Proportion of renewable energy	[MWh]	25,51	0,00	37,75	44,49
<b>Total electricity</b>	[MWh]	265,72	299,79	393,22	383,31
<b>Natural gas</b>	[MWh]	1.143,38	765,27	965,50	912,94
Natural gas/CO <sub>2</sub> equivalent	[t]	282,04	153,91	194,06	183,50
Proportion of renewable energy	[MWh]	0,00	0,00	0,00	0,00
<b>Heating oil</b>	[l]	0,00	0,00	0,00	0,00
Proportion of renewable energy	[l]	0,00	0,00	0,00	0,00
Energy Heating oil	[MWh]	0,00	0,00	0,00	0,00
<b>Diesel Fuel</b>	[l]	10.110,22	4.685,00	7.650,11	7.737,30
Diesel fuel/CO <sub>2</sub> equivalent	[t]	31,95	14,80	20,34	20,46
Diesel fuel energy	[MWh]	107,77	15,32	81,55	82,48
<b>Gasoline fuel</b>	[l]	16.707,48	6.960,87	6.577,97	6.498,40
Gasoline fuel/CO <sub>2</sub> equivalent	[t]	48,12	15,32	15,92	15,73
Gasoline fuel energy	[MWh]	165,74	69,05	65,25	64,46
<b>District heating</b>	[MWh]	0,00	0,00	0,00	0,00
District heating/CO <sub>2</sub> equivalent	[t]	0,00	0,00	0,00	0,00
Proportion of renewable energy	[MWh]	0,00	0,00	0,00	0,00
<b>Total energy</b>	[MWh]	1.682,61	1.149,43	1.505,52	1.443,19
Proportion of renewable energy	[MWh]	25,51	0,00	37,75	44,49
Proportional percentage of renewable energy	[%]	1,52	0,00	2,51	3,08
OUTPUT					
Total waste	[t]	105,78	61,73	92,67	112,25
Total non-hazardous waste	[t]	105,78	61,73	91,97	112,09
Proportion of recycled waste	[%]	97,10	72,31	48,17	39,77
Proportion of residual waste	[%]	2,80	25,00	34,18	29,33
Waste group: Paper, cardboard, carton	[t]	17,90	4,19	7,41	7,48
Waste group: Wood	[t]	41,72	25,04	36,62	63,01
Waste group: Residual waste	[t]	22,54	15,43	31,68	32,92
Hazardous waste	[t]	0,00	0,00	0,70	0,16
Scrap and metals	[t]	23,62	17,07	16,26	8,68
Total CO <sub>2</sub> equivalent from internal combustion	[t]	468,39	259,88	351,03	337,36
CO <sub>2</sub> equivalent from refrigerants	[kg]	0,00	0,00	0,00	0,00
SO <sub>2</sub> Emissions from combustion	[kg]	68,00	74,60	97,94	95,42
NO <sub>x</sub> Emissions from combustion	[kg]	263,00	196,42	261,60	254,11
Dust Emissions [PM]	[kg]	20,00	15,76	20,50	19,89

SATIS&amp;FY

**BERLIN**

<b>BERLIN</b>					
Database		absolute			
	Einheit	2019	2021	2022	2023
Number of employees	Anzahl	114	86	87	103
Total site areas	[m²]	3.546,00	4.068,95	4.068,95	4.068,95
Sealed surfaces	[m²]	3.546,00	4.068,95	4.068,95	4.068,95
Near-natural area	[m²]	0,00	0,00	0,00	0,00
Summel durchgeführter Projekte		577	180	501	455
INPUT					
Water	[m³]	355,00	245,62	365,16	379,00
Electricity (ext. sourced)	[MWh]	125,97	287,40	155,27	127,53
External electricity/CO <sub>2</sub> equivalent	[t]	0,00	0,00	0,00	0,00
Self-generated electricity (renewable energy)	[MWh]	0,00	0,00	0,00	0,00
Proportion of renewable energy	[%]	76,06	100,00	100,00	100,00
Proportion of renewable energy	[MWh]	95,81	287,40	155,27	127,56
<b>Total electricity</b>	[MWh]	125,97	287,40	155,27	127,53
<b>Natural gas</b>	[MWh]	84,65	0,00	0,00	0,00
Natural gas/CO <sub>2</sub> equivalent	[t]	20,88	0,00	0,00	0,00
Proportion of renewable energy	[MWh]	0,00	0,00	0,00	0,00
<b>Heating oil</b>	[MWh]	0,00	0,00	0,00	0,00
Proportion of renewable energy	[%]	0,00	0,00	0,00	0,00
Energy Heating oil	[MWh]	0,00	0,00	0,00	0,00
<b>Diesel Fuel</b>	[l]	4.394,30	5.025,92	4.151,39	7.955,72
Diesel fuel/CO <sub>2</sub> equivalent	[t]	13,89	13,29	10,97	21,03
Diesel fuel energy	[MWh]	46,84	50,06	44,25	84,81
<b>Gasoline fuel</b>	[l]	1.188,99	334,78	124,17	527,93
Gasoline fuel/CO <sub>2</sub> equivalent	[t]	3,42	0,85	0,81	1,28
Gasoline fuel energy	[MWh]	11,79	3,34	3,32	5,24
<b>District heating</b>	[MWh]	135,80	154,67	149,10	52,02
District heating/CO <sub>2</sub> equivalent	[t]	5,80	8,60	8,29	2,89
Proportion of renewable energy	[MWh]	8,01	9,13	8,80	3,07
<b>Total energy</b>	[MWh]	405,06	495,47	351,94	269,60
Proportion of renewable energy	[MWh]	103,82	296,53	164,07	130,63
Proportional percentage of renewable energy	[%]	25,63	59,58	46,62	48,45
OUTPUT					
Total waste	[t]	68,65	84,47	42,25	88,39
Total non-hazardous waste	[t]	68,65	84,21	41,79	88,34
Proportion of recycled waste	[%]	6,40	16,91	23,30	23,30
Proportion of residual waste	[%]	93,60	74,95	54,91	61,13
Waste group: Paper, cardboard, carton	[t]	2,26	2,15	2,92	2,48
Waste group: Wood	[t]	33,37	18,20	15,67	31,44
Waste group: Residual waste	[t]	33,02	63,31	23,20	54,03
Hazardous waste	[t]	0,00	0,26	0,46	0,05
Scrap and metals	[t]	0,00	0,55	0,00	0,39
Total CO <sub>2</sub> equivalent from internal combustion	[t]	43,99	22,74	20,07	25,20
CO <sub>2</sub> equivalent from refrigerants	[kg]	0,00	0,00	0,00	0,00
SO <sub>2</sub> Emissions from combustion	[kg]	31,00	70,76	38,35	31,84
NO <sub>x</sub> Emissions from combustion	[kg]	79,00	143,88	83,45	84,89
Dust Emissions [PM]	[kg]	5,00	9,51	5,55	5,68

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5 \\ KEY FIGURES RELEVANT TO EMAS

5.1 KEY INDICATORS ACCORDING TO EMAS III

**CO<sub>2</sub> EQUIVALENTS**

As mentioned, the first reporting year 2021 was still marked by the coronavirus pandemic, which hit our industry hard. In 2022, the coronavirus restrictions were gradually lifted, which led to the “event backlog” being cleared and ensured full order books. 2023 was therefore the first full financial year without coronavirus restrictions.

Compared to the baseline year 2019, it can be seen that, in particular, CO<sub>2</sub> equivalents (CO<sub>2</sub>e) have fallen, in some cases significantly. Total consumption has also been reduced in most cases.

The total CO<sub>2</sub>e is the result of electricity consumption, natural gas, diesel and petrol. The reduction in total CO<sub>2</sub>e is the result of a mix of measures, which are explained in the following chapters, among others.

**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, FUEL AND EMISSIONS**

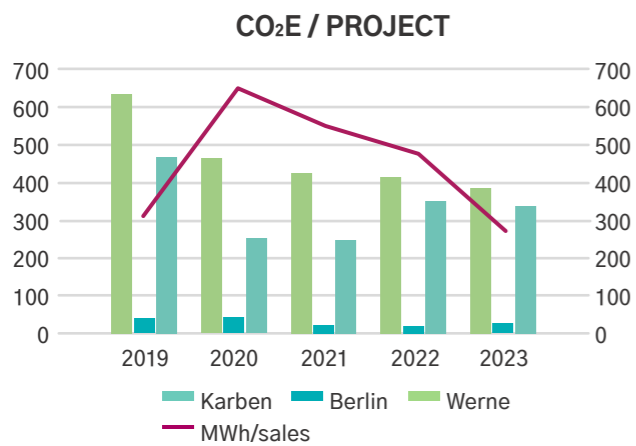
Overall, energy consumption and thus emissions have been significantly reduced.<sup>1</sup> This was mainly due to the reduction of our own fleet and the conversion to electric vehicles, as well as investments in more efficient logistics solutions for our trucks.

When looking at the individual factors, such as electricity consumption, an increase can be observed in some cases, depending on the location, which needs to be evaluated. At the Werne site in particular, electricity consumption increased significantly compared to the base year. This can be explained by the purchase of new machines and the installation of a workshop.

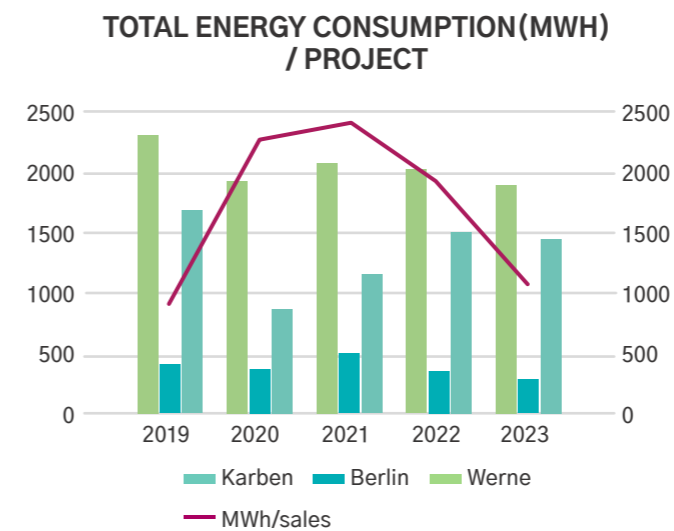
However, since there is only one meter reading for the entire site, it is not possible to distinguish between a high volume of projects and the resulting increase in production or daily use, for example in the office. In this case, we are considering investing in individual meters to improve the effectiveness of the audit.

Since we implemented significantly more projects in 2019 (2,899) than in 2023 (2,147), the relative value in 2024 is slightly higher than in the base year despite lower total consumption.

The reduction in CO<sub>2</sub> emissions in the area of fossil fuels and thus also the reduction in its emissions is partly due to the greater reliance on external service providers in the area of transport and logistics and will be relevant in the Scope 3 assessment for the environmental report in the future.



Graphic 1: CO<sub>2</sub>e from internal combustion in relation to the implemented projects.



Graphic 2: Energy consumption by location and in relation to the projects implemented.



## MATERIAL USE AND WASTE MANAGEMENT

Consistently with the last report, the majority of the newly purchased resources (= consumables) for our projects come from the area of “scenic services” (scenery design and equipment). In this area, too, we are continuing to rely increasingly on rental materials that can be used in a variety of ways.

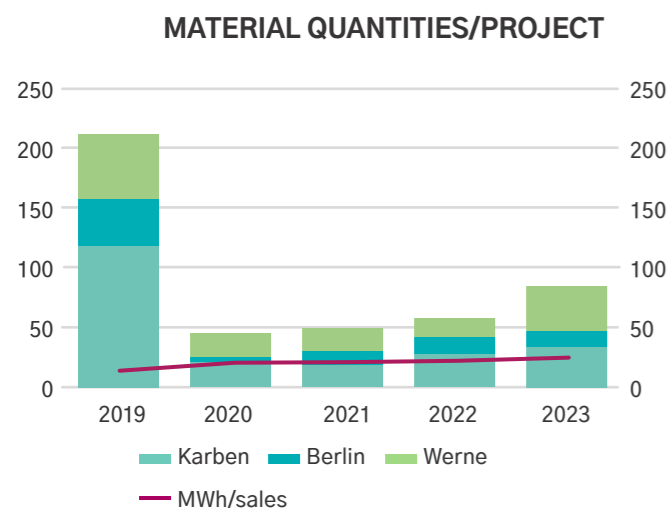
The amount of resources used for our projects has not yet reached the pre-corona level, although the amount of newly purchased resources is increasing.

We can therefore attribute the reduction in the material flow (resources) primarily to the increased use of reusable or multi-use items

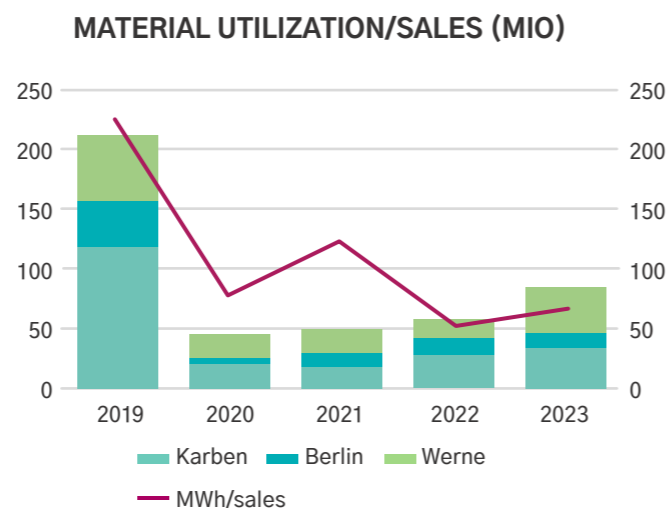
Graphic 4 shows the ratio to sales based on the same figures. Since we are aiming to halve the use of materials in relation to sales, this figure is included for the sake of completeness.

In the future, we will increasingly apply the principle of “circular design” as early as the idea generation and design phase for new items in order to sustain the reduction of resources in this area.

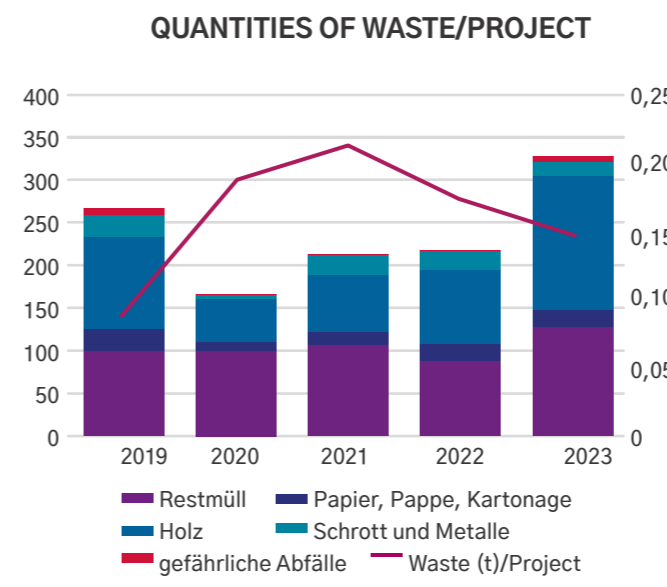
In the last two years, we have built up a new “Concept and Creation” team for this purpose, which works more closely with “technical planning”.



Graphic 3: The quantity of newly purchased materials in relation to the number of projects implemented. \*Important: The purchase of materials per location is displayed, not the consumption.\*



Graphic 4: Material usage in relation to sales. \*Important: The purchase of materials per location is displayed, not the consumption.\*



Graphic 5: Waste quantities broken down into the most common types of waste and the quantity of waste in relation to the number of projects implemented.

## WATER USE

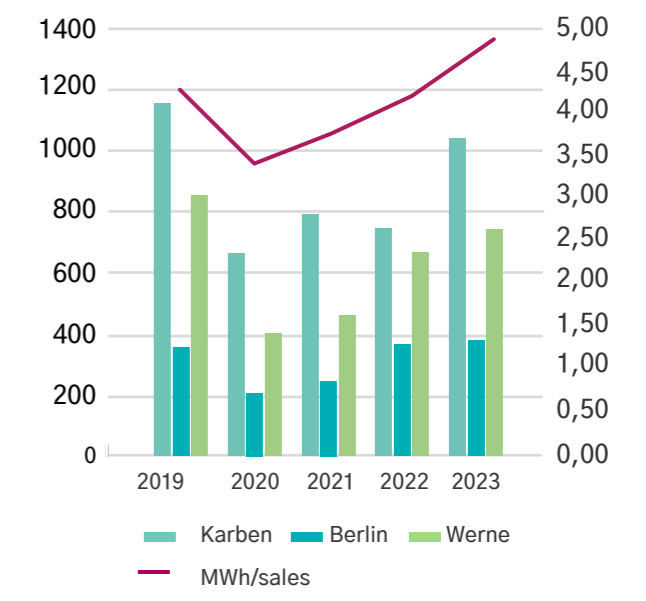
The amount of waste is considered in different categories.

The total amount of waste increased by 68 tons compared to 2019. The share of recyclable waste in 2023 is around 59%, which is comparable to the figure for 2019 (61%).

The “wood” fraction has increased by one third (around 50 t) compared to 2019. The amount of waste per project has been declining again since 2020, but has not reached pre-corona levels.

Looking at the sales figures in relation to the amount of fresh water consumed, the use of drinking water at the locations continues to decline. In May 2022, short-time work at satis&fy ended and all employees returned to the location. In the time ahead, we will continue to work to reduce our water and energy consumption. Shortly after the Berlin site moved to Lise-Meitner-Straße 45, a cell phone caught fire in the new warehouse, triggering the building’s sprinkler system. The effects of this event can be clearly seen in the curve for water consumption in Berlin.

## WATER UTILIZATION/EMPLOYEES



Graphic 6: Water use, broken down by location and in relation to the projects implemented.

5 KEY FIGURES RELEVANT TO EMAS

5.2 CO<sub>2</sub>-CALCULATOR FOR THE CULTURE SECTOR

Using the cultural calculator offers us many advantages:

- \\ The integration of Scope 3
- \\ The clear, thematic structure in the processing
- \\ The presentation Breakdown of material flows
- \\ The emission factors are displayed transparently and automatically adjusted
- \\ CO<sub>2</sub>e for materials are displayed.

We have therefore taken the opportunity to provide new figures for the first time for 2023, such as the CO<sub>2</sub>e of purchased IT services. We will include data such as commuting behavior, paper consumption or business trips, etc. from the 2024 reporting year.

The results for all three locations are summarized below.

	Total emission [t CO <sub>2</sub> e]	emissions per member [kg CO <sub>2</sub> e]	Emissions per m <sup>2</sup> [kg CO <sub>2</sub> e]	Emissions per visitor [kg CO <sub>2</sub> e]
KlimaBilanzKultur (KBK)	808,1	1.783,8	15,0	
KlimaBilanzKultur+ (KBK+)	392,8	867,0	7,3	182,9
<b>Total: KBK and KBK+</b>	<b>1.200,8</b>	<b>2.650,9</b>	<b>22,3</b>	<b>559,3</b>

	Topic	Total	Unit
Beyond Carbon	Office paper consumption	0	Blatt Papier
	Printed and advertising materials	0	kg
	Packaging materials	0	kg
	Water use	2158	m <sup>3</sup>

Please note that we don't translate the separate sections used by the calculator KlimaKulturBilanz (KBK.)

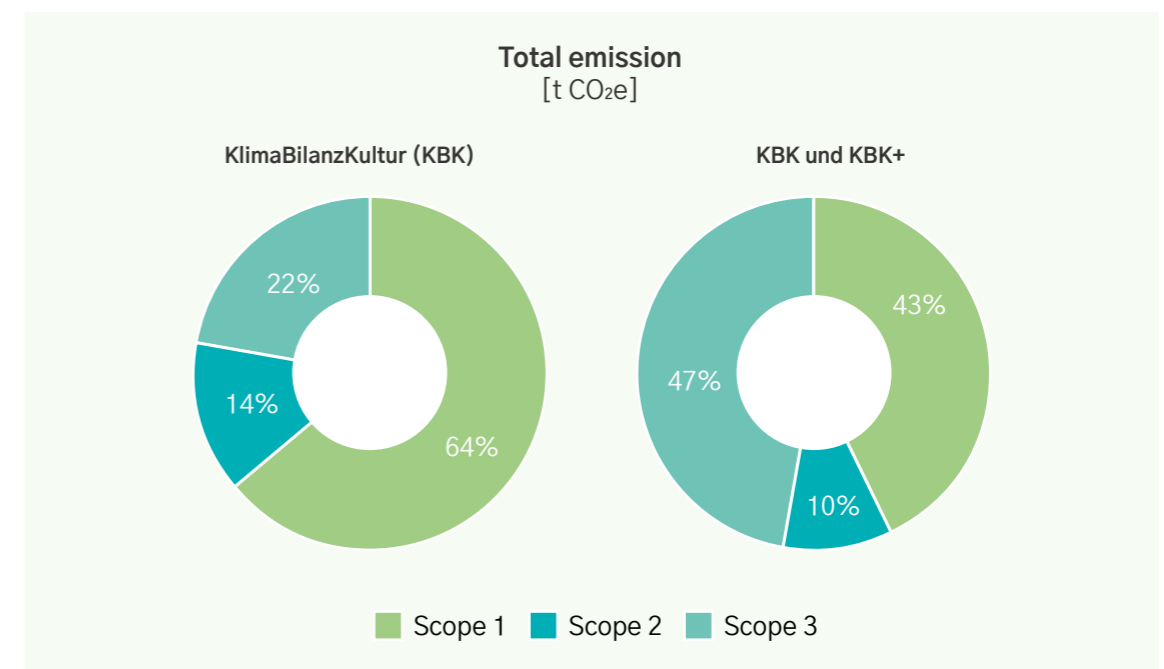
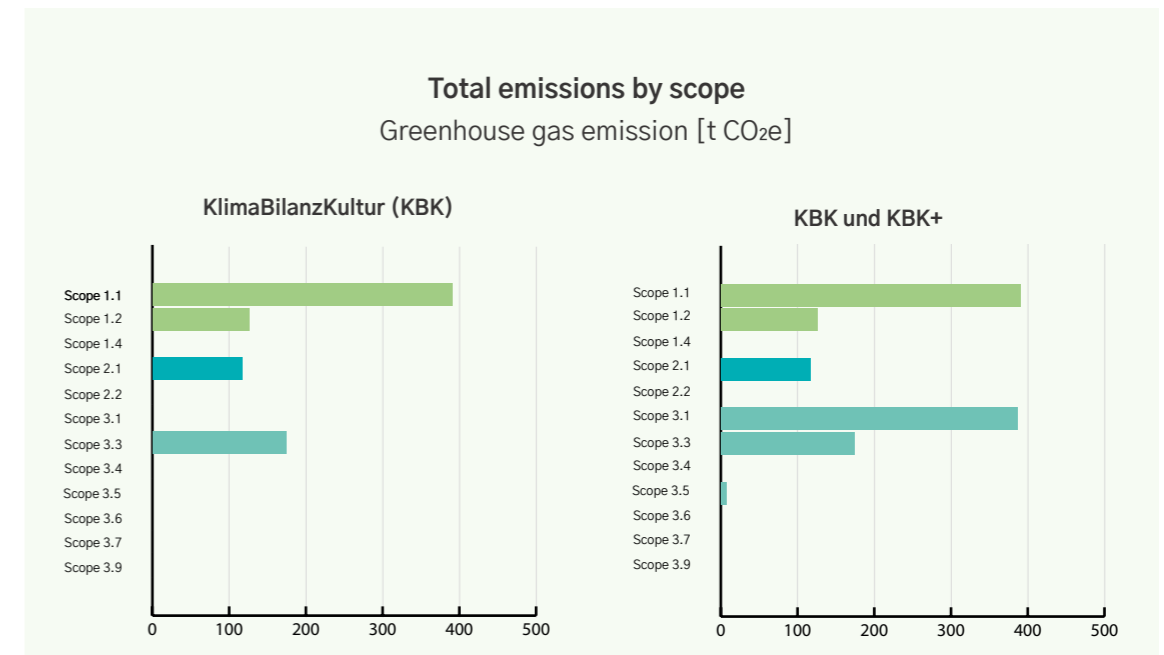
	Topic	Scope 1 emissions [t CO <sub>2</sub> e]	Scope 2 emissions [t CO <sub>2</sub> e]	Scope 3 emissions [t CO <sub>2</sub> e]	Scope 1-3 emissions [t CO <sub>2</sub> e]
KBK	Warmth	390,9	0,0	110,3	501,1
	Electricity	0,0	115,6	21,0	136,7
	Coolants and refrigerants	0,0	0,0	0,0	0,0
	Vehicle fleet	125,8	1,6	42,9	170,3
	Business trips	0,0	0,0	0,0	0,0
	Commuting of employees	0,0	0,0	0,0	0,0
	External	0,0	0,0	0,0	0,0
	Cargo transportation	0,0	0,0	0,0	0,0
	<b>Total KBK</b>	<b>516,7</b>	<b>117,2</b>	<b>174,2</b>	<b>808,1</b>
KBK+	Travel of visitors	0,0	0,0	0,0	0,0
	Media purchasing	0,0	0,0	0,0	0,0
	IT-Services	0,0	0,0	1,2	1,2
	Relevant material flows	0,0	0,0	391,6	391,6
	<b>Total KBK+</b>	<b>0,0</b>	<b>0,0</b>	<b>392,8</b>	<b>392,8</b>
<b>Total: KBK und KBK+</b>		<b>516,7</b>	<b>117,2</b>	<b>566,9</b>	<b>1.200,8</b>



		Emissions KlimaBilanz-Kultur [t CO <sub>2</sub> e]	Emissions KlimaBilanz-Kultur+ [t CO <sub>2</sub> e]	Total KBK and KBK+ [t CO <sub>2</sub> e]
<b>Scope 1: Direct Emissions</b>				
Kat. 1	Emissions from stationary combustion	390,9	0,0	390,9
Kat. 2	Emissions from mobile combustion	125,8	0,0	125,8
Kat. 4	Emissions from volatilization	0,0	0,0	0,0
<b>Total Scope 1</b>		<b>516,7</b>	<b>0,0</b>	<b>516,7</b>
<b>Scope 2: Indirect emissions from supplied energy</b>				
Kat. 1	Emissions from purchased and consumed electricity	117,2	0,0	117,2
Kat. 2	Emissions from other purchased energy (heat, cooling, steam, water)	0,0	0,0	0,0
<b>Total Scope 2</b>		<b>117,2</b>	<b>0,0</b>	<b>117,2</b>
<b>Scope 3: Other indirect emissions</b>				
Kat. 1	Purchased goods and services	0,0	385,9	385,9
Kat. 3	Fuel and energy-related emissions (not included in Scope 1 and 2)	174,2	0,0	174,2
Kat. 4	Transportation and distribution (upstream)	0,0	0,0	0,0
Kat. 5	Waste	0,0	6,9	6,9
Kat. 6	Business trips	0,0	0,0	0,0
Kat. 7	Commuting of employees	0,0	0,0	0,0
Kat. 9	Transportation and distribution (downstream)	0,0	0,0	0,0
<b>Total Scope 3</b>		<b>174,2</b>	<b>392,8</b>	<b>599,9</b>
<b>Total overall</b>		<b>808,1</b>	<b>392,8</b>	<b>1.200,8</b>

Definitions:

- \\ Scope 3 integration
- \\ KBK = Klima Bilanz Kultur
- \\ KBK+ = Klima Bilanz Kultur + (= Scope 3)
- \\ CO<sub>2</sub>e = CO<sub>2</sub> equivalents
- \\ CO<sub>2</sub> equivalents = according to Eurostat, the CO<sub>2</sub> equivalent or carbon dioxide equivalent (abbreviated CO<sub>2</sub>e or CO<sub>2</sub>eq) is a metric unit of measurement to compare the emissions of various greenhouse gases based on their warming potential.



## 6.1 ENVIRONMENTAL PROGRAM 2022–2025

On the basis of 2019, we want to achieve the following across the group by 2030:

- ∥ to halve our direct CO<sub>2</sub> emissions. For us, reduction and avoidance are more important than compensation,
- ∥ to balance our direct and indirect CO<sub>2</sub> 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 <sup>1</sup>	Measure	Concerned department	Year
Direct CO <sub>2</sub> 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 <sup>2</sup> with all permanent and temporary employees	Warehouse, Project head	2025

# PART SIX

## ENVIRONMENTAL PROGRAM



Target <sup>1</sup>	Measure	Concerned department	Year
Reduce the use of newly purchased, consumed material on the productions by 25%	a) Annual mandatory training <sup>2</sup> 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

<sup>1</sup> The base year is 2019.

<sup>2</sup> Training objective: reach 75% of the employees.

### UPDATE ON THE ACHIEVEMENT OF ENVIRONMENTAL GOALS

These measures have already been implemented:

- \\ Development of a climate strategy
- \\ Partial replacement of conventional lamps with LED lighting and motion sensors. Werne almost complete, Karben partially completed
- \\ Replacement of conventional/manual thermostats with modern automated systems in our offices
- \\ Modernization of the hall doors in Werne
- \\ Purchase of additional waste sorting systems for our production plants
- \\ The set-up of a rental pool for rental carpets and fabrics is complete
- \\ Targeted development of system solutions ongoing
- \\ Closing the resource loops for carpets, fabrics and plastics ongoing
- \\ In 2024, the supply chain was surveyed for the first time.

2023 is the first completely non-coronavirus year. It allows for a comparison with the pre-coronavirus period for the first time, but is naturally still influenced by it. We not only had to increase our staff to successfully handle the increased number of projects, but also to replace colleagues who left us in a large number of positions.

These are not the only reasons why we will continue to give top priority to communicating our environmental goals and measures.

In view of the goals we set ourselves two years ago, we have come to the conclusion that internal communication continues to play a crucial and key role. This is particularly true in the context of project business and the changes in working practices resulting from mobile working. Both are conditions that are particularly challenging for sustainable communication.

The second priority for the coming year is the inclusion of Scope 3 in our key figures and their evaluation. This will lead to further measures and targets in order to achieve continuous improvement.

6 \\ ENVIRONMENTAL PROGRAM

6.2 SUSTAINABLE RESOURCE MANAGEMENT

Our environmental commitment does not end at our warehouse gates, but should in future be even more strongly related to project implementation on site.

For this reason, a comprehensive consulting project was carried out at the Werne location from 2019 to 2021, which dealt with the sustainable, environmentally friendly equipping of events. As part of a project funded by the Ministry of the Environment of the State of North Rhine-Westphalia entitled “Resource Efficiency in Event Services”, all process steps in the technical and structural equipment and the implementation of events were thoroughly examined and checked for more sustainable, resource-saving alternatives or workflows. The result is a comprehensive action plan that encompasses all areas and stakeholders in the company in the production process. The main idea is a holistic approach in which every person involved is aware of their role in a more sustainable way of working and pursues this in their own work processes. This should result in significantly lower negative environmental impacts than with a conventional implementation.

Our working principle of the one-stop solution makes it possible to place all process steps of the construction and technical equipment from the consultation up to the dismantling under the satis&fy environmental management system. In the course of the consultation, a leitmotif “Sustainable Resource Management” (see figure) was

developed with all departments of satis&fy AG, which combines all sub-processes in one workflow. This approach is intended to create synergies and leverage potential savings.

This guiding principle will therefore be part of future training and targeted employee motivation as part of an overall approach to promote the careful use of resources and successfully meet increasing customer demands in environmental and sustainability communication.

The internal catalog of measures for this purpose includes 185 individual measures in nine sub-areas and is being continued as part of the environmental management system. All employees are responsible for the measures. They are coordinated, supported and motivated in their actions by their managers. Implementation began in spring 2022 with the design of the training plans.



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

UPDATE

The attempt to close the life cycle of molleton was abandoned by the manufacturer because demand is too low, which in turn is due to the currently low purchase prices of “new” cotton. However, we are still actively seeking ways to close the material loop.

Further attempts to return resources to manufacturers after use or to work with partners on their continued use began in 2024. The resources include carpets and Dibond.



## 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.

Berlin, 23/10/2024



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
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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	October 2024

## OUTLOOK

The next updated environmental statement shall be submitted no later than December 2025.

# SATIS&FY

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