SATIS&FY

ENVIRONMENTAL STATEMENT 2025

\\ BASED ON THE DATA FROM 2019 – 2024

EMAS
GEPRÜFTES UMWELTMANAGEMENT
DE-129-00034

DIALOGUE FOR ENVIRONMENTAL AND CLIMATE PROTECTION

Sustainability is part of our work – and our attitude. With EMAS validation, we began three years ago to analyze our processes even more systematically and develop them further. A lot has happened since then, and the current challenges show how important it is to keep at it. We are consistently pursuing our goals and stand by our customers as a reliable partner – with experience, ideas, and a clear vision for the future.

If you have any questions about sustainable projects or our satis&fy sustainability team, please contact us at: sustainability@satis-fy.com

CONTENTS

1 \\ FOREWORD

„Sustainability is not a goal we will achieve at some point in the future – it is a journey we are on together.“

Our environmental statement shows what we have achieved – and even more: what we can achieve together. Every step is important. Every contribution leaves a handprint that shapes the future.

Our projects make it clear: environmentally friendly solutions and wow effects through quality go hand in hand. With passion, innovative strength, and genuine partnership, we realize events that impress and demonstrate responsibility.

Show Green is our offering: a flexible package that makes events sustainable – individually, effectively, and visibly. This is how we transform good ideas into real impact. Thanks to EMAS validation, we are a reliable partner, even when it comes to implementation according to Blue Angel criteria. Be inspired by what we have already achieved – and let‘s set new standards together. For events that inspire. For events that do good. For stories that linger.

satis&fy stands for responsibility: towards the community, the environment, and the future.

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.

https://www.emas.de/

part two

SATIS&FY AG – OVERVIEW

2 \\ SATIS&FY AG – OVERVIEW

2.1 WHO WE ARE & WHAT WE DO

satis&fy AG is an experienced and comprehensive service provider for live and brand experiences. For more than 30 years, satis&fy has specialized in the technical and spatial staging of worlds of experience, exhibitions, events, tours, installations, and virtual worlds. The service portfolio includes event technology, event architecture, stage and special constructions, graphics and advertising design, as well as design, planning, and production management. Right from the planning phase, our customers are supported by an experienced project management team, which is always available as a point of contact for the entire duration of the project implementation. This team acts as the interface: it translates technical questions to all specialist departments and coordinates all processes to ensure communication is streamlined and targeted. Our service model, the one-stop solution, stands for planning reliability and resource efficiency in event implementation.

By integrating all areas of event technology and event architecture into event planning at an early stage, the technical and construction disciplines mesh together reliably like gears. We leverage 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 brands for live communication and stands for successful brand experiences and live entertainment worldwide. 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 ISO 20121/14001-certified.

2 \\ SATIS&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 FREDENHAGEN, VILCO und dem PALAIS FRANKFURT of our sister company spaces mgt.

Source of electricity: We source part of the electricity for the site from our own PV system, which has completed its 20-year subsidy period. In fall 2024, the PV system was connected directly to the Dögelmühle power grid, allowing the electricity generated to be consumed directly. The majority of the electricity required for the Dögelmühle is purchased from the local electricity provider, OVAG (Oberhessische Versorgungsbetriebe AG), and consists of 49.1% renewable energy.

Heat supply: Fuel oil and mainly natural gas

Adress: satis&fy AG
Industriegebiet Dögelmühle
61184 Karben

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. The site also houses a tailoring workshop, a carpentry workshop, and an electrical workshop. 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 serve live entertainment events such as concert tours, festivals, and corporate events, and are location partners for the Westfalenhallen in Dortmund and THE FRAME in Düsseldorf, a spaces location, 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

Adress: satis&fy AG
Baaken 20
59368 Werne

BERLIN*

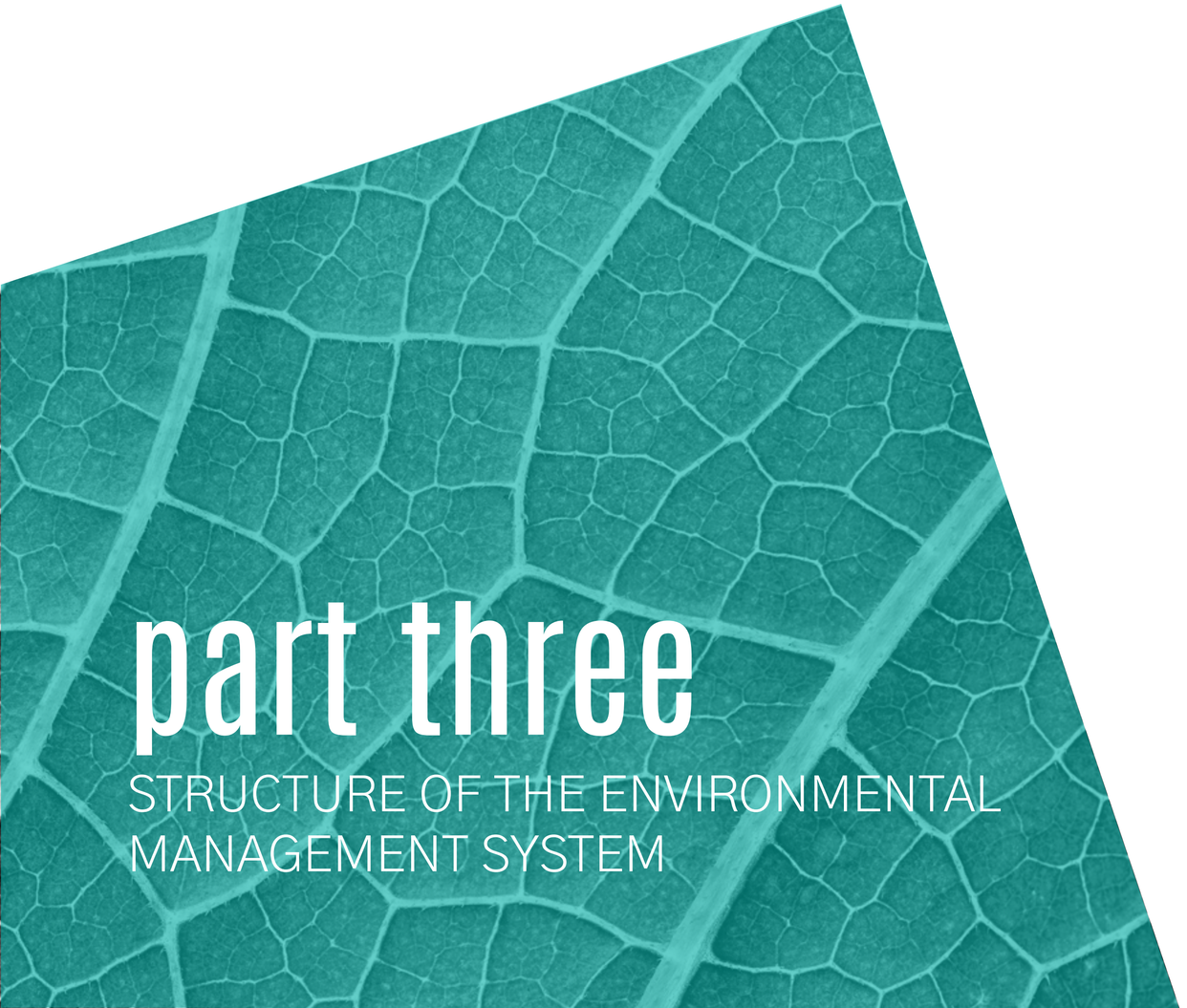
Since 2020, the Berlin site has shifted to a new building in an industrial area** in the north-west of Berlin. The warehouse is 3,500 m2, the smallest of our warehouses in Germany. There is also a carpentry workshop on site. From Berlin, we mainly manage regional events of international clients. These include, for example, conferences, trade fair booths and customer activations. A large number of these events take place at satis&fy partner locations, including the WECC and the ORANGERIE CHARLOTTENBURG, a spaces location. The Berlin location has also been certified as a high performer by Sustainable Berlin, visit Berlin‘s sustainability program, since 2020.

Source of electricity: Electricity is purchased from Green Planet Energy.

Heat supply: District heating

Adress: satis&fy AG
Lise-Meitner-Straße 45
10589 Berlin

*All locations are rented. There are no natural areas outside the locations that are associated with satis&fy.
**Location does not border a protected area.



part three

STRUCTURE OF THE ENVIRONMENTAL MANAGEMENT SYSTEM

3 \\ STRUCTURE OF THE ENVIRONMENTAL MANAGEMENT SYSTEM

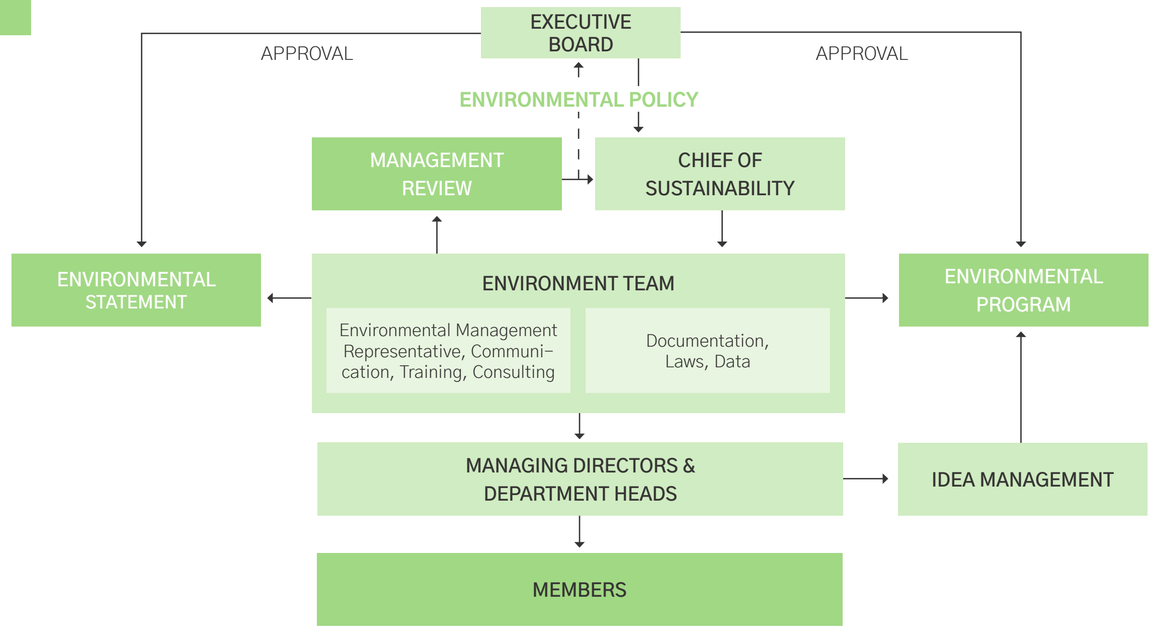
3.1 RESPONSIBILITIES & PROCEDURES

satis&fy AG has an organizational structure that focuses less on traditional hierarchical structures and more on personal responsibility and self-organization. In return, we demand reliability, self-motivation, and teamwork. Managers do not see themselves as a platform for top-down instructions, but rather as sparring partners and inspirers for their teams, empowering and supporting them. Therefore, responsibilities in the environmental area that can be delegated are taken on with a high degree of personal responsibility by qualified employees – whom we call members.

Our company‘s own “wiki” forms the basis for our environmental management system (EMS). All information and training content is documented centrally here. This ensures a broad base of knowledge that is constantly growing, always up to date, and readily available. The responsibilities and processes involved in implementing the environmental management system are outlined below:

3 \\ STRUCTURE OF THE ENVIRONMENTAL MANAGEMENT SYSTEM

3.1 RESPONSIBILITIES & PROCEDURES



\\ ENVIRONMENTAL MANAGEMENT SYSTEM OF SATIS&FY AG

The Management Board of satis&fy AG is responsible for the functional environmental management system. Together with the management team and contributions from the members, it develops a realistic and actionable environmental policy that forms an integral part of the company's vision and serves as the guiding principle and target framework for all environmental protection measures.

The "Chief of Sustainability" provides operational support for the standardization work and acts as the interface to the environmental team (internally: UM Operations), which is appointed to implement and coordinate the environmental management system.

The division of responsibilities within the environmental team is structured as follows: The Environmental Management Officer is responsible for environmental communication, as well as for coordinating and conducting internal audits across all departments and training programs. A specialist complements the team by taking care of requirements for standards, risk management, and the necessary documentation. To ensure an objective perspective, an external environmental consultant supports internal audits when needed.

The results are reported and the current status of the environmental management system are presented several times a year through management reviews for the Board and depending on the location–for the Managing Directors.

The environmental program is developed in all departments with the involvement of all interested members and is regularly reviewed for its effectiveness. It is authorized by the Board and serves as our central tool for continuous improvement.

3 \\ STRUCTURE OF THE ENVIRONMENTAL MANAGEMENT SYSTEM

3.2 COMMUNICATION

INTERNAL COMMUNICATION

We use various communication channels for internal communication:

\\ Idea boxes for submitting ideas.

\\ The company wiki serves as an environmental management manual. This platform for training, feedback, criticism, or ideas is kept up to date by the environmental team.

\\ Environmental survey every two years.

\\ Topic-related workshops (both subject-specific and interdisciplinary) are offered several times a year, where possible.

\\ At sustainability@satis-fy.com, all members can ask questions about current topics and seek support in assisting their customers with environmental and sustainability issues.

\\ Training sessions on environmental topics.

\\ Regular "Playground Sustainability" workshop: This is where ideas are discussed and best practices are born, shared, discussed, and evaluated.

EXTERNAL COMMUNICATION

External communication takes place via our website, social media, press relations, and newsletters. A key element for us is advising our customers on how to implement more environmentally friendly options and communicating their added value from the start of the project. In addition, regular exchanges with our external stakeholders serve to develop further questions and topics and expand our network. With regular appearances as speakers at various events, we repeatedly address industry representatives and potential customers to discuss solutions and share experiences.

WE ARE

\\ Member of Verband für Nachhaltigkeits- und Umweltmanagement e. V, where we discuss solutions across industries and benefit from the rich wealth of knowledge of the members. In addition, our environmental management representative Tobias Mack serves on the board on a voluntary basis.

\\ Founding member of Germany's first alliance for Biodiversität in Berlin, with the aim of promoting exchange on implementation options and further expanding our expertise in the field of biodiversity.

\\ We are a member of the industry association fwd: and actively participate in working groups on sustainability.

\\ Member of Klimapakt Düsseldorf since October 2025. We hope to establish a productive network to promote ideas directly on site and look forward to a fruitful exchange of experiences.

\\ Member of Umweltforum Rhein-Main (since 2013) to promote corporate environmental protection and sustainable development in Frankfurt and the Rhine-Main region together with network partners in the region.

\\ Member of the Gemeinwohl Ökonomie Gründerverein and, in 2013, the first company in the event industry to publish a common good balance sheet, taking the first step toward a sustainable and, above all, value-oriented, ethical, and moral future.

part four

ENVIRONMENTAL POLICY

4 \\ ENVIRONMENTAL POLICY

Ecology and climate protection are an essential part of what we do. Based on our deep conviction for sustainability, we began many years ago to critically examine all our actions, identify opportunities to reduce our consumption of resources, use existing resources more efficiently, and identify and reduce potentially harmful effects on the environment at an early stage.

Starting this year, we have made a decisive change in our communication: we want to focus on our handprint and see how we can improve our overall environmental impact with our services. We want to reach people, break new ground with partners, and inspire competitors as well as other industries.

WHAT IS THE HANDPRINT?

The **handprint** is the positive counterpart to the carbon footprint: in communication, it motivates because it focuses on solutions and positive effects rather than sacrifice – this strengthens identification and promotes sustainable commitment.

\\ We are committed to continuously increasing our ecological handprint. This shows that we want to actively have a positive impact on the environment and want to take you with us on this journey.

\\ We are committed to complying with all applicable legal regulations and their requirements that relate to our environmental aspects. This creates trust and legal certainty.

\\ We are committed to avoiding environmental pollution. This protects natural resources and quality of life – both locally and globally.

\\ We are committed to continuously improving our environmental management system. A learning system means constantly developing and taking advantage of new opportunities to increase efficiency and minimize risk. You can rest assured that environmental aspects are managed professionally and with a view to the future.

\\ We are committed to continuously improving our environmental performance. This shows that we are not standing still, but setting measurable goals and making progress. We are taking responsibility and working transparently to improve our environmental footprint.

part five

ENVIRONMENTAL ASPECTS

5 \\ ENVIRONMENTAL ASPECTS

5.1 USE OF MATERIALS & WHAT WE DO ALREADY

In a process involving all employees and team leaders, both the direct and indirect environmental aspects of all activities and products were determined.

5.2 DIRECT ENVIRONMENTAL ASPECTS

The use and consumption of materials is the most significant direct environmental aspect in satis&fy AG‘s business operations, which is why we prioritize it in our environmental management.

WOOD

Wood is used in many areas of building construction. In order to significantly reduce the amount of material used, we are increasingly relying on system materials and prefabricated decorative elements. Their use is already taken into account in the design process and planning and is prioritized in the construction implementation. Where the use of wood for individual design cannot be avoided, the material is kept in circulation for as long as possible in a cascade use system organized for this purpose.

STAGE FABRICS

It is common practice to use stage fabrics in event construction. Their use is very diverse and quantities are very high. Since the predominantly used cotton fabrics “stage molton, black” have a considerable impact on the environment and people, measures to improve resource efficiency have been taken since 2018. In the first step, the fabrics, which are usually used only once, are kept in the life cycle for as long as possible by returning them to the stage tailoring department for reworking. In the second step, we are trying to organize a closed cycle.

PAPER

Paper is mainly used in accounting, but also for issuing loading lists and delivery notes. Here, we are continuing to focus on digitizing our work processes in order to implement a paperless office.

PLASTICS

Plastics are used in many areas of event management. The most significant materials in terms of quantity are LD films for packaging and covers, PVC rigid foam panels for stage cladding, PE and PVC tarpaulins for advertising, and PP carpets for stage equipment. Where local recycling companies already enable the reuse of raw materials, we send the plastics for controlled material recycling.

HAZARDOUS SUBSTANCES

Hazardous substances are only used in small quantities. These include cleaning agents, surface treatment agents such as simple paints, aids in electrical workshops, and the use of oil-based operating materials. Careful and legally compliant handling is taught annually. In addition, we consciously strive to minimize consumption of these materials and examine environmentally friendly alternatives.

METALS

The metals used are mainly aluminum for the truss structures and system materials, and iron for special components and everyday use. The main priority here is to avoid damage and ensure a long life cycle by handling the material with particular care. Material protection is 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 ground. Packaging systems developed in-house by satis&fy AG for transport that is suitable for touring yet gentle on materials ensure a long service life for the system elements. In addition, our waste system guarantees almost 100% material recycling in disposal at the end of the metal elements‘ life cycle.

In 2025, we will launch a pilot project in Berlin to return Cradle-to-Cradle certified carpet to the manufacturer. A win-win: we avoid disposal, the raw material remains within the Brandenburg region, where it is processed back into new carpet.

PACKAGING MATERIAL

Packaging material is used almost exclusively in the form of returnable packaging and reusable systems (“cases”). When selecting packaging materials, satis&fy ensures that they can be recycled at a later date.

ENERGY CONSUMPTION

Electricity is needed for lighting, IT, our industrial trucks, electric cars, and workshops. Since energy savings are largely dependent on consumption behavior, energy-saving and conscious behavior on the part of employees is an integral part of environmental training. Our own vehicle fleet follows a sustainable mobility concept by using the latest emission standards for trucks and e-mobility for passenger transport.

WATER CONSUMPTION

Water consumption at our locations results mainly from everyday uses such as sanitary facilities, cleaning processes, and kitchen operations. Additional water is required for project-related cleaning of equipment used outdoors (e.g., at festivals) and for watering the green spaces in Werne and Karben. The economical use of water is part of our environmental training.

WASTE

Our goal is to reduce the overall amount of waste we produce. Where avoidance is not possible, we try to ensure that the raw materials used are recycled as much as possible. The waste system at satis&fy AG provides for separation into 23 fractions. In order to improve separation by employees, the waste signage was adapted in 2024.

EMISSIONS

CO^2 emissions from our vehicle fleet account for a large part of our direct environmental impact. For this reason, a large part of the fleet has been converted to electric power wherever it is feasible to do so. Apart from this, there are no significant direct CO^2 or pollutant emissions from our business operations. Only refrigerant leaks in air conditioning systems could contribute significantly to the greenhouse effect. For this reason, all systems, including small ones, are monitored and serviced on an annual basis. So far, there have been no leaks to report.

5 \\ ENVIRONMENTAL ASPECTS

5.3 INDIRECT ENVIRONMENTAL ASPECTS

TRANSPORT AND TRAVEL

CO^2 emissions from travel and transport account for a large proportion of indirect environmental impacts. So far, these emissions can only be controlled to a limited extent, but they can be made more climate-friendly by using public transport. Cooperation with proven climate-friendly logistics partners should further reduce CO^2 emissions.

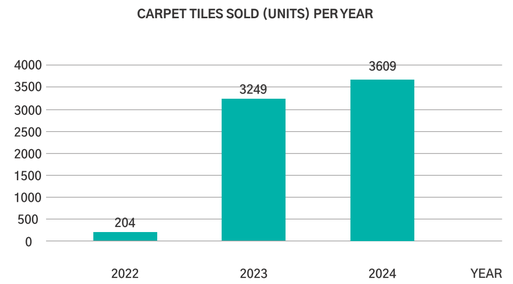
EMPLOYEE COMMUTING

The environmental impact of individual transport varies depending on the mode of transport chosen and the distance between home and work. At the Berlin site, public transport and bicycle use are high due to its good accessibility. Further away, this level decreases at the Karben location, and individual transport accounts for a slightly higher proportion. Active measures are being taken to make mobility more climate-friendly, including actively promoting tax incentives for "job bikes," encouraging carpooling, and installing electric charging stations for electric cars.

USE OF MATERIALS

The use of materials has negative environmental impacts in various areas. One example is the consumption of cotton fabrics, which causes very high water consumption, biodiversity loss, and the use of pesticides and herbicides in the countries where it is grown. In addition, the production of cotton is often considered critical from a sustainability perspective. We want to address this by drastically reducing the use of virgin cotton in our curtains and using regenerated cotton with a high recycled content instead.

In line with the principle of continuous improvement, we are reducing the use of disposable carpets year after year. We invested in carpet tiles back in 2022 – a more sustainable alternative that is enjoying growing popularity among our customers. Their use has been steadily increasing ever since. Wherever carpet tiles are used instead of disposable carpets, there is a positive environmental impact. That is why we are working specifically to further increase the proportion of carpet tiles and thus reduce our ecological footprint.



Sales of carpet tiles have increased dramatically since the year of purchase in 2022.

Investing in technical equipment and consumables can have a variety of negative environmental impacts. For this reason, we are working to establish a sustainable procurement system that takes into account the short-term challenges of our services. To date, new purchases have been evaluated primarily on the basis of energy efficiency in use and product quality.

part six

ENVIRONMENTAL GOALS

6 \\ ENVIRONMENTAL GOALS

6.1 DEVELOPMENT PROCESS

Our previous environmental goals were set for 2025. Now is the right time to take stock and develop new objectives. The foundation for this was laid in the Playground with the participation of all departments, and a solid basis was created in several brainstorming workshops.

6.2 OUR ENVIRONMENTAL GOALS AND MEASURES

We understand that protecting biodiversity is the ultimate goal and that all environmental protection measures contribute to this. We have therefore created a target and program matrix that clusters our program in a clear and understandable way. Due to the long-term impact of COVID-19 on our business activities, we have decided to continue to base our environmental targets on the base year 2019 for the time being.

6 \\ ENVIRONMENTAL GOALS

6.2 OUR ENVIRONMENTAL GOALS AND MEASURES

TOPIC	OVERARCHING GOAL	GOAL	MEASURES	TO BE COMPLETED BY
MINIMIZE FOOTPRINT	**Reducing the degradation of ecosystem services**	Enhance biodiversity at our locations	Create a comprehensive plan for implementing biodiversity measures at our locations.	Spring 2026
	Reduce direct CO_2 emissions by 70%	Reduce electricity and heat consumption at the Werne and Karben sites by 10%*	Continued replacement of conventional lighting with LEDs equipped with motion sensors.	Spring 2026
			Transition to 100% renewable electricity.	Mid-2026
		Reduce travel kilometers with gasoline or diesel vehicles by 50%*	Increase the use of rented electric vehicles.	Mid-2027
MAXIMIZE HANDPRINT	**Enhance circularity**	Reduce residual waste by 60%*	Develop and implement strategies for reusing our own materials.	Mid-2027
	Strengthen satis&fy's role as a multiplier	Conduct explicitly eco-friendly events, supported by accompanying communication.	Organize an event together with partners and obtain Blue Angel certification.	Late 2026
		Increase web traffic on the satis&fy sustainability website by 30%.**	Publish and promote best practices on the website.	Late 2028
			Conduct five lectures and panels per year on sustainability (internal & external).	Late 2028

* relative to revenue **Base year 2025

6 \\ ENVIRONMENTAL GOALS

6.3 UPDATE ON IMPROVING OUR ENVIRONMENTAL PERFORMANCE

These measures were implemented:

- Development and publication of an internal climate strategy.
- Partial replacement of conventional lamps with LED lighting with 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 separation systems for our production facilities.
- Establishment of a rental pool for rental carpets and fabrics.
- Continuous closure of resource cycles for carpets, fabrics, and plastics.
- Conducting a survey of the supply chain on its sustainability efforts in 2024.
- Replacement of an oil heating system with a more efficient LNG heating system in Hall 5 in Karben.
- Development of an adapted environmental program to further improve our environmental performance.
- Heat pump installation in Werne.
- The number of charging stations was increased to ten; two more were added in 2025.
- Six semi-trailers were modernized and equipped with efficiency measures.
- The company‘s own car fleet was fully electrified; ten electric cars are currently inuse for customer and production visits in Germany.

6 \\ ENVIRONMENTAL GOALS

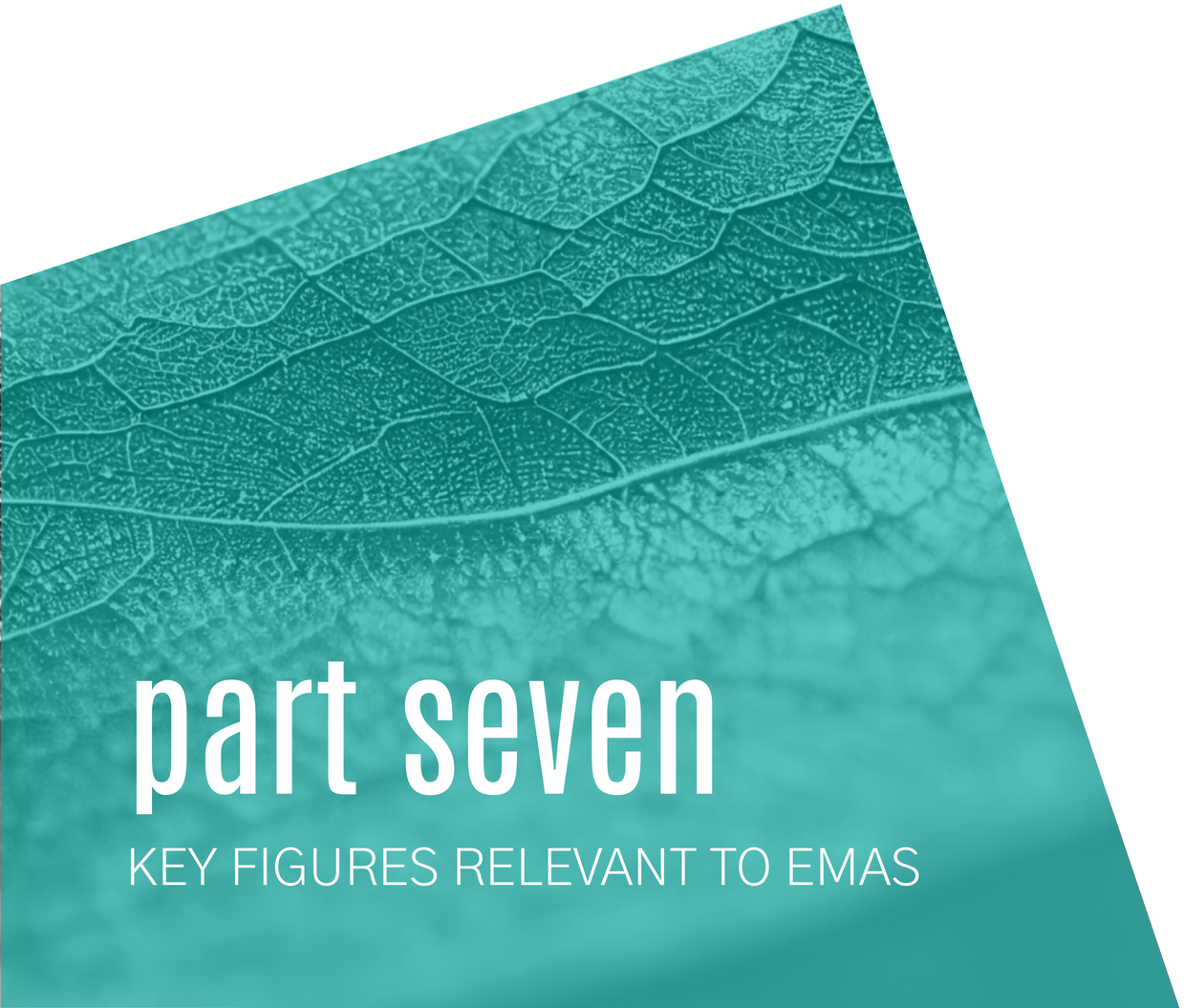
6.4 HANDPRINT AND SHOW GREEN

Sustainability does not begin with sacrifice – it begins with design. That is why we focus not only on what can be avoided, but above all on what we can do differently and better together. The handprint stands for precisely this positive change: for the contribution that we as a company–and you as our customers–can make events more sustainable, responsible, and future-proof.

With Show Green, we have developed a flexible product package that helps you make your events environmentally friendly – without compromising on quality, creativity, or experience. Our one-stop solution principle allows us to place all process steps involved in structural and technical equipment, from consulting to dismantling, under the satis&fy environmental management system. Whether circular design, resource-saving technology, efficient logistics, or transparent communication: Show Green offers you the right building blocks to make your event visibly sustainable. Our goal is not only to accompany you, but to empower you–with know-how, solutions, and genuine partnership. Because every step counts. Let‘s leave a mark together–a positive one.

The Stadthof Hanau shows what sustainable urban development can look like: a modular city center scene with a market square and 21 shops was created on 2,000 m² in the heart of Hanau – inspired by charming old towns around the world. As the responsible service provider, we developed the modular construction method, which enables flexible use, quick adaptation, and dismantling at any time. Implemented according to the 4R strategy (Rethink, Reduce, Reuse, Recycle). The tenant base is deliberately regional, supports start-ups, and invites visitors to discover local products. The result is a lively place for encounters, creativity, and the future.

KAUFHOF BECOMES STADTHOF



part seven

KEY FIGURES RELEVANT TO EMAS

7 \\ KEY FIGURES RELEVANT TO EMAS

For our key figures, we have determined and compared consumption for the years 2019 to 2024 (key indicators table, EMAS III).

We have used 2019 as the base year for our consumption value table. The years 2020–2023 are not suitable for neutral comparisons due to the coronavirus pandemic, which is why we are still relying on earlier, unadulterated data this year. The year 2023 was therefore the first fiscal year without coronavirus restrictions.

While our focus up to and including 2022 was on collecting data on direct environmental aspects, since 2023 we have been reporting data broken down into Scopes 1, 2, and 3 in accordance with the Greenhouse Gas Protocol. We used the E-Tool to calculate the scope values.
The reference value for calculating the relative key figures for our consumption is annual sales. We deviated from this for the values for water and some energy consumption (e.g., heating energy) and chose other reference values (see EMAS III key indicator table below).

WHAT IS THE E-TOOL?

The E-Tool is an internet-based database of the "Zentralverband des Deutschen Handwerks e.V. (ZDH)" (German Confederation of Skilled Crafts), which is funded by the Federal Ministry for Economic Affairs and Energy.

www.energie-tool.de

7 \\ KEY FIGURES RELEVANT TO EMAS

7.1 KEY INDICATORS ACCORDING TO EMAS III

OVERVIEW OF SITES										
DATABASE		**ABSOLUTE**				**RELATIVE***				
	Unit	**2019**	**2022**	**2023**	**2024**	**2019**	**2022**	**2023**	**2024**	
Number of employees		497	424	453	452					
Total site areas	[m²]	33.380	33.903	33.903	33.903					
Sealed surfaces	[m²]	53.399	53.922	53.922	53.922					
Near-natural area	[m²]	11.530	12.330	12.330	12.330					
Revenue	[Mio.€]	48,55	57,00	67,32	74,23					
INPUT										
Water	[m³]	2.359	1.773	2.158	2.396	4,75	4,18	4,76	5,30	m³/ Employee
Electricity (ext. sourced)	[MWh]	772,05	874,64	833,12	647,60	15,90	15,34	12,38	8,72	MWh/ Revenue
External electricity/CO_2 equivalent	[t]	258,39	266,01	260,28	161,99	5,68	4,67	3,87	2,18	t/ Revenue
Self-generated electricity (renewable energy)	[MWh]	40,20	48,25	44,49	44,49	0,83	0,85	0,66	0,60	MWh/ Revenue
Proportion of renewable energy	[%]	49,25	55,81	58,60	75,11					[%]
Proportion of renewable energy	[MWh]	380,23	488,14	488,25	486,08	7,83	8,56	7,25	7,25	MWh/ Revenue
Total electricity	[MWh]	812,25	922,89	877,61	692,09	16,73	16,19	13,04	13,04	MWh/ Project
Natural gas	[MWh]	2.455,56	2.226,45	2.149,59	2.213,22	73,56	65,67	63,40	63,40	kWh/m² Office & Warehouse space
Natural gas/CO_2 equivalent	[t]	605,62	447,51	432,07	424,40	12,47	7,85	6,42	6,42	t/ Revenue
Proportion of renewable energy	[MWh]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	MWh/ Revenue
Heating oil	[l]	4.411,00	2.627,00	0,00	0,00	90,85	46,09	0,00	0,00	kWh/m² Office & Warehouse space
Proportion of renewable energy	[%]									[%]
Energy Heating oil	[MWh]	46,76	27,85	0,00	0,00	0,96	0,49	0,00	0,00	MWh/ Revenue
Diesel Fuel	[l]	69.744,21	44.733,56	43.125,02	45.646,00	1.436,54	784,80	649,60	640,60	Liter/ Revenue
Diesel fuel/CO_2 equivalent	[t]	220,40	118,37	115,85	127,06	4,54	2,08	1,72	1,71	t/ Revenue
Diesel fuel energy	[MWh]	743,47	476,86	445,27	464,14	15,31	8,37	6,61	6,25	MWh/ Revenue
Gasoline fuel	[l]	20.184,47	7.723,53	7.552,86	5.273,57	415,75	135,50	112,19	71,04	Liter/ Revenue
Gasoline fuel/CO_2 equivalent	[t]	58,20	19,20	18,46	13,46	1,20	0,34	0,27	0,18	t/ Revenue
Gasoline fuel energy	[MWh]	200,23	76,62	74,92	52,24	4,12	1,34	1,11	0,70	MWh/ Revenue
District heating	[MWh]	135,80	149,10	52,02	42,12	4,068	4.398	1,534	1.242	kWh/m² Office & Warehouse space
District heating/CO_2 equivalent	[t]	5,80	8,29	2,89	0,68	0,12	0,15	0,04	0,01	t/ Revenue
Proportion of renewable energy	[MWh]	8,01	8,80	3,07	2,49	0,16	0,15	0,05	0,03	MWh/ Revenue
Total energy	[MWh]	8718,11	6.430,67	3.554,92	3.419,32	179,57	112,82	52,81	46,06	MWh/ Revenue
Proportion of renewable energy	[MWh]	388,24	496,93	491,32	488,57	8,00	8,72	7,30	6,58	MWh/ Revenue
Proportional percentage of renewable energy	[%]		7,73	13,82	14,29					[%]
OUTPUT										
Total waste	[t]	259,19	217,35	327,43	283,51	5,34	3,81	4,86	3,82	t/ Revenue
Total non-hazardous waste	[t]	258,40	215,88	320,17	228,66	5,32	3,79	4,76	3,08	t/ Revenue
Waste group: Paper, cardboard, carton	[t]	26,31	20,30	20,17	21,25	0,54	0,36	0,30	0,29	t/ Revenue
Waste group: Wood	[t]	107,37	86,85	157,19	117,87	2,21	1,52	2,33	1,59	t/ Revenue
Waste group: Residual waste	[t]	99,10	86,20	126,71	90,81	2,04	1,51	1,88	1,22	t/ Revenue
Hazardous waste	[t]	7,90	1,47	7,26	0,25	0,02	0,03	0,11	0,00	t/ Revenue
Scrap and metals	[t]	25,62	22,53	16,10	32,54	0,53	0,40	0,24	0,44	t/ Revenue
Total CO_2 equivalent from internal combustion	[t]	1165,73	895,39	829,55	727,59	24,01	15,08	12,32	9,80	t/ Revenue
CO_2 equivalent from refrigerants	[kg]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	kg/ Revenue
SO_2 Emissions from combustion	[kg]	198,00	224,70	205,66	164,78	4,08	3,94	3,05	2,22	kg/ Revenue
NOx Emissions from combustion	[kg]	807,00	839,15	803,55	608,50	16,62	14,72	11,94	8,20	kg/ Revenue
Dust Emissions [PM]	[kg]	55,00	51,61	48,60	48,30	1,13	0,91	0,72	0,65	kg/ Revenue

*) Based on revenue in million euros

Calculation of CO_2 equivalents — Reference: Conversion factors: CO_2-Rechner E-Tool in Deutschland 2023 orientiert sich GHG 11/10/2024

1l Diesel = 3,16kg [CO_2 equivalents] — Reference: Conversion factors: Emissionsfaktoren und Heizwerte relevanter Energieträger /E-Tool für 2024

1l Gasoline fuelf = 2,88 kg [CO_2 equivalents] — Prozessorientierte Basisdaten für Umweltmanagement-Instrumente (PROBAS)

KARBEN										
DATABASE		**ABSOLUTE**				**RELATIVE***				
	Unit	**2019**	**2022**	**2023**	**2024**	**2019**	**2022**	**2023**	**2024**	
Number of employees		269	219	241	245					
Total site areas	[m²]	9.924	9.924	9.924	9.924					
Sealed surfaces	[m²]	18.622	18.622	18.622	18.622					
Near-natural area	[m²]	7.898	8.698	8.698	8.698					
Revenue Karben	[Mio.€]	22,49	16,99	20,15	22,20					
INPUT										
Water	[m³]	1.152	743	1.038	840	4,28	3,39	4,31	3,43	m³/ Employee
Electricity (ext. sourced)	[MWh]	380,36	326,15	322,28	301,32	16,91	19,20	15,99	13,57	MWh/ Revenue
External electricity/CO_2 equivalent	[t]	169,50	103,07	120,70	118,72	7,54	6,07	5,99	5,35	t/ Revenue
Self-generated electricity (renewable energy)	[MWh]	40,20	48,25	44,49	44,49	1,79	2,84	2,21	2,00	MWh/ Revenue
Proportion of renewable energy	[%]	57,50	65,00	49,00	49,00					[%]
Proportion of renewable energy	[MWh]	258,91	258,94	243,62	190,44	11,51	15,24	12,09	8,58	MWh/ Revenue
Total electricity	[MWh]	420,56	374,40	366,77	345,81	18,70	22,04	18,20	15,58	MWh/ Project
Natural gas	[MWh]	1.227,53	1.260,95	1.236,65	1.270,20	123,86	127,05	124,60	127,98	kWh/m² Office & Warehouse space
Natural gas/CO_2 equivalent	[t]	302,70	253,45	2,48,57	254,04	13,46	14,92	12,34	11,44	t/ Revenue
Proportion of renewable energy	[MWh]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	MWh/ Revenue
Heating oil	[l]	4.411,00	2.627,00	0,00	0,00	90,85	46,09	0,00	0,00	kWh/m² Office & Warehouse space
Proportion of renewable energy	[%]									[%]
Energy Heating oil	[MWh]	46,76	27,85	0,00	0,00	2,08	1,64	0,00	0,00	MWh/ Revenue
Diesel Fuel	[l]	55.239,69	32.932,06	27,432,00	32.059,00	2.456.19	1.938,32	1.361,39	1.444,10	Liter/ Revenue
Diesel fuel/CO_2 equivalent	[t]	174,56	87,06	73,96	86,43	7,76	5,12	3,67	3,89	t/ Revenue
Diesel fuel energy	[MWh]	588,86	351,06	277,98	319,30	26,18	20,66	13,80	14,38	MWh/ Revenue
Gasoline fuel	[l]	2.288,00	1.021,39	526,53	84,57	101,73	60,12	26,13	3,81	Liter/ Revenue
Gasoline fuel/CO_2 equivalent	[t]	6,59	2,47	1,29	0,21	0,29	0,15	0,06	0,01	t/ Revenue
Gasoline fuel energy	[MWh]	22,70	10,13	5,22	0,77	1,01	0,60	0,26	0,03	MWh/ Revenue
District heating	[MWh]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	kWh/m² Office & Warehouse space
District heating/CO_2 equivalent	[t]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	t/ Revenue
Proportion of renewable energy	[MWh]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	MWh/ Revenue
Total energy	[MWh]	2.306,40	2.024,38	1,886,62	1.936,08	102,55	119,15	93,63	87,21	MWh/ Revenue
Proportion of renewable energy	[MWh]	299,11	307,19	288,11	234,93	13,30	18,08	14,30	10,58	MWh/ Revenue
Proportional percentage of renewable energy	[%]	12,97	15,27	15,27	12,23					[%]
OUTPUT										
Total waste	[t]	84,76	82,43	126,79	114,30	3,77	4,85	6,29	6,29	t/ Revenue
Total non-hazardous waste	[t]	83,97	82,12	119,74	67,28	3,73	4,83	5,94	5,94	t/ Revenue
Waste group: Paper, cardboard, carton	[t]	6,15	9,97	10,21	10,76	0,27	0,59	0,51	0,48	t/ Revenue
Waste group: Wood	[t]	32,28	34,56	62,74	44,58	1,44	2,03	3,11	2,01	t/ Revenue
Waste group: Residual waste	[t]	43,54	31,32	39,76	33,81	1,94	1,84	1,97	1,52	t/ Revenue
Hazardous waste	[t]	0,79	0,31	7,05	0,25	0,04	0,02	0,35	0,01	t/ Revenue
Scrap and metals	[t]	2,00	6,27	7,03	11,94	0,09	0,37	0,35	0,54	t/ Revenue
Total CO_2 equivalent from internal combustion	[t]	653,35	414,98	444,51	459,40	29,05	24,43	22,06	20,69	t/ Revenue
CO_2 equivalent from refrigerants	[kg]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	kg/ Revenue
SO_2 Emissions from combustion	[kg]	99,00	88,41	78,40	77,49	4,40	5,20	3,89	3,49	kg/ Revenue
NOx Emissions from combustion	[kg]	465,00	494,10	464,55	323,53	20,68	29,08	23,05	14,57	kg/ Revenue
Dust Emissions [PM]	[kg]	30,00	25,56	23,03	23,88	1,33	1,50	1,14	1,08	kg/ Revenue

*) Based on revenue in million euros

Calculation of CO_2 equivalents — Reference: Conversion factors: CO_2-Rechner E-Tool in Deutschland 2023 orientiert sich GHG 11/10/2024

1l Diesel = 3,16kg [CO_2 equivalents] — Reference: Conversion factors: Emissionsfaktoren und Heizwerte relevanter Energieträger /E-Tool für 2024

1l Gasoline fuelf = 2,88 kg [CO_2 equivalents] — Prozessorientierte Basisdaten für Umweltmanagement-Instrumente (PROBAS)

7 \\ KEY FIGURES RELEVANT TO EMAS

7.1 KEY INDICATORS ACCORDING TO EMAS III

WERNE										
DATABASE		ABSOLUTE				RELATIVE*				
	Unit	2019	2022	2023	2024	2019	2022	2023	2024	
Number of employees		114	94	109	107					
Total site areas	[m²]	19.909	19.909	19.909	19.909					
Sealed surfaces	[m²]	31.230	31.230	31.230	31.230					
Near-natural area	[m²]	3.632	3632	3632	3.632					
Revenue Werne	[Mio.€]	13,15	19,65	29,24	19,11					
INPUT										
Water	[m³]	852	665	741	1176	7,48	7,07	6,80	10,99	m³/ Employee
Electricity (ext. sourced)	[MWh]	265,72	393,22	238,61	218,27	20,21	20,01	8,16	11,42	MWh/ Revenue
External electricity/CO_2 equivalent	[t]	106,29	192,28	116,68	43,27	8,08	9,79	3,99	2,26	t/ Revenue
Self-generated electricity (renewable energy)	[MWh]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,60	MWh/ Revenue
Proportion of renewable energy	[%]	9,60	18,80	30,54	76,80					[%]
Proportion of renewable energy	[MWh]	25,51	73,93	72,87	167,63	1,94	3,76	2,49	8,77	MWh/ Revenue
Total electricity	[MWh]	265,72	393,22	238,61	218,27	20,21	20,01	8,16	11,42	MWh/ Project
Natural gas	[MWh]	1.143,38	965,50	912,94	943,02	57,43	48,49	45,85	47,36	kWh/m² Office & Warehouse space
Natural gas/CO_2 equivalent	[t]	282,04	194,06	183,50	170,36	21,45	9,88	6,28	8,91	t/ Revenue
Proportion of renewable energy	[MWh]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	MWh/ Revenue
Heating oil	[l]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	kWh/m² Office & Warehouse space
Proportion of renewable energy	[%]									[%]
Energy Heating oil	[MWh]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	MWh/ Revenue
Diesel Fuel	[l]	10.110,22	7.650,11	7.737,30	7.300,00	768,84	389,32	264,61	382,00	Liter/ Revenue
Diesel fuel/CO_2 equivalent	[t]	31,95	20,34	20,86	19,68	2,43	1,03	0,71	1,03	t/ Revenue
Diesel fuel energy	[MWh]	107,77	81,55	82,48	77,82	8,20	4,15	2,82	4,07	MWh/ Revenue
Gasoline fuel	[l]	16,707,48	6.577,97	6.498,40	4.060,00	1.270,53	334,76	222,24	212,45	Liter/ Revenue
Gasoline fuel/CO_2 equivalent	[t]	48,12	15,92	15,90	9,93	3,66	0,81	0,54	0,52	t/ Revenue
Gasoline fuel energy	[MWh]	165,74	65,25	64,46	40,28	12,60	3,32	2,20	2,11	MWh/ Revenue
District heating	[MWh]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	kWh/m² Office & Warehouse space
District heating/CO_2 equivalent	[t]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	t/ Revenue
Proportion of renewable energy	[MWh]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	MWh/ Revenue
Total energy	[MWh]	1.682,61	1.505,52	1.298,49	1.279,38	127,96	76,62	44,41	66,95	MWh/ Revenue
Proportion of renewable energy	[MWh]	25,51	73,93	72,87	167,63	1,94	3,76	2,49	8,77	MWh/ Revenue
Proportional percentage of renewable energy	[%]	1,52	4,91	5,61	13,10					[%]
OUTPUT										
Total waste	[t]	105,78	92,67	112,25	117,13	8,04	4,72	3,84	6,13	t/ Revenue
Total non-hazardous waste	[t]	105,78	91,97	112,09	113,29	8,04	4,68	3,83	5,93	t/ Revenue
Waste group: Paper, cardboard, carton	[t]	17,90	7,41	7,48	6,31	1,36	0,38	0,26	0,33	t/ Revenue
Waste group: Wood	[t]	41,72	36,62	63,01	50,81	3,17	1,86	2,15	2,66	t/ Revenue
Waste group: Residual waste	[t]	22,54	31,68	32,92	35,57	1,71	1,61	1,13	1,86	t/ Revenue
Hazardous waste	[t]	0,00	0,70	0,16	0,00	0,00	0,04	0,01	0,00	t/ Revenue
Scrap and metals	[t]	23,62	16,26	8,68	20,60	1,80	0,83	0,30	1,08	t/ Revenue
Total CO_2 equivalent from internal combustion	[t]	468,39	422,60	336,93	243,24	35,62	21,51	11,52	12,73	t/ Revenue
CO_2 equivalent from refrigerants	[kg]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	kg/ Revenue
SO_2 Emissions from combustion	[kg]	68,00	97,94	95,42	55,35	5,17	4,98	3,26	2,90	kg/ Revenue
NOx Emissions from combustion	[kg]	263,00	261,60	254,11	201,75	20,00	13,31	8,69	10,56	kg/ Revenue
Dust Emissions [PM]	[kg]	20,00	20,50	19,89	16,66	1,52	1,04	0,68	0,87	kg/ Revenue

*) Based on revenue in million euros

Calculation of CO_2 equivalents — Reference: Conversion factors: CO_2-Rechner E-Tool in Deutschland 2023 orientiert sich GHG 11/10/2024

1l Diesel = 3,16kg [CO_2 equivalents] — Reference: Conversion factors: Emissionsfaktoren und Heizwerte relevanter Energieträger /E-Tool für 2024

1l Gasoline fuelf = 2,88 kg [CO_2 equivalents] — Prozessorientierte Basisdaten für Umweltmanagement-Instrumente (PROBAS)

BERLIN										
DATABASE		ABSOLUTE				RELATIVE*				
	Unit	2019	2022	2023	2024	2019	2022	2023	2024	
Number of employees		114	87	103	100					
Total site areas	[m²]	3.546	4.068	4.068	4.068					
Sealed surfaces	[m²]	18.622	4.068	4.068	4.068					
Near-natural area	[m²]	0,00	0,00	0,00	0,00					
Revenue Berlin	[Mio.€]	12,91	14,46	17,93	25,60					
INPUT										
Water	[m³]	355	365	379	380	3,11	4,20	3,68	3,80	m³/ Employee
Electricity (ext. sourced)	[MWh]	125,97	155,27	127,53	128,01	9,76	10,74	7,11	5,00	MWh/ Revenue
External electricity/CO_2 equivalent	[t]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	t/ Revenue
Self-generated electricity (renewable energy)	[MWh]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	MWh/ Revenue
Proportion of renewable energy	[%]	76,06	100,00	100,00	100,00					[%]
Proportion of renewable energy	[MWh]	95,81	155,27	127,56	128,01	7,42	10,74	7,11	5,00	MWh/ Revenue
Total electricity	[MWh]	125,97	155,27	127,53	128,01	9,76	10,74	7,11	5,00	MWh/ Project
Natural gas	[MWh]	84,65	0,00	0,00	0,00	6,56	0,00	0,00	0,00	kWh/m² Office & Warehouse space
Natural gas/CO_2 equivalent	[t]	20,88	0,00	0,00	0,00	1,62	0,00	0,00	0,00	t/ Revenue
Proportion of renewable energy	[MWh]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	MWh/ Revenue
Heating oil	[l]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	kWh/m² Office & Warehouse space
Proportion of renewable energy	[%]									[%]
Energy Heating oil	[MWh]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	MWh/ Revenue
Diesel Fuel	[l]	4.394,30	4.151,39	7.955,72	6.287,00	340,38	287,09	443,71	245,59	Liter/ Revenue
Diesel fuel/CO_2 equivalent	[t]	13,89	10,97	21,03	20,95	1,08	0,76	1,17	0,82	t/ Revenue
Diesel fuel energy	[MWh]	46,84	44,25	84,81	67,02	3,63	3,06	4,73	2,62	MWh/ Revenue
Gasoline fuel	[l]	1.188,99	124,17	527,93	1.129,00	92,10	8,59	29,44	44,10	Liter/ Revenue
Gasoline fuel/CO_2 equivalent	[t]	3,42	0,81	1,28	3,32	0,27	0,06	0,07	0,13	t/ Revenue
Gasoline fuel energy	[MWh]	11,79	1,23	5,24	11,20	0,91	0,09	0,29	0,44	MWh/ Revenue
District heating	[MWh]	135,80	149,10	52,02	42,12	38,30	36,64	12,79	10,35	kWh/m² Office & Warehouse space
District heating/CO_2 equivalent	[t]	5,80	8,29	2,89	0,68	0,45	0,57	0,16	0,03	t/ Revenue
Proportion of renewable energy	[MWh]	8,01	8,80	3,07	2,49	0,62	0,61	0,17	0,10	MWh/ Revenue
Total energy	[MWh]	405,06	349,86	269,60	248,35	31,38	24,19	15,04	9,70	MWh/ Revenue
Proportion of renewable energy	[MWh]	103,82	164,07	130,63	130,50	8,04	11,35	7,29	5,10	MWh/ Revenue
Proportional percentage of renewable energy	[%]	25,63	46,90	48,45	52,55					[%]
OUTPUT										
Total waste	[t]	68,65	42,25	88,39	52,08	5,32	2,92	4,93	2,03	t/ Revenue
Total non-hazardous waste	[t]	68,65	41,79	88,34	48,09	5,32	2,89	4,93	1,88	t/ Revenue
Waste group: Paper, cardboard, carton	[t]	2,26	2,92	2,48	4,18	0,18	0,20	0,14	0,16	t/ Revenue
Waste group: Wood	[t]	33,37	15,67	31,44	22,48	2,58	1,08	1,75	0,88	t/ Revenue
Waste group: Residual waste	[t]	33,02	23,20	54,03	21,43	2,56	1,60	3,01	0,84	t/ Revenue
Hazardous waste	[t]	0,00	0,46	0,05	0,00	0,00	0,03	0,00	0,00	t/ Revenue
Scrap and metals	[t]	0,00	0,00	0,39	0,00	0,00	0,00	0,02	0,00	t/ Revenue
Total CO_2 equivalent from internal combustion	[t]	43,99	20,07	25,20	24,95	3,41	1,39	1,41	0,97	t/ Revenue
CO_2 equivalent from refrigerants	[kg]	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	kg/ Revenue
SO_2 Emissions from combustion	[kg]	31,00	38,35	31,84	31,94	2,40	2,65	1,78	1,25	kg/ Revenue
NOx Emissions from combustion	[kg]	79,00	83,45	84,89	83,22	6,12	5,77	4,73	3,25	kg/ Revenue
Dust Emissions [PM]	[kg]	5,00	5,55	5,68	7,76	0,39	0,38	0,32	0,30	kg/ Revenue

*) Based on revenue in million euros

Calculation of CO_2 equivalents — Reference: Conversion factors: CO_2-Rechner E-Tool in Deutschland 2023 orientiert sich GHG 11/10/2024

1l Diesel = 3,16kg [CO_2 equivalents] — Reference: Conversion factors: Emissionsfaktoren und Heizwerte relevanter Energieträger /E-Tool für 2024

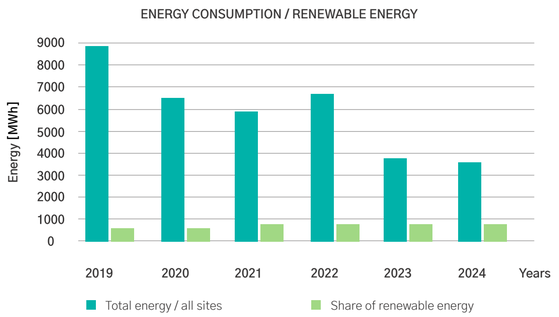
1l Gasoline fuelf = 2,88 kg [CO_2 equivalents] — Prozessorientierte Basisdaten für Umweltmanagement-Instrumente (PROBAS)

7 \\ KEY FIGURES RELEVANT TO EMAS

7.1 KEY INDICATORS ACCORDING TO EMAS III

ENERGY CONSUMPTION AND EMISSIONS (SCOPES 1-3)

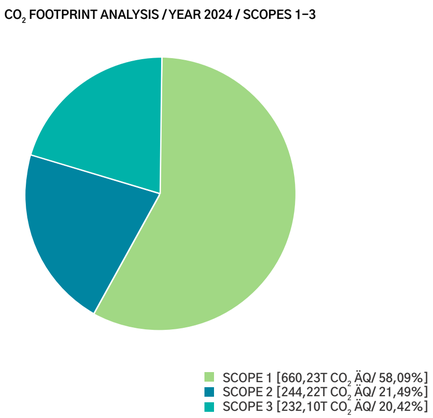
Total energy consumption and CO_2e emissions are calculated based on electricity and heat energy consumption as well as fuel consumption by our fleet.



The share of renewable energy rose by 10% to 14.28% compared to the base year 2019.

Gasoline consumption has been reduced over the last three years, partly through the increased use of electric vehicles. This transition is being consistently pursued.

We are continuing to work on systematically recording our Scope 3 emissions and gradually expanding the data basis. Despite limited data availability, they already account for around 20% of the total emissions of satis&fy AG. As there is great potential for reduction here, appropriate measures are part of our environmental goals.



The Scope 3 value shown is calculated from

\\ purchased goods and services,
\\ energy-related emissions,
\\ waste,
\\ business travel (train only),
\\ employee commuting.

Data on business flights, transport by our suppliers, and data on specific materials are not available in satisfactory quality.

RESOURCE EFFICIENCY & WASTE

Since 2022, material flows have been systematically recorded and evaluated in relation to the number of projects carried out and the revenue generated. This provides an excellent representation of resource efficiency. Table 1 shows the project-related material consumption. In 2024, a significant decrease compared to the previous year can be observed, which is remarkable considering the increased number of projects; however, this can be explained by the fact that the projects were also more material-intensive.

The key figure for residual waste appears generally quite high, as we use many composite materials that are difficult or impossible to recycle and therefore cannot be disposed of in any other way.

MATERIAL USAGE PER PROJECT

Year	2022	2023	2024
Material usage	15.793 kg	84.367 kg	77.860 kg
Resource consumption / project	13,45 kg	39,3 kg	21,51 kg
Resource use per million EUR turnover	0,3t	1,25t	1,05t

Pandemic

We have been documenting printer paper consumption since 2023. By the beginning of 2025, we will have largely digitized our accounting and expect this to result in savings.

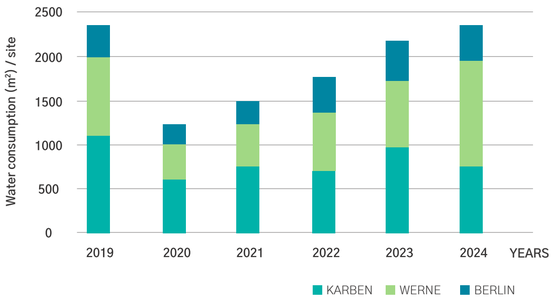
PAPER USAGE FOR PRINTING

Year	2023	2024
Printing paper	362.005 Blatt	448.773 Blatt

The total amount of waste we generate is heavily dependent on the volume of projects. Even-numbered years tend to generate higher sales than odd-numbered years, which is usually directly related to the number of projects. Despite an increase in projects of just under 1,500 from 2023 to 2024, we have managed to reduce the amount of waste we generate. In relation to sales, it is clear that the amount of waste has been significantly reduced - and around 60% of it is recycled.

WATER USE

Both total water consumption and per capita consumption have risen-a development that is primarily attributable to increasing drought and more intense summer periods as a result of climate change. In order to perform a more accurate analysis, we will read the water meter monthly in the future.



part eight

APPLICABLE ENVIRONMENTAL REGULATIONS

8 \\ 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 align our procurement and investments closely with the requirements of the German Supply Chain Due Diligence Act to actively meet our customers’ needs through transparent and fair sourcing.

part nine

DECLARATION OF THE ENVI-RONMENTAL AUDITOR

9 \\ STATEMENT OF THE ENVIRONMENTAL VERIFIER

The signatory, Dipl.-Biol. Lennart Schleicher, EMAS environmental auditor with registrationnumber 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
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.

Werne, 10/16/2025

Dipl.-Biol. Lennart Schleicher
Umweltgutachter

IMPRINT

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

PREVIEW

The next updated Environmental Statement will be presented for validation no later than December 2026 and will then be published.