Corporate Social Responsibility Report 2025

Sustainable business practice is the foundation for long-term corporate success. Our aim is to systematically integrate economic, environmental and social responsibility into our business processes and to develop it continuously.

Our CSR strategy is implemented through structured management systems in the areas of human rights, environment, business ethics, occupational health and safety, and supplier management. The management systems are interlinked and follow a uniform, risk-based management approach. These systems ensure the systematic identification of risks, the implementation of suitable measures and the continuous review and improvement of our sustainability performance.
We report annually on the fulfilment of our statutory due diligence obligations in these areas.

The CSR/sustainability report is subjected to a plausibility check by an independent auditor as part of external ISO audits.

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1. Human rights and working conditions

Risks

As part of our business activities, we regularly analyse potential risks relating to working conditions, compliance with working time and remuneration standards, and the guarantee of equal treatment and equal opportunities.

Measures

To minimise these risks, we apply a binding Code of Conduct that defines clear ethical and legal standards.
All employees take part in mandatory annual training on human rights and compliance.
In addition, a whistleblowing system is available through which violations can be reported anonymously and securely.

Effectiveness

Effectiveness is monitored using defined key performance indicators (KPIs). These include the training participation rate, the number and processing time of complaints and the proportion of business partners assessed. The results are analysed regularly and feed into the further development of the measures until 2027.

Future measures

The systematic documentation and assessment of risks and the derivation of measures will be further expanded and standardised by 2027.

2. Environment

Risks

Significant environmental risks arise in particular from CO_2 emissions caused by mobility, the energy consumption of our office operations and indirect environmental impacts along the value chain.

Measures

To reduce these risks, we are pursuing the goal of reducing CO_2 emissions per kilometre driven by 25 % by 2027. Initial results have already confirmed that the target has been achieved (base year 2022). The development of emissions is recorded regularly and evaluated using defined KPIs.
The effectiveness of the measures is reviewed annually and adjusted where necessary. To this end, we promote sustainable mobility (e.g. JobRad) and reduce emissions by shifting business travel to rail and digital meetings.
In our office operations, we rely on energy-efficient measures such as LED lighting and mainly use green electricity.
We use climate-neutral hosting services for our digital services.

Effectiveness

The effectiveness of the measures is assessed regularly on the basis of internal reviews, feedback processes and defined KPIs (in particular CO_2 reduction and energy consumption).

Future measures

The recording of our carbon footprint will be extended to further areas of the company in order to identify additional reduction potential.

3. Working conditions and corporate culture

Measures

We create a working environment that promotes health, flexibility and equal treatment.
This includes flexible working time models, company health insurance and pension schemes as well as regular training (e.g. digital ergonomics).

Effectiveness

Effectiveness is reviewed through regular feedback processes and internal assessments. Risks are continuously identified and reduced.

4. Supply chain and business partners

Risks

Even with a limited supply chain, there are potential sustainability risks in connection with external service providers and business partners.

Measures

Before being commissioned, all new business partners are screened for CSR/sustainability requirements by means of a self-assessment and an internal risk assessment.
Existing business partners are reviewed regularly on a risk basis, but at least every two years. Suppliers with increased risk are subjected to an in-depth assessment. The results of the risk analyses, assessments and resulting measures are systematically documented and retained in an audit-proof manner.

Future measures

The systematic risk analysis along the supply chain and suitable review mechanisms will be further specified and expanded by 2027.

Continuous improvement

The continuous improvement of our processes and the reduction of environmental impacts are central components of our corporate strategy.
Further targets and KPIs will be defined in the next report for the 2026 financial year.

All employees are called upon to consider the long-term effects of their actions.

Munich, 30 April 2026

Stefan Gatt
Management

AI-translated and designed. The German version prevails.