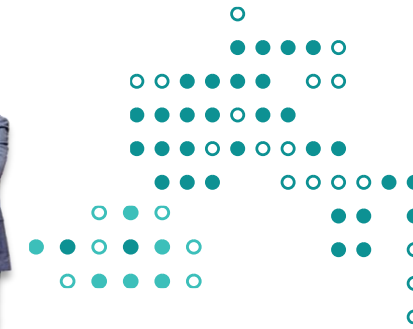


Shaping the future. Together.

We have been in motion for over **150** years.
And what shapes us, is the future. Join us on
our journey towards a sustainable tomorrow.



We are far from reaching our
goal and still have a long
journey ahead of us

**Let's walk it
together!**

“ Our highlights of the last year:

Emissions reductions targets validated by SBTi.

CO₂e reduction by 22% in Scope 1 & 2 (vs.2024).

Audit of emissions calculations in our leading transport
management system in accordance with **ISO 14083**.

Achieved a **CDP-Score B** and a **CDP Supplier
Engagement Audit Score A**.

64% of our energy consumption is sourced from **green
energy**.

Award of **EcoVadis Bronze** for the **FIEGE Group** and
EcoVadis Platinum for our **Zülpich** site.



People

Only together we shape the future.

Focus Topic:

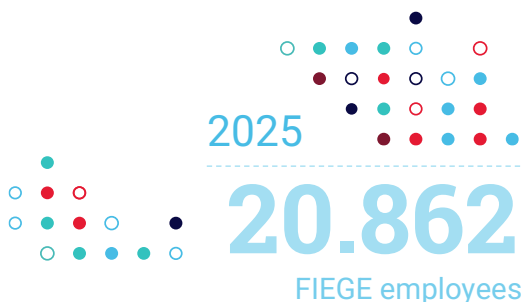
1.1

Working Conditions

1.2

Training & Development

The four strategic pillars of our People & Culture initiatives



Employee Satisfaction Survey

	2023	2024	2025
Participation rate	80%	74%	70%
Overall satisfaction	4,53/6	4,55/6	4,60/6

Occupational Health & Safety



The health and safety of our employees are FIEGE's top priority. Every workplace should be a place where people feel protected and comfortable.

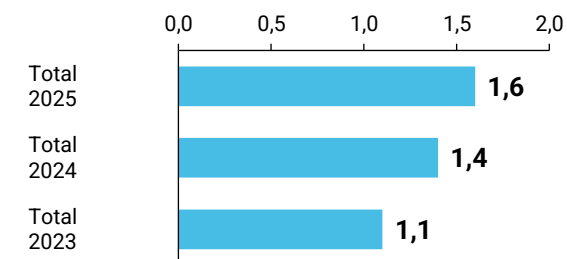


Reduction of the Accident Rate

-30% by 2030

Training & Development

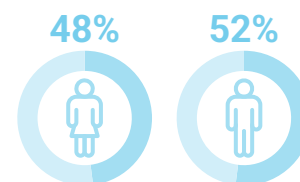
Average training days per employee (8-hour days)



- Practical training and e-learning modules
- Comprehensive learning paths, a.o. for leaders
- Individual coaching and mentoring
- Development programmes

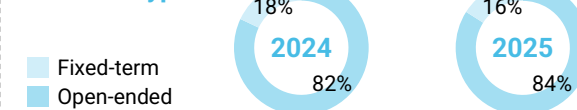
Diversity & Inclusion

As an integral part of our corporate culture, diversity is far more than just another topic.



Employment Trend

Contract type



We pursue an HR strategy focused on **stable, long-term employment relationships, continuous training**, and a **diverse workforce**. We have expanded our **investments in training and development** programs and have systematically **enhanced occupational safety**.

Planet

We act today for a better environment tomorrow.

Focus Topic:

2.1

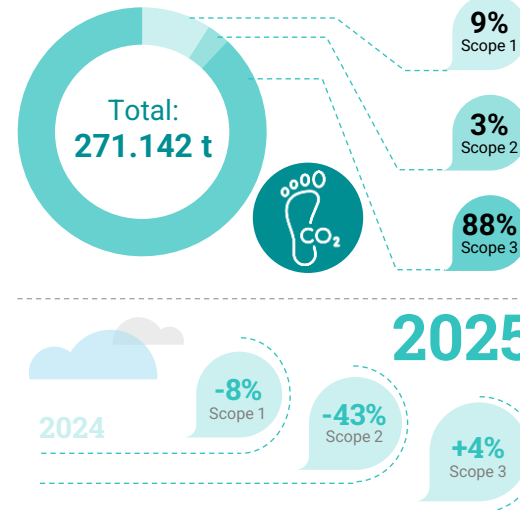
Climate Action & Environmental Protection

2.2

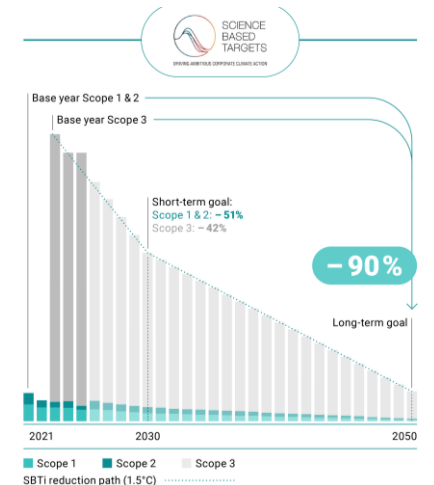
Resource Efficiency

Together toward a circular economy

Our vision: from concept to cycle



Emissions Reduction Targets Validated by SBTi



Energy Targets

- #1 By 2030, we will **generate more renewable power than our international operations consume**.
- #2 We will **reduce our total energy consumption by 30% by 2030** based on property-specific energy consumption in the 2016 baseline year.
- #3 By 2030, **50% of our logistics areas** in Germany will be **heated and cooled entirely with renewable energy**.

“Our energy consumption already consists mostly of green electricity.”

Green electricity generated & consumed	2.585.295 kWh	4%
Purchased green electricity	35.803.875 kWh	60%
Purchased grey electricity	21.027.154 kWh	36%
Total energy consumption	59.416.324 kWh	
Green electricity fed into the grid	7.825.877 kWh	



We have further **reduced our Scope 1 and 2 emissions**, while rising Scope 3 emissions highlight the need for **action across our value chain**. At the same time, we are investing in **renewable energy** and continuing to advance our **circular-economy concepts**.

Partners

Because the future begins today.

Focus Topics:

3.1

Sustainable Corporate Governance

3.2

Innovation & Cooperation

3.3

Societal Engagement



Our Principles

- **Transparency**
Clear processes and transparent decision-making pathways
- **Sustainability**
Resource-efficient behaviour as an integral part of our corporate strategy
- **Corporate culture**
Diversity, fairness and respect – the foundation for everything we do

New Technologies, Intelligent Processes & Sustainable Solutions



Resourcly – Investment in circular economy:
The AI-supported platform makes unused inventory visible.



Voltfang – Investment in green energy storage
Battery storage solutions increase energy efficiency and reduce costs as well as CO₂e emissions.



Filics & pyck – Investment in AI & Robotics
The targeted use of AI and robotics creates high-performance automation solutions, practical logistics applications, and effective responses to labor shortages.

Reliable Partnerships

Open collaboration, trust, flexibility and innovative strength are essential to jointly mastering complex challenges.

- Joint **implementation of circular-economy initiatives** with our customers
- **Advisory services on regulatory requirements** at the EU level



Scientific Cooperation

By providing **location-specific data** for research purposes (e.g., as part of the Logix initiative), we actively **drive progress across the industry**.



We promote private volunteer engagement



We support our region



We keep sustainability in mind



We take responsibility

Together with our partners, **we take on responsibility** that goes beyond legal requirements and **incorporates the expectations of our stakeholders**. In doing so, we jointly **drive the industry forward** and **strengthen the principles** that are essential for a sustainable and economically **stable future**.