COMMUNICATION ON PROGRESS	CiS electronic GmbH	No. of questions
QUESTIONNAIRE		44/44



R2. What is the time period covered by your Communication on Progress? (MM/YYYY - MM/YYYY)

Please share the date range of the reporting period used for the Communication on Progress option you select.

01/2024 - 12/2024

R5.1. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

DE_CIS-GRUPPEN-ETHIK-UND-VERHALTENSKODEX-FEBRUAR-2025.PDF

COC-LIEFERANTEN-MAI-2024.PDF



CEO Statement of Continued Support

CEO Statement of Continued Support	
To our stakeholders,	
I am pleased to confirm that CiS electronic GmbH reaffirms its support of t Rights, Labour, Environment, and Anti-Corruption.	he Ten Principles of the United Nations Global Compact in the areas of Human
In this annual Communication on Progress, we disclose our continuous effo operations, and contribute to United Nations goals, particularly the Sustaina	orts to integrate the Ten Principles into our business strategy, culture, and daily able Development Goals.
Sincerely yours,	
C1. Please complete the following information:	
CEO/Highest-level executive name:	Peter M. Wöllner
CEO/Highest-level executive full title:	CEO
Company name:	CiS electronic GmbH
C2. Please confirm:	



Success Stories & Future Priorities

S2. Which of the five issue areas does the composelect all that apply)	pany plan to prioritize in the next two years?	
	Governance	
	Human Rights	
	Labour	
	Environment	
	Anti-Corruption Anti-Corruption	
	None	

Governance

UNGC COP Viewer Policies and Responsibilities G1. Does the board/highest governance body or most senior executive of the company: (Select all that apply)(i) Issue an annual statement about the relevance of sustainable development to the **/** company Issue an annual statement that addresses impacts on both people and the environment Issue an annual statement highlighting a zero tolerance for corruption Sign off on organizational sustainability targets Supervise Environmental, Social, and Governance reporting Regularly review potential risks related to the business model None of the above G2. Does the company have a code of conduct in place regarding each of the following sustainability topics? (Select one answer option per line)(i) Yes, focused on our own operations and the value No, but we plan to within Yes, focused on No, this is not a current Yes, focused on chain (e.g., suppliers,

employees

employees and suppliers

consumers, communities,

other business relationships)

the next two years

Human Rights

priority

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on employees	Yes, focused on employees and suppliers	Yes, focused on our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Labour Rights/Decent Work	0	0	0	⊘	0
Environment	0	0	0	Ø	0
Anti-Corruption	0	0	0	⊘	0

	No one is specifically responsible for this topic	Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights)	Yes, with direct influence at the highest levels of the company (e.g., has access to relevant information, includes most senior members of company)
Human Rights	0	0	0	0	②
Labour Rights/Decent Work	0	0	0	0	⊘
Environment	0	0	0	0	Ø

	No one is specifically responsible for this topic	Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights)	Yes, with direct influence at the highest levels of the company (e.g., has access to relevant information, includes most senior members of company)
Anti-Corruption	0	0	0	0	②

G3.1. If yes, does the company also have formal governance structures (e.g., committees or governance bodies) in place to provide strategic oversight and support for these sustainability topics?

(Select one answer option per	line)(1)				
	No formal structure	Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members of senior management)	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of company)
Human Rights	0	0	0	0	Ø
Labour Rights / Decent Work	0	0	0	0	Ø

		dentify, assess and m	iitigate risks related to	the following sustaina	ability topics?	
Select one answer option	No, this is not a current priority	No, but we plan to within the next two years	Yes, conducted by a designated individual or group	Yes, engaging employees across the company	Yes, engaging employees and business partners	Yes, engaging employees, business partners and external stakeholders
Human rights risks	0	0	0	0	0	⊘
Labour rights risks	0	0	0	0	0	Ø
Environmental risks	0	0	0	0	0	Ø
Corruption risks	0	0	0	0	0	

_abour rights risks					
Environmental risks		•			
Corruption risks					
npacts on sustainabili Select one answer option po	· _	No, but we plan to within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (including suppliers, consumers, communities, other
					business relationships)
luman rights risks		\cap	\cap	\cap	\cap
	⊘	0	0	0	0
Human rights risks Labour rights risks Environmental risks		O O	0	O O	0

Concerns and Grievance Mechanisms

Select one answer option per line)				
	No, this is not a current priority	No, but we plan to within two years	Yes, we have an informal process (e.g., through supervisors, others)	Yes, we have a formal process
Human Rights	0	0	0	Ø
abour Rights / Decent Work	0	0	0	⊘
Environment	0	0	0	⊘
Anti-Corruption	0	0	0	⊘
26.1. Plagge provide addition	nal detail regarding the process((as) the company has through y	which mambars of the comm	pany's workforce can raise
oncerns about the company		(es) the company has through t	which members of the comp	oany's workloide dan raise
Select one answer option per line)	(i)			
		Yes		No
Is the process communicated to employees/workers in local lan				0
Is the process available to non-	/			

	Yes	No
business relationships)?		
Is the process confidential (e.g., whistleblowing process)?		
Are there processes in place to avoid retaliation?	0	
Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)?		
Other (Please provide additional information)	0	
G6.1A. (Optional) Please provide additional information: Klar definierter Prozess gemäß der gesetzl. Vorgaben zum Whistleb	olowing Tool	

Tracking Action Effectiveness

G7. How does the company track the effectiveness of its actions, and the related impacts, of the following sustainability topics? (Select one answer option per line)

^

	No actions and related impacts are systematically tracked	Conducts investigation reviews of incidents on an as-needed basis	of incidents and changes organizational policies, processes, and practices accordingly	Conducts investigation reviews and leverages learnings to influence both internal and external affairs
Human Rights	0	0	0	⊘
Labour Rights/Decent Work	0	0	0	•
Environment	0	0	0	•
Anti-Corruption	0	0	0	Ø
cutive Pay				
38. Is executive pay linked to	o performance on one or more o	of the following sustainability to	opics?	
-		No. but we plan	opics? In to within the next two years	Yes
68. Is executive pay linked to		No. but we plan	n to within the next two	Yes
G8. Is executive pay linked to		No. but we plan	to within the next two years	Yes

	No, this is not a current priority	years	Yes
Anti-Corruption	0		<u> </u>
dership Composition			
69. Please provide details regarding	the company's board/highest goverr	nance body.(i)	
Please enter only whole numbers rounded to		mals, fractions, special characters, spaces, or leading ze	
0 years old, 30-50 years old, Above 50 year	's old' and 'Executive, Independent' please en	nter only whole numbers from 0 to 100, inclusive ensuri	ng the values in the column sum to 100
o move on.)	s old ' and ' Executive, Independent ' please en	nter only whole numbers from 0 to 100, inclusive ensurii	ng the values in the column sum to 100
	s old' and 'Executive, Independent' please en	nter only whole numbers from 0 to 100, inclusive ensurii Number (Please input a whole number)	ng the values in the column sum to 100 Not applicable
o move on.)			
o move on.) Text box with option for 'Not applicable')	Known	Number (Please input a whole number)	
o move on.) Text box with option for 'Not applicable')	Known	Number (Please input a whole number)	

04.08.25, 12:43

Female (%)		0	0
Other (%)	•	0	0
	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Jnder 30 years old (%)		0	0
30-50 years old (%)	•	75	0
Above 50 years old (%)	⊘	25	0

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
From minority or vulnerable groups (%)	0	0	
	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Executive (%)		10	0
Independent (%)		90	0
69A. (Optional) Please provide additional ir Frage nach Führungskräften absolut missverst		onkret gefragt?	
	the value. Please enter only w	n in managerial positions? Thole numbers from 0 to 100, inclusive, rounded to the nearest	whole number. Do not use decimals,
(Select one answer option per line, if 'Known', include fractions, special characters, spaces, or leading zeros	_	noie numpers from U to TUU, inclusive, rounded to the nearest	wnoie number. Do not use dec.

		Known	Percentage of women (%) a whole number e.g., 5	•	Unknown
Managerial positions		⊘	4		0
10A. (Optional) Please prov			litarhaitarn		
Thradain in a managapada an					
	_	npany's C-suite or equ	uivalent executive leadership	positions?	
	_	npany's C-suite or equ Men	uivalent executive leadership Other (e.g., non-binary)	Not applicable (e.g., the company does not have this position)	Choose not to disclose
Select all that apply for each line)	D			Not applicable (e.g., the company does not have	Choose not to disclose
Select all that apply for each line)	D	Men		Not applicable (e.g., the company does not have	Choose not to disclose
Select all that apply for each line) Chief Executive Officer Chief Financial Officer	D	Men		Not applicable (e.g., the company does not have	Choose not to disclose
Chief Executive Officer Chief Financial Officer Chief Procurement Officer	D	Men 🗸		Not applicable (e.g., the company does not have	Choose not to disclose
Chief Financial Officer Chief Technology Officer Chief Marketing Officer	D	Men ✓		Not applicable (e.g., the company does not have	Choose not to disclose

	Women	Men	Other (e.g., non-binary)	Not applicable (e.g., the company does not have this position)	Choose not to disclose
Chief Sustainability Officer	✓				
Chief Legal Officer/General Counsel				\checkmark	
Chief Human Resources Officer	\checkmark				
Other (Please provide additional information)				~	

ta Assurance	
G12. Do you produce sustainability reporting according to: (Select all that apply)(i)	
	National/local regulation on sustainability
	Security exchange regulations
	Non-Financial Reporting Directive of the European Union (NFRD)/Corporate Sustainability Reporting Directive (CSRD)
	Global Reporting Initiative (GRI)
	Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)

Foundation) Task Force on C Carbon Disclosu	ure Standards Board (CDSB, now consolidated into the IFRS Climate-related Financial Disclosures (TCFD) ure Project (CDP)
Carbon Disclosu	<u> </u>
	ure Project (CDP)
Science Based 1	
	Targets initiative (SBTi)
Other voluntary	frameworks (Please provide additional information)
	y reporting according to any frameworks nor regulations outside of ation on Progress

No

Human Rights and Labour

Materiality

HR/L1. Which of the following has the company identified as material human and labour rights topics connected with its operations and/or value chain?

(Select all that apply)(i)

(Select all trial apply)	
	Freedom of association and the right to collective bargaining
	Child labour
	Forced labour
	Non-discrimination in respect of employment and occupation
	Safe and healthy working environment
	Wages
	Working hours
	Gender equality and women's rights
	Freedom of expression
	Digital security and privacy
	Product and service end-user rights
	Security arrangements
	Right to clean and healthy environment: pollution, water, air, and land
	Land rights and rights of Indigenous Peoples
	Rights of vulnerable groups and minorities
	Raw material sourcing

Other

HR/L1.1. From the identified topics, please select up to six that are considered most material to the company's operations and/or its value chain. (Select all that apply, maximum six)

Freedom of association and the right to collective bargaining
Child labour
Forced labour
Non-discrimination in respect of employment and occupation
Safe and healthy working environment
Wages
Working hours
Gender equality and women's rights
Freedom of expression
Digital security and privacy
Product and service end-user rights
Security arrangements
Right to clean and healthy environment: pollution, water, air, and land
Land rights and rights of Indigenous Peoples
Rights of vulnerable groups and minorities

	Raw material sourcing
	Other

Commitment

HR/L2. Does the company have a policy commitment in relation to the following human rights & labour rights topics?

(Select one answer option per line, if 'Yes', include the value)(i)

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant human rights and labour rights policy was last reviewed (YYYY)
Freedom of association and the right to collective bargaining	0	0	⊘	0	2024
Child labour	0	0		0	2024
Forced labour	0	0		0	2024
Non-discrimination in respect of employment and occupation	0	0		0	2024

^

O O	O O	✓✓	OOO	2024
0	0		0	
0	0	•	0	2024
O	0		0	2024
0	0	•	0	2024
additional information: urch externen unabhängig				
	urch externen unabhängig	urch externen unabhängigen Auditor	additional information: urch externen unabhängigen Auditor	additional information:

(Uploaded file cannot exceed 50MB)

WCA FINAL AUDIT REPORT.PDF

	Aligned with international human rights/labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving human rights/labour rights expertise from inside and/or outside the company	Other (Please provide additional information)
Freedom of association and the right to collective bargaining							~	
Child labour							\checkmark	
Forced labour							✓	
Non- discrimination in respect of employment and occupation							~	

Safe and healthy working environment							~	
Gender equality and women's rights							\checkmark	
Wages							✓	
Working hours							✓	
Freedom of expression							~	
~				their cho		ne right of all worke intimidation or repr ation		
						·		
				Prohibit	any acts of interfer	ence in trade union	S	
	Facilitate collective bargaining with the trade union representatives							
Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations								I for meaningful
				bargaini	ng in the context of	f bona fide negotiati	ons	To meaning a
✓					e the respect for the	f bona fide negotiati ne right of workers t		-

HR/L2.3. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?

(Select all that apply)

Yes, by providing more favourable conditions related to wages
Yes, by providing more favourable conditions related to working hours
Yes, by providing more favourable conditions related to health coverage and/or sick leave
Yes, by providing additional rights not otherwise provided (Please provide additional information)
There is (are) no existing collective bargaining agreement(s)
No

Prevention

^

HR/L3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights & labour rights topics?

(Select all that apply for each line)(i)

	No engagement on this topic	To better understand the risks/ impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/ mitigate the risks/ impacts in question	To assess progress in preventing /mitigating the risks/impacts in question	To collaborate in the prevention/ mitigation of the risks/ impacts in question
Freedom of association and the right to collective bargaining	~					
Child labour	✓					
Forced labour	✓					
Non-discrimination in respect of employment and occupation	~					
Safe and healthy working environment	~					
Gender equality and women's rights	~					
Wages	✓					
Working hours	✓					
Freedom of expression	~					

HR/L4. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics? (Select all that apply for each line) **Built capacity** among relevant Provided internal Collective action Conducted an business Collaborated with Other (Please No action within training/ capacity audit process with peers or other relationships (e.g., provide additional governmental or stakeholders to reporting period building for the and/or corrective regulatory bodies information) suppliers, direct workforce action plan address the issue consumers, communities) Freedom of association and the right to collective bargaining **✓** Child labour Forced labour **/** Non-discrimination in respect of П **/** employment and occupation Safe and healthy working **/** environment Gender equality and women's **/** rights

Built capacity

	No action within reporting period	Provided interr training/ capac building for th direct workfore	business ity relationships (e.g., e	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue	Collaborated wingovernmental or regulatory bodies	provide additional
Wages				✓			
Working hours				~			
Freedom of expression				~			
HR/L4.1. How does rights topics? (Select one answer per li		ess progress in	preventing/mitigating	the risks/impacts	associated with the	e following huma	an rights & labour
rights topics?	ne)(i) No moni		preventing/mitigating Review topics on an ad hoc basis	Set annual targets/ track progress ove (internal program	goals, Set annual ta r time track progre mes (internal ar	rgets/ goals, ss over time nd external a	an rights & labour Other (Please provide additional information)
rights topics?	ne)(i) No moni prog	toring of	Review topics on an ad	Set annual targets/ track progress ove	goals, Set annual ta r time track progre	rgets/ goals, ss over time nd external a	Other (Please provide
rights topics? (Select one answer per li	ne)(i) No moni prog	toring of	Review topics on an ad	Set annual targets/ track progress ove (internal program	goals, Set annual ta r time track progre mes (internal ar	rgets/ goals, ss over time nd external a	Other (Please provide

	No monitoring of progress	Review topics on an ad hoc basis	Set annual targets/ goals, track progress over time (internal programmes only)	Set annual targets/ goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Non-discrimination in respect of employment and occupation	0	0	0		0
Safe and healthy working environment	0	0	0		0
Gender equality and women's rights	0	0	0		0
Wages	0	0	0	Ø	0
Working hours	0	0	0	Ø	0
Freedom of expression	0	0	0	•	0

Response and Reporting

HR/L5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following human rights & labour topic(s)?

(Select one answer per line)(i)

^

Freedom of association and the right to collective bargaining Child labour Child labour Forced labour Non-discrimination in respect of employment and occupation Safe and healthy working environment Gender equality and women's rights Wages Working hours Freedom of expression		No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
Forced labour Non-discrimination in respect of employment and occupation Safe and healthy working environment Gender equality and women's rights Wages Working hours			0	0	0
Non-discrimination in respect of employment and occupation ✓ ○ ○ ○ Safe and healthy working environment ✓ ○ ○ ○ Gender equality and women's rights ✓ ○ ○ ○ Wages ✓ ○ ○ ○ Working hours ✓ ○ ○ ○	Child labour	⊘	0	0	0
Safe and healthy working environment Gender equality and women's rights Wages Working hours O O O O O O O O O O O O O	Forced labour	✓	0	0	0
environment Gender equality and women's rights Wages Working hours O O O O O O O O O O O O O			\circ	0	0
rights Wages Working hours O O O O O O O O O O O O O			\circ	0	0
Working hours OOOO			0		0
	Wages		0	\circ	0
Freedom of expression	Working hours	✓	0	0	0
	Freedom of expression		0	0	0

HR/L6. What was the average gender pay gap (comparing jobs of equal value) during the reporting period? i)

(Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)

Guidance for Gender Pay Gap: For each job level or category, companies are to calculate the gap of gross hourly earnings paid to female and male employees and report the average gap of earnings across job categories as a percentage. Please refer to the CoP guidebook for additional information on the average gender pay gap formula.

	Unknown	Choose to not disclose
Average Gender Pay Gap (%) - (Please		0
input answer as a whole number e.g.,		

5% = 95)			
R/L7. Within the reporting period, what v	vas the rate of recordable work	c-related accidents for employees? (i)	
lease enter only whole numbers, rounded to the i	nearest whole number. Do not use dec	simals, commas, fractions, special characters,	spaces, or leading zeros.)
·		•	ork-related accidents in the reporting year by the
	ng the same period. The result should	d then be multiplied by 200,000. Please refer to	the CoP guidebook for additional information on
e work-related accidents rate formula.			
		Unknown	Choose to not disclose
ate of work-related accidents (Please			
nput a whole number):	3	\circ	\circ
R/L8. (Optional) Briefly describe addition	•		
plement the human rights and labour p mediation.(i)	inciples, including goals set ar	nd any challenges faced and actions to	aken towards prevention and/or
mediation.(1)			
Schulungen, Audits			
<i>5 ,</i>			

Environment

Com	mitm	ent
-----	------	-----

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant environmental policy was last reviewed (YYYY)
Climate change	0	0	0	Ø	0
Water	0	0	0	Ø	0
Oceans	0	0	0	Ø	0
Nature and biodiversity	0	0	0	Ø	0
Air pollution	0	0	0	Ø	0
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	0	0	0		0
Energy & resource use	0	0	0	Ø	0
Other environmental topic(s) (Please provide additional information)	0	0	0	⊘	0

https://cop-report.unglobalcompact.org/COPViewer/2025?responseId=R_27fsW4wGekml3Z7

E1A. (Optional) Please provide additional information:

nicht zutreffend	e (Please provide ac	dillonal illioithali	1011).				
nicht zutreffend							
vention							
ollowing environm Select all that apply for t	•						
			To discuss		To assess	To collaborate in	
	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	to prevent/mitigate the risks/impacts in question	progress in preventing/mitigat ing the risks/impacts in question	the prevention/mitigat ion of the risks/impacts in question	Other (Please provide additional information)
Climate change		understand the risks/impacts in	potential ways to prevent/mitigate the risks/impacts	to prevent/mitigate the risks/impacts	progress in preventing/mitigat ing the risks/impacts in	the prevention/mitigat ion of the risks/impacts in	provide additional
Climate change Water	this topic	understand the risks/impacts in	potential ways to prevent/mitigate the risks/impacts	to prevent/mitigate the risks/impacts	progress in preventing/mitigat ing the risks/impacts in	the prevention/mitigat ion of the risks/impacts in	provide additional

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigat ing the risks/impacts in question	To collaborate in the prevention/mitigat ion of the risks/impacts in question	Other (Please provide additional information)
Air pollution	✓						
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)							
Energy & resource use	✓						
Other environmental topic(s)	✓						

E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select all that apply)

04.08.25, 12:43

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Climate change	\checkmark						
Water	✓						
Oceans	✓						
Nature and biodiversity	~						
Air pollution	✓						
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)							
Energy & resource use		~					
Other environmental topic(s)							

E3A. Other environmental topic(s) (Please provide additional information):

3.1. How does the com		preventing/mitigating the	risks/impacts associated	d with the following enviro	onmental topics?
	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	0	0	⊘	0	0
Energy & resource use	0	0	Ø	0	0
Other environmental topic(s)	0	0	⊘	0	0
E3.1.2. For each environ Select all that apply for each		company sets timebound Progress is reviewed against goals annually or more frequently	goals/targets, how is pro Progress is reported internally to the most senior level	ogress against goal/targe Progress is reported externally	t tracked? Other (Please provide additional information)
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)			~		

	Progress is not tracked	Progress is against goals a	annually or intern	ess is reported ally to the most enior level	Progress is reported externally	Other (Please provide additional information)
Other environmental topic(s)				~		
E4. Within the reporting pmpact(s) associated with (Select one answer option per	h the following environm		n providing or enab	ling remedy wher	e it has caused or cont	tributed to adverse
	No adverse impact io caused	lentified or	Yes, adverse impact(identified, but no reme provided/enabled	edy identif	dverse impact(s) ied, and remedy vided/enabled	Choose not to disclose
Climate change	②		0		0	0
Water	②		0		0	0
Oceans	Ø		0		0	0
Nature and biodiversity	Ø		0		\circ	0
Air pollution	Ø		0		0	0
Waste (e.g., chemical spills, solid waste, hazardous, plasetc.)	_		0		0	0
Energy & resource use	②		0		0	0
Other environmental topic(s					\bigcirc	

5. Does the company have a targe	et(s), validated by a thi	rd-party, relating to the reduction of	of greenhouse gas (GHG) emis	sions?
Text box with option for "No targets set")(i	Ď			
	Known	Baseline year (YYYY)	Target year (YYYY)	No targets set
Scope 1 targets validated by a hird-party		2018	2024	0
Scope 2 targets (market-based) validated by a third-party	0			⊘
Scope 2 targets (location- based) validated by a third- party		2018	2024	0
Scope 3 targets validated by a third-party	⊘	2018	2024	0
Set targets are not validated by a third-party	⊘	2018	2024	0

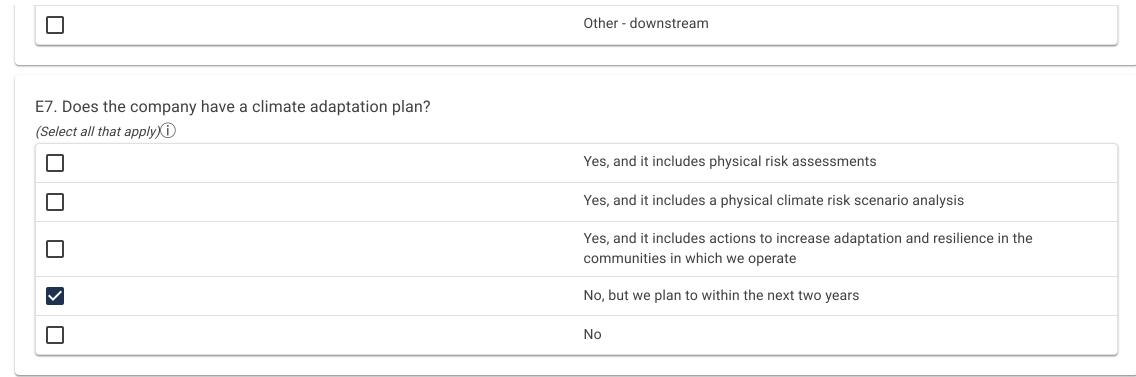
E5.1. Within the reporting period, did the company measure Scope 1 and/or Scope 2 global greenhouse gas (GHG) emissions?

(Select one answer per line, if "Known', include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)

	Knov	vn Measure	ed Total Emissions (tCO2e)	We did not measure our gross emissions
Scope 1 emissions			314	0
cope 2 (market-based) emissions	0			
cope 2 (location-based) emissions	•		655	0
5.1A. We did not measure our gro Wir haben unsere marktbasierten E			n):	
Wir haben unsere marktbasierten E	missionen nicht gemessen.	Scope 3 global greenhouse	gas (GHG) emissions?	se decimals, fractions, special characters,
Wir haben unsere marktbasierten E	missionen nicht gemessen.	Scope 3 global greenhouse	gas (GHG) emissions? e nearest whole number. Do not u	We did not measure Scope 3

E6.1. Which Scope 3 categories are included in the company's Scope 3 emissions calculation? (Select all that apply)(i)

Purchased goods and services
Capital goods
Fuel- and energy-related activities
Upstream transportation and distribution
Waste generated in operations
Business travel
Employee commuting
Upstream leased assets
Downstream transportation and distribution
Processing of sold products
Use of sold products
End-of-life treatment of sold products
Downstream leased assets
Franchises
Investments
Other - upstream



Energy/Resource Use

E8. Has your company taken steps to reduce its fossil fuel consumption within the reporting period? (Select one that applies)(i)



No

E8A. Please provide additional information:

^

Installation von fest installierten Heizthermostaten an allen Heizkörpern an allen Standorten

E9. Has the company increased its direct/indirect investment in low-carbon technologies (e.g., renewable energy, nuclear energy, carbon capture and storage (CCS)) during the reporting period?

(Select all that apply)

Yes, we have increased direct/indirect investment in renewable energy
Yes, we have increased direct/indirect investment in nuclear energy
Yes, we have increased direct/indirect investment in carbon capture and storage (CCS)
Yes, we have increased direct/indirect investment in other low-carbon technologies
No change – direct/indirect investment in low-carbon technologies remained the same
No, we have decreased direct/indirect investment in low-carbon technologies

Additional Topic-specific Questions

^

E10. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?

(Select all that apply)(i)



Climate change



Oceans

Energy & resource use
Water
Nature and biodiversity
Air pollution
Waste
None of the topics have been identified as material by the company

E14. Where applicable, please report the company's emissions of the following pollutants within the reporting period.

(Select one answer per line, if 'Known', include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)

	Known	Emissions (t)	Unknown	Not applicable (Please provide additional information)
NOx	0	0	⊘	0
SOx	0	0	Ø	0
Volatile Organic Compounds (VOCs)	0	0	⊘	0
Hazardous air pollutants (HAPs)	0	0	⊘	0

^

	Known	Emissions (t)	Unknown	Not applicable (Please provide additional information)
Particulate matter (PM10)	0	0	⊘	0
Persistent organic pollutants (POPs)	0	0	⊘	0
Primary PM2.5	0	0	Ø	0
Ammonia (NH3)	0	0	Ø	0
Black Carbon (BC)	0	0	Ø	0
Organic Carbon (OC)	0	0	Ø	0
Carbon Monoxide (CO)	\circ	\bigcirc	Ø	\circ
Methane (CH4)	\circ	\bigcirc		\circ
Other pollutants (Please provide additional information)	0	0	•	0
14A. Other pollutants (Please prov	vide additional informat	ion):		
Es liegen keine Messergebnisse vor.				

Additional Topic-specific Questions: Waste

E15. Within the reporting period, has the compar (Select all that apply) (i)	ny acted to reduce waste generated by its operations?
	Yes, through the implementation of circular and/or reuse initiatives
	Yes, through investment in alternative materials
✓	Yes, through recycling measures
	No, we are not actively reducing waste

Overall Environment

E16. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the environment principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.

Schulungen für die Mitarbeiter zur verbesserten Partizipation Fortführung der Digitalisierung und Einsatz von KI zur weiteren Reduzierung des Papierverbrauches Durchführung eines Energieaudits und Rezertifizierung nach ISO 14001 Firmenflotte elektrifizieren, Benefit jobbikes für Mitarbeiter Dienstreisen reduzieren durch Videokonferenzen Optimierung von Lieferketten durch veränderte Mobilität (Milkrun)

Anti-Corruption

^

Commitment AC1. Does the company have an anti-corruption compliance programme? (Select one that applies) (i) No, this is not a current priority No, but we plan to within the next two years 0 Yes AC2. Does the company have policies and recommendations for employee procedures in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials? (Select one that applies) (i) No, and we have no plans to develop any policy/recommendation No, but we plan to within the next two years Yes, included within a broader policy or as a standalone policy AC2A. (Optional) Please provide additional information: Ethik- und Verhaltenskodex (Code of Conduct)

AC3. Does the company engage in collective action against corruption? (Select one that applies) (i)

0	No, this is not a current priority
	No, but we plan to in the next two years
0	Yes (Please provide additional information)

Prevention

AC4. Who receives training on anti-corruption and integrity?

(Select all that apply)

Selected employees (Please provide additional information)

All employees

Third-party suppliers, contractors and/or consultants

No training provided

AC4A. (Optional) Please provide additional information:

via unserer eigenen e-learning Plattform

AC4.1. How often is such training provided?

(Select one answer option per line)(i)

^

All employees	0	\bigcirc	lacksquare	0
rformance				
AC5. Within the reporting (Select one that applies)(i)	period, have there been any sus	pected incidents of corruption?		
0		Yes		
		No		
sponse and Reporting				
	scribe additional relevant practio	cal actions the company has taken v llenges faced and actions taken tov		and/or plans to take to
AC6. (Optional) Briefly desimplement the anti-corrup	scribe additional relevant praction principle, including any cha	llenges faced and actions taken tov	vards prevention and/or re	and/or plans to take to mediation.①