

FERCHAU



Sustainability Report

2023

**Values, Objectives
and Measures**

Status 11-2024

Contents

01 Preface Management preface	03	06 E for »Ethical Governance« 6.1 Organisation of the sustainability management	21 22
02 Company Group 2.1 Overview of the company group 2.2 Companies in the report	04 04 06	6.2 Dialogue with the stakeholders 6.3 Corporate values 6.4 Mission statement 6.5 Important topics	23 24 25 26
03 Our Services	09	07 E for »Environmental Responsibility« 7.1 Environmental risks 7.2 Emissions and climate protection 7.3 Society – Engagement by the ABLE GROUP	27 28 28 32
04 Our Sustainability Strategy »SEED« 4.1 Sustainability × integrated management system	10 11	08 D for »Developing Tomorrow« 8.1 Connecting People and Technologies	33 34
05 S for »Social Employer« 5.1 Health and safety at the workplace 5.1.1 Healthcare 5.1.2 Work safety and health protection 5.2 Training and further education 5.3. Gender equality 5.4 Integration of employees with a migrant background 5.5 Employee retention	13 14 14 15 17 19 20 20	09 Responsibility in the Supply Chain 10 Human Rights 11 Report Profile 12 Contact 13 GRI Matrix	36 36 37 37 38

01 – Management Preface



Concepts and measures accompanying the terms »Sustainability« and »Compliance« are gaining increasing significance in their social perception. This is fully justified! As an owner-managed company with almost six decades' history, since time immemorial we provide the guiding principles of motivation and orientation for our actions associated with this. Trust, reliability, quality as well as the adherence to statutory regulations and social standards form the cornerstones for long-term success and responsible entrepreneurship.

Our Code of Conduct forms the binding basis to define clear behavioural guidelines for our key areas of action and to ensure adherence to them. We visualise this with a management system which is certified both according to ISO 9001 and in the areas of work safety (DIN ISO 45001), environmental protection (DIN EN ISO 14001), information security (DIN ISO/IEC 27001) and compliance-conformant implementation of works and service contracts. These are supplemented by further certifications in line with industry-specific specifications such as within the automotive sector (TISAX).

With our sustainability strategy »SEED«, we additionally create transparency in the key areas of our activity and provide clear orientation for our actions. We understand it to be an avowal which we anchor as an integral component of the corporate culture in four dimensions of action:

- S** — for »**Social Employer**«
- E** — for »**Ethical Governance**«
- E** — for »**Environmental Responsibility**«
- D** — for »**Developing Tomorrow**«

Within a surroundings increasingly shaped by the effects of climatic, demographic and socio-cultural changes to everyday reality and regulatory framework conditions, we make the interdependencies of our own entrepreneurial action visible with it, enabling us to meet our responsibilities for the well-being of companies and society as well as possible.

The crucial results of these efforts can be found in this report. With the corporate carbon footprint, for example, we have an additional tool for the more precise observation of our environmental effects for the first time.

Due to connecting people and technology our services offer generates important impulses which promote innovations, drive digital transformation forwards and accelerate its dynamism decisively. Lasting commitment and the strategic alignment of our activities in-line with the SEED dimensions therefore put us in the position to play at the very front when competing for the top talents.

The Sustainability Report 2023 grants wide-ranging insights into these and further topical areas - we would like to wish you exciting reading!

Frank Berthold *M. Seitz*

Made-to-measure and innovative Engineering and IT solutions for customers from almost all sectors – that is what the ABLE GROUP companies stand for.

Under the umbrella of the ABLE GROUP, the strong companies which act independently on the market stand for a unique range of services concerning Engineering and IT services – from technical specialists who support a team locally to taking over complex work packages at their own engineering offices or on-site. In 2023, a total of more than 10,100 employees worked for the ABLE GROUP companies. Group turnover was 975 million euros in 2023.

Please refer to the Group company websites for further information.

This report covers the period 01.01.2023 – 31.12.2023 and is the follow-up of the report for 2021/22. The reporting cycle is annual. Thus, the reporting cycle is identical to the financial reporting cycle.

2.1 Overview of the company group



ABLE Management Services GmbH

As an operational Group holding and central in-house service provider, ABLE Management Services GmbH not only provides relief from all tasks without a direct customer interface, but also offers sound advice and solution approaches as a response to changed market conditions. In-brief: It is an innovation driver and growth accelerator concurrently for all ABLE GROUP companies.



FERCHAU GmbH

With 9,000 employees in more than 120 branch offices, FERCHAU is one of the leading platforms for top notch technology services in Europe. The full-service provider for Engineering and IT supports hidden champions and global players with top experts and flexible cooperation models.



FERCHAU Automotive GmbH

Die FERCHAU Automotive GmbH accompanies vehicle manufacturers and suppliers throughout the entire product lifecycle process – from the individual component to the validated system. Our services as a development partner and technology services provider range from conceptualisation via software development to vehicle integration in own workshop and test facilities.



planting GmbH

Premium engineering and project controlling for process engineering plants in all sectors of the processing industry – planting stands for this. With 6 sites as well as 13 regional Project Execution Centres in Germany, the company is the top address for customers from the Oil & Gas, Chemicals, Petrochemicals, Energy, Pharmaceuticals and Life Science sectors.



prime-ing GmbH

As a managed services provider, prime-ing takes on the nationwide commissioning, control and administration of personnel service providers within the scope of larger projects in Germany. The company also relieves the burden on customers for the legally compliant modelling and control of works and service contracts and also with outsourcing solutions concerning the topic of temporary employment.



RST Rostock System-Technik GmbH

RST Rostock System-Technik has been an established partner for the international Aviation and Space industry for system and product developments for several decades. The company not only works in the area of Engineering Services, but also develops and supplies products for various application purposes for Aviation, Space, Defence and Industry.



top itservices AG

top itservices AG can look back on a successful past of more than 40 years. The partner for digital transformation joins sector expertise a focus on Finance, the Public sector, Industry, Energy, Healthcare, Consumer Goods and Telecommunications & Media with excellent technological and methodical competence.



2.2 Companies in the report

This report refers to FERCHAU GmbH with its headquarters at Steinmüllerallee 2, D-51643 Gummersbach, Germany and its branch offices as well as sales centres. Frank Ferchau, Alexander Schulz and Thomas Hucht are its managing directors. It also includes FERCHAU Automotive GmbH, FERCHAU Austria GmbH, FERCHAU Spain S.L.U., FERCHAU France SAS and FERCHAU Poland S.P.Z.O.O. The Managing Director of FERCHAU Automotive GmbH is Bernd Gilgen, whilst Harald Felten is responsible for International Sales as the Director Sales International. The Managing Partner of the entire Group is Frank Ferchau. For the years 2019–2021, the respective data from the former M Plan GmbH have been incorporated in the FERCHAU data.

The service companies in the Engineering and IT areas all belong to the ABLE GROUP, this Group is privately owned. The company group works in Germany, France, Austria, Spain, Great Britain and Poland. These countries have office facilities as branch offices. There are also a few technical offices and so-called workshops in Germany, in which various projects are carried out for customers within our scope of services.

Our customers work in various sectors, you can find a list of our references here:

ferchau.com/de/en/customer/references.

The reporting period encompasses the entire calendar year 2023 from 01.01.2023 to 31.12.2023. As of this reporting year, reporting will be made annually. In this context, the reporting period will be changed to one year. Please refer to the website: **ferchau.com/de/en/about-us/branches** for any changes to the branch offices.

Company figures

Number of branch offices	> 120
Turnover 2023	€ 820 million
Share capital according to the trade register excerpt	€ 2,009,000 + € 500,100
Number of services offered	See Annex 3

Our employees

	2023			2022			2021		
	♀	♂	♀♂	♀	♂	♀♂	♀	♂	♀♂
Total	2,461	5,879	8,340	2,212	5,721	7,933	1,966	5,501	7,467
Unlimited term	2,365	5,713	8,078	2,092	5,562	7,654	1,854	5,281	7,135
Limited term	96	166	262	120	159	279	112	220	332
Full-time	1,934	5,622	7,556	1,121	3,775	4,896	1,060	3,730	4,790
Part-time	527	257	784	1,091	1,946	3,037	906	1,771	2,677
Proportion of employees with a collective agreement	–	–	81.18%	–	–	83.60%	–	–	79.63%

	2020			2019		
	♀	♂	♀♂	♀	♂	♀♂
Total	1,966	4,974	6,940	2,342	6,208	8,550
Unlimited term	–	–	–	–	–	–
Limited term	–	–	250	–	–	255
Full-time	–	–	6,399	–	–	7,886
Part-time	–	–	541	–	–	664
Proportion of employees with a collective agreement	–	–	80.88%	–	–	81.01%

During the reporting period, there were no employees with a gender entry as »diverse« or with an unspecified gender. For this reason, these categories are not shown above. The same applies to employees with working times not guaranteed. They are not included in the table above because there are no employees in the company with these attributes. For this reporting period, we distinguish the evaluation again in a more differentiated manner. That explains why we present fewer values for comparison from previous years. Since 2020, we can observe a continuous increase in the number of employees at FERCHAU.

Employees, split by country

	2023					
	DE	AT	FR	ES	PL	Everybody
Total	7,589	386	43	321	1	8,340
Unlimited term	7,330	386	40	321	1	8,078
Limited term	259	0	3	0	0	262
Full-time	6,894	386	43	232	1	7,556
Part-time	695	0	0	89	0	784

	2022					2021				
	DE	AT	FR	ES	Everybody	DE	AT	FR	ES	Everybody
Total	7,297	351	34	251	7,933	6,898	313	23	233	7,467
Unlimited term	7,033	351	33	237	7,654	6,617	313	21	184	7,135
Limited term	264	0	1	14	279	281	0	2	49	332
Full-time	4,349	270	34	243	4,896	4,286	248	23	233	4,790
Part-time	2,948	81	0	8	3,037	2,612	65	0	0	2,677

The focus of FERCHAU's activities remains unchanged in Germany. However, employees are also employed at locations abroad in the European countries Austria, France, Poland and Spain. No company employees work on call or with a minimum employment level of zero hours. Consequently, this category cannot be found in the table. Comparative figures from previous years are only available to a limited extent for the information provided by employees in the individual countries.

No seasonal fluctuation exists. The performance indicators were generated by SAP software on the reference date 31.12 of the respective year.

The products from FERCHAU

FERCHAU is synonymous with first-class technology services and has developed pioneering Engineering and IT solutions for more than 50 years – for all technical sectors and tasks. Whether a hidden champion or global player – FERCHAU supports clients of all sizes with top experts with flexible cooperation models. Our service portfolio ranges from relief for routine tasks to assumption of overall responsibility for complex projects: Engineers, technicians, technical product designers, IT consultants as well as project and quality managers from FERCHAU accompany the customers with know-how and state-of-the-art technologies.

FERCHAU offers full services for Engineering and IT. One of these service components is **FERCHAU SUPPORT**. In case of order peaks, capacity bottlenecks, special projects or if specialist know-how is required, individual FERCHAU employees augment the customer teams. They profit from qualified support whilst retaining full flexibility without burdening their budget in the long-term.

Within the scope of **FERCHAU CONTRACT**, customers can also draw on freelance experts' know-how. FERCHAU's proven technology contracting network guarantees a perfectly matching selection of the freelancers whilst providing customers relief and security for their critical innovation projects.

If, on the other hand, requirements are of a continuous nature, the service module **FERCHAU COMPETENCE** is appropriate and within its course the installation of project groups collated to meet the requirements. They can be set up in any constellation: at the customer's own premises, in office containers on the works premises or directly in the customer's vicinity. A series of standards has been developed for the collaboration, ensuring high service quality as well as reliable procedures. Here, the compatibility with the customer's QM system plays an important role. This provides the customer with high planning safety. Moreover, interfaces are reduced.

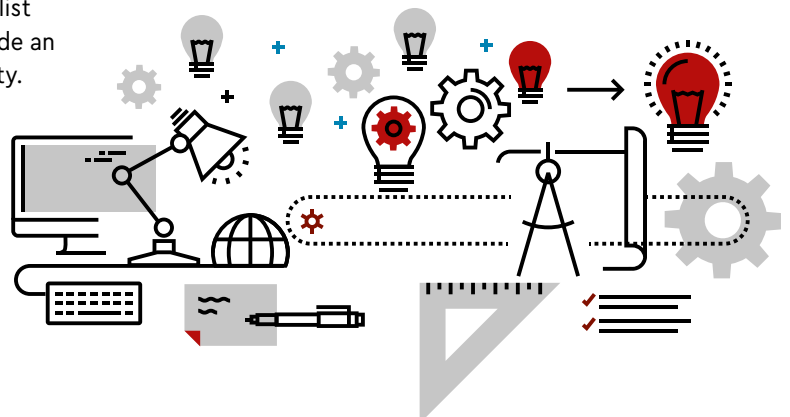
If the range of orders is wider and associated with more variable requirements in terms of processes, specialist management etc., FERCHAU's technical offices provide an alternative for the assumption of project responsibility.

Within the scope of **FERCHAU SERVICES**, FERCHAU assumes the coordination of the customer projects as well as the management of the service companies involved. As a consequence of this, the quality and transparency of the associated processes increase. Assumption

of the management of the resources involved also provides the companies with the opportunity to fully concentrate on their actual core tasks.

The task of the FERCHAU sales engineers is to join the right experts and services with the right customers. With **FERCHAU DIRECT**, also personnel consultancy and personnel placement have been incorporated in our portfolio of services. This service category is primarily geared to the placement of professionals, senior professionals and executives. Here, the service is based on four pillars: planning safety, a binding nature, quality and precision.

No matter whether plant construction, automotive, electrical engineering, IT, aviation and space technology, marine, mechanical engineering or pharmaceuticals and life science: FERCHAU has comprehensive sector competence and supports its customers professionally during all project phases. Its quality management which is certified in accordance with DIN EN ISO 9001 ensures process, planning and legal security for all contractual collaboration modules – irrespective of whether the customer decides in favour of temporary employment, a works contract or the direct placement of candidates. Regular internal audits lay the foundation for delivering top quality at all times.



Our Sustainability Strategy »SEED«

What does Corporate Social Responsibility (CSR) mean for us? Simply everything! Because actually everything is interconnected: our employees, our society and our environment. That is why we have worked on this for many years – and with ourselves. With clear objectives: Our CSR strategy »SEED« provides the framework which we have developed for the ABLE GROUP.

With the introduction of **SEED**, we would like to make it clear that we strive for a future marked by growth and development – values which we all have. Our responsibility incorporates four central fields of action, which are firmly rooted in our corporate philosophy in order to emphasise the significance of sustainability within our culture. Here, we focus our efforts on transparency. With SEED, we promote an open dialogue regarding our commitment to sustainability. It is important to us not to

merely celebrate our success, but also to talk openly about the challenges and progress we make. Within the course of this strategy, we wish to augment existing measures with new measures which make a real difference. Similar to a seed which is sewn to bloom, we consciously commit ourselves to joint growth.

SEED is thematically split into the four fields of action Social Employer, Ethical Governance, Environmental Responsibility and Developing Tomorrow:



Social Employer

The field Social Employer places the focus on our employees. Because FERCHAU views the employees as the key to success and therefore invests in an attractive, secure workplace. We offer a fair salary, open-ended contracts and tested work safety whilst supporting health protection and preventive measures. Additionally, we offer flexible work models, enabling a healthy work-life balance. More about this in **Chapter 5**.

Ethical Governance

Ethical Governance handles topics such as the implementation of all kinds of requirements. In our capacity as an owner-managed company, we place a high value on responsible corporate management. This includes everything from data protection via compliance to continuous further training for our managers and a management culture based on fixed values (refer to our Mission Statement in **Chapter 6.4**).

Environmental Responsibility

Topics such as CO₂ neutrality and social commitment form the heart of Environmental Responsibility, because the minimisation of our CO₂ footprint is the centrepiece of our efforts for climate protection. Moreover, we also support the strengthening of our ecological commitment above and beyond the company's limits in various organisations and associations (for examples, refer to **Chapter 7.3**).

Developing Tomorrow

The field of action Developing Tomorrow describes our business model: As a partner for our customers, we work on various »Future projects«, thus making our contribution for tomorrow's world. Moreover, with further training and promotion, we provide targeted support for our employees (read up on the training options and the current status in **Chapter 5.2**).

4.1 Sustainability × integrated management system

Excerpt from the QM manual (QMH):

The ABLE GROUP's quality policy is valid for all affiliated companies and is directed at viewing customer benefits as the primary priority. Here, the quality policy also incorporates the requirements of the policy of the respective management systems integrated into the QMS. The unremitting efforts to maintain and extend existing customer loyalty as well as winning new customers for our work consolidate our company's success. The Managing Directors view it as one of their most important tasks to promote the quality awareness of all employees and to secure and monitor the implementation of these guidelines within the scope of an effective, established QMS. The ABLE GROUP and all affiliated companies are geared to the following corporate philosophy: Our company group provides first-class technology services in Engineering and IT and supports our customers and partners in making use of opportunities provided by the market. With its domestic and foreign subsidiaries, the ABLE GROUP offers its customers full service for Engineering nationwide, joining an eye for innovation and thirst for knowledge in their DNA.

We strive for top quality with our services. Our quality principles are deduced from our vision. In all company areas and at all hierarchical levels, our employees practise the principle of continuous improvement at their workplaces. Our interaction with customers and employees is characterised by constructive thinking, respect and openness. We provide top technical competence. Therefore we make above-average investments in initial training and further training as well as in updating our hardware and software. Top qualified, highly motivated employees contribute decisively to our success. Our core tasks are winning them, developing them and establishing their commitment to our company.



We provide our employees with very good development and promotion opportunities. We predominantly fill vacant management positions with our own employees. Our management guidelines reflect our understanding of open, fair collaboration with the employees as partners. We remain true to our economical, social and socio-political responsibility and are committed to the promotion of young talents and innovative strength at the German location. Work safety and the employees' health are highly significant in a knowledge-based company, which explains why we protect the employees in their working fields comprehensively against vocationally caused dangers and damages. We take all necessary measures to hinder accidents and vocationally caused illnesses. We shape peoples' work according to needs and continuously improve the working conditions. We view the work safety management system as a joint task for everybody involved in the work process.

The environmental effects of our business operation are reduced to a minimum using appropriate measures whilst observing the statutory specifications. In particular, we observe all emission types and energy consumption here. The use of dangerous substances at the technical points of support is also restricted to the necessary quantity. Here, we observe the avoidance of environmental effects when handling and disposing. Our Code of Conduct stipulates the basic social and ethical values we use for guidance and which we also commit our partners to adhere to.

04 – Sustainability Strategy

Our stipulated ethics standards also include:

- prohibition of forced and child labour
- prohibition of human trafficking
- adherence to fair working conditions
- combatting discrimination and corruption
- adherence to valid work safety and environmental protection conditions
- adherence to valid customs and export regulations
- protection of intellectual property and our customers' and employees' data
- hindrance of placing counterfeit parts on the market

The managing directors of the companies and all employees are bound to apply the specifications of the Quality Management System as a binding basis for acting. These also include

- the social and ethical values established in the Code of Conduct
- stipulations on the topics of work protection, environmental protection and data protection, information safety as well as
- the adherence to all statutory specifications applicable to the services we provide.

It is ensured that laboratory management and employees are neither burdened with internal and external commercial, financial nor further constraints which could have negative effects on work quality for the test laboratory area. The laboratory carries out all work independently under strict adherence to confidentiality according to good professional practice and the best of knowledge and belief. Each manager of an organisation unit is responsible for the requirements resulting for their own area from the QM system being known to the employees to a sufficient extent and being observed when fulfilling the tasks. With the publication of this QM manual and the other effective documents, Management confirms both its agreement with regard to the processes described and also underlines its special interest in the observation and promotion of quality awareness throughout the entire ABLE GROUP.

Gummersbach, January 2022
Frank Ferchau

The necessary processes are anchored in the integrated ABLE GROUP management system and their implementation has been confirmed by external certification.



S for »Social Employer«

*For us, Social Employer means ideal working conditions for all our employees as well as compatibility of work and life.
For us, it means flexible working models with fair remuneration and a safe workplace.*



Currently, employees in five countries work for the company group. For more detailed information regarding the number of the individual companies' employees, please refer to the respective homepage. Despite the increased number of employees in 2023, the number of employees with a limited term working relationship has dropped from 279 in the previous year to 262. Thus, the share of unlimited term working relationships has grown whilst at the same time the majority of employees has remained in an unlimited term working relationship.

The areas of initial training and further training (**Chapter 5.2**) and work safety and health protection (**Chapter 5.1**) are

defined precisely with internal processes. Healthy and educated employees exercise a positive effect on the company. Whilst work safety and health protection exercise positive effects on our employees' health, initial training and further training have a positive influence on our employees' education.

For example, this education can have a positive effect with respect to innovations developed by our employees in the area of energy efficiency regarding the environment or emissions caused. No negative effects are caused when carrying out training and further training measures.



5.1 Workplace health and safety

The top priority is workplace safety, enabling our employees to work healthily and safely. This has been examined and confirmed for us. The work safety management system according to ISO 45001 furnishes our proof for an existing company-wide work safety management system.

5.1.1 Healthcare

Healthcare plays an important role throughout the entire ABLE GROUP, also due to the project-specific employee deployment. All deployment is assessed according to the following criteria:

- Risk assessments and
- individual assessment of the individual dangers.

Based on this, the following measures are stipulated if necessary:

- Preventive occupational health examinations as well as
- the personal protective equipment (PPE) which is provided to the employees by the company free of charge.

Moreover, the company makes the employees further offers for healthcare. These include, for example, the programme »Work & Life« in collaboration with the Arbeiterwohlfahrt (AWO) [Workers' Welfare Association]. This programme offer includes free information, consultation and referral on such topics as regular childcare, the new school or daycentre year, holiday care at home or abroad or care services. Additionally, for our branches we offer seminars on the topic of health and a discount for a fitness club.



And still more: our employees at the individual locations participate individually in regional company runs, such as the Rostock Company Run in 2023 or the Company Run in Friedrichshafen.



5.1.2 Work safety and health protection

As a company, our employees' health is the top priority.

Additionally, work safety (and health protection) are controlled centrally by company employees. The statutory prescribed danger assessments were also always carried out here during the Corona pandemic.

The company's work safety management system is based on ISO standard 45001 and certified. Here, it was important that the statutory requirements of the Work Safety Law, Work Protection Law and Statutory Accident Insurance were taken into account. All company employees and their workplaces are covered by this system. Only employees who work at a customer's within the scope of temporary employment are exempted from this rule. Here, the company only has a duty of care because the company is not authorised to issue directives to the employee in such cases. However, the management system covers these workplaces. The senior specialist for occupational safety alongside two further specialists and an assistant in this area are responsible for the area of occupational safety and health protection. In order to improve the system continuously, best practice measurements are communicated and information from the employees is addressed.

Before starting their work at the company, all new employees are provided with work safety instruction and this is followed-up every twelve months digitally. After a danger assessment is made for the recognition of risks, which is also created prior to starting work, employees are given further instructions adapted to their workplace as required. Additionally, in order to remove dangers, minimise risks and to ensure the quality of the processes regular internal and external audits are carried out. The measures derived from the audits serve to improve the system by communicating the best practice measures identified. In order to enable employees and suppliers to notify (potential) dangers anonymously, a notification process exists within the company (see **Chapter 6**). With all these measures, the company ensures that all forms of negative effects are avoided. If employees are in a situation they wish to escape from because they fear injury otherwise, it is their duty to do so (this duty is part of a Group-wide standard). Examinations of the work-related incidents notified are carried-out by a work safety company expert on-site.

Within the scope of the occupational health service, a company doctor works for the company. Here, the prevention of work-related health risks is also in focus. All employees for whom the company is authorised to issue instructions can use this service. The contact data is easy to access for all employees via the Intranet.

A company suggestion scheme lets the employees participate in the development and assessment of the system. Moreover, the Work Safety Committee meets several times per year. The committee members are work safety experts, the company doctor, the safety officers for the locations, a management representative and employee representatives. The committee develops measures as recommendations and passes them on to Management. Management then decides how to proceed. A quarterly meeting takes place during which technical lectures are held and current topics discussed.

Training for Fire Protection Assistants and Safety Officers are carried out at the company. For this, the employees are trained with instruction on safety at work and health protection. If required, more specific training for the respective workplace is offered. Moreover, the work safety specialists participate in regular training.

05 – Social Employer

The employer's share of the state medical insurance is paid for all employees in Germany. On top of this, regular event participation is offered and serves the promotion of physical and mental health.

In order to avoid or reduce substantial negative influences resulting from business relationships, the company uses third-party instructions. Due to the Code of Conduct, suppliers must also guarantee that no dangers arise at their workplace.

However, the share of employees and workers not employed by the company for whom the company controls the work or workplace is 100%. As the system is audited and certified both internally and externally, the share here is also 100%. For the number of employees covered by this system, for which internal audits exist and the system is audited and certified externally, refer to **Chapter 2**.

Work accidents:

	2023	2022	2021
Fatal casualties caused by work-related injuries	0	0	0
Work-related injuries with serious consequences	3	5	6
Documented work-related injuries	38	50	46

We were happy to note a reduction in work-related injuries and are at the lowest level since starting reporting. This can be attributed to our certified work safety management system.

The most important types of work-caused injuries take place in the company (laceration) are wounds and bruises. As it is not possible to assess for commuting accidents whether the organisation arranges transport, commuting accidents are not included. As this standard has not yet been reported over a longer period, only few comparable values are available from previous years.

Work-related dangers are determined individually using danger assessments and minimised by training. Work-caused illnesses are not or only very seldom incurred due to the nature of the company's work. During the reporting period, no documentable work-caused illness was notified.



5.2 Training and further education: »Social Employer meets Developing Tomorrow«

As a future-orientated company, we view our employees' knowledge as our largest asset. Because highly-qualified and experienced employees contribute significantly to the company's success and are important for a country's economy. Therefore, all employees have the opportunity to use our offers.

The further qualification of employees is a constant, flowing process which we promote as an organisation which learns continuously. Due to company growth and constant new customer requirements, it is part of our everyday life to integrate new employees within the company and at the same time to continue training the other employees. New employees run through onboarding and participate in training in order to be able to start their new work at the company optimally. Moreover, numerous further training is offered with numerous further training courses at the company's own central campus, the ABLEacademy. It is anchored in the HR Development department. Both internal and external training is offered. Based on the training carried out, requirements analysis and customer requirements, the necessary training measures are established and approved by management in the annual corporate planning. The measures are evaluated by an automated, digital evaluation system which is used by the participants in all the measures. Moreover, regular feedback from the internal further training customers is integrated and assessed.

Overview of our training services:

	2023	2022	2021	2020	2019
Training hours per FEMALE employee	10.9	10.2	7.2	Within the scope of exclusive use of new digital learning formats and necessary transitions and capacities, this data has not been recorded separately.	
Training hours per MALE employee	5.4	4.5	3.3		
Training hours per employee TOTAL	7.0	6.1	4.3		
Expenditure for further training in € million	8	8	8.3	8.3	>10
Number of dual students*	2	–	–	–	–
Number of works students*	110	41	46	1	1
Number of apprentices	5	2	6	11	17

* Correction: The number of dual students from the previous report is equivalent to the number of works students.

05 – Social Employer

Access to further training measures is guaranteed for all employee groups. We have extended these in a targeted manner in the area of digital learning over a period of more than seven years. Across all employees, the number of training hours has increased in 2023. We also wish to retain this upwards trend in the following years and to increase it further.

A hybrid learning landscape has been common practice here at the latest since the Corona pandemic. For each training unit, an individual decision is taken according to the occasion as to whether it takes place digitally or locally. This enables our employees to use their time more efficiently. By using digital formats, we also consciously protect the environment – on the one hand by reducing business travel and on the other hand by parallel increase in efficiency. The transition of some cost-intensive face-to-face training formats to digital formats and the use of various learning channels, there was a slight reduction in expenses for training instead of an increase, whilst the training quality remained high. At the same time, we increase our training portfolio constantly.

We ensure the perfect balance between the company's requirements and our employees' development needs with a combination of:

- Potential analysis
- Requirements analysis
- Targeted initial and in-depth training
for vocational and private topics
- Individually stipulated measures

Almost all employees in the company are provided with a regular assessment of their performance and vocational development in the form of annual reviews. This was the case for 98.68% of all employees (split by gender: 96.99% of female employees, 99.39% of male employees) in 2023. Because only works students and further temporary staff are not subject to regular assessment.



5.3 Gender equality

Equality of the genders is an important concern for us as a company. As stipulated in our Code of Conduct, we are committed to the promotion of equal opportunities and diversity. Also, within the scope of our FERCHAU Live Talks, there was a talk on the topic of »Diversity, Integration and Tolerance« in 2023.

For us, it is important that employment decisions are taken exclusively based on the abilities and qualifications of the person in question whilst taking the work to be done into account. We have appointed an Inclusion Officer for the concerns of the disabled, who is primarily committed to these issues. As per 31.12.2023, 117 disabled people were employed at FERCHAU.

The remuneration of more than 80% of our employees is established in collective bargaining agreements (refer to **Chapter 2.2**). The remaining 20% of our employees, for example office staff, sales staff or staff with a central function are not paid in accordance with a collective bargaining agreement. FERCHAU (and FERCHAU Automotive) is/are a member of the »Bundesarbeitgeberverband der Personaldienstleister e.V.« [Federal Employers' Association of Personnel Service Providers] (BAP). Since 01.12.2023, both companies have been members of the »Gesamtverband der Personaldienstleister e. V.« [General Association of Personnel Service Providers] due to the merger of BAP and iGZ. (GVP)«.

Our job adverts are equally applicable for all genders. Infringements of the prohibition of discrimination according to the General Equal Treatment Act (AGG) were already no longer reported in the previous reporting periods in 2023.

The proportion of women in the company has increased to 29.51% in 2023. Thus, the proportion of women pleasingly increased as already in the previous year. In-total, we could note an increase of the proportion of women of 1.63% vis-à-vis 2022. Nonetheless, increasing the proportion of women via appropriate measures remains a corporate target. As women in the MINT area are in the minority, we are all the more happy about each female employee we can win for our company.

The remuneration of women and men based on the average salary of the respective gender was analysed for 17 exemplary selected qualification profiles. Here, the deviation of the average salaries from the average salary for the respective qualification profile is within a range of +/- 3%. Furthermore, for five qualification profiles the average female employees' salaries were higher than those of their male counterparts. We thus meet the corporate value of equality.

In order to enable our employees to coordinate family and work easily, we offer individual part-time models as well as the payment of a kindergarten subsidy. Moreover, after the end of the Corona pandemic, employees still retain the opportunity of mobile work.



5.4 Integration of employees with a migration background

Also for employees with foreign origins, exclusively the following factors are relevant for employment

- qualification,
- experience and
- work.

The nationality is not a selection criterion, specific customer specifications are an exception to this rule. This procedure is firmly anchored at our company and naturally part of our corporate culture. During the reporting period, the number of employees who are not German nationals has increased from 903 to 1005.



5.5 Employee retention

As a company, our employees are decisively responsible for the company's success. Here, fair working conditions go without saying. Additionally, we offer market-driven remuneration and diverse training and further training opportunities. Our regular employee satisfaction survey provides employees the opportunity to name additional topics. The results of this survey are analysed by Management and concrete measures are stipulated.

All employees are informed about events, anniversaries, current topics and success stories via the Intranet. Moreover, an employee magazine is published.

The events at our individual locations mentioned in the last report have been resumed. This meant that employees could again participate in Christmas celebrations or also sports events as prior to the Pandemic. The next events are already planned.

E for »Ethical Governance«

The full range of sustainability is becoming more and more present in society. As a company, we feel this in particular from our customers and employees. Our target is to take further measures to achieve our contribution to the United Nations targets for the pertinent Sustainable Development Goals (SDGs) for our company and the consequent resulting sustainability strategy SEED.



FERCHAU is already now registered on the Ecovadis, CDP, Integrity Next and NQC platforms. Upon request from registered customers, FERCHAU provides information in various areas such as the environment, work and human rights, ethics or sustainable procurement. Because as an owner-managed company, we lay special value on responsible corporate management: Our action field **Ethical Governance** is firmly anchored in our sustainability strategy in order to substantiate the relevance of responsible corporate management. For us, Corporate Social Responsibility means that we create certified, transparent framework conditions. We have already practiced this for several years – for example our website includes the certifications we have received in a transparent and public form: ferchau.com/de/en/downloads.

Moreover, we already occupied the position of the Corporate Social Responsibility Officer several years ago and started to publish sustainability reports.

We established this in our Code of Conduct. It also includes the means for all employees and suppliers to contact a complaints office for information and complaints regarding possible infringements of laws or the Code of Conduct. Contact can be made via the E-mail address provided, address or telephone number. Personal appointments with the CSR Officer are also offered there. Here, express attention is drawn to the anonymity of the person providing the information, which is guaranteed under all circumstances. Equally, it is explicitly stated there that whistleblowers are immune against retaliation and reprisals. This office is therefore also a point of contact for whistleblowers.

In 2023, three notifications were provided via this whistleblower system. No misconduct could be established. Below, we describe a principle of the Code of Conduct in detail as a preventive measure.



6.1 Organisation of the sustainability management

Sustainability management in the ABLE GROUP is organised in two tiers. For long and mid-term planning, the managing directors of the individual subsidiaries establish the corporate strategies together with the managing partner. Here, the risks and opportunities with regard to the effects of business activity are assessed via a risk management system based on ISO 31000 and flow into the corporate strategy.

Taking this as a basis, annually measurable targets are defined and stipulated for the companies and locally for the individual branch offices. Achievement of the targets is assessed in two intermediate reviews at location level during the course of the year and in the management review at management level at year-end and corresponding corrective measures are derived as necessary. Furthermore, the assessment of the effectiveness of the measures taken and of risk management within the scope of assessment. The results flow into the periodic adaption of the corporate strategy as well as the adaption to operational processes.

The Managing Board commissions and checks the sustainability reporting, approves it and ensures that all the important topics are included. The Code of Conduct was also checked and approved there. It also goes without saying that our sustainability strategy SEED was developed and agreed by this highest body. Moreover, the adherence to the procedures for achieving the targets within the scope of the internal audits is checked and regularly reported to the ABLE GROUP Managing Board as the highest-ranking body. A data and knowledge base for the recognition of trends and changes in the requirements results via the accumulation of the reports. In order to extend knowledge and abilities in the area of sustainability, the job of a Sustainability Manager was also created and occupied. Furthermore, if required, external experts are commissioned to extend the necessary knowledge in CSR questions.

The Managing Board consists of the Managing Partner, the FERCHAU managing directors and the managing directors and ABLE Management Services division managers. The responsibility for achieving the operational targets is delegated to the branch office managers via the job descriptions and written agreement of targets. Furthermore, Management is supported by the independent office for the Corporate Social Responsibility (CSR) Officer. The CSR Officer acts within the company as a notification and contact point for all CSR questions. Employees and external offices can turn to the CSR Officer with requests for advice or the establishment of possible conduct which is unethical or not in line with the law via a process which guarantees them anonymity. The process is described in the Code of Conduct which can be accessed via the Intranet and via the company's website. Here, the employees have the opportunity to comment the Intranet page with proposals or to contribute their proposals and information via direct dialogue with the CSR Officer. Critical concerns are then presented to the Managing Board by the CSR Officer for consultation and decision-making. During the reporting period, there were no critical systems.

Here, an E-mail address is available to all employees for the submission of proposals. These proposals from the Corporate Social Responsibility area are prepared by the CSR team, also consisting of the CSR Officer and the Sustainability Manager and introduced to the newly founded body in the CSR area for discussion. Both the CSR team and subsidiary company employees are represented in the new body.

6.2 Dialogue with the stakeholders



The most important stakeholders for our company are employees, customers, suppliers and society. Our employees are integrated as a Works Council at one of our branches. Moreover, it goes without saying for us as a company: The regularly recurring employee survey, various projects and daily interaction involves the employees actively. Also, news on the most varied of topics is transported to the individual locations via the Intranet.

We have a constant, personal dialogue with our customers at all our branch offices. After project completion, we respectively analyse customer satisfaction to determine further optimisation potential. We inform new customers about our scope of services and our corporate philosophy via our website.

Furthermore, we use mailings and newsletters as well as social media as communication options with our stakeholders. The central ABLE Management Services GmbH departments introduce statutory and normative changes and the necessary steps are initiated based on the overall situation. Our principles are accessible for all our stakeholders via the Code of Conduct.

The participation in several initiatives (refer to **Chapter 7.3**) brings us close dialogue with diverse interest groups within society. The stakeholders' requirements are summarised at the regular meetings and analysed, discussed and assessed in the ABLE GROUP committees. The involvement of stakeholders has a long tradition within the company. No new measures were defined for this reporting. The determination of the most important stakeholders with whom we are in a dialogue is made by the Managing Board (refer to **Chapter 6.1**). The selection is based on the risk, opportunity and effect analysis carried out. As a result of the social discussion about the abuse of contracts for work and services, the relaX software was successfully rolled out and put into use with selected customers at the end of 2020 via the already existing certification for compliance-compliant processing contracts for work and services by the sister company prime-ing.



6.3 Corporate values

The corporate values are already passed on to all employees in English or German during their job orientation period. If necessary, we will pass them on in further languages. The participation in the so-called Welcome Days at our Gummersbach headquarters includes additional attention to these for our new employees. These values, principles and standards can always be referred to by employees in our Code of Conduct (refer to **Chapter 4.1**) and in the QM manual (QMH) as internal digital media and downloads. Regular training also always refreshes the presence of these values. Because long-term growth and entrepreneurial action only function in conjunction with trust, reliability and quality as well as with the implementation of statutory specifications and social standards throughout the entire company.

In addition to the valid principles of the Code of Conduct throughout the entire ABLE GROUP, a new mission statement and the following corporate values were already developed for the ABLE GROUP in 2020:

- Obligation
- Esteem
- Performance and results orientation
- Openness
- Independence

The corporate values are only credible and then have the chance to influence interaction within the company in a sustainable positive lasting manner if jointly developed based on a wide-ranging participation. Therefore, the values must fit in with our company and already be tangible and observable so that employees and managers alike can identify with them. Here, our managers play a special role because their daily action sets an example – both in the positive and negative sense. For this, we have jointly developed a highly concrete Mission Statement with our company's managers from these values (refer to **Chapter 6.4**).

The corporate values are regularly checked by the ABLE GROUP Managing Board and adapted as necessary.

06 – Ethical Governance



6.4 Mission Statement

The ABLE GROUP Mission Statement describes clearly and practically how management conduct is which fits in with the corporate values, promotes and supports them.

Managers at the ABLE GROUP...

	show fair interaction, equal opportunities and diversity	
create reliability with clear decisions and information	prevent discrimination	demand performance
demonstrate open feedback as a basis for trustworthy collaboration	are approachable	develop and develop others
	establish constructive relationships	set priorities and organise target achievement with high results orientation
	understand and support motivation	

Obligation

Esteem

Performance and Results Orientation

Openness

Independence

reflect own strengths
and weaknesses

support learning from mistakes

are good listeners

provide orientation as
a pioneer for change

understand the business
and assume responsibility
for success

recognise trends and
look to the future

develop visions and implement them
as strategies



6.5 Important topics

Dialogue with our stakeholders and our own defined demands result in the following important topics for us as a knowledge-based and innovation-driving company, our employees, society and our environment:

- Training and further training of our employees
- Workplace health and safety
- Emissions
- Materials

Due to the requirements of the Supply Chain Due Diligence Act, we have gained a better insight into positive and negative effects of the organisation and focus consciously on certain important topics for the company by establishing United Nations Sustainable Development Goals (SDG) relevant for the company. This does not mean that SDGs which have not been classified by us as relevant are not important and worth striving for. It only means that we concentrate on the SDGs which we can influence as a company and will support the United Nations directly in achieving these SDGs.

As primarily our employees are important to us, we initially decided in favour of the topics of training and further training as well as workplace health and safety. Therefore, the action field Social Employer is our first SEED field of action. Moreover, we have also decided to elucidate our environmental impact even more closely. The effects on the economy, environment and persons have been determined as a risk analysis by the Management Board. **Chapter 6.2** describes the involvement of the stakeholders.

E for »Environmental Responsibility«

SEED bundles our current measures such as those resulting from the environmental management system and will render them visible. Our first step in this direction? Chapter 7.2 provides you with an impression of all our current measures. Moreover, you will find information about the FERCHAU CO₂ footprint for the first time.



07 – Environmental Responsibility

In order to reduce energy requirements, we decided in autumn 2022 as a company to draw attention to energy-saving measures more actively, in particular due to the energy crisis. We also drew our employees' attention to it within the scope of annual instruction on the topic of the environment and to various recommendations for action. We have introduced a certified environmental

management system for handling environmental risks and meeting our requirements in the area of environmental protection. In order to minimise environmental effects due to the use of hazardous substances, specific requirements are followed. For our foreign branch offices, the environmental protection measures are also geared to the statutory regulations in the respective country.



7.1 Environmental risks

The company assess environmental effects within the scope of the environmental management system according to ISO 14001. As an assessment criterion, the non-adherence to the statutory regulations is a priority. If this is established, the company will act immediately. In order to reduce environmental effects at all company locations, annual environmental targets are determined centrally. The adherence to these company specifications is checked within the scope of regular audits. The company has identified the handling of hazardous substances as the sole potential environmental risk. In order to minimise the environmental effects, it was stipulated that the use of hazardous substances is reduced as far as possible. The handling of hazardous substances at technical support points takes place in accordance with an established ABLE standard or according to brand-specific determination. The effectiveness of the measures is assessed within the scope of the annual management review.

With the creation of the greenhouse gas balance, a more detailed picture of the company has been added in the area of environmental risks and effects, providing new opportunities for the company to set environmental targets. The company focuses on the heating, mobility, electricity, procurement and business travel factors in the environmental area.

In the procurement area, attention must be paid to procuring environmentally friendly and sustainable products. When using company vehicles, inspections are made to minimise the risk of leakage. The company regards the environment and disposes of the waste incurred in accordance with municipal waste separation specifications, whilst hazardous waste such as empty toner cartridges and batteries are disposed of separately. In order to reduce the environmental burden caused by the company, service charge settlements are checked regularly for savings and reduction potential. If required, corresponding measures are introduced internally. In order to monitor the company's energy consumption, an energy audit according to DIN 16247 is carried out at regular intervals.



7.2 Emissions and climate protection

As a service company, we are aware of our utilisation of resources and the consequent negative environmental effect. It arises from our own activities such as operating vehicles, but also through our business relationships. Therefore, we provide information in this section pertaining to our environmental influence in the areas of emissions and paper consumption.

Good to know:



Our employee magazine and our customer magazines are provided digitally and as printed versions. Here, we compensate the emission arising from printing and dispatch of the printed version.

07 – Environmental Responsibility

The FERCHAU Corporate Carbon Footprint was determined for the first time. The emission calculation was made according to the defined standards of the GHG Protocol, the most common international standard. The operational control approach was selected as the consolidation approach.

Emissions from FERCHAU (in t CO₂e):

	2023	2022	2021
Scope 1			
Natural gas	502	505	608
Fuel oil	55	55	55
Vehicle fleet	2,458	2,064	1,782
Scope 2			
Market-based electricity	943	1,372	1,238
Location-based electricity	1,156	1,529	1,400
District heating	628	715	679
District cooling	11	8	13
Scope 3			
Goods and services	27,179	26,665	19,777
Fuel and energy-related	98	130	126
Transport and distribution	31	28	29
Business trips	1,152	1,158	878
Commuting employees	5,047	5,719	5,256
Rented systems	140	138	12
Total (market-based)*	38,274	38,577	30,488

* The marginal difference results from the heat energy emissions which are analysed better during the course of time.

07 – Environmental Responsibility

We are provided with the emission factors by the energy supplier, the German Federal Environmental Agency [Umweltbundesamt], the German Federal Office of Economics and Export Control [BAFA], the EEA, the LFU and climatiq. As 2021 is our so-called base year, no emission data is available for previous years. In Scope 1, the vehicle fleet emission has increased from 1,782 t CO₂e in 2021 to 2,458 t CO₂e in 2023. This can be attributed to a considerable increase in the size of the vehicle fleet. However, emissions from the use of natural gas have dropped a little, indicating lower consumption of this fuel. Reductions of Scope 2 emissions also show improved energy efficiency. Within the area of Scope 3, emissions from goods and services as well as business travel have remained at a similar level in 2022 and 2023. Significant increases compared to 2021 can be explained by the last effects of the Corona pandemic. All Scope 3 categories except the rented systems are part of the upstream value-adding chain. These are part of the downstream value adding chain.

The emission factors also take the greenhouse gases carbon dioxide, methane and nitrous oxide into account. In addition to carbon dioxide, the location-based emission factor takes methane and nitrous oxide into account. The emission factor for the market-based values is provided directly by the company's electricity supplier.

Even if the vehicle fleet continues to grow, its emissions only increase slightly: The vehicle fleet increased by some 32% between 2022 and 2023, whilst the emissions from diesel and petrol only increased by some 19% during the same period. This is a result of the increasing number of vehicles with electrical motors.

FERCHAU vehicle fleet:

	2023	2022	2021	2020	2019
Number of vehicles	787	598	509	543	617
Total mileage of all vehicles in millions of km	14.63	21.21	13.11	17.10	23.63
Average vehicle mileage in km	18,593	35,474	25,752	31,488	38,296
Number of electrical vehicles	91	16	0	0	No information
Number of vehicles with hybrid motors	60	60	25	12	2

Whilst the number of E-vehicles has increased considerably, the number of vehicles with hybrid motors has not increased further in 2023. Both the overall fleet mileage and average vehicle mileage have dropped drastically compared to the previous year. Whilst mileage on average has dropped by more than 47%, overall mileage has been reduced by approx. 31%. At the same time we now have the lowest average mileage since we publish it in the Sustainability Report. The total mileage is within the pre-Corona pandemic range shown. This development can be attributed to the increased use of digital communication options. Due to the increasing number of vehicles with purely electrical motors, we can recognise that more and more employees wish to drive with ecological awareness and also do this.

07 – Environmental Responsibility

Despite an increasing number of employees and branch offices, emission from purchased electricity has been reduced since 2022. You can also see the drop in consumption in the following table. This is a result of the energy-saving measures taken. This has enabled us to reduce the environmental effects in this area.

Electricity consumption:

	2023	2022	2021	2020	2019
Electricity consumption in MWh	2,662	3,140	3,029	2,953	3,119
Electricity consumption per m ² in kWh	37	44	42	42	49

Fortunately, the »absolute« and »per square metre office area« electricity consumption show a considerable reduction compared to the previous year. Due to the Corona pandemic, the years 2021 and 2020 are less significant and we have a repeated total consumption reduction compared to the pre-Pandemic level.

Energy-saving measures such as a reduced room temperature combined with impact ventilation are also helpful for general energy consumption reduction and therefore reducing the resulting environmental effects. For device use optimisation, we still use centralised fully automated coffee machines. This reduces the number of coffee makers used. Moreover, we still used shared printers, whereby paper consumption is at a low level due to the digitalisation of our staff and customer data. Here, all paper quantities arising are 100% recycled. Conscious use of resources is important to us, which is why we provide information about our paper consumption and its development.

Paper consumption:

	2023	2022	2021	2020	2019
Printer paper consumption absolute in kg	4,667	10,523	11,910	20,042	32,790
Printer paper consumption per m ² rented area in kg	0.07	0.15	0.17	0.28	0.51

Due to changes in the evaluation options, paper consumption comparison with the previous years' is only possible to a limited extent. In this respect, more significant conclusions can only be drawn from the next Sustainability Report. However, we expect continued reduction of the paper quantities within the company as a result of digitalisation progress. This can already be recognised in the table. The same applies to paper consumption per square metre rental space.

The information regarding water consumption and waste quantities at the company were not ascertained again because this report in the environmental area lays its focus more on emissions caused. The company will publish the emissions caused annually. Thus, we face up to our responsibility in the fight against climate change as a service company.



7.3 Society – ABLE GROUP involvement

FERCHAU is involved in society in many different ways. As we best know where help is needed locally, each branch office can decide independently which organisations and associations it supports in order to strengthen the influence of our action above and beyond the limits of the company.

Here, we promote young talents by awarding Germany Scholarships and help students financially by rewarding excellent performance. We not only support students in this manner at the outset of their studies, but also upon their completion by awarding promotion prizes. Thus, FERCHAU supports graduates from various specialist areas and during different study phases.

With the support from teams which, for example, participate in the »formula student« race series, FERCHAU promotes up-and-coming engineers to develop self-constructed vehicles.

In addition to this that FERCHAU supports society in the past years by planting trees to support the domestic forest.



Once more, some of our branch offices donated to non-profit organisations under the motto »Donations instead of presents«. Below, some of the numerous examples of the most varied of organisations for which FERCHAU branch offices have donated.

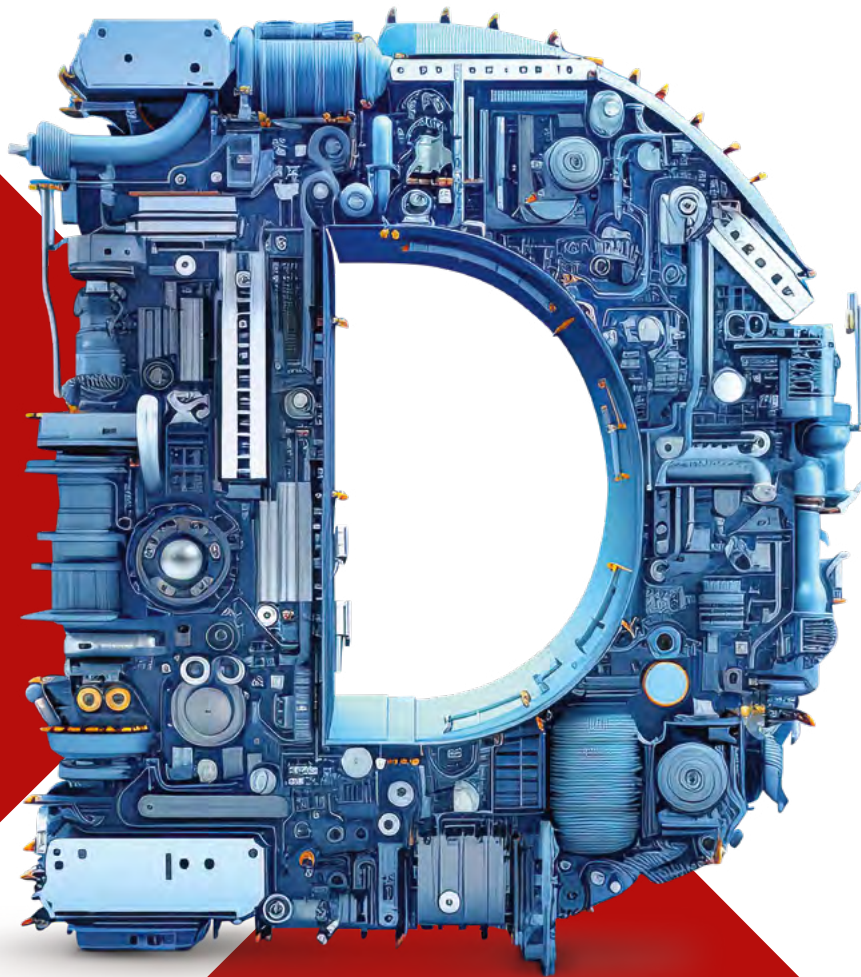
- FERCHAU Ulm donated to the Mukoviszidose Förderverein Ulm e. V. this year
- FERCHAU Leipzig donated to Straßenkinder e. V.
- FERCHAU Magdeburg donated to Wildwasser Magdeburg e. V., an organisation which advises victims of sexualised violence.

Further examples of donations can be found under: facebook.com/ferchau.next.level

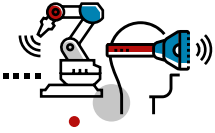
In 2023, we amassed donations to the order of **€54,197**.

D for »Developing Tomorrow«

Our involvement in future-oriented industries, which is firmly anchored in the corporate strategy, supports the innovations which enable achievement of the sustainability goals and therefore a world worth living in tomorrow. Further training and supporting the employees also support the competence and diversity MINT vocations.



Information regarding our current further training opportunities and the current status quo in this area can be found in **Chapter 5.2**.



8.1 Connecting People and Technologies

FERCHAU Success Stories: our contribution to tomorrow's success! Here, **»Connecting People and Technologies«** always goes hand-in-hand with **»Develop the future together«**. To provide a brief insight as to what this actually means, here two of numerous examples here:

3D printing in medicine

- Some 2.2 million body implants are made annually in Germany, most of which consist of titanium or high-tech plastics. FERCHAU supports a company from the area of Life Science and Medical Technology when manufacturing replacement parts for the body from high-tech plastics using the 3D printing process. In addition to the complex printing process as such, the challenge is to develop a complete solution with the required validation process in order to overcome the hurdles of the approval authorities – also internationally. The target: transforming the manufacturing of medical devices and improving the care of the patients.
- The technical components of the solution is a 3D system which is hardly larger than a fridge and requires roughly one square metre space plus sterilisation devices and tools for postprocessing. The customer has relied on FERCHAU's expertise for several years, for example to develop the electrotechnical construction or the optimisation of circuit diagrams and wiring further. With the system, parts can be manufactured in an additive process which demonstrate properties and characteristics comparable with conventionally milled implants.

Inductive charging: The future is wireless

- E-mobility is gaining momentum. What is missing is fast charging solutions which enable dynamic charging without long stops. According to the motto **»Electricity transfer goes smart«**, a FERCHAU customer is therefore developing smart inductive charging systems for electromobility and industrial applications. The challenge: The person using it should be bothered as little as possible with work such as the insertion and removal of cables. And: The inductive technology should take highly autonomous driving to its logical conclusion. Because: Who should insert the charger plug if no driver sits in an E-taxi any longer?
- The solution is building in mobile charging components, either in the road, on parking places, at bus stops or in pontoons for ferry jetties. When developing the mobile charging components, their control units and casing, the customer draws on the know-how of FERCHAU experts, specifically with regard to embedded development and construction. With a view to the lack of specialists in the fast-growing market, this is an ideal solution for the customer. The invisible strength of IPT works contactless with a very high degree of effectiveness (> 9%). Vehicles can be charged quickly and seamlessly either using static charging or in motion with semi-dynamic and dynamic charging, without the need for additional fleet vehicles or batteries.

You can always find even more examples on our website:
ferchau.com/de/en/customer/success-stories

RST Rostock System-Technik – FERCHAU Aviation Group

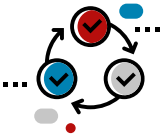
Tomorrow's aviation? We are here! Also with the following exciting FERCHAU Aviation Group project:

LiquiDrone is a joint research project with RST Rostock System-Technik (part of the FERCHAU Aviation Group), BaltiCo, the University of Rostock as well as the Zentrum für Angewandte Luftfahrtwissenschaften [Centre of Applied Aeronautical Sciences] in Hamburg (ZAL), supported by the BMDV [German Federal Digital and Transport Ministry]. LiquiDrone is synonymous for the development of an intelligent, thermally optimised liquid hydrogen (LH₂) tank system for industrial drones with the target of enabling a flying time of some ten hours. In comparison: Battery-operated drones have maximum flying times of approx. one hour – and a hydrogen-powered drone not only scores against fossil energy carriers with its sustainability but also with fewer restrictions with regard to its areas of use (e.g. nature reserves).

LiquiDrone thus not only opens new application fields for industrial drones with longer lasting, more sustainable missions, the technology moreover also provides the potential for upscaling to larger flying objects within the scope of subsequent projects. The research results from LiquiDrone therefore mean a further step towards emission-free aviation.

Also, RST Rostock System-Technik was admitted to the Max-Planck-Gesellschaft as a supporting member in 2023. The association's targets include securing scientific autonomy, protection of the freedom of research and equally promoting top-level research in the most varied areas.

09 – Responsibility in the Supply Chain



Basically, our supply chain consists of purchased goods such as office supplies and services.

Here, the majority of services we purchase is from independent experts for the execution of customer orders. This area is called **FERCHAU CONTRACT** and is described in **Chapter 3**. As our customers work in highly diverse areas, our commissioned suppliers also work in the most varied of sectors with the widest range of tasks.

We already took our responsibility within the delivery chain seriously prior to the Supply Chain Due Diligence Act coming into force on 01.01.2023. To this end, we use our Code of Conduct for agreements with suppliers. We have already checked

adherence to the Code of Conduct at our suppliers' within the scope of self-assessment for a long time. To-date, no risks have been recognised here. The established complaints office has already been anchored in our Code of Conduct for nine years. Access details for this office are provided in the Code of Conduct.

In order to also continue to do justice to our responsibility in the delivery chain, the delivery chain is assessed based on a risk analysis. The requirements from this law are also part of Sustainability Management. Further information about the process can be found in **Chapter 6.1**. Thus, the company meets its duties from the Supply Chain Due Diligence Act in-full.

10 – Human Rights



In our ABLE GROUP Code of Conduct, the protection of human rights (United Nations, Universal Declaration of Human Rights) is listed as the first principle. Adherence to it is a central concern for us.

We are expressly committed to:

- the United Nations Global Compact
- the ILO Declaration on Basic Principles and Rights at Work
- the Rio Declaration on the Environment and Development
- the United Nations Agreement Against Corruption

Moreover, some articles of the Universal Declaration of Human Rights such as fair working conditions and a reasonable limitation or working hours were again incorporated in our Code of Conduct in addition to the general commitment to the human rights. We expressly commit ourselves to uphold human rights and additionally explicitly to:

- the freedom of association and the right to collective bargaining
- fair working conditions
- the elimination of all types of forced labour, child labour and human trafficking
- the elimination of all forms of discrimination for recruitment and employment
- the observation of health protection and work safety

- the protection of intellectual property and the hindrance of placing counterfeit parts on the market

The implementation of these measures can, for example, be recognised in the remuneration of our employees, which is fair and in principle above the statutory minimum wage and is mostly clearly ruled in collective bargaining agreements (refer to **Chapter 2.2**). It goes without saying that also the statutory established limitation of the maximum working hours and holiday entitlements are also valid. Here, we as a company working in the Federal Republic of Germany also offer all employees the additional ABLE benefits such as contributions for computer workstation glasses or birth allowances.

The company's Corporate Social Responsibility Officer ensures that the statutory and ethical guidelines are adhered to. The complaints office anchored in our Code of Conduct, which exists for many years, also serves for the notification of possible breaches of human rights, also within the supply chain. If these are breached, the company reacts without delay with steps under labour law or termination of the business relationships.

Moreover, you can find further information regarding our expectations of suppliers and the procedure when fulfilling statutory requirements in our Policy Statement, which can always be accessed in its currently valid version on our website: **ferchau.com/de/en/downloads**.

11 – Report Profile

This report (published in November 2024) is the fourth Sustainability Report and it covers the period from 01.01.2023 to 31.12.2023. It is the follow-up of the report for 2021/22. The report includes data from the time prior to the fusion of FERCHAU and M Plan. Thus, the comparing information for the years 2019 to 2021 include information from both previously separated FERCHAU and M Plan reports. As Sustainability Management including the Code of Conduct and further documents is located at corporate level, this report only provides more data than previously for each area.

The reporting cycle is annual. Thus, the reporting cycle is identical to the financial reporting cycle. The companies specified at the beginning all have their own separate annual report.

To-date, there was no reason for external auditing, therefore no audit was carried out for the report.

12 – Contact

Contact partner/s

If you have questions or information regarding this Sustainability Report, please refer to the ABLE GROUP CSR Officer Ralf Maasch or the Sustainability Manager Mrs Christina Haß:



Ralf Maasch
ABLE Management Services GmbH

CSR Officer

**Steinmüllerallee 2
D-51643 Gummersbach
csr@able-group.de**



Christina Haß
ABLE Management Services GmbH

Sustainability Manager

**Steinmüllerallee 2
D-51643 Gummersbach
csr@able-group.de**

GRI Matrix

GRI standard	Specification	Chapter and/or URL	Omission
GRI 1 Basics 2021	FERCHAU GmbH has reported in accordance with the GRI standards for the period from January 1, 2023 to December 31, 2023.		No applicable sector standards

GENERAL INFORMATION

GRI 2 General information	2-1 Organisational details	2.2 ferchau.com/de/en	
	2-2 Entities taken into account in the Sustainability Report reporting for the organisation	2.2, 2	
	2-3 Reporting period, reporting frequency and contact point	11, 12	
	2-4 Reformulation of information	6.5, 11	
	2-5 External audit	6.1, 11	
	2-6 Activities, value-added chain and further business relationships	2.2, 3, 9	
	2-7 Salaried employees	2.2	
	2-8 Non-salaried employees	9	Information not available: The number of suppliers is subject to high, project-related fluctuation and can therefore not be specified.
	2-9 Management structure and composition	2.2, 6.1	
	2-10 Nomination and selection of the highest regulatory body	N/A	Not applicable: Nomination and selection process. No such process exists as we are an owner-managed GmbH [limited liability company].
	2-11 Chairperson of the highest regulatory body	N/A	Not applicable: No chairperson exists.
	2-12 The role of the highest regulatory body when supervising handling the effects	6.1, 9	
	2-13 Delegation of the responsibility for the management of the effects	6.1	
	2-14 The role of the highest regulatory body for sustainability reporting	6.1	
	2-15 Conflicts of interest	N/A	Not applicable: There is no interest conflict process because no Supervisory Board exists.

GRI Matrix

<i>GRI standard</i>	<i>Specification</i>	<i>Chapter and/or URL</i>	<i>Omission</i>
GRI 2 General information	2-16 Transmission of critical concerns	6, 6.1, 10	
	2-17 Total knowledge of the highest regulatory body	6.1	
	2-18 Assessment of the performance of the highest regulatory body	N/A	Not applicable: There is no assessment process because no Supervisory Board exists.
	2-19 Remuneration policy	N/A	Restrictions due to a duty of secrecy: No duty of disclosure exists for a GmbH [limited liability company] The managers' salaries are contractually subject to confidentiality.
	2-20 Process for determination of remuneration	N/A	Restrictions due to a duty of secrecy: No duty of disclosure exists for a GmbH [limited liability company]
	2-21 Ratio of total annual remuneration	N/A	Restrictions due to a duty of secrecy: No duty of disclosure exists for a GmbH [limited liability company] The managers' salaries are contractually subject to confidentiality.
	2-22 Declaration of use for the sustainable development strategy	1	
	2-23 Declaration of commitment to principles and courses of action	4.1, 6.1, 7, 7.1, 9, 10 Our Code of Conduct is available to you here: ferchau.com/de/en/downloads	
	2-24 Inclusion of political duties	4.1, 6, 6.1, 6.3, 9, 10	
	2-25 Process for the elimination of negative effects	6, 6.1, 5.1.2	
	2-26 Process for obtaining advice and reporting concerns	6, 6.1	
	2-27 Adherence to laws and ordinances	6, 6.1	
	2-28 Membership in associations and interest groups	5.3, 7.3	
	2-29 Approach for the involvement of stakeholders	6.2	
2-30 Collective bargaining agreements (collective bargaining contracts)	2.2, 5.3		

GRI Matrix

<i>GRI standard</i>	<i>Specification</i>	<i>Chapter and/or URL</i>	<i>Omission</i>
IMPORTANT TOPICS			
GRI 3 Important topics 2021	3-1 Process for establishing important topics	6.5	
	3-2 List of the important topics	6.5	
EMPLOYEES			
GRI 3 Important topics 2021	3-3 Management of the important topics	5, 5.2	
GRI 404 Training and further education 2016	404-1 Average number of hours per year for training and further education and employee	5.2	Information not available: Specification of the hours per employee category
	404-2 Programs to improve the employees' competences and for transitional help	5.2	Not applicable: Programs for transitional help when retiring or leaving the company do not yet exist
	404-3 Percentage of employees who receive a regular assessment of their performance and their vocational development	5.2	Information incomplete: Due to missing data, information by employee category is not possible.
GRI 3 Important topics 2021	3-3 Management of the important topics	5, 5.1.2	Information not available: No data exists which distinguishes between employees and freelancers who are not employed by the company.
GRI 403 Safety and health at the workplace 2018	403-1 Management system for safety and health at the workplace	5.1.2	
	403-2 Identification of dangers, risk assessment and examination of incidents	5.1.2	
	403-3 Occupational medical health services	5.1.2	
	403-4 Employee involvement, consultation and communication regarding safety and health at the workplace	5.1.2	Not applicable: Non-salaried employees, but whose work or workplace is controlled by the company.
	403-5 Employee training for safety and health at the workplace	5.1.2	
	403-6 Promotion of the employees' health	5.1.1, 5.1.2	Not applicable: Non-salaried employees, but whose work or workplace is controlled by the company. Because the employer or self-employed person contributes to medical insurance independently in Germany.

GRI Matrix

<i>GRI standard</i>	<i>Specification</i>	<i>Chapter and/or URL</i>	<i>Omission</i>
GRI 403 Safety and health at the workplace 2018	403-7 Avoidance and mitigation of directly connected effects with business relationships on safety and health at the workplace	5.1.2	
	403-8 Employees covered by a management system for safety and health at the workplace	5.1.2	
	403-9 Work-related injuries	5.1.2	Restrictions due to confidentiality: rates to be calculated because the number of hours worked is confidential. Information incomplete: The hours worked by employees and non-salaried employees are not recorded separately. As the work-related dangers are determined individually, no assessment exists as to which of these has resulted in injuries with serious consequences.
	403-10 Work-related illnesses	5.1.2	Information incomplete: Due to the rarity of work-related illnesses within the company, the company has not defined any most important types of such illnesses. No information exists for work-related illnesses for non-salaried employees. No work-related dangers are identified by the company which denote a risk of illnesses.

ENVIRONMENTAL PROTECTION

GRI 3 Important topics 2021	3-3 Management of the important topics	7.2	
GRI 301 Materials 2016	301-1 Materials used by weight or volume	7.2	Information incomplete: No assessment possibilities exist for further resources used. Not applicable: No renewable materials are used.
	301-2 Recycled raw materials used	N/A	Information not available: Due to a lack of assessment possibilities, the share of recycled paper cannot be determined.
	301-3 Recycled products and their packaging materials	N/A	Not applicable: These are not incurred as the company is a services provider.
GRI 305 Emissions 2016	305-1 Direct GG emissions (Scope 1)	7.2	
	305-2 Indirect energy-cause GG emissions (Scope 2)	7.2 umweltbundesamt.de/sites/default/files/medien/1410/publikationen/2023_05_23_climate_change_20-2023_strommix_bf.pdf	

GRI Matrix

<i>GRI standard</i>	<i>Specification</i>	<i>Chapter and/or URL</i>	<i>Omission</i>
GRI 305 Emissions 2016	305-3 Other indirect GG emissions (Scope 3)	7.2	
	305-4 Intensity of the greenhouse gas emissions	N/A	Information not available: This information is not currently available.
	305-5 Reduction of the greenhouse gas emissions	N/A	Information not available: The company plans to determine this in the future.
	305-6 Emissions of ozone-reducing substances	N/A	Not applicable: Substances are not used by the company.
	305-7 Nitrogen oxide (NOx), sulphur oxide (SOx) and further significant air emissions	N/A	Information not available: This information is not currently available.