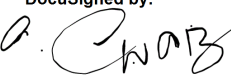




## Environmental Programme 2025

Purpose	The environmental program serves to improve the environmental performance of MISUMI Europa GmbH and describes the goals, key figures and measures for implementation.
Scope	In accordance with DIN EN ISO 14.001:2015 and DIN EN 16247-1 (energy audit)
Responsible	Environmental Management
Remarks	This document is released for public use.

Approved:

DocuSigned by:  
  
90E7A0E74D00243B

---

Arno Schwarz (Managing Director)

Created: March 2025


QM/EM Department

MISUMI Europa GmbH, Franklinstr. 61-63, 60486 Frankfurt/Main

	Environmental Programme 2025	Creation date:	03.03.2025
		Updated on:	
		Department: QM/EM	

# Table of contents

<b>1.</b>	<b>Our environmental policy.....</b>	<b>3</b>
1.1.	<i>Commitment .....</i>	3
1.2.	<i>Transparency .....</i>	3
1.3.	<i>Responsibility .....</i>	4
1.4.	<i>Awareness.....</i>	6
<b>2.</b>	<b>Our goals.....</b>	<b>7</b>
2.1.	<i>Waste avoidance: Optimization of packaging and consistent waste separation .....</i>	7
2.2.	<i>Energy efficiency: Responsible use of energy and reduction of CO<sub>2</sub> emissions .....</i>	9
2.3.	<i>Reduction of fuel emissions: Optimisation of our transport routes and means.....</i>	13
<b>3.</b>	<b>Our key figures .....</b>	<b>15</b>
<b>4.</b>	<b>Our measures.....</b>	<b>16</b>
4.1.	<i>Assessment of the measures of the previous year .....</i>	16
4.2.	<i>Planned measures for the coming financial year.....</i>	17
4.3.	<i>Our measures in detail.....</i>	19
<b>Annex 1 – Assessment of environmental aspects .....</b>		<b>24</b>
<b>Annex 2 – Consumption data.....</b>		<b>27</b>
<b>Annex 3 – Presentation of material flows .....</b>		<b>29</b>

	Environmental Programme 2025	Creation date:	03.03.2025
		Updated on:	
		Department:	QM/EM

## 1. Our environmental policy



We, MISUMI Europa GmbH, have set ourselves the goal of using our natural resources responsibly and keeping the environmental impact resulting from our business activities as low as possible or avoiding them. To improve our environmental performance, we have identified the requirements arising from the context of our company and derived corresponding goals and measures from them. Our goals are measurable and are reviewed regularly.

### 1.1. Commitment

As a trading company, we see particular challenges in the **avoidance of waste** and **resource-saving packaging** of our products. In our modern logistics center, we place high demands on **efficient energy consumption** and the **reduction of CO2 emissions during the transport** of our products. We meet these challenges by integrating sustainability measures into the underlying business processes. The necessary financial and human resources will be made available for this purpose.



Managers and employees who are tasked with contributing to the effective implementation of environmental protection measures receive the support of the management at all times. Appropriate communication within the company is intended to sensitize all employees to handle our natural resources carefully and to support our environmental goals and contribute to their fulfillment.

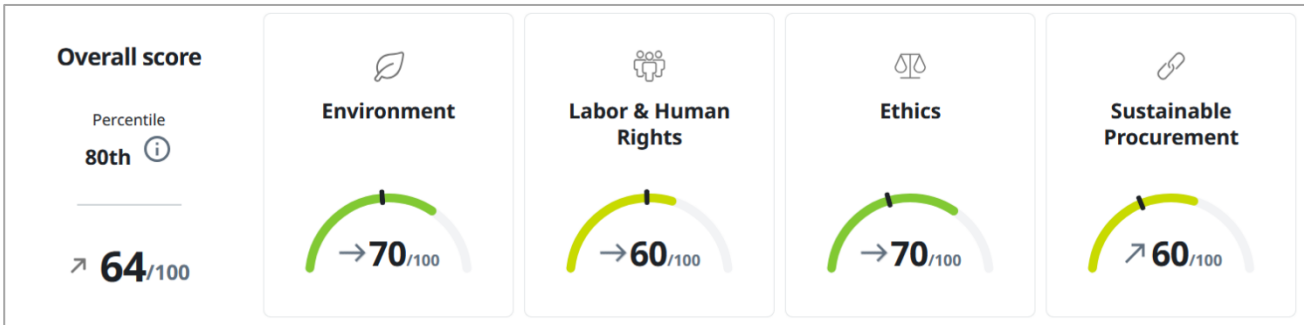
To implement our environmental policy and continuously improve our environmental performance, we have an environmental management system that is certified

according to DIN EN ISO 14.001 and is regularly reviewed by independent auditors. In addition, an energy audit in accordance with DIN 16247-1 takes place every 4 years, which serves to optimize our energy consumption and identify potential savings.

### 1.2. Transparency

We have decided on a high level of transparency on all sustainability topics. In addition to **protecting the environment**, this also applies the **commitment to social and ethical issues** as well as **responsible corporate governance** and ensuring **sustainable supply chains**. Since 2022, we have been providing annual information on the *ecovadis* sustainability platform and let us evaluated. In 2024, we were able to improve our overall score from the original 56 to 64 points. The current score shows that we have made significant progress, especially in sustainable procurement (from 40 to 60 points).

	Environmental Programme 2025	Creation date:	03.03.2025
		Updated on:	
		Department:	QM/EM



Our parent company, MISUMI Group Inc., located in Japan, reports publicly on all sustainability activities annually and publishes the information on the website (<https://www.misumi.co.jp/english/esg>).

The targets for reducing CO2 emissions have been drawn up for the entire MISUMI Group Inc. with all its locations and for around 12,000 employees and are to be implemented in a binding manner for each branch (see Section 2.2).

### 1.3. Responsibility


Taking responsibility means identifying topics, recognizing problems and working out solutions. The following topics determine our environmental policy.

#### 1.3.1. Responsible waste management

Avoiding, reusing and properly disposing of waste is crucial for the environmentally conscious use of our resources. For this reason, waste is separated into paper, plastic and residual waste. For this purpose, properly marked separation containers are used at both locations. Incidentally, the principle of waste avoidance applies: most documents are stored electronically, printing documents is only necessary if it is unavoidable from a legal or procedural point of view. Packaging is reused multiple times if possible.

In addition to the usual residual waste, packaging waste is generated at the logistics site. These are separated according to the types residual waste, paper and plastic waste. For this purpose, appropriately marked containers have been set up in many work areas. There are also separate collection areas for electronic waste and scrap metal. Since no hazardous waste is generated at any location, there are no guidelines for this. Only used batteries are produced in normal household quantities and are collected and taken to suitable collection points. The waste process in logistics is documented and supplemented by instruction documents. All waste is recorded in a waste register. The use of packaging materials is documented.

Responsible waste management – is one of our environmental goals and is described in detail in section 2.1.

	<b>Environmental Programme 2025</b>	Creation date:	03.03.2025
		Updated on:	
		Department: QM/EM	

### **1.3.2. Reducing CO<sub>2</sub> emissions**

As a trading company, we do not operate any production facilities, but as part of the supply chain, we are equally committed to contributing to the reduction of CO<sub>2</sub> emissions. We record our energy consumption and the associated CO<sub>2</sub> emissions for both locations.

The indirect CO<sub>2</sub> emissions caused by the freight transport of our trading goods, especially from the Asian region, are a significant part. These CO<sub>2</sub> emissions are also recorded for air transport as well as for ship and road transport. The total emissions are disclosed.

Quantitative and scientifically verifiable targets have been set for our emissions (see sections 2.2 and 2.3).

### **1.3.3. Careful use of water and wastewater**

It is essential to ensure access to affordable, reliable and sufficient water supplies. The water resources we depend on are shared with the people in the communities where we operate. Accordingly, we will act responsibly to protect water as a resource for others, ourselves and future generations.

**MISUMI is therefore committed to:**


- Comply with all applicable laws and local regulations related to the use of water and the discharge of sewage.
- Not to waste water, to avoid environmental pollution through sewage and to continuously sensitize all employees to this.
- To continuously measure our water consumption to identify possible savings potential and to be able to take action.
- Understand natural and human-induced impacts on water resources, including climate change, and act within the framework of our corporate policy.
- Involve local and other relevant stakeholders, e.g. in connection with operational changes or strategic adjustments.

As part of our environmental program, measures are defined when the need for action has been identified in accordance with our commitment. Since water is only used in normal household quantities due to our business activities and there are no machines and systems that require water for manufacturing processes, no dedicated water management has been implemented. Risks in the handling of extinguishing water or the discharge of wastewater are named in our emergency management procedures.

### **1.3.4. Protection against pollution and soil contamination**

Accident-related and local contamination is the result of events that can occur during regular business activities or as a result of an accident (e.g. fire, burst pipe, transport accident). This can have serious consequences for water, air and soil. We are aware that certain processes can lead to environmental damage if not handled properly and do everything we can to avoid such contamination. To achieve this goal, the following principles have been established and apply to all our sites.

**MISUMI is therefore committed to:**

	<b>Environmental Programme 2025</b>	Creation date:	03.03.2025
		Updated on:	
		Department:	QM/EM

- to comply with all applicable legal and regulatory requirements regarding accidental pollution. We regularly review the laws and local regulations regarding pollutants, waste disposal, discharge of wastewater and handling of chemical substances.
- to commission only accredited waste disposal companies approved by the authorities for the disposal of waste and wastewater. We organize disposal in accordance with the laws and local regulations. Disposal in the environment (e.g. in streams, rivers or in the soil) is strictly prohibited.
- to collaborate with local authorities to support their pollution reduction initiatives. We share and promote these initiatives with other MISUMI locations and branches. We also sensitize employees to the consequences of environmental pollution, whether in the soil, in the air or in the water.
- to assess the risks related to the effects of pollution. We monitor the implementation of measures taken and their effectiveness and have defined responsibilities. We immediately report possible serious incidents to the authorities and the MISUMI headquarters.

#### 1.4. Awareness

Essential for the successful implementation of the goals and measures described below is the involvement of employees and suppliers.

Through appropriate information and instruction, our employees are sensitized to energy saving. Especially in the logistics center, the prevention and separation of waste is to be further addressed.

Our suppliers are increasingly involved in the overall sustainability management process, with environmental management playing an important role. Our key suppliers are regularly assessed regarding all ESG topics. This means that we are committed to making our contribution to meeting sustainability requirements.

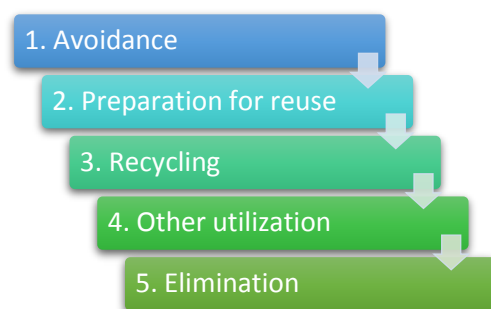


## 2. Our goals

We regularly identify and evaluate the environmental aspects that influence our daily business processes (see annex 1). We have identified the topics of "waste, energy and transport" as **essential environmental aspects** and formulated our goals from them:

- 1) **Waste avoidance:** Optimization of packaging and consistent waste separation
- 2) **Energy efficiency:** Responsible use of energy and reduction of CO<sub>2</sub> emissions
- 3) **Reduction of fuel emissions:** Optimization of our transport routes and means

### 2.1. Waste avoidance: Optimization of packaging and consistent waste separation



Our goal is to contribute to the prevention of waste and not to waste resources unnecessarily. To achieve this goal, we examined our packaging management and identified a lot of potential for optimization. Avoiding waste is a top priority. If waste is unavoidable, reuse (upcycling) or processing (recycling) should help to conserve resources as much as possible.

#### ***Waste prevention in packaging and fillers so that waste is not generated in the first place***

In addition to a stable packaging, high-quality filling material is required to ship our products to ensure safe shipping. For shipments of goods whose weight and size permit, a special paper is used as an alternative filler. The use of this filler has significantly reduced the number of PET foil cushions and polystyrene flakes since 2018. Spurred on by the good experience and positive feedback from our customers, we are now using the alternative filler in two quality levels: thinner paper for light to medium-weight shipments and thicker paper for heavy shipments. PET foil cushions must still be used for very heavy shipments, but these are only reused from incoming goods. Since 2020, we no longer must buy foil cushions. Thus, since the end of 2021, we have been able to completely dispense with fillers made of plastic and polystyrene.



1 - PaperJet with normal paper thickness



2 - PaperJet with higher paper thickness

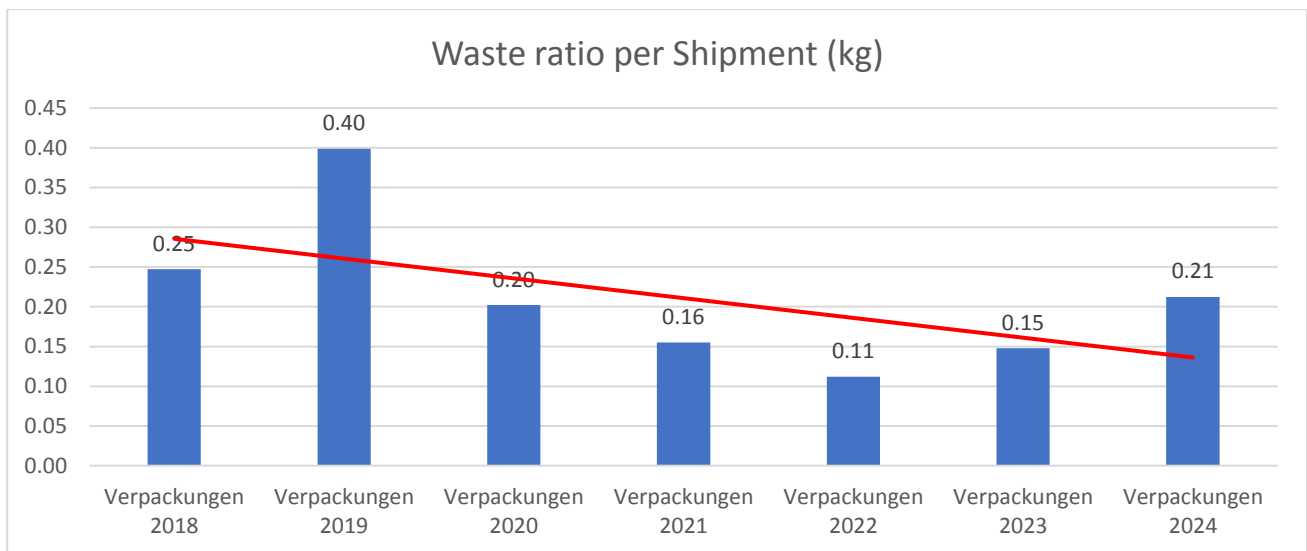


3 - Paper fillers

### ***Efficient handling of packaging materials to reduce waste***

Every year, we send around 400,000 shipments of goods to our customers. This results in many packaging materials. When selecting shipping bags, we make sure that they are FSC-certified. The packaging size is also selected so that no materials are wasted excessively. By recording the packaging materials in our warehouse management system (LFS), packaging quantities can be monitored very closely and optimized if necessary. The aim is to dimension packaging in such a way that as little waste as possible is generated. In addition, suitable packaging is reused.

The waste ratio is determined annually. For this purpose, the weight of the total waste is determined and related to the quantity of shipments. Due to unexpectedly high wood waste, the waste ratio for 2024 has increased. Countermeasures are to be taken accordingly for 2025 (see section 4.2, planned measures).



4 - FSC certified mailers



5 - Optimized packaging sizes

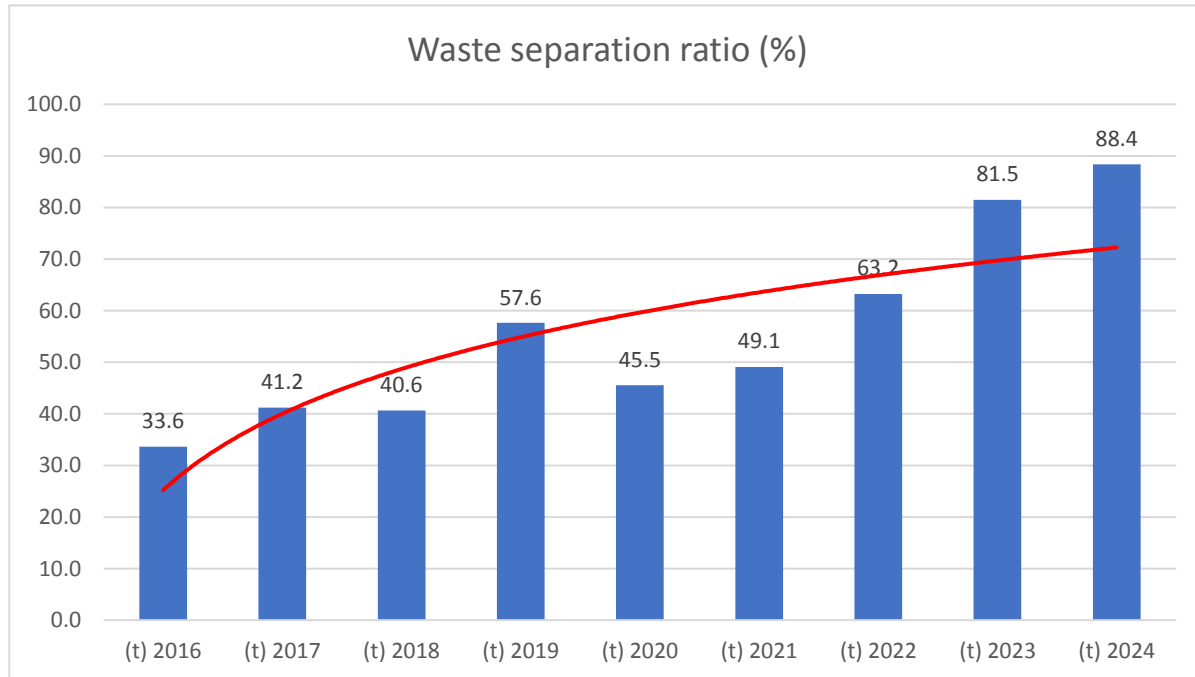
### ***Separate and recycle your own waste so that it can be reused in a meaningful way***

With our waste concept at the Logistics site, we want to help avoid excessive waste and motivate our employees to properly separate waste that accumulates. For example, containers for on-site separation were set up at all work areas. Waste balances are evaluated in detail as part of environmental management to



achieve step-by-step improvements together with the disposal company. Employees are regularly instructed in the handling of waste and sensitized accordingly. To verify the target, a separate waste separation ratio is collected and tracked. The ratio shows how high the proportion of all waste separated on site is.

The following overview shows the development of the separate collection rate across all waste fractions:



6 - Separation containers on site

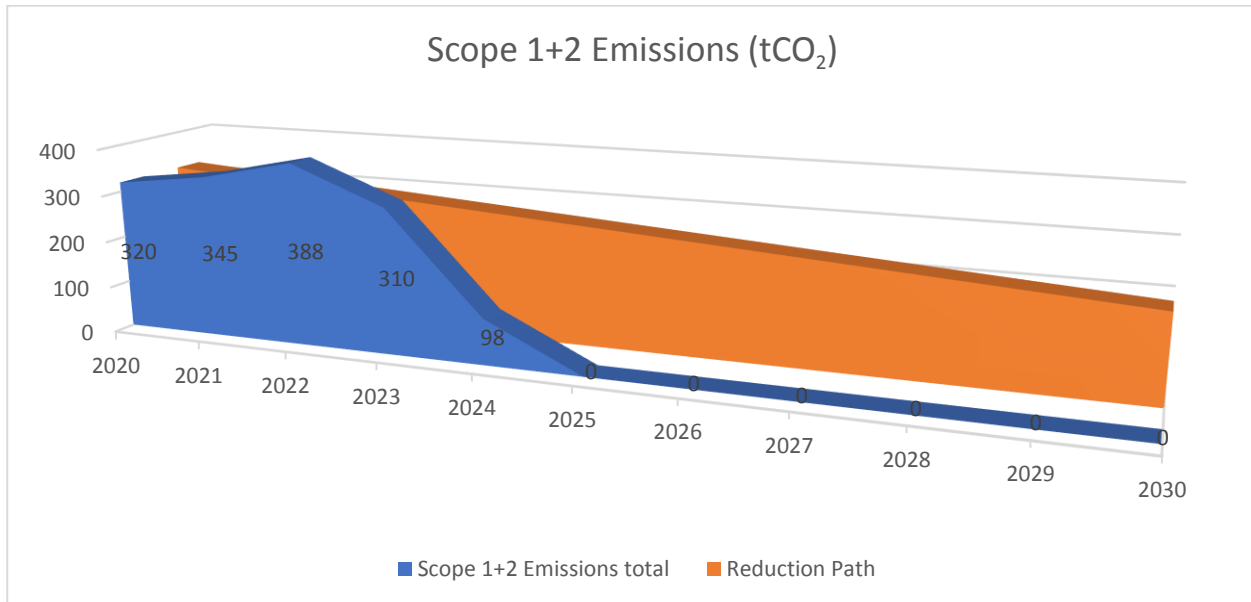


7 - Separate waste compactors

## 2.2. Energy efficiency: Responsible use of energy and reduction of CO<sub>2</sub> emissions

Our goal is to use energy as efficiently and economically as possible. By relocating our locations to a modern logistics center and an energy-efficient office building, we have already created an important basis for this in 2017 and 2018. We have developed a program for the two sites to be able to take the right measures for the responsible use of energy.

For the entire MISUMI Group Inc., a reduction in CO<sub>2</sub> emissions of 42% is planned by 2030 (compared to 2020). For our facility, this means that we will make the same efforts and reduce our own direct and indirect emissions by the target. The emission data for Scope 1 and 2 according to the GHG Protocol are fully evaluated. Overall, the emissions already reduced in the following graph have been achieved since 2020.



The enormous reduction to 98 tCO<sub>2</sub> in 2024 can be explained by the complete conversion of all our sites to green electricity. As a result, we were able to achieve the target of reducing CO<sub>2</sub> emissions by 42% by 2030 as early as 2024.

### ***Energy-efficient office building***




The condition of the office building, which was newly occupied in 2018, is already designed to be very energy-saving. All rooms are equipped with LED lighting technology, and motion detectors automatically switch off the lights in all offices.

The building is cooled passively by concrete core activation. The building complies with current standards in the field of green building and is DGNB-certified. This means that the building meets the standards of the German Sustainable Building Council.

### ***Modern heating technology and use of high-speed doors in our logistics centre***

Our logistics center also meets today's requirements. Gas radiant heaters are characterised by a high proportion of heat used with acceptable exhaust gas losses. Our two hall areas are equipped with this energy-efficient heating technology. The noiseless and fanless technology also creates a more pleasant working environment for the employees.

	Environmental Programme 2025	Creation date:	03.03.2025
		Updated on:	
		Department:	QM/EM

Goods are delivered via roller doors. Due to the regular approach of the delivery vehicles, heat escapes unnecessarily when the roller door is opened. These gates were supplemented with 2 high-speed doors, which are only open for a short time during unloading and loading. As a result, less heat escapes.



8 - Gas Radiant Heater



9 - High-speed door

### ***Area-specific recording of electricity consumption in our logistics center and measures to reduce electricity consumption***

The basis of efficient energy management is an area-specific recording of consumption. Since mid-2021, we have been able to use technical measures to record consumption in smaller areas (e.g. parts warehouse, shuttle storage system, office areas, and since 2024 also the compressors) and to derive targeted measures.

In March 2020, a reactive power compensation system was put into operation. This can reduce the amount of so-called reactive power that occurs when using alternating power without any benefit. The result is the saving of electricity that is not actually used. This can save up to 140 kW per hour, which enables financial savings of up to 25,000 euros per year and thus also significantly reduces CO<sub>2</sub>.

In 2018/19, all office areas at the Logistics site were equipped with motion detectors for automatic light switch-off. The office areas as well as the work areas in the warehouses were equipped with LED lighting technology by summer 2021. Finally, in 2023, the sanitary and catering areas were converted. For outdoor lighting, the conversion is planned for 2025. This means that our two locations are to be fully converted to LED lighting by the end of 2025.

Since the beginning of 2024, the electricity supply for both locations has been completely switched to the "ÖkoPremium" green electricity variant. This green electricity is independently certified by the "Green Energy" label and is characterized by special sustainability, for example through targeted promotion of regional energy projects by the electricity provider.

Another important measure which we plan currently is the use of a newly installed photovoltaic system on the roof of the hall areas. This should make it possible to limit the share of purchased electricity to 40% in the future. The vast majority of 60% of the electricity required is then generated emission-free directly on the roof of our logistics center.



10 Reactive current compensation system



11 - Separate consumption recording



12 - Green electricity certificate of the supplier

### 2.3. Reduction of fuel emissions: Optimization of our transport routes and means

Fuel emissions are mainly caused by the inbound and outbound transport of goods. For both areas, emissions are to be reduced through appropriate measures.

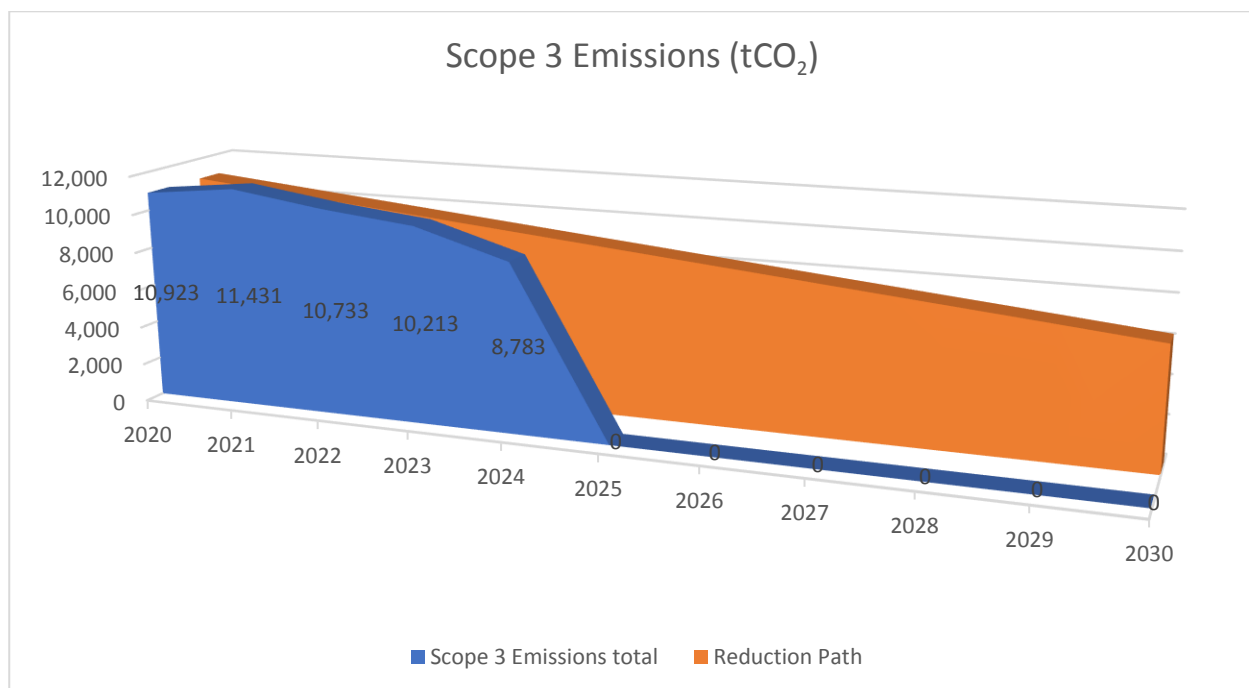
#### **Recording and evaluation of transport emissions**

As a trading company, a large part of the GHG emissions are caused by the transport of our products, primarily from Asia. Many products are currently transported by air freight, which leads to very high emissions. In 2020, we started to record these transport emissions monthly. At the same time, products that are stored locally are increasingly being transported by ship.


However, strengthening local production and supply chains is also essential for reducing transport emissions. It is therefore one of our strategic goals to establish a production of various components within Europe or to include European manufacturers in our supplier network. This shortens transport distances and reduces the resulting GHG emissions.

For outbound transport, we only commission service providers who can already provide us with detailed emissions data and who are clearly working on improving their emissions balances.

Currently, the key figures in incoming goods (inbound) and outgoing goods (outbound) are collected. Since this is GHG Protocol Scope 3 emission data, waste is included.





	Environmental Programme 2025	Creation date:	03.03.2025
		Updated on:	
		Department:	QM/EM

### ***Entry into e-mobility and support for alternative mobility concepts***

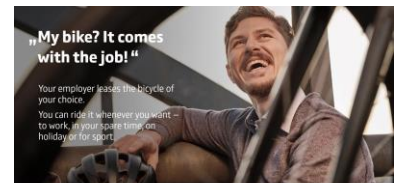
In 2021, the first company cars were converted to emission-free battery-powered cars. Four fast-charging stations have now been installed at our logistics site by 2023 to enable on-site charging. This is intended to support employees in switching to e-mobility in their private lives. Since the beginning of 2021, we have been offering all employees the opportunity to purchase a "job bike" at favorable conditions. All employees at the Logistics site receive a travel allowance if they use public transport. A job ticket has been available for the office site since 2022.



13 - Wallbox at the logistics site




14 - Weather-protected bicycle spaces



15 - Jobrad program



	Environmental Programme 2025	Creation date:	03.03.2025
		Updated on:	
		Department:	QM/EM





### 3. Our key figures

The key figures are determined at the beginning of a financial year. Each metric is based on an operational objective that is reviewed annually. To achieve the operational goals, measures are defined and the measures of the previous year are evaluated.

If possible, tracking is carried out monthly by determining the corresponding figures. The results are assessed once a year in our Management Review.

Environmental aspect	#	Metric	Definition	Operational goal
Waste	1	<b>Waste rate per shipment</b> <i>xx kg / shipment</i>	The waste rate is determined by the total weight of all waste divided by the total number of all shipments.	Reduce the waste rate of packaging materials to reduce waste in packaging management and optimize package sizes
Waste	2	<b>Separate collection rate</b> <i>xx % of separately collected fractions</i>	The separate collection rate indicates the prescribed separation rate of 90 percent by mass. If this is not achieved, this waste is fed into a pre-treatment plant by the disposal company.	Increasing the separate collection rate on site and thus reducing residual waste
Energy	3	<b>GHG emissions from purchased electricity, heating energy, fuels (Scope 1/2)</b> <i>xx tCO<sub>2</sub></i>	CO <sub>2</sub> emissions are defined as a key figure. Through long-term measures, this rate is to be gradually reduced.	Reduce GHG emissions by 42% by 2030 (adoption of MISUMI Group's target)
Transport	4	<b>GHG emissions – inbound, outbound, waste (Scope 3)</b> <i>xx tCO<sub>2</sub></i>	CO <sub>2</sub> emissions are defined as a key figure. Through long-term measures, this rate is to be gradually reduced.	Reducing emissions in inbound transport through fewer or optimized air transport and strengthening local production and thus shortening transport routes.

#### Assessment:


Environmental aspect	#	Metric	IS 2022	IS 2023	IS 2024	TARGET 2025	Rating 2024
Waste	1	<b>Waste rate per shipment</b> <i>xx kg / shipment</i>	0,11	0,15	0,21	0,15	 Increased waste generation caused by increased wood waste measure.
Waste	2	<b>Separate collection rate</b> <i>xx % of separately collected fractions</i>	63,2	81,5	88,4	85,0	 Significantly increased separate collection rate due to improved and effective waste concept
Energy	3	<b>GHG emissions from purchased electricity, heating energy, fuels (Scope 1/2)</b> <i>xx tCO<sub>2</sub></i>	396	321	91	90	 Further reduction of CO <sub>2</sub> emissions by switching to green electricity
Transport	4	<b>GHG emissions – inbound, outbound, waste (Scope 3)</b> <i>xx tCO<sub>2</sub></i>	10.733	10.213	8.783	8.600	 Further reduction of CO <sub>2</sub> emissions, especially in outbound




## 4. Our measures

Section 4.1 lists all measures that were to be implemented in the last financial year, including processing status and evaluation. Section 4.2 sets out the planned measures for the coming financial year. Details of each planned action are described in Section 4.3.

### 4.1. Assessment of the measures of the previous year

#	Location	Environmental aspect	Description	Appointment	Responsible	Status	Assessment
1	Logistics	Waste	Inclusion of environmental criteria in the selection of packaging and packaging aids	31.12.24	Logistics	Completed	 Card-board boxes, shipping bags and filling paper are FSC-certified or bear the "Blue Angel".
2	Logistics	Energy	Control of the lighting in the shelving system (mezzanine)	31.07.24	Logistics	Completed	 Appropriate switches installed, central control possible, employees instructed
3	Logistics	Energy	Conversion of the exterior lighting on the building to LED	31.07.24	Logistics	Work in progress	 Due to change of ownership, still in clarification with the new landlord. Will be continued.
4	Logistics / Administration	Energy / Waste	Guidelines for saving energy and dealing with waste for employees	31.07.24	QM/EM	Completed	 Guidelines for action have been created, communication pending, info screens pending, will be continued.
5	Logistics	Energy	Automatic shutdown of the workstations at the automation system (CUBY)	31.07.24	Logistics	Cancelled	 Savings effects low, corresponding notices at all places
6	Logistics / Administration	Energy	Implementation of an energy audit according to DIN16247-1	31.09.24	QM/EM	Completed	 Audit completed on time

	Environmental Programme 2025	Creation date:	03.03.2025
		Updated on:	
		Department:	QM/EM

#	Location	Environmental aspect	Description	Appointment	Responsible	Status	Assessment
7	Logistics	Energy	Use of the installed photovoltaic system for proportional electricity feed-in	31.12.24	Logistics	Work in progress	 No progress due to technical difficulties at the operator. Will be continued.
8	Logistics	Energy	Performing Compressed Air Loss Measurements in the Automation System (CUBY)	31.07.24	Logistics	Completed	 Measurements were carried out. Measures pending.
9	Logistics / Administration	Traffic	Evaluation of transporters considering sustainability criteria	31.12.24	QM/EM	Completed	 Transporters were evaluated and actively surveyed.

#### 4.2. Planned measures for the coming financial year



#	Location	Environmental aspect	Description	KPI Ref.	Appointment
1	Logistics	Energy	Conversion of the exterior lighting on the building to LED	3	31.12.2025
2	Logistics / Administration	Energy / Waste	Guidelines for saving energy and dealing with waste for employees	2, 3	31.07.2025
3	Logistics	Energy	Use of the installed photovoltaic system for proportional electricity feed-in	3	31.12.2025
4	Logistics	Transport	Direct shipping to the UK without a detour via the Frankfurt logistics center.	4	31.12.2025
5	Logistics	Waste	Reduction of the proportion of disposable pallets made of wood, cardboard or plastic	1	31.07.2025
6	Logistics	Waste	Waste reduction through the recycling system for disposable towels in the sanitary facilities	1	31.05.2025
7	Logistics	Energy	Energy savings by reducing leaks in the compressed air system	3	31.12.2025

 <b>MiSUMi</b>	<b>Environmental Programme 2025</b>	Creation date:	03.03.2025
		Updated on:	
		Department: QM/EM	

#### 4.3. Our measures in detail

To achieve the set goals, measures are defined, tracked and evaluated annually. The measures for the coming financial year are described below. The following structure must be observed:

- Each measure refers to the underlying environmental aspect (see Annex 1) and the defined key figure (see Section 3).
- Each measure is described in detail and, if appropriate, documented by photos or graphic representations.
- Once completed, each action will be assessed as to its effectiveness (see Section 4.3).

Action #1	Environmental aspect: Energy	KPI Reference: 3
<b>Converting outdoor lighting to LED</b>		
<p>The building's exterior lighting has not yet been converted to LED technology. It should be checked whether the installation of new lamps is necessary (high costs) or only the bulb can be replaced. A corresponding test is to be carried out at the beginning of the year. A switch to LED would achieve considerable savings in electricity consumption. In any case, the landlord must be involved.</p> <div>   </div> <p>16 -Outdoor lighting</p>		

**Action #2**
**Environmental aspect: Energy**
**KPI Reference: 3**
**Guidelines for saving energy and dealing with waste for employees**

A guideline is to be created to sensitize employees at both locations to saving energy. Key points of the guide:

- Handling of heating
- Dealing with electricity at workplaces
- Dealing with the air conditioning systems in the offices
- Shutting down equipment at the end of work

Furthermore, a guideline for the proper separation of waste is to be drawn up for all employees at the logistics site. In addition, regular on-site instruction is to be provided.



17 – Waste collection point (yellow=foil, blue=residue, grey=paper)

The employees at the administration site are to be made more aware of the need to save energy. The following measures are being considered:

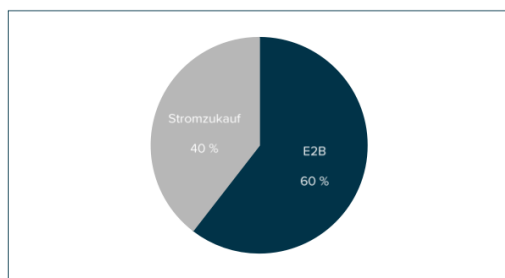
- Presentations for the Info Screens with information on the economical use of energy
- Identical information in the QM Sharepoint and in the QM newsletter at regular intervals



**Action #3**
**Environmental aspect: Energy**
**KPI Reference: 3**
**Use of the installed photovoltaic system for proportional electricity feed-in**

In 2022, a new photovoltaic system was installed on the roof of the logistics halls. The operator uses the roof area to sell the electricity generated to appropriate providers. After contacting the operator, it is possible for us to purchase the electricity directly. Currently, the plant has not yet been put into operation, as a transformer station still has to be built. As soon as the system has been put into operation, the provider approaches us to discuss the contractual conditions. Subject to the contractual arrangements, we can then obtain approx. 60% of our annual electricity from the PV system.

jährliche Übersicht in %



→ Jährlicher Zukauf von 40 % Graustrom nötig

Überblick Stromverbrauch

	Stromverbrauch MiSUMi [MWh]	Stromherstellung Solaranlage [MWh]	E2B [MWh]	Stromzukauf [MWh]
Januar	56	34	24	32
Februar	51	44	28	24
März	56	82	37	20
April	50	116	34	16
Mai	54	129	39	15
Juni	52	137	38	14
Juli	54	140	40	14
August	55	117	38	17
September	54	91	34	20
Oktober	53	56	30	23
November	52	33	24	28
Dezember	54	29	22	32
Summe	640	1009	387	253

18 - Analytical evaluation of the current load profiles

**Action #4**
**Environmental aspect:  
Transport**
**KPI Reference: 4**
**Direct shipping to the UK without a detour via the Frankfurt logistics center**

As a central European hub, our imported goods are first brought to Frankfurt, and from there shipped to our European sales territories. Since the United Kingdom is no longer a member of the European single market, a new concept for shipping the goods directly to the United Kingdom is now to be tested. In addition to customs reasons, the transport routes can be significantly shortened, as the stopover in Frankfurt is no longer necessary.





**Action #5**
**Environmental aspect: Waste**
**KPI Reference: 1**
**Reduction of the proportion of disposable pallets made of wood, cardboard or plastic**



19 - Disposable plastic and wooden pallets

In 2024, an increasing number of disposable pallets made of wood or plastic were delivered. These pallets had to be disposed of by ourselves, which resulted in an increased quantity, especially from wood waste. For this reason, it should be clarified with the responsible suppliers why more disposable pallets are used and how this can be reduced again. In addition, it must be clarified by whom these pallets are disposed of. Discussions are planned for April 2025. The aim is to reduce the proportion of disposable pallets.



Action #6	Environmental aspect: Waste	KPI Reference: 1
<b>Waste reduction through the recycling system for disposable towels in the sanitary facilities</b>		
<div data-bbox="151 456 638 1104" data-label="Image">  </div> <div data-bbox="654 450 1434 721" data-label="Text"> <p>Disposable towels are to be disposed of via a closed system from 2025. The aim is to avoid cellulose towels in residual waste and thus waste of resources. In the future, the paper towels will be disposed of separately (see photo) and collected in a special bin. This bin is regularly replaced by the provider. Instead of disposing of used paper towels, these items are collected and processed into new consumer goods.</p> </div> <div data-bbox="654 750 1437 826" data-label="Text"> <p>The changeover to the new collection system is scheduled to be completed in mid-2025.</p> </div>		
<div data-bbox="146 1122 572 1193" data-label="Caption"> <p>20 - Collection container for disposable towels</p> </div>		

Action #7	Environmental aspect: Energy	KPI Reference: 3
<b>Energy savings by reducing leaks in the compressed air system</b>		
<p>In the compressed air system of our logistics plant, more and more leaks occur as the service life increases. This leads to higher energy consumption of the compressors.</p>		
<div data-bbox="169 1543 657 1834" data-label="Image">  </div> <div data-bbox="675 1554 1431 1747" data-label="Text"> <p>For this reason, a measuring device was purchased last year to determine these leaks. In addition, the compressors were included in the area monitoring system in order to be able to monitor the power consumption of the compressors in particular.</p> </div> <div data-bbox="675 1778 1417 1935" data-label="Text"> <p>Now the effects on energy consumption are to be identified more precisely. Suitable measures are to be taken to reduce leaks and thus avoid unnecessary additional energy consumption.</p> </div>		
<div data-bbox="167 1850 391 1886" data-label="Caption"> <p>21 - Leakage meter</p> </div>		

	Environmental Programme 2025	Creation date:	03.03.2025
		Updated on:	
		Department:	QM/EM

## Annex 1 – Assessment of environmental aspects

The environmental aspects are reassessed annually. The environmentally relevant activities at each location are examined regarding their *input and output*. Every input and output have an impact on the environment and causes corresponding effects. The risk is determined according to 5 criteria, each with 5 priority points.

The result of the evaluation determines the priorities for action:

1-2	There is currently no need for action.
3-4	It must be examined whether there is a need for action. Measures can be planned in the medium to long term.
5	There is an acute need for action. Corrective measures must be implemented in the short term. Preventive measures can be planned in the medium to long term.


The environmental impact can be reduced or substituted by appropriate measures. The measures referred to here are set out in detail in Section 4.2 for the current financial year.

No.	Location		Environmental aspect (relevant activity)					Associated Input/Output	Environmental impacts and other consequences (parameters that can be influenced by the company)	Environmental impacts (possibly examples)	Risk Assessment					Resulting Findings / Goals - Opportunities
	Logistics	Administration	Process Environment	IT-Equipment	CUBY	Mezzanine	Vehicles / Transport				Legal obligations	Severity of impact	Interested parties	Influenceability	Economics	
1	x	x	x	x	x	x		Input: Power Consumption	Resource consumption electricity (e.g. coal, gas, oil, etc.)	scarcity of resources due to fossil fuels; CO2 emissions	1	3	1	2	3	Electricity procurement at both locations completely switched to green electricity, resulting in a high reduction in CO2 emissions. The focus is now on reducing electricity consumption as a cost factor.  Planned or continued measures for 2025:  (#1) Conversion of the outdoor lighting on the building to LED  (#2) Guidelines for saving energy and dealing with waste for employees  (#3) Use of the installed photovoltaic system for proportionate electricity feed-in
2	x	x	x					Input: Heat Consumption	Resource consumption gas (e.g. natural gas, coal, oil for district heating)	scarcity of resources due to fossil fuels; CO2 emissions	1	3	1	1	3	Planned or continued measures for 2025:  (#2) Guidelines for saving energy and dealing with waste for employees

No.	Location		Environmental aspect (relevant activity)					Associated Input/Output	Environmental impacts and other consequences (parameters that can be influenced by the company)	Environmental impacts (possibly examples)	Risk Assessment					Resulting Findings / Goals - Opportunities
	Logistics	Administration	Process Environment	IT-Equipment	CUBY	Mezzanine	Vehicles / Transport				Legal obligations	Severity of impact	Interested parties	Influenceability	Economics	
3	x	x	x					Input: Water Consumption	Resource consumption water	Resource scarcity due to excessive water consumption	1	1	1	1	1	
4	x						x	Input: Fuel consumption by inbound transport	Resource consumption transport (e.g. kerosene, oil, diesel)	scarcity of resources due to fossil fuels; CO2 emissions	2	4	3	2	2	High CO2 emissions from air transport, but poor influenceability. Transport routes can be optimised, and stored goods can be carried out as sea freight.  Planned measures for 2025:  (#4) Direct shipment to the UK without a detour via the Frankfurt logistics center.
5	x						x	Input: Fuel consumption by outbound transport	Resource consumption transport (e.g. diesel)	scarcity of resources due to fossil fuels; CO2 emissions	2	3	3	4	1	Outbound transport optimized in such a way that forwarders with a focus on climate neutrality were commissioned (evidence regularly checked).
6	x		x					Input: Fuel consumption by diesel generator for sprinkler system	Resource consumption transport (e.g. diesel)	scarcity of resources due to fossil fuels; CO2 emissions	1	1	3	1	1	
7	x						x	Input: Fuel consumption by vehicle fleet	Resource consumption transport (e.g. diesel, gasoline)	scarcity of resources due to fossil fuels; CO2 emissions	2	3	2	4	2	Gradual conversion of company cars to electric vehicles is possible in the longer term, good influenceability through short leasing contracts, no concrete measures planned.
8	x	x	x					Output: Waste and extinguishing water	Soil contamination	Pollution, threats to biodiversity	1	1	1	1	1	
9	x	x	x					Output: Waste generation in general	Resource consumption due to outer packaging, plastic, etc.	CO2 emissions (e.g. from combustion)	1	3	2	3	3	Waste volumes increased in 2024, high proportion of disposed wooden pallets.  Planned measures for 2025:  (#5) Reduction of single-use pallets and use of carousel pallets  (#6) Waste reduction through the recycling system for disposable towels in the sanitary facilities

No.	Location		Environmental aspect (relevant activity)					Associated Input/Output	Environmental impacts and other consequences (parameters that can be influenced by the company)	Environmental impacts (possibly examples)	Risk Assessment					Resulting Findings / Goals - Opportunities
	Logistics	Administration	Process Environment	IT-Equipment	CUBV	Mezzanine	Vehicles / Transport				Legal obligations	Severity of impact	Interested parties	Influenceability	Economics	
10	x		x					Output: Waste generated by packaging	Resource consumption by packaging materials and fillers	Resource scarcity due to deforestation (for cartons, paper, etc.)	2	2	3	3	3	Packaging materials almost completely switched to cardboard / paper, plastic fillers are used for imported goods that are not repackaged, optimization of packaging sizes and collection of packaging
11		x		x				Output: Waste generated by electronic waste and scrap metal	Resource consumption and disposal	Raw material scarcity and waste	1	1	1	3	1	Electronic waste and scrap metal are collected and professionally recycled. Scrap metal caused by incorrect orders can be reduced in the future.
12	x	x	x					Output: Noise	Noise emissions	Noise emissions (e.g. office noise, health effects)	2	3	3	4	2	Partially inadequate noise protection at the administration site, noise protection elements already in use, can be expanded.
13	x				x			Output: Compressed air by compressors	Avoidable resource consumption (electricity) in the event of leaks	scarcity of resources due to fossil fuels; CO2 emissions	1	2	2	4	4	Leaks have been measured, power consumption of the compressors can be measured independently since 2024, savings potential and reduction of energy consumption possible  Planned measures for 2025:  (#7) Elimination of leaks in the compressed air system



	Environmental Programme 2025	Creation date:	03.03.2025
		Updated on:	
		Department:	QM/EM


## Annex 2 – Consumption data

### Packaging waste ratio

	2022		2023		2024	
Packaging	Amount	Unit	Amount	Unit	Amount	Unit
Cardboard boxes (kg)	304.228	91.268	257.998	77.399	255.290	76.587
Shipping bags (kg)	136.709	13.671	110.142	11.014	109.410	10.941
Shipping labels (kg)	440.937	22.047	368.140	18.407	364.700	18.235
Fillers (sqm)	138.907	11.113	137.932	11.035	129.360	10.349
Number of shipments	440.937		368.140		364.700	
Total waste (kg)		49.330		54.480		77.470
Package weight per shipment (kg)		0,31		0,32		0,32
<b>KPI Waste Rate per Shipment (kg)</b>		<b>0,11</b>		<b>0,15</b>		<b>0,21</b>

### Waste balance and separation ratio, Scope 3 CO<sub>2</sub> emissions (waste)

	2022		2023		2024	
Type of waste	Weight (t)	Emissions (tCO <sub>2</sub> )	Weight (t)	Emissions (tCO <sub>2</sub> )	Weight (t)	Emissions (tCO <sub>2</sub> )
Mixed wood A I - A III	1,50	0,17	2,86	0,32	23,92	2,70
Cardboard	25,64	3,36	34,84	4,56	38,48	5,04
Construction / demolition waste	3,94	0,04	0,90	0,01	1,68	0,02
Municipal waste	14,19	4,97	9,19	3,22	7,34	2,57
Electronic waste	0,00	0,00	0,00	0,00	0,72	0,00
Madness	1,97	1,62	4,46	3,66	0,00	0,00
Foil (colorful)	1,43	1,17	1,74	1,43	2,81	2,31
Folie (transparent)	0,66	0,54	0,49	0,40	2,52	2,07
Pretreatment (t)	18,13		10,09		9,02	
Recycling (t)	31,20		44,39		68,45	
<b>Pre-treatment rate (%):</b>	<b>36,8</b>		<b>18,5</b>		<b>11,6</b>	
<b>KPI separation collection ratio (%):</b>	<b>63,2</b>		<b>81,5</b>		<b>88,4</b>	
<b>Total CO<sub>2</sub>e emissions KPI:</b>		<b>11,9</b>		<b>13,6</b>		<b>14,7</b>

	Environmental Programme 2025	Creation date:	03.03.2025
		Updated on:	
		Department:	QM/EM

### Scope 1+2 CO<sub>2</sub> emissions

	2022		2023		2024	
Consumer	(kWh/lt)	(tCO <sub>2</sub> )	(kWh/lt)	(tCO <sub>2</sub> )	(kWh/lt)	(tCO <sub>2</sub> )
Electricity WING	83.193	36	57.622	22	56.613	0**
Strom WING (CA*)	n.a.	n.a.	n.a.	n.a.	72.804	32
Current QCT	661.057	286	611.119	265	546.196	0**
Strom QCT (CA*)	n.a.	n.a.	n.a.	n.a.	32.006	14
Natural Gas QCT	11.634	27	11.670	27	14.766	35
District heating WING	91.740	19	57.882	12	57.561	12
Fuel (in litres lt)	693	2	1.418	4	3.403	9
<b>Total CO<sub>2e</sub> emissions KPI (t):</b>		<b>370</b>		<b>332</b>		<b>101</b>


\* CA = Common Areas, \*\* since 2024 use of Green Energy for own consumption points

### Scope 3 CO<sub>2</sub> emissions (inbound transport)

	2022		2023		2024	
Inbound Transport	(t)	(tCO <sub>2</sub> )	(t)	(tCO <sub>2</sub> )	(t)	(tCO <sub>2</sub> )
Air Japan	741	7.197	723	7.029	648	6.293
Air China	111	1.016	105	961	85	775
Air Vietnam	167	1.679	136	1.370	118	1.188
Air Taiwan	6	59	6	59	6	58
Air Korea	2	21	8	73	3	31
Air Turkey	9	19	4	7	2	5
Air USA	2	13	2	15	3	19
See Japan	46	14	61	19	61	19
See China	16	5	2	1	0	0
Road Turkey	22	3	1	0	1	0
<b>Total CO<sub>2e</sub> emissions KPI (t):</b>		<b>10.028</b>		<b>9.534</b>		<b>8.388</b>

### Scope 3 CO<sub>2</sub> Emissionen (Outbound Transport)

	2022			2023			2024		
Outbound Transport	Shipments	(t)	(tCO <sub>2</sub> )	Shipments	(t)	(tCO <sub>2</sub> )	Shipments	(t)	(tCO <sub>2</sub> )
GLS (Domestic)	167.707	680	132	167.946		132	163.320		121
GLS (Export)	21.600	88	44	681		1	959		2
TNT / Fedex (Domestic)	1.529	33	11	1.647	35	12	1.277	7	1
TNT / Fedex (Export)	178.352	723	506	196.757	793	519	199.167	671	256
<b>Total CO<sub>2e</sub> emissions KPI (t):</b>	<b>369.188</b>	<b>1.524</b>	<b>693</b>	<b>367.031</b>	<b>828</b>	<b>665</b>	<b>364.723</b>	<b>678</b>	<b>380</b>

	Environmental Programme 2025	Creation date:	03.03.2025
		Updated on:	
		Department:	QM/EM

## Annex 3 – Presentation of material flows

The following overview contains the qualitative and quantitative input-output presentation of the material flows in relation to the 2024 financial year.

