# Afinum

3rd Edition I Sustainability Report 2024

**The ESG Report from STG Swiss Technology Group AG can be found on pages 31 to 32 and in the appendix from pages 37 onwards.**

# Table of Content

# A Message from Our Management

## We commit to a long-term view on sustainability.

## Dear Stakeholders,

We are pleased to present the third edition of our Sustainability Report. Over the past year, we have continued to expand our perspective on responsible business practices and their relevance in today's investment landscape.

Ongoing developments in European sustainability regulation continue to shape the environment in which Afinum operates. In this evolving context, we remain committed to transparency, accountability and a thoughtful, forward-looking engagement.

In 2024, our portfolio has grown with the addition of PROLOGA and MedTech Laser Group, two companies that bring a noticeable orientation toward sustainability, as well as Objektkultur, a technology-driven consultancy. These additions reflect the diversity of our investments and the relevance of sustainability across different business models and industries.

In 2024, several of our portfolio companies launched or expanded initiatives in areas such as energy efficiency, healthcare, employee well-being or social engagement. This report outlines these developments and provides insight into how sustainability continues to evolve across the portfolio.

As we look into the future, we remain optimistic about the role Afinum plays in driving genuine change while delivering attractive risk-adjusted returns for our investors. Though our journey requires constant adaptation and innovation, we are confident that our dedication to responsible investing will continue to guide us as we navigate new challenges and pursue long-term progress.

We are grateful for the continued trust of our investors and partners and appreciate your ongoing support on this journey.

Warmest regards,

| Dr. Philipp Schülin | Burkhard v. Wangenheim | Kai Roolf | Anton Bergmann |
|---|---|---|---|
| Managing Partner | Managing Partner | Managing Partner | Partner & CFO |

# Who are we?

Since its founding in 2000, Afinum has established itself as one of the leading private equity firms for medium-sized companies in the German-speaking region. With offices in Munich and Zurich and since 2025 in Frankfurt, we blend deep market knowledge in the DACH region with an international investor perspective, specialising in succession and growth investments within four technology-driven future verticals. Since the launch of our latest fund generation, Afinum 9, we have embedded a comprehensive sustainability approach throughout the investment process.

Our corporate culture is rooted in the belief that the key to value creation and sustainable growth lies in the people and their vision behind the business models. We work closely and trustingly with the founders of our target companies, empowering their management teams and supporting key performers. This approach results in long-term investments backed by solid fund structures, fostering resilient, sustainable growth that also reflects responsible business practices in line with evolving sustainability standards and creating new opportunities for investors, entrepreneurs, companies, and employees alike.

At Afinum, we believe in thinking boldly to elevate companies to new heights. With over 25 years of experience and expertise from more than 100 investments, growth visions for portfolio companies are defined with a focus on strategic ambition and operational feasibility. Through structured roadmaps and clearly defined milestones, today's potential is systematically transformed into tomorrow's market leadership and category excellence. Our strength lies in recognising unique patterns and opportunities, ensuring each company's journey is tailored for exceptional success.

# Our Success Factors

## 1 Empowering People

At Afinum, we recognise that people are the key to success across all industries and business models. Our mission is to match motivated talent with the right roles in our portfolio companies, fostering a culture of ownership and active participation. We achieve this by building teams with the right skills, emphasising authenticity, empathy, entrepreneurial thinking, and effective communication. As the "people behind the people," we believe that individuals make the difference, even in private equity.

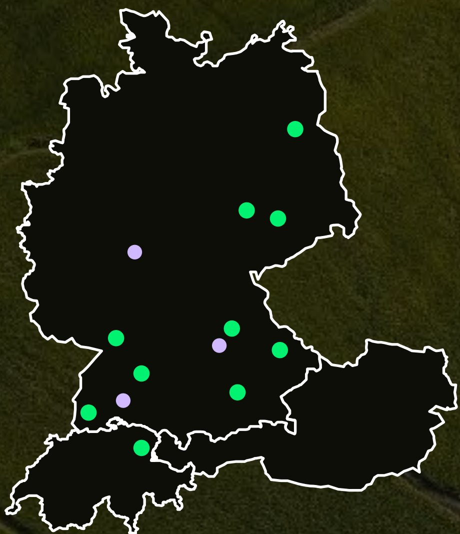
## 2 Recognising Patterns

Every business and every entrepreneurial situation is unique. However, on closer analysis, recurring patterns can emerge that point to high-potential business models and organisations of exceptional quality. The skill lies in recognising these patterns, drawing the right conclusions and deriving individual opportunities for further development. At Afinum, we have over a quarter of a century of experience and expertise from more than 100 investments.

## 3 Achieving Visions

To take investments to the next level, you need to think 'boldly' and develop a growth vision that is as ambitious as it is sound and realistic. At Afinum, we work closely with the C-level management of our portfolio companies to develop a roadmap with clearly defined milestones. In this way, we bridge the gap between the present and the vision and enable targeted action. This is our strength, and it is how we create the market leaders and category champions of tomorrow.

# Afinum's 2024 in Review



10 Portfolio companies
in Afinum 9 with HQs in DACH region (green)
&
2 Afinum offices and 1 opening in 2025 (purple)

Approximately 518 M Euro in assets under management in AF9

Approximately 30 environmental initiatives have been pinpointed across AF9

10 employee well-being initiatives have been identified within AF9's portfolio companies

34 ESG data points collected from each portfolio company, ensuring full adherence to all regulations and standards

14 conducted ESG due diligences during transaction processes[1]

PRI Principles for Responsible Investment

Second-time submission of the UN Principles for Responsible Investment (PRI) report

1) Including former fund generations

# Sustainability at Afinum

# Our Sustainability Approach

In the evolving landscape of private equity, sustainability has become a fundamental component of our thinking and our way of doing business. At Afinum, we see the sustainability report not just as a reporting tool, but as a strategic guide that informs and supports our long-term development objectives. This perspective is particularly crucial as the momentum behind sustainability initiatives appears to be waning across various sectors.

For Afinum, sustainability is far more than a checklist; it is a powerful catalyst for lasting environmental and social value. In our role as majority shareholder, we enable our portfolio companies to analyse data and trends to identify opportunities that align with sustainable practices and support financial performance. Through the integration of sustainability into investment decisions, portfolio companies are made resilient and strategically positioned for long-term success. This approach is guided by the conviction that sustainability and profitability are not opposites but mutually reinforcing.

As the regulatory landscape undergoes significant shifts, we remain proactive in anticipating these changes. This foresight ensures that Afinum and its portfolio of investments stay ahead of the curve. By cultivating a culture of compliance and adaptability, Afinum effectively mitigates risks associated with regulatory shifts, transforming potential challenges into sustainable growth levers.

Despite a slowdown in the broader momentum of sustainability, Afinum remains unwavering in its commitment to sustainability. We understand that true sustainability is a marathon, not a sprint. This steadfast dedication is evident in the continuous refinement of our sustainability report, which serves as both a reflection of past achievements and an outlook for future initiatives. Afinum's perseverance ensures its leadership in responsible investing, even when the path forward is fraught with uncertainty.

# Our Journey Throughout the Years

2016

Start of Afinum's **sustainability initiatives**

2017 - 2020

Launch of the **ESG policy** integrating sustainability aspects and long-term anchoring of due diligence processes to proactively identify and mitigate ESG risks

2021

Signed **UN PRI**

Signatory of PRI Principles for Responsible Investment

2021- 2022

Launch Afinum 9, which is classified as an **Art. 8 SDFR fund**

2022 - 2024

**Systematic data collection** from portfolio companies, including PAIs disclosure

2023

Hired a **sustainability manager**

2024

**First PAI** assessment

2025

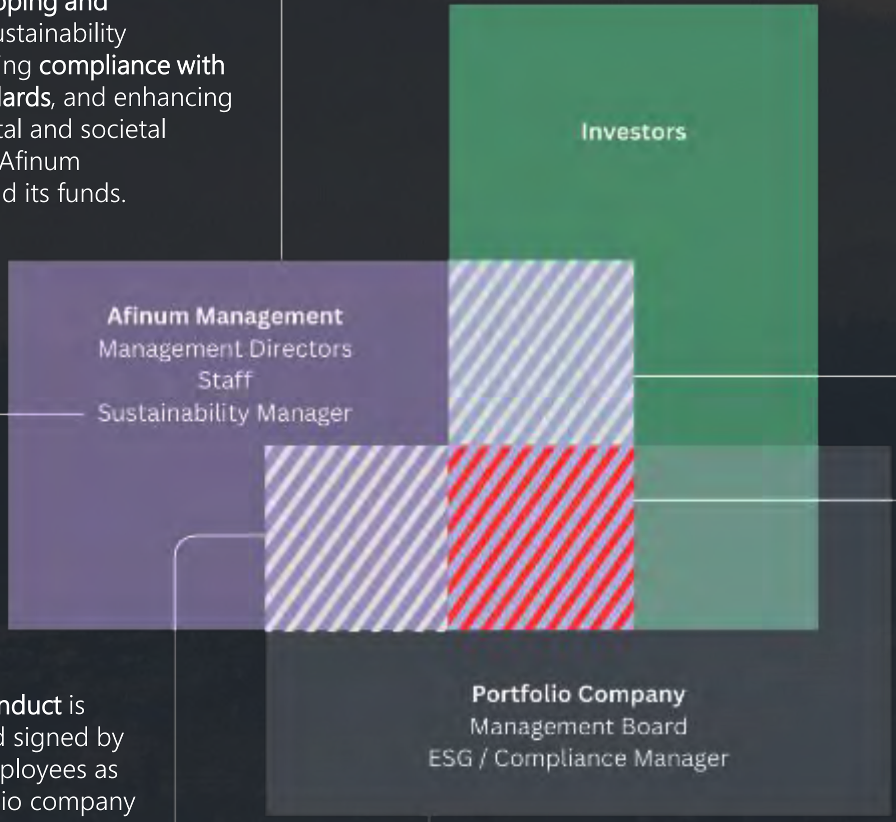
Enhancing the report by including **all GHG scopes**

# Afinum’s Value Framework

Investor requirements have become increasingly stringent, particularly in the realm of sustainability considerations. We are committed to integrating sustainability at every stage of the fund’s investment cycle. This includes adhering to our **Exclusion List for Investments**, following our **ESG Policy**, and conducting mandatory **ESG due diligence**. Our approach reflects the heightened expectations of investors and underscores our dedication to responsible and sustainable investment practices.

We are dedicated to cultivating a positive and inclusive organisational culture and introduce several measures **to reduce our GHG emissions**.

Our sustainability manager is in charge of **developing and implementing** sustainability initiatives, ensuring **compliance with regulatory standards**, and enhancing the environmental and societal performance of Afinum Management and its funds.




A **Code of Conduct** is presented and signed by all Afinum employees as well as portfolio company leadership.

We structurally define and assess conscious **sustainability factors** in relation to portfolio companies, starting even before the due diligence process. During onboarding and at the start of the holding period, portfolio company management is enabled to implement a structured action plan, detailing the required steps, timelines, responsibilities, and ongoing monitoring by the local ESG/Compliance manager.

This commitment to sustainability represents the sweet spot where **investors, Afinum, and portfolio companies** converge, fostering meaningful progress and aligning interests **for long-term sustainable development**.

# Conscious Investing Approach

We are committed to considering sustainability issues at all stages of the fund’s investment cycle. We specifically consider all relevant ESG-related risks and opportunities in the assessment of potential investments to appropriately incorporate sustainability factors into the decision-making process. Our investment team takes sustainability into account from the initial analysis, through the Due Diligence transaction stage, and as shareholder during the holding phase.

Initial Analysis

*Exclusion List*

Sustainability is aligned with the deal process from the very beginning, where an exclusion list defines business areas that are strictly excluded from further consideration.

*ESG Policy*

Our ESG policy serves as a guiding framework for all corporate activities, emphasising our commitment to transparency, ethical conduct, and long-term value creation.

Transaction

*Risk Assessment*

We assess ESG risks by examining operational activities and the target's value chain position. Our investment committee participates throughout the acquisition process and can reject transactions due to ESG concerns. Some targets were dismissed mainly due to governance or integrity issues.

*Due Diligence*

An external provider analyses and identifies any sustainability related red flags.

Onboarding

*Officer*

A dedicated ESG / Compliance officer, responsible for all sustainability matters, is appointed in each portfolio company.

*Action Plan*

Following the acquisition, a plan is developed to strengthen sustainability transparency and drive actionable improvements across key areas.

*Code of Conduct*

Responsible business conduct is established through the signing of the Afinum Code of Conduct by the company’s management at the time of acquisition. Where gaps exist, corrective measures are defined in the Action Plan.

Ownership

*KPI-Tracking*

Standardised ESG KPIs, introduced at the time of acquisition, are measured annually across all AF 9 portfolio companies, forming a solid foundation for calculating the mandatory SFDR PAI indicators.

# Portfolio Sustainability

Insights Shared Directly
by Portfolio Companies

# Afinum's Article 8 SFDR Portfolio and Their SDG Alignment[1]

**FISHING BASE** – TACKLE THE NEXT LEVEL

14 LIFE BELOW WATER

2021

E-learning platform for anglers

Preventing and significantly reducing marine pollution of all kinds

Plochingen (DE)

**STG** – SWISS TECHNOLOGY GROUP AG

3 GOOD HEALTH AND WELL-BEING

2021

Specialised provider of highly miniaturised PCBs

Reduce premature mortality from non-communicable diseases through prevention and treatment

Küssnacht am Rigi (CH)

**synaforce**

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

2022

Provider of managed cloud services

Develop quality, reliable, sustainable and resilient infrastructure

Hofkirchen (DE)

**ZEIT FÜR BROT**

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

2021

Premium bakery-led food-service concept

Halve per capita global food waste at the retail and consumer levels

Berlin (DE)

**CK** / **KOENEN** – HighTech Screens

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

2022

High-precision stencils and screens for technical printing

Environmentally sound management of chemicals and all wastes throughout their life cycle

Ottobrunn (DE)

**mymediset**

3 GOOD HEALTH AND WELL-BEING

2023

Software for medical technology

Reduce premature mortality from non-communicable diseases through prevention

Freiburg im Breisgau (DE)

**LIFTKET** – WORKS 1948

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

2023

Specialist in lifting and motion control technology

Upgrade infrastructure and retrofit industries to make them sustainable

Wurzen (DE)

**OBJEKTKULTUR** – Software GmbH

8 DECENT WORK AND ECONOMIC GROWTH

2024

IT CRM Consulting

Achieve higher levels of economic productivity through diversification, technological upgrading and innovation

Karlsruhe (DE)

**PROLOGA**

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

2024

Software solutions for the Energy, Utilities, and Circular Economy

Reduce waste generation through prevention, reduction, recycling and reuse

Halle (Saale) (DE)

**A.R.C. LASER** – MADE IN GERMANY

3 GOOD HEALTH AND WELL-BEING

2024

Laser Technology

Reduce premature mortality from non-communicable diseases through prevention and treatment

Nuremberg (DE), Caesarea (IS)

1) The Sustainable Development Goals (SDGs) Alignment acts as flexible reference points reflecting our best estimates for addressing global challenges for these specific companies

# FISHING BASE

## TACKLE THE NEXT LEVEL

FISHING King ACADEMY · FISHING King TACKLE · FISHING King CARES · FISHING King SHOP


### What Is Fishing Base?

Fishing Base is a comprehensive platform dedicated to providing education and products to recreational anglers in the DACH area. Starting as an E-learning platform in 2009, Fishing Base provided online preparation courses to prospective anglers, looking to pass mandatory fishing license exams. Not long thereafter Fishing Base expanded, becoming a one stop-shop in all things fishing-related.

Today, Fishing Base operates under the overarching Fishing-King (FK) brand, including FK Academy (E-Learning), FK Tackle (Fishing-King's own line of products), FK Shop (Online shop for wide selection of fishing rods, bait, and other equipment) and FK Cares (Sustainability initiatives). With FK Academy, Fishing Base brings online education to almost all regions of Germany and Austria with Swiss courses in the works. All students of the course can opt for a package deal, which includes a start set from FK Tackle. Throughout an angler's journey, they may need gear tailored to their specific fishing area. FK Tackle's kits are specially arranged for fish categories, including trout/perch, zander/pike and coarse fish. Looking to replace new gear, acquire specific baits, or simply explore new fishing tools and gear, FK Shop is an all-encompassing online platform to cover all needs, from beginner to expert.

**34,000** anglers trained in sustainable practices

**6,000** sustainable tackle kits sold

Enhancing **biodiversity** through **collaborative conservation efforts**

2024

Highlights

### How Fishing Base Does It

Fishing Base is a purpose-driven company with a clear mission: to make fishing accessible to everyone while preserving our natural resources. More than just a business, Fishing Base sees itself as a movement, uniting passion with innovation to create a sustainable future for angling. It is clear that biodiversity is directly tied to Fishing Base's success, thus both as hobbyists and entrepreneurs, Fishing Base is committed to preserve the environment.

The core of Fishing Base's philosophy, present in the entire value proposition, lies in deep commitment to nature conservation, community engagement, and education. FK's online preparatory courses are rooted in sustainable thinking. Students learn correct angling and fish-harvesting methodology, for instance where fishing is and isn't allowed, correct handling of equipment to prevent habitat damage, and how to avoid littering. Whether newly qualified or long-time enthusiast, anglers are given easy access to a wide range of sustainable products with FK Tackle. With sales in 2024 topping half a million euros, FK Tackle's phthalate & PVC free baits, lead free hooks, complement Fishing-King's comprehensive range of products for the sustainable angler, including hand-nets, measuring tapes and ethical accessory sets.


All products are thoughtfully packaged in sustainable materials, strongly conveying the message of conservation and responsible, ethical practices. This ensures environmentally-conscious fishers have everything they need to minimise their ecological footprint. High quality, sustainable options can also be found in the FK Shop as Fishing Base makes a conscious effort to select a fish friendly product offering.

Given the initiatives Fishing-King takes part in, it is unsurprising that the most-sold product developed by Fishing-King is the Tackle "Mülleimer", a bin that anglers use to collect and responsibly dispose of garbage. The portable and reusable container was sent to over 12,000 anglers significantly contributing to the maintenance of clean and pristine fishing zones throughout the DACH region.

Running parallel to Fishing Base's core operations is the "Fishing-King" YouTube channel, which has amassed over 200,000 subscribers. Weekly videos are uploaded featuring professionally produced edutainment, a catalyst for growing the community of anglers. Through this digital outreach, Fishing-King effectively amplifies its mission to make fishing accessible and sustainable, while nurturing a vibrant and informed community dedicated to preserving the natural environment.

# In the Spotlight.

## Partnerships With a Purpose

Fishing-King (FK) Cares has established itself as a pivotal force in the DACH region's amateur fishing community, largely due to its strategic partnerships with fishing associations across Germany and Austria. These collaborations are central to FK Cares' mission of promoting sustainable fishing practices and supporting the angling community. The partnerships, which often go back several years, are designed to enhance the educational and practical experiences of aspiring anglers. By working closely with regional fishing associations, FK Cares ensures that its educational programs are aligned with local regulations and conservation efforts. This collaboration allows FK Cares to offer a comprehensive learning journey whereby online instruction is coupled directly with local practice.

In 2024, FK Cares, Zacharias Schähle (Head of the Tyrolean Fishing Association) and the Pikehunters Austria, undertook a renaturation project in Tyrol. In this project, a large protected zone was created using extensive amounts of deadwood, offering shelter and spawning grounds for both juvenile and adult fish (see fish spawn in the photo). This nature-based solution provides a replicable model for similar efforts at other waters. Remarkably, just one week after implementation, over ten pikes were observed spawning in the area – clear evidence of the project's immediate ecological impact.

FK Cares also directly collaborates with these associations to create educational content. For example, with Dr. Andreas Scharbert, from the Rhineland Fishing Association, FK Cares published a video detailing the shad, a migratory fish species known for its seasonal spawning runs from the ocean into freshwater rivers.

A new, exciting initiative leverages the partnerships for good. Launched recently, FK gives participants of the so-called practice-day, a discount voucher to use for FK Tackle products. This initiative not only equips students with high-quality, eco-conscious fishing gear but also reinforces the community's commitment to sustainability. For every voucher redeemed, FK Cares donates five euros to the participating fishing associations. This financial support helps these organizations fund conservation projects, educational programs, and community events, creating a positive feedback loop that benefits both the environment and the angling community. The initiative applies only to select partnerships and is expected to expand soon.

Fishing-King is proud that through the actions of everyone involved, the DACH area's fishing habitat is being strengthened and in turn is doing its part in using partnerships for the sustainable development. This aligns with SDG #17, which emphasises the importance of partnerships in achieving sustainable goals, fostering collaboration for a healthier ecosystem.

# Goals

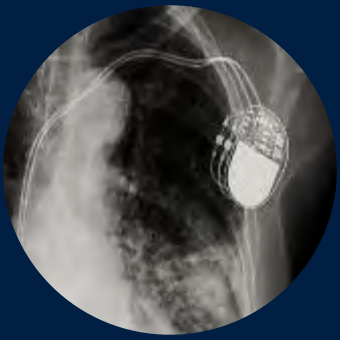
2025 and beyond

**1.** Continue to expand FK Tackle as a **sustainable brand**

**2.** Continue **promoting sustainable fishing practices** via YouTube channel

**3.** Expand on **partnerships** for sustainable development


## What Is the Swiss Technology Group?



The Swiss Technology Group consists of GS Swiss PCB, a global leader in highly miniaturised printed circuit boards (PCBs) for critical medical applications, and the Hofstetter Group, a top provider of advanced PCB coatings in Europe. Together, they hold a market-leading position in medical technology, supplying components for life-enhancing devices such as implantable defibrillators, hearing aids, and neurostimulators.

With over 40 years of experience, GS Swiss PCB produces over 30 million flexible, rigid-flex, and rigid PCBs annually at its high-tech facility in Küssnacht am Rigi, Switzerland, supported by a U.S. office in Boston. The company is known for its cutting-edge manufacturing capabilities, including modified Semi-Additive Process (mSAP) and Semi-Additive Process (SAP) technologies that allow circuit features as small as 10 micrometers – making it a global benchmark in PCB miniaturization.

STG products are used in critical applications ranging from implantable medical devices to aerospace systems like the Mars Rover. A team of more then 250 specialists ensures every board meets exacting standards, backed by a commitment to ethical practices and continuous innovation. Originally from small family businesses, STG has grown into a trusted global partner through precision, quality, and long-term customer relationships.

Development in **extreme miniaturisation**

Certifications embodying **environmental stewardship**

**10%** copper recovery

## 2024 Highlights

## Empowering Lives

STG stands as a beacon of innovation and responsibility in the medical technology sector, with a clear commitment to enhancing quality of life through its advanced printed circuit boards (PCBs). Around 40% of STG's output is dedicated to the hearing aid market, with PCBs integrated into various technologies including behind-the-ear, in-the-ear, and implantable systems.

Beyond hearing aids, STG's PCBs are also critical components in other life-enhancing medical devices such as cochlear implants, pacemakers, ultrasound equipment, electronic pills and catheters. All of these applications play an essential role in diagnostics, treatment and patient care. They also require a high level of reliability, precision and long-term performance.

To deliver on these expectations, STG uses efficient and well-structured manufacturing processes that make smart use of resources while ensuring durability and consistently high quality. Ultimately, STG's technology supports better communication, social interaction and greater independence — core elements of health and well-being that align directly with SDG #3 (Good Health and Well-being).

## Operational Excellence

STG has successfully completed the recertification process for ISO 9001:2015, the internationally recognised standard for quality management systems, which now explicitly incorporates environmental management principles. In parallel, one of STG's subsidiaries, Hofstetter, plans to expand its ISO 14001 certification from a single site in Germany to all of its locations. These advancements reflects the company's proactive approach to climate change awareness and documentation, highlighting environmental topics as integral components of corporate governance and efficiency improvement.

Moreover, STG's commitment to sustainability is reflected in its approach to responsible manufacturing and resource management. By implementing energy-efficient production processes and reducing waste through innovative technologies, the company ensures that its operations are both environmentally responsible and economically viable. Through renewable energy sources, reduced water usage, and ethically sourced materials, STG underscores its environmental responsibility. This comprehensive approach strengthens not only the performance and reliability of its hearing aid solutions but also helps to shape a sustainable, healthier future.

# In the Spotlight.

A new copper facility has been introduced, offering efficiency comparable to previous versions. It is now equipped with cutting-edge technology that ensures STG's leadership in sustainable practices. This advancement not only enhances operational efficiency but showcases its commitment to responsible resource management and environmental protection.

In addition, STG has made significant progress in reducing hazardous substances, which include materials that pose various risks during transport. Since 2020, the company has successfully decreased the usage of these substances by 20%. This achievement reflects STG's dedication to minimising environmental hazards and enhancing safety standards.

Looking forward, STG is set to expand its sustainability initiatives through a comprehensive energy consumption analysis in collaboration with enterprise partners in 2025. Supported by the Federal Office of Energy, this analysis will assess electricity, heat, and oil usage to uncover potential savings and optimisation opportunities. By improving the efficiency of production facilities and other energy consumers, STG aims to further reduce its environmental footprint and boost operational performance.

## Sustainable Resource Management

Given the often-unavoidable emissions associated with PCB manufacturing, STG tries it’s best to use resources responsibly. Thus, copper recovery is substantial part of STG’s resource management.

Copper is a vital component in the manufacturing of PCBs, but its extraction and processing can have significant environmental impacts. Recognising these challenges, STG has prioritised the recovery and recycling of copper to reduce its reliance on new copper extraction. This practice not only conserves natural resources but also requires substantially less energy compared to processing new copper ore, thereby lowering greenhouse gas emissions and contributing to climate change mitigation.

The company's copper recovery efforts have produced notable outcomes, with 10% of its used copper successfully recovered and reintegrated into the production cycle. This achievement underscores STG's dedication to the principles of the circular economy, where materials are continuously reused and recycled to minimise waste and environmental impact. By diverting copper-containing materials from landfills, STG reduces environmental pollution and conserves landfill space, further enhancing its sustainability credentials.

# Goals

2025 and beyond

**1.**

Obtain **ISO-13485** certification, a recognised international standard for quality management systems

**2.**

Participation in the governmental lead large-scale consumer model to **increase energy efficiency**

**3.**

Expand **ISO14001** certification to all Hofstetter locations

# synaforce

## What Is synaforce?

As catalysts of data-controlled digital transformation, synaforce provides the right connections – between people, businesses, and data. synaforce's extensive network of data centre experts from across Germany empowers organisations with innovative IT services tailored to a digital-first world. Headquartered in Hofkirchen, with strong Bavarian roots, synaforce fuses tradition and technological vision to deliver sustainable, high-performance, and secure digital infrastructures.

Since its acquisition by Afinum in May 2022, synaforce has experienced rapid growth and expanded its capabilities while maintaining its commitment to excellence. With a deep-rooted sustainability ethos and leadership in Green IT, synaforce operates under the guiding principle of EVALUATE. ENGAGE. ENABLE., delivering a comprehensive 360° service portfolio.

Serving both national and international clients, synaforce empowers medium-sized businesses with comprehensive, secure, and future-proof IT solutions. The company's partnerships and vendor relationships ensure the successful implementation of even the most complex projects, while its XDR solutions for NIS-2 compliance position it as a trusted provider for Managed Service Providers seeking resilience and regulatory alignment.

**Power usage effectiveness** <1.1

**TIER 3+** data security certification

**Well-being in the focus as** employee needs are addressed holistically

## 2024 Highlights

## Powered by Renewable Energy

In today's digital age, the demand for data processing and storage is ever-increasing, making energy efficiency in data centres a critical concern. synaforce stands at the forefront of this movement, boasting data centres with a Power Usage Effectiveness (PUE) below 1.1, placing them among the most energy-efficient facilities globally. synaforce employs advanced cooling and uninterruptible power systems to minimise energy consumption. Additionally, with new expansions in 2024, nearly all usable roof space is now generating PV-energy fed straight to synaforce. For synaforce, this is a priority that benefits the environment and business, ultimately lowering operating costs. Plans for a water-cooled facility aim to further enhance this energy performance.

## At synaforce, Data Security Isn't Just a Feature – It's a Foundation.

With operations anchored in a BSI C5-certified data centre located in Germany, synaforce ensures that sensitive information stays protected under some of the world's most rigorous privacy and compliance standards.

Every layer of infrastructure is built with security in mind, from advanced threat detection to strict access controls. It's a level of protection you can count on – not just to meet today's demands, but to stay ahead of tomorrow's threats.

## The Secret? Happy Humans.

synaforce understands the vital role employee happiness plays in the success of the business. In response to feedback from an employee survey, synaforce organised several events throughout the year, such as a visit to the Sachsenring race-track and a company run in Mainz. These initiatives were designed to foster a sense of community among colleagues. During these events, employees had the opportunity to exchange ideas in a casual setting and connect with colleagues from different locations, enhancing their sense of belonging and collaboration.

Additionally, synaforce invests significantly in facilities that support employee well-being, including a full-size gym, pool, and sauna. By providing these resources, synaforce not only maximises recovery but also contributes to increased happiness and satisfaction among its workforce, reinforcing its commitment to creating a supportive and thriving work environment.

# In the Spotlight.

The data centre is designed to support an IT load of approximately 850kW across 22 high-density racks. This configuration is optimised for performance and efficiency, ensuring that synaforce can meet the growing demands of modern data processing while maintaining a compact footprint. The use of liquid cooling for these racks is pivotal in achieving high cooling efficiency, which is crucial for maintaining operational stability and reducing thermal waste.

In addition to its cooling innovations, the facility will incorporate a robust 4.3 MWh battery storage system. This strategic investment is aimed at ensuring long-term energy security and optimising electricity costs. By storing energy during off-peak times and utilising it during peak demand periods, synaforce can effectively buffer against fluctuating electricity prices. This approach not only enhances economic efficiency but also reduces dependency on fossil fuels, aligning with global sustainability goals. By optimising energy use and reducing reliance on fossil fuels, the data centre supports SDG #7: affordable and clean energy, promoting a transition to more sustainable energy systems.

## Pushing the Limits of Efficiency

synaforce is poised to redefine data centre sustainability with the introduction of its new water-cooled facility. This state-of-the-art centre is engineered to significantly reduce environmental impact by maximising operational efficiency. At the heart of this initiative is the advanced liquid cooling system, which not only enhances cooling efficiency but also contributes to achieving a remarkably low Power Usage Effectiveness (PUE) of under 1.05. - a testament to synaforce's commitment to minimising energy consumption and optimising resource utilisation.

One of the standout features of this data centre is its innovative approach to waste heat management. The facility will harness the heat generated from its operations to provide heating for buildings at the Hofkirchen site. This closed-loop system not only reduces the need for external heating sources but also exemplifies synaforce's dedication to circular energy use. Furthermore, there are plans to collaborate with the local district heating network to distribute excess heat, thereby contributing to community energy needs and fostering local sustainability efforts.

# Goals

2025 and beyond

**1.**

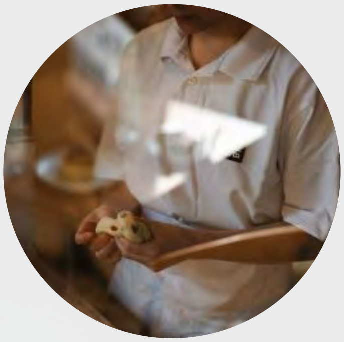
Achieve **certification** in sustainable data centre operation

**2.**

Setting criteria for **choosing suppliers** based on sustainability standards

**3.**

**Electrify** company fleet

## What Is Zeit für Brot?

Zeit für Brot has been combining traditional baking craftsmanship with a modern, sustainable philosophy since 2009. In its urban bakeries, everything is made fresh on-site, by hand, using only the highest quality Bioland-certified organic ingredients. With long fermentation times, natural recipes free from artificial additives, and a deep passion for the craft, the result is bread that's honest, flavorful, and a delight to see, smell, and taste. Through open bakery spaces, visitors are invited to watch the bakers at work and experience bread culture up close.

Zeit für Brot prioritises sustainability by using green electricity, minimising transport routes, reducing waste and donating leftovers. As a proud member of Slow Food Germany, the company stands for good, clean, and fair food. It also invests in training and long-term relationships, fostering a workplace defined by diversity, transparency, and mutual respect.

A visit to Zeit für Brot is more than just buying bread – it's an invitation to slow down, connect, and enjoy craftsmanship shaped by tradition and guided by contemporary values. Whether you're stopping in for a fresh loaf or one of their beloved cinnamon rolls, you'll find quality and care in every bite. It's a place where community, sustainability, and the love of good food come together.

**Over 40%** of apprentices are female

Partnering with **safety specialist**

Reinforcing **local breadcraft**

# 2024

## Highlights

## Cultivating Excellence: Zeit für Brot's Commitment to Educational Growth and Cultural Exchange

In an industry where the number of apprentices is steadily declining each year, Zeit für Brot stands out by prioritising the education and development of its future workforce. Recognising the importance of nurturing new talent, Zeit für Brot is committed to providing comprehensive educational opportunities that equip apprentices with the skills necessary to excel in the bakery industry. This dedication is reflected in their robust apprenticeship program, which immerses new talent in the art of crafting exceptional bread and pastries. With twelve apprentices hired in 2024, Zeit für Brot emphasises hands-on training and mentorship from experienced bakers, ensuring comprehensive professional development. Zeit für Brot has also introduced a dual-study program, currently hosting one student specialising in business. This program offers university students a flexible employment opportunity while pursuing their academic goals, integrating practical work experience with their studies. Through these initiatives, Zeit für Brot actively supports quality education, fostering a skilled and educated workforce for the future. Additionally, Zeit für Brot facilitates international exchanges with selected French bakeries, allowing apprentices to gain valuable insights into traditional, techniques and cultural practices, thereby broadening their horizons and enhancing their skill set. Through these initiatives, Zeit für Brot not only addresses the challenge of declining apprentice numbers but also strengthens sustainability by investing in the continuous growth and development of its team.

## Empowering Safety and Collaboration

Zeit für Brot places a strong emphasis on the safety and well-being of its employees, recognising that a secure work environment is crucial for both personal and professional development. To ensure comprehensive safety education, Zeit für Brot has partnered with a renowned safety specialist to provide nationwide training programs. This collaboration guarantees that all bakers receive consistent and thorough safety training, equipping them with the knowledge and skills necessary to maintain a safe workplace. Additionally, Zeit für Brot values the input of its employees in shaping these training opportunities. Through an annual employee survey, the bakery actively seeks feedback from both bakers and staff, allowing them to voice their opinions and contribute to the continuous improvement of Zeit für Brot. This comprehensive approach not only enhances the effectiveness of the training programs but also fosters a culture of collaboration and empowerment, ensuring that employee perspectives are integral to the development of a safe and supportive work environment.

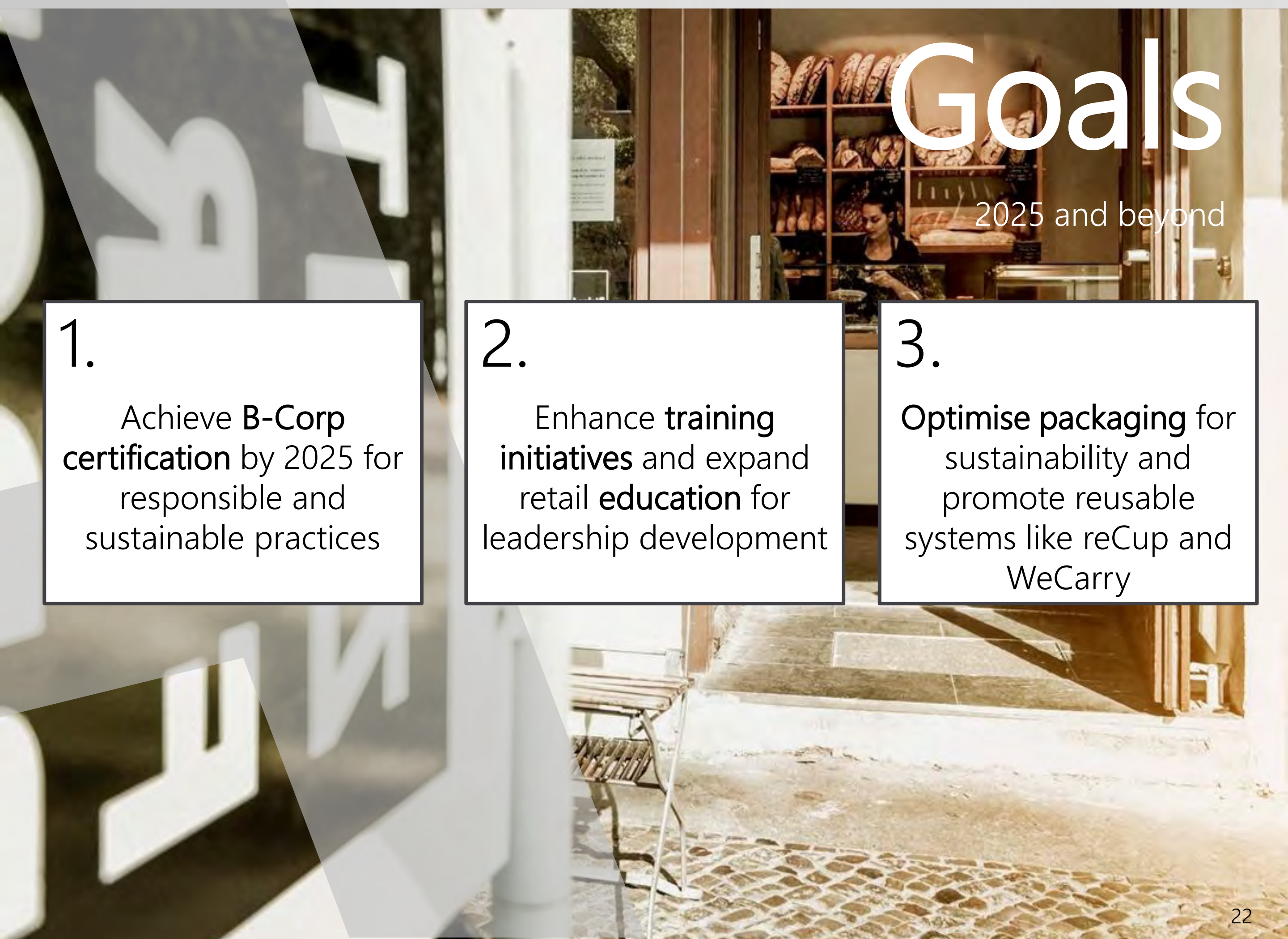
# In the Spotlight.

## Preventing Food waste

Beyond crafting exceptional bread, Zeit für Brot is deeply committed to preventing overproduction, a common challenge in the food industry. By carefully analysing sales patterns and customer preferences, the bakery adjusts its daily production to meet demand without excess. This strategic approach reduces waste and ensures that every product is fresh and of the highest quality. Instead of discarding unsold goods, the bakery is committed to testing innovative products using stale bread across all its locations. For example, the Frankfurt branch is currently experimenting with Röstbrot, where old bread is baked into new creations, ensuring minimal waste. This initiative minimises waste and adds value to what might otherwise be overlooked, completing the sustainability loop. In line with its commitment to community support, Zeit für Brot donates unsold goods to local charities, ensuring that surplus bread reaches those in need. This reflects the bakery's dedication to social responsibility and its role as a community pillar, further closing the loop of sustainability. Through these practices, Zeit für Brot not only crafts exceptional bread but also weaves a narrative of sustainability at every step, setting a benchmark for responsible business in the bakery industry.

## Highest Quality Ingredients

At Zeit für Brot, every loaf of bread tells a story of sustainability, quality, and community engagement throughout its production process. The journey begins with the careful selection of ingredients sourced from a distinguished agricultural wholesaler, celebrated for its exceptional quality and organic certification. This partnership ensures that every grain and raw material meets the highest standards of natural quality and environmentally responsible production. By baking directly at the point of sale, Zeit für Brot ensures the freshness of its products while minimising transportation emissions, aligning with the bakery's commitment to reducing its carbon footprint and optimising delivery routes. Once the ingredients arrive on-site, production is as transparent as the glass walls of the "Gläserne Backstube". Here, customers have the opportunity to observe skilled bakers in action, meticulously kneading the dough by hand and allowing it to rest for an extended period. This approach contrasts sharply with the rapid pace of modern mass production, offering a healthier option for customers due to its improved digestibility by preserving the natural qualities of the ingredients, enhancing nutrient availability and reducing reliance on artificial additives.



# Goals

2025 and beyond

1.

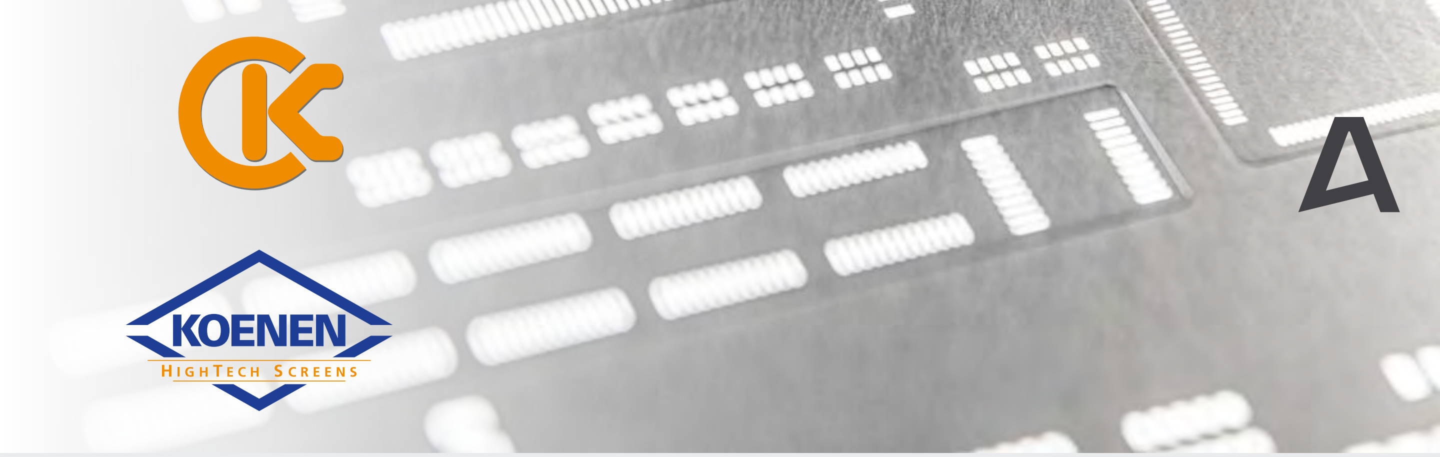
Achieve **B-Corp certification** by 2025 for responsible and sustainable practices

2.

Enhance **training initiatives** and expand retail **education** for leadership development

3.

**Optimise packaging** for sustainability and promote reusable systems like reCup and WeCarry



## What Is Koenen?

The Christian Koenen (CK) Group is the global technology and European market leader for high-precision premium tools for technical printing. These are used, for example, in the electronics and semiconductor industries, in the renewable energy sector and in medical technology. As a medium-sized, steadily growing high-tech company with currently over 150 employees, CK Group develops and manufactures customer-specific, high-precision premium stencils and screens in individual production as well as in small batches. Since its foundation 55 years ago, CK Group has been a reliable and valued partner to renowned national and international customers.

Success is based on consistent customer orientation, many years of experience, constant innovation, and the use of the latest production techniques. The corporate culture is characterised by enthusiasm for product and production technology, a high level of collegiality, and flat hierarchies. Customers are helped to constantly advance into new technological dimensions. The motto of the Christian Koenen Group is "ALWAYS ONE STEP AHEAD," embodying their commitment to offering unique products that set them apart in the industry. In addition to the headquarters in Ottobrunn near Munich, there is a second location in Györ, Hungary.

**Sixfold increase in the recycling rate** for production waste

Launch of **leadership training program**

Introduced an internal **Code of Conduct**

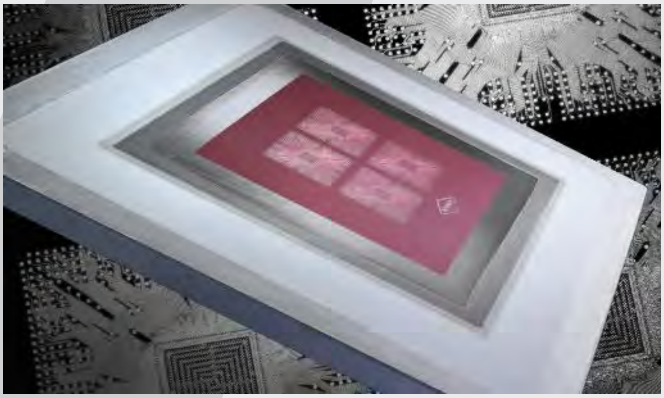
# 2024

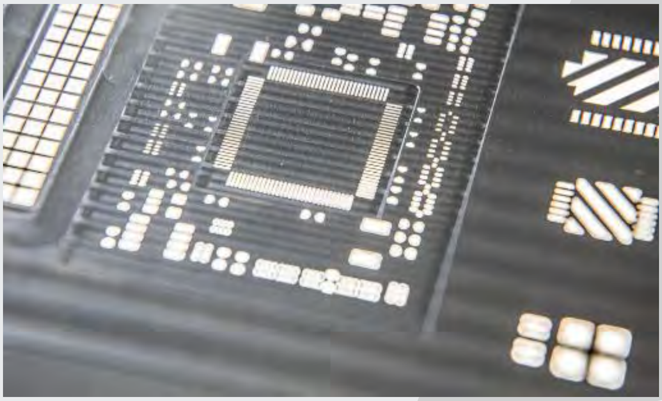
## Highlights

## Sustainability Centred Around Employees

In 2024, CK Group reinforced its commitment to sustainability and environmental stewardship by introducing an internal Code of Conduct signed by all employees. This initiative underscores the company's dedication to responsible environmental practices, aligning with both legal norms and international standards. The Code's goal is to minimise risks to people, animals, and the environment while optimising resource use across all operations. The environmental guidelines are mandatory for all employees at every location. CK Group encourages the team to actively engage in environmental protection at their workplaces, ensuring that all measures are regularly reviewed and continuously improved.

Furthermore, CK Group fosters a healthy and safe work environment through annual safety training programs, which are essential to promoting a culture of responsibility, minimising workplace accidents, and improving operational efficiency. By conducting effectiveness assessments after the trainings, the company ensures that employees retain crucial knowledge, allowing for targeted retraining if necessary.





This proactive approach not only safeguards employee well-being but also contributes to sustainable business operations by minimising disruptions and optimising resource use.

## Empowering Human Capital

CK Group is actively committed to enhancing employee well-being as part of its sustainability initiative. In 2024, CK Group has launched leadership training programs for its leaders, with continuous evaluations throughout the year to determine individual coaching needs. These efforts aim to foster a supportive and empowering environment, that aligns with the company's sustainability goals. Looking ahead, CK Group aims to implement comprehensive leadership principles aimed at strengthening management capabilities across the organisation, with a particular focus on sustainable leadership.

Additionally, CK Group has introduced Personio, a comprehensive HC management software, to optimise the recruiting process and manage key elements such as contracts, salaries, and onboarding checklists. This initiative reflects CK Group's commitment to embracing digitalisation and innovation in its operations. By leveraging advanced technology, CK Group aims to streamline HC processes, enhance efficiency, and improve the overall employee and candidate experience.

# In the Spotlight.

Used frames are meticulously prepared for new applications through a high-pressure water process that avoids chemical additives, highlighting CK Group's commitment to environmentally friendly practices. Avoiding chemical additives positively impacts water ecosystems by eliminating the risk of them entering water bodies through runoff or waste disposal.

CK Group is aware that high-precision premium stencils and screens for technical printing is inevitably prone to hazardous waste, therefore actively working on reducing the use of them. Over the past two years, the consumption of harmful chemicals has been significantly reduced by approximately 10% compared to last year. This accomplishment marks a pivotal step in the ongoing commitment to leading sustainable practices in the industry.

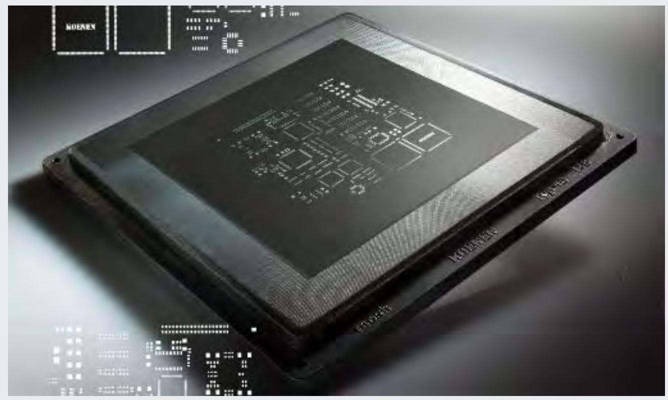
Recognising the vital role of water in its production processes, CK Group has transformed its manufacturing approach to align with Sustainable Development Goal #6, which focuses on reducing its water consumption. By transitioning from galvanically manufactured contacts known as bumps to stencil-printed contacts, a significant reduction in water consumption has been achieved. The adoption of stencil printing technology represents a forward-thinking approach that not only conserves water but also reduces the reliance on other resources typically associated with galvanic manufacturing, such as harmful chemicals.

## Advanced Efficiency in Resource Use

At the Christian Koenen (CK) Group resource efficiency is a guiding principle that influences all aspects of the operations, from recycling practices to water management.

Recycling is a cornerstone of sustainability efforts. CK Group has implemented processes to efficiently recycle production waste, packaging materials, and unused stencils, ensuring each is separated and directed into appropriate recycling streams. CK Group increased its recycling rate sixfold in 2024 compared to the previous year. In 2025, CK Group will explore further ways to optimise aluminium recycling, focusing on energy consumption, quality preservation, and cost-effectiveness.

Customers are provided with the option to resend the used frames and store them free of charge, allowing them to be refurbished for reuse. This strategy not only extends the lifespan of the frames but also significantly reduces production waste and conserves materials. The use of high-quality materials ensures that the frames are exceptionally durable, allowing them to be reused multiple times. This optimisation not only saves energy but also shortens production cycles, further conserving resources.



# Goals

2025 and beyond

1.

Further reduction of potentially harmful chemicals, in view of **ISO 14001 (EMS)** certification

2.

Implement **leadership principles**, with a focus on economic, sustainable and efficient leadership

3.

Expand on the **recycling process** for aluminium

# mymediset

## What Is mymediset?

mymediset is a globally trusted, SAP®-certified inventory and logistics management platform tailored specifically for the biomedical technology and life sciences sectors. Designed to meet the complex operational needs of companies dealing with surgical loan sets, field inventory, and consignment stock, mymediset offers a comprehensive, cloud-based solution that integrates seamlessly with SAP® ERP systems.

mymediset's solutions enable organisations to automate and optimise mission-critical processes such as replenishment, shipping, invoicing, and returns – areas where traditional ERP systems fall short due to the unique demands of the medical device industry. At its core, mymediset empowers biomedical technology companies to maintain full visibility and control over their inventory, regardless of where it is located – in hospitals, with sales representatives, or in transit. The platform provides powerful tools for tracking serialised products, managing expiry dates, and ensuring regulatory compliance across geographies, which is especially crucial given the strict standards imposed by bodies like the FDA, MDR, and other global regulatory agencies. One of mymediset's key innovations is its mobile functionality, including offline capabilities, which equips sales representatives and field technicians with the tools to manage and monitor inventory on the go. This not only shortens response times but also improves customer service levels by ensuring the right equipment reaches the right place at the right time.

**8+ million** loan transactions are managed annually

Contributing to **13.8 million** neuro surgeries / year

Lower transport distances and $CO_2$ emissions through **new feature**

## 2024

## Highlights

## Sustainable Medical Technology Management

mymediset offers a comprehensive medical technology solution that significantly enhances the management of loan sets and consignment inventories for medical technology manufacturers. By incorporating advanced logic and functionalities, the platform ensures efficient tracking and utilisation of medical equipment and supplies. A key feature of mymediset is the ability to monitor the expiration dates of sterilised packaged implants, effectively preventing the unnecessary disposal of expired products. This proactive approach leads to reduced inventory levels and optimised use of items and consumables, contributing to lower resource consumption and minimised waste generation.

Building on this foundation, mymediset's LiveSync feature introduces a solution for real-time inventory management and billing of hospital stock. The primary goal is to drastically reduce consignment inventories in hospitals, following the same sustainability logic as the core mymediset solution. By optimising inventory management, LiveSync reduces transportation needs, leading to lower $CO_2$ emissions. This innovative system leverages Smart IoT and RFID technologies to deliver precise and reliable inventory tracking, enhancing efficiency and compliance through seamless integration with SAP® cloud-based solutions.

mymediset is dedicated to advance sustainability within its own operations by implementing eco-conscious practices that significantly reduce environmental impact. The company embraces digitalisation to drastically reduce waste, operating a nearly paperless IT infrastructure and implementing an electronic take-back program to responsibly manage electronic waste. By minimising unnecessary packaging and promoting mindful consumption, mymediset actively reduces its environmental footprint and encourages sustainable habits across its workforce.

In addition to these efforts, mymediset integrates employee wellbeing into its sustainability strategy, providing employees with access to over 8,000 wellness locations, fresh healthy breakfasts, and fair-trade coffee. This approach ensures that state-of-the-art office equipment supports both physical and mental well-being while adhering to sustainable standards.

mymediset boosts employee satisfaction and promotes a sustainable future in biomedical technology by integrating environmental responsibility into its operations, creating an example for responsible practices and workplace well-being.

# In the Spotlight.

## Advancing Eco-Conscious Medical Supply Solutions

The healthcare industry in the United States generates approximately 20 million tons of medical waste annually, representing an economic burden of 130 billion dollars and posing significant challenges to both profitability and environmental sustainability. Embracing sustainable practices within the industry is crucial, as it not only conserves resources but also enhances the competitiveness of medical suppliers.

mymediset is at the forefront of this transition, making it easy for medical manufacturers to adopt sustainable practices and boost the circularity of their products. By optimising loan, consignment, and field inventory processes, mymediset helps reduce emissions and costs, ensuring that manufacturers no longer face losses from expired products.

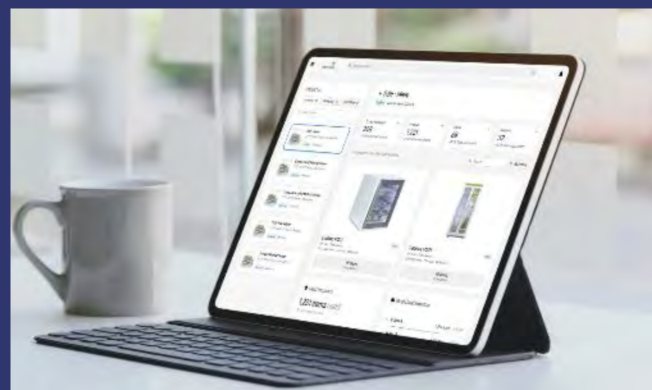
The platform's solutions offers complete transparency and traceability, providing manufacturers with full visibility into field inventory and the return process. This contribution to circularity reduces waste, optimises resource use, and significantly cuts costs.

mymediset's end-to-end solution integrates advanced AI technology to automate the entire downstream logistics process, consistently selecting the most sustainable options; It evaluates geographical factors like transport distances and routes, alongside logistical variables such as the carbon footprint of truck, air, or rail transportation, to choose the most sustainable path every time.

To further support sustainability, mymediset automates critical processes such as alert management for products nearing expiry and facilitates timely field transfers to prevent waste. This proactive approach reduces the risk of product obsolescence and ensures the efficient use of high-value inventory.

Finally, all sustainability actions are measured and reported through mymediset's integrated sustainability scorecard. By automatically posting relevant logistics and inventory data, mymediset enables companies to monitor their environmental impact in real time, benchmark their performance, and meet internal or regulatory sustainability goals.

Through these initiatives, mymediset exemplifies how the healthcare industry can play a vital role in combating climate change, demonstrating a commitment to sustainability and environmental stewardship that sets a standard for others to follow.



# Goals

2025 and beyond

1\.

Enhance **AI technology** to further boost sustainable parameters in decision making

2\.

Partner with provider of **smart cabinets**

3\.

Further embracing **digitalisation** and cutting paper waste

# OBJEKTKULTUR Software GmbH

## What Is Objektkultur?

Objektkultur is a leading provider of innovative IT solutions focused on the digitalisation of business processes. As a Microsoft specialist with over 200 employees across three locations in Germany (Karlsruhe, Bonn, and Freiburg), the company develops, consults, and operates tailored solutions for companies of all sizes, always aiming to sustainably enhance their competitiveness. Since its founding in 2004, Objektkultur has stood for technological excellence, high consulting expertise, and a corporate culture that emphasises quality, collaboration, and continuous development. Clients benefit from over 20 years of experience, deep industry understanding, and close partnerships with Microsoft and Deutsche Telekom. Whether it's cloud solutions, platform engineering, data analysis, low-code/no-code development, AI applications or Microsoft Dynamics 365 integration, Objektkultur provides comprehensive and future-proof support for its clients.

What sets Objektkultur apart: Employees are not only experts in their fields but also co-creators of the organisation. Through a cell structure and an active mentoring concept, flat hierarchies and individual responsibility are embodied - with success: Objektkultur has been growing at a double-digit rate for years while remaining a company with a personal touch and culture.

Switch to **renewable electricity**

Introduction of **sustainable business clothing**

Introduction of **free public transport card** for employees

**2024**

**Highlights**

## Environment as a Staple in Objektkultur's Business Culture

In today's rapidly evolving business landscape, adaptation and innovation are essential for staying competitive. Objektkultur embodies this ethos by consistently pushing the boundaries of technological advancement and sustainable practices. As a leading provider of IT solutions, Objektkultur is committed to enhancing business processes through cutting-edge technology while maintaining a strong focus on environmental and social responsibility. This holistic approach not only drives business success but also fosters a culture of continuous improvement and collaboration.

In 2024, Objektkultur made significant strides in sustainability by transitioning to green electricity, resulting in notable emission reductions by nearly 20%. This shift underscores the company's dedication to sustainable energy practices, contributing to a cleaner environment and a reduced carbon footprint. Objektkultur's commitment to environmentally friendly practices is also evident in its introduction of sustainable business clothing, ordered on demand, and eco-friendly branded merchandise, which was driven by employee feedback.

## Our People - Drivers of Value Creation

Objektkultur places a strong emphasis on employee well-being through a variety of initiatives designed to foster a supportive and engaging work environment. Everyone at Objektkultur, including students, is supported in their personal and professional development through a face-to-face mentoring program. The program pairs employees with mentors who are not their direct supervisors and encourage a culture of open dialogue. In turn, employees can count on an external point of contact and get valuable constructive feedback. These efforts reflect Objektkultur's dedication to nurturing a positive workplace culture and ensuring the well-being of its employees. Additionally, Objektkultur conducts employee surveys several times a year, most of which achieve over 80% participation. This helps gauge satisfaction and identify areas for improvement. For Objektkultur, it is important that feedback is not only considered but applied. For instance, based on survey results, Objektkultur has introduced JobTicket – a public transport card – giving employees free mobility around the workplace. This not only improved employees' commuting flexibility but also incentivised eco-friendly travel - with success: Over 70% of employees commute by bicycle or public transport, reflecting positively on the effectiveness of the incentive programs.

# In the Spotlight.

## Safeguarding Business Operations

In an era where technological advancements and cybersecurity threats are constantly evolving, maintaining robust governance and security frameworks is paramount for any organisation. Recognising this imperative, Objektkultur took significant steps in 2024 to enhance its security posture by implementing comprehensive disaster recovery plans. This strategic move was complemented by the successful attainment of ISO 27001 certification for its information security management system, following a thorough recertification audit conducted by TÜV Süd. Notably, Objektkultur voluntarily updated to the latest 2022 version of the standard, distinguishing itself from many firms that opt for simpler recertification against older versions. This proactive approach ensures that Objektkultur remains agile and responsive to the evolving technological landscape and shifting threat environments, maintaining a cutting-edge stance in information security.

The ISO 27001:2022 standard emphasises readiness and assurance of information and communication technologies during disruptions, commonly referred to as disaster recovery. In alignment with these requirements, Objektkultur conducted a comprehensive Business Impact Analysis, adhering to BSI Standard 200-4 guidelines.

This analysis covered all company areas and processes, identifying critical business processes, assessing their risks and criticality, determining acceptable downtime, and defining emergency operations. These efforts are complemented by ongoing risk assessments of critical assets and infrastructure, ensuring a thorough and forward-thinking approach to security management that supports sustainable governance practices.

Objektkultur's disaster recovery plans were rigorously audited and approved, forming a vital component of its intricate information security management system. This robust framework not only fortifies internal security but also assures clients, including those in critical infrastructure sectors, of reliable and high-level security standards. The ISO 27001 certification enhances Objektkultur's credibility and competitive edge by demonstrating compliance with legal and regulatory requirements, improving risk management, and fostering continuous improvement in security practices. By integrating disaster recovery into its governance strategy, Objektkultur underscores its commitment to excellence in governance and resilience in security, ensuring preparedness and continuity in the face of potential disruptions.

# Goals

2025 and beyond

1.

Planning of **central locations** to ensure reduced and bicycle-friendly commuting routes

2.

**Smart control** of lighting, heating, and blinds through a self-developed app

3.

Introduce measures to enhance **salary transparency**


## What is PROLOGA?

Founded in 2001 and headquartered in Halle (Saale), Germany, PROLOGA is a trusted SAP® Industry Solution specialist with over 20 years of experience delivering innovative, future-ready software solutions for the Energy, Utilities, and Circular Economy sectors. Serving a diverse global client base of over 100 organisations, including large enterprises, mid-sized businesses, and public institutions, PROLOGA is committed to helping its customers navigate dynamic market conditions through agile, scalable, and sustainable technologies.

As a certified and recognised development partner of SAP®, PROLOGA provides deeply integrated, tailor-made solutions that optimise logistics, tracking and monitoring, and core operational processes. The company's software enhances digital transformation efforts with cutting-edge capabilities like cloud deployment, AI, IoT, and real-time data monitoring.

Backed by the strategic investment of AFINUM since 2024 and certified to ISO 9001 and ISO/IEC 27001 standards, PROLOGA ensures both high-quality performance and robust data security. With a passionate, expert team and a growing international footprint, PROLOGA empowers organisations to operate smarter, cleaner, and more efficiently – redefining circularity in a digital age.

Avoidance of **15,000 tons of $CO_2$ emissions** through on-site billing

Serving **10% of EU population** in terms of waste disposal optimisation

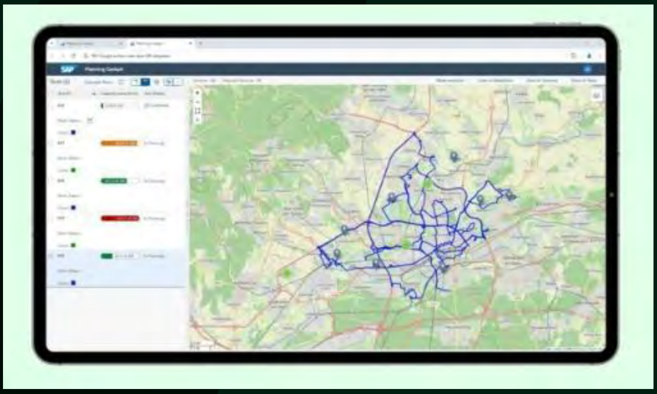
Pioneering the **development of green hydrogen** transport network

# 2024

## Highlights

## Instant Billing, Instant Impact

For utility providers, traditional billing processes remain a persistent challenge, often marked by inefficiencies that disrupt operations and impact customer satisfaction. Manual data entry, paper-based invoicing, and prolonged approval cycles frequently lead to errors, delays, and elevated operational costs. Additionally, conventional practices pose environmental challenges, as they often result in increased environmental impact due to multiple trips and delayed invoicing. PROLOGA addresses these inefficiencies in utility services with Mobile On-Site billing, an innovative solution that transforms the billing process. Utilising PROLOGA's software development kit for SAP®, this system boosts efficiency by instantly processing meter readings and converting them into printed invoices in under 30 seconds directly at the costumer's location rather than sending from the office. Recognising a high demand in South America, PROLOGA has focused its efforts there, facilitating 50 million meter-to-cash processes each month and involving 8,000 people daily. This streamlined approach has led to the avoidance of 15,000 tones of $CO_2$ emissions annually, achieved through reduced paper and transportation consumption. Through these efforts, PROLOGA not only enhances operational efficiency but also champions environmental stewardship, reinforcing its commitment to sustainable development and climate action.



## PROLOGA's Contribution to the Circular Economy

Waste management is a crucial component in the transition to a circular economy, and PROLOGA's SAP® software plays a pivotal role in optimising the handling, processing, and disposal of materials throughout their lifecycle. PROLOGA offers comprehensive solutions for every step of the waste disposal process. It begins with bin collectors utilising an intelligent route setting system, ensuring efficient collection. Once collected, the waste is automatically weighed and monitored, guaranteeing accurate inventory management and quality assessment. This is followed by the strategic allocation of storage locations. The system places emphasis on the utilisation and sale of secondary raw materials and identifies optimal processing and disposal options to ensure maximum resource recovery, solving a part of the circular economy framework. Through its intuitive and automated software solutions, PROLOGA is at the forefront of advancing SDG Goal #12, which aims to promote environmentally responsible waste management by 2030. By serving approximately 10% of the EU population indirectly, PROLOGA's impact is substantial, driving forward sustainable practices across the region.

# In the Spotlight.

## Supporting Germany's Hydrogen Network

For the world to switch to cleaner energy sources, green hydrogen emerges as a crucial component in the global energy landscape. In a strategic partnership aimed at advancing energy sustainability, PROLOGA and Open Grid Europe (OGE), leading transmission system operator, have joined forces to modernise and optimise energy grid operations across Europe. This collaboration leverages PROLOGA's expertise in software solutions for utilities management to support OGE's mission to develop a hydrogen transport network in Germany, thereby supporting the energy transition.

Green hydrogen is crucial in the global effort to combat climate change and transition to sustainable energy systems. Unlike conventional hydrogen, which is produced using fossil fuels, green hydrogen is generated through electrolysis powered by renewable energy sources such as wind and solar. This process results in zero carbon emissions, making green hydrogen a clean and sustainable alternative. Its importance lies in its versatility and potential to decarbonise sectors that are challenging to electrify, such as heavy industry, transportation, and heating. By providing a renewable energy source that can be stored and transported efficiently, green hydrogen plays a pivotal role in reducing reliance on fossil fuels, lowering greenhouse gas emissions, and supporting energy security.

As countries strive to meet ambitious climate targets, green hydrogen emerges as a key component in achieving a low-carbon future, fostering innovation, and driving economic growth in the emerging green economy.

PROLOGA and Open Grid Europe (OGE) have embarked on a Proof of Concept (POC) to develop and operate a hydrogen infrastructure with existing pipelines where possible. The goal of this initiative is to demonstrate sector coupling of transportation, heating, and electrification at the Krummhörn site in Lower Saxony, showcasing innovations such as hydrogen vehicles and $H_2$ heating systems.

Central to this effort is the implementation of PROLOGA's Cloud for Hydrogen Production and Supply Management software solution. This application provides a comprehensive analysis of hydrogen volumes, energy consumption relative to production volumes, and $CO_2$ footprint tracking. It further offers an overview of production plants, storage facilities, and grid connection points, while also facilitating the marketing of hydrogen to registered market partners.

By combining technological expertise with a strong commitment to sustainability, PROLOGA and Open Grid Europe are paving the way for a resilient and eco-friendly energy infrastructure that meets the demands of today while anticipating the urgent need for an energy transition.

# Goals

2025 and beyond

1. Identify projects to expand **green hydrogen** solutions

2. Leverage **AI** to detect billing anomaly and fraud detection

3. Advancement in **resource recovery** for waste management processes

A.R.C. LASER

MADE IN GERMANY

neoLaser

## What Is the MedTech Laser Group?

Formed through the strategic acquisition of A.R.C. Laser GmbH (Germany) and G.N.S. neoLaser Ltd. (Israel) by the Afinum 9 fund, MedTech Laser Group emerges as a cutting-edge global player in the medical laser technology space. Headquartered across Nuremberg and Caesarea, the group combines decades of innovation and specialisation in ophthalmology, ENT, vascular, and proctology laser systems. With A.R.C. Laser's legacy of German-engineered precision and neoLaser's rapid global growth in minimally invasive laser platforms, the group unites complementary capabilities to advance surgical outcomes across multiple disciplines.

The companies will leverage shared strengths in R&D, regulatory affairs, and market expansion. This alliance is structured to foster collaborative innovation and international scalability, with a vision to broaden its offering through organic development and targeted acquisitions. With comprehensive medical services, MedTech Laser Group aims to redefine clinical excellence through superior technology, reliable quality, and surgeon-focused design, all underpinned by Afinum's experience in growing high-potential healthcare companies. As the group scales, it continues to enhance its position as a leader in the industry, ensuring that its innovative solutions meet the evolving needs of medical professionals worldwide.

**45,000** surgeries completed

**R&D** of energy-friendly laser

Donation of lasers and single use products for **nonprofit organisations**

# 2024

**Highlights**

## Serving Society With Cutting Edge Medical Solutions

The MedTech Laser Group pushes the boundaries of modern medicine through innovative laser technology, trusted by over 1,000 hospitals and clinics worldwide. As the population ages and risk factors become more prevalent, the demand for medical interventions rises especially in the realm of eye health. Glaucoma and cataract are the leading causes of blindness worldwide and therefore highly relevant diseases in the context of eye health. Available in more than 40 countries, MedTech Laser Group provides solutions for various stages of treatment, which are fast and convenient and most importantly safer than traditional methods, as the risk for side effects is minimised and healing is faster, due to less tissue damage. MedTech's Laser Group's technology plays a vital role in preserving vision and improving quality of life.

Celebrating a decade of innovation, the NanoLaser developed by MedTech Laser Group is particularly gentle on the sensitive endothelial cells located on the inner side of the cornea. This approach significantly reduces the loss of these cells and the risk of corneal swelling post-operation, positively impacting vision quality after surgery. The shortened recovery phase allows patients to quickly return to their usual activities. In the process of lens removal, energy is invariably required. The NanoLaser accomplishes this with very low energy use, about 1/101 of what



traditional ultrasound methods require, ensuring the eye is preserved as much as possible. Unlike conventional ultrasound procedures, which rely on vibrating probes that generate heat and stress surrounding tissues, the NanoLaser employs precise and targeted energy delivery without harmful vibrations or heat development. This unique feature has been confirmed and stands as a distinctive advantage in the field. As the sole provider of A.R.C. laser technology, MedTech Laser Group maintains a competitive edge, offering unparalleled solutions in the realm of eye health.

## Innovative Vein Treatment

MedTech Laser Group's laser technology has revolutionised the ability to perform complex operations swiftly and effectively, especially on patients with vascular diseases. neoV lasers enable procedures to be shifted to minimally invasive treatments, offering high efficacy and significantly reduced side effects due to their less invasive nature. In endovascular procedures, doctors can resolve varicose veins by using the laser through a small opening of less than 2 mm to thermally close malfunctioning veins in the legs. MedTech Laser Group's advanced laser technique replaced the historic method of vein stripping, which often resulted in significant pain and bruising.

# In the Spotlight.

## Strengthening Ophthalmic Care in the Remote West of Tanzania

In the realm of global development, true success hinges not on preconceived notions of what communities need, but on a deep understanding of their actual requirements. To bridge gaps in healthcare access and equity, innovations from MedTech Laser Group laser provide transformative solutions. The lasers played a pivotal role in a project by TanZanEye e.V., which focused on treating glaucoma patients in remote areas of Tanzania. These portable, user-friendly, battery-operated devices allow for rapid learning of the procedure, making them ideal for use in underserved regions. Over the course of a year, the project achieved impressive results, notably reducing eye pressure in follow-up patients, therefore significantly contributing to preserve eyesight and quality of life for patients. Over the course of a year, 200 patients were treated, and single-use products were also donated to support the initiative. The donation of single-use products addresses critical needs in healthcare settings where resources are limited. This initiative underscores the company's unwavering dedication to delivering accessible healthcare to all, regardless of location, thereby supporting SDG #10 (“Reduced Inequalities”).

## Serving Indigenous Communities

In remote regions of South America, access to healthcare remains a significant challenge, with numerous communities lacking the necessary resources and infrastructure to receive adequate medical attention. In Ecuador, particularly in remote regions and slums, healthcare is often inaccessible due to financial constraints, travel costs, or the fear of leaving family behind to journey to a hospital. Indigenous populations in the Amazon face even greater disparities, with a life expectancy that is 10 years less than the national average due to limited access to healthcare. The MedTech Laser Group demonstrates high corporate social responsibility with the donation of a state-of-the-art laser to “Amigos de Salud”, a dedicated group of medical volunteers who travel to South America each summer to provide essential medical care to indigenous communities not only in Ecuador, but also Peru and Nicaragua. The organisation, which operates entirely without paid staff or overhead relies on the expertise of its volunteers to deliver life-changing treatments to those who would otherwise have limited access to advanced medical procedures, bridging a gap in healthcare access, actively reducing inequalities and supporting SDG Goal #3 (Good Health & Well-Being).

The image is provided courtesy of TanZanEye e.V. with kind permission.

# Goals

2025 and beyond

1.

**Enhancing energy efficiency**, reducing energy consumption

2.

Expand **partnerships** with volunteer organisations

3.

Enhancing **energy efficiency** of production

# LIFTKET

WORKS 1948



## What Is LIFTKET?

LIFTKET Hoffmann GmbH, established in 1948, is a German-based specialist in the design and manufacture of electric chain hoists. With its headquarters and production facilities located in Wurzen, near Leipzig, the company has consistently delivered high-precision lifting solutions "Made in Germany" for over 75 years. Company founder Dietrich Hoffmann pioneered several technical innovations that remain industry standards today, such as the horizontal arrangement of motor and gearbox and a patented safety brake/clutch system – both of which continue to define the performance and safety profile of LIFTKET products.

LIFTKET's product portfolio is tailored to meet the diverse needs of customers across three key segments: industry, costume, and stage solutions. With a commitment to quality, reliability, and innovation, the company engineers and manufactures all components in-house, enabling strict quality control and continuous product development. Several hundred thousand LIFTKET hoists are currently in use around the world, demonstrating the company's global reach and the trust it has earned in a variety of demanding applications. Over the decades, LIFTKET has steadily expanded its international footprint. Strategic subsidiaries in North America, India, France, Spain, Italy and UK support regional operations and ensure close proximity to customers and partners. Despite its global growth, LIFTKET remains rooted in its core values: technical excellence, customer orientation, and long-term product reliability.

Reduction of **$CO_2$ footprint by 80%** over the last 5 years

Development of an **ESG strategy**

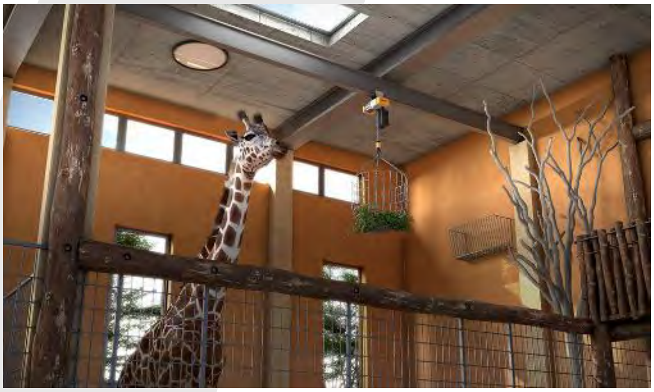
Leading provider for **wind power lifting solutions**

**2024 Highlights**

## LIFTKET's Eco Evolution

Recognising the importance of taking proactive measures to reduce its carbon footprint, LIFTKET has embarked on a journey to enhance its environmental consciousness and embrace green energy solutions. LIFTKET has been actively working on improving its ecological footprint, focusing on environmental consciousness and green energy. The company switched its painting process for the main colours of the hoist from a conventional 2-component solvent-based varnish to a 1-component water-based varnish, offering advantages such as reduced drying time and lower drying temperature, therefore decreasing carbon monoxide emissions, making the process more environmentally friendly.

LIFTKET also committed to invest in a 1.5 MW photovoltaic system to meet a substantial part of its electricity needs and supply power to the general power grid, thereby contributing to the share of renewable energy. Since early 2019, LIFTKET has used electric vehicles for internal transportation, reducing local $CO_2$ emissions. The company has also invested in four electric charging stations to support employee electric vehicles. Jürgen Dlugi, CEO of LIFTKET stated that over the last 5 years, LIFTKET improved its $CO_2$ footprint by 80% and continues to embrace new technologies for further development.



## Strong Sustainability and Social Responsibility

As global sustainability standards continue to evolve, LIFTKET recognises the need to transform its operations and culture to meet these demands. To address this, LIFTKET has launched a comprehensive ESG program. Regarding environmental topics, the pursuit of ISO14001 certification is central to LIFTKET's efforts, which is an internationally recognised standard for environmental management, with the aim to minimise environmental impact and enhance overall environmental performance.

Beyond environmental efforts LIFTKET is committed to fostering a culture of diversity and inclusion by introducing an intergenerational mentoring program. This initiative is designed to facilitate meaningful connections and support networks across different age groups and helps to create a more equitable workplace. But LIFTKETs engagement extends beyond office walls - in the head office in Wurzen, LIFTKET is committed to support local associations and athletes. Through various initiatives and sponsorships, they contribute to promote and strengthen the associations landscape in the region, demonstrating its dedication to both sustainability and social responsibility.

# In the Spotlight.

## LIFTKET Paving the Path for Wind Energy

Since the 1980s, wind energy has emerged as a pivotal sector in the renewable energy landscape, and LIFTKET has been at the forefront of this transformation. As a leading provider of electric chain hoists for wind power applications, LIFTKET is committed to supporting the global shift towards sustainable energy. Through innovative and adaptable solutions, LIFTKET enhances the efficiency and reliability of wind power installations, both onshore and offshore.

LIFTKET's products are designed to meet the high demands of the wind industry, offering compact and powerful chain hoists that can handle hub heights up to 250 meters and load capacities of several tons. These solutions are tailored to fit various installation scenarios, ensuring maximum performance even in limited spaces. The company's plug-and-play installation options and adaptable models for different voltages and frequencies exemplify its dedication to operational excellence and sustainability, by reducing installation time and resource consumption. The adaptability to various voltages and frequencies ensures compatibility with diverse energy systems worldwide, promoting efficient energy use. By facilitating easier integration into existing infrastructure, these solutions support the transition to renewable energy sources, enhancing the overall sustainability of wind power projects.

## Retrofitting For a Longer Service Life

Retrofitting wind power plants is a vital strategy in enhancing the sustainability and efficiency of existing energy infrastructure. By upgrading outdated equipment with advanced technologies, retrofitting extends the lifespan of wind turbines, maximises energy output, and reduces operational costs. This approach optimises resource use, as it leverages existing structures rather than replacing them entirely. While the retrofitting of wind turbines involves a range of specialised technologies, companies like LIFTKET play a crucial role in this process by providing tailored retrofit solutions for chain hoists. These hoists are essential for the maintenance and operation of wind power plants, ensuring that the turbines can be serviced safely and efficiently. Through these efforts, retrofitting not only contributes to a reduction in the environmental footprint of energy production but also supports the transition to a more resilient and sustainable energy system worldwide.

As the wind energy industry continues to expand, LIFTKET remains focused on enhancing efficiency, safety, and sustainability, thereby paving the way for a cleaner and more resilient energy future by reducing carbon emissions and fostering environmental stewardship.

# Goals

2025 and beyond

1\.

Achieve **ISO 14001 certification**, demonstrating LIFTKET's commitment to environmental stewardship

2\.

Expansion into the **Italian market**

3\.

Further efforts to **reduce internal emissions**

# Outlook

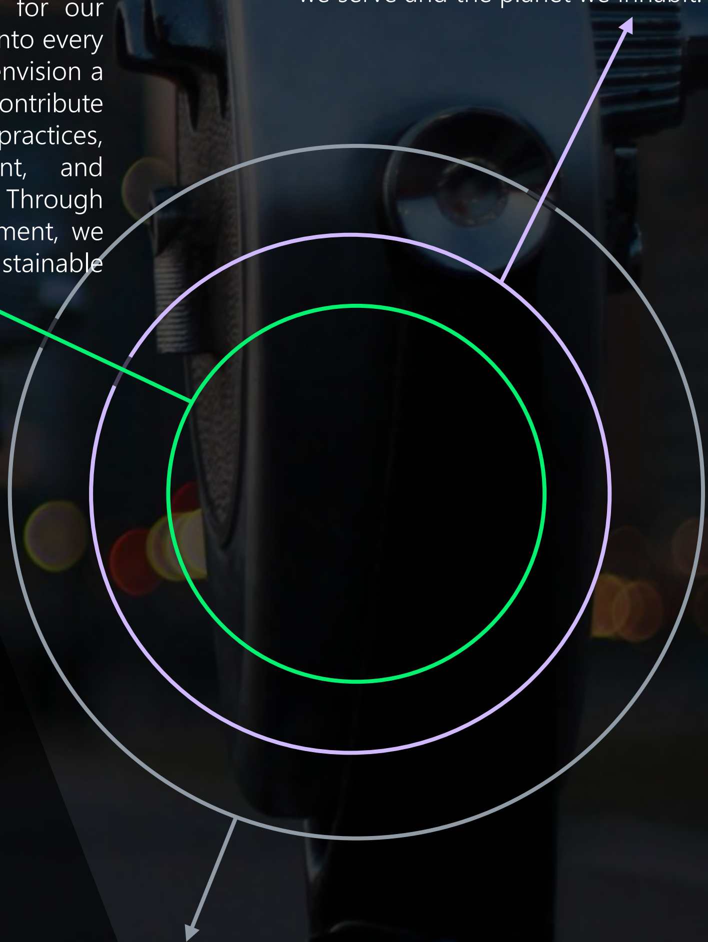
# A Look at the Future

## Our Mission

At Afinum our mission is to drive sustainable growth and create lasting value for our stakeholders. We are committed to investing in companies that consider environmental stewardship, social responsibility, and ethical governance. By fostering innovation and supporting transformative business practices, we aim to contribute positively to the communities we serve and the planet we inhabit.

## Our Vision

Our vision is to be a committed player in sustainable private equity, recognised for our dedication to integrating sustainability into every aspect of our investment process. We envision a future where our portfolio companies contribute to the development of sustainable practices, support gradual industry alignment, and encourage others to follow. Through collaboration and continuous improvement, we strive to build a more equitable and sustainable world.



## Our Strategy

Our strategy focuses on identifying and nurturing companies that align with our values. We employ rigorous due diligence to assess sustainability factors, ensuring that our investments contribute to long-term value creation. Sustainable practices will be further strengthened to achieve tangible results across the portfolio. We prioritise transparency and accountability, regularly reporting on progress and outcomes to our stakeholders.

# Appendix

*The accuracy and availability of the data remain the sole responsibility of the portfolio companies. The data has not been independently verified by a third party.*

# SFDR – Principal Adverse Impacts (1/3)

| | | Fishing Base | STG Swiss Technology Group AG | synaforce | Zeit für Brot | Koenen | mymediset | Liftket | Objektkultur Software GmbH | Prologa | A.R.C. Laser | Afinum 9 Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PAI 1 | Scope 1 GHG emissions (t) | 1.6 | 134.3 | 56.2 | 21.2 | 134.5 | 0.0 | 253.8 | 1.2 | 56.7 | 135.8 | 795.2 |
| | Scope 2 GHG emisions (t) | 8.0 | 1,841.7 | 31.4 | 2.1 | 93.1 | 48.5 | 70.7 | 20.0 | 20.9 | 6.4 | 2,135.3 |
| | Scope 3 GHG emissions (t) | 17.4 | 24.5 | 4.3 | 0.9 | 33.4 | 45.0 | 9.8 | 1.3 | 33.9 | 33.6 | 203.9 |
| | Total GHG emissions (t) | 26.5 | 2,000.4 | 91.9 | 24.2 | 261.0 | 93.5 | 334.1 | 22.5 | 111.5 | 175.8 | 3,134.4 |
| PAI 2 | Carbon footprint | 0.1 | 3.9 | 0.2 | 0.1 | 0.5 | 0.2 | 0.7 | 0.0 | 0.2 | 0.4 | 6.8 |
| PAI 3 | GHG intensity of investee company | 0.1 | 14.5 | 0.8 | 0.1 | 1.4 | 1.0 | 2.0 | 0.1 | 1.7 | 0.9 | 22.7 |

# SFDR – Principal Adverse Impacts (2/3)

| | | FISHING BASE | STG SWISS TECHNOLOGY GROUP AG | synaforce | ZEIT FÜR BROT | KOENEN | mymediset | LIFTKET | OBJEKTKULTUR Software GmbH | PROLOGA | A.R.C. LASER | Afinum 9 Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PAI 4 | Exposure to companies active in the fossil fuel sector | No | No | No | No | No | No | No | No | No | No | No |
| PAI 5 | Share of non-renewable energy consumption and production | 7.0% | 100.0% | 3.0% | 0.0% | 100.0% | 90.0% | 100% | 100.0% | 4.0% | 100.0% | 58.0% |
| PAI 6 | Energy consumption intensity per high impact climate sector[1] | - | 10.3% | - | 4.9% | 7.2% | - | 1.7% | - | - | 0.6% | 7.3% |
| PAI 7 | Activities negatively affecting biodiversity-sensitivity areas | - | - | - | - | - | - | - | - | - | - | - |
| PAI 8 | Emission to water | - | - | - | - | - | - | - | - | - | - | - |
| PAI 9 | Hazardous waste (t) and radioactive waste ratio | 0 | 304.5 | 0.2 | 0.0 | 7.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.61 |

1) No disclosure is required if the company does not operate in a high-impact climate sector as defined by the SFDR

# SFDR – Principal Adverse Impacts (3/3)

| | | FISHING BASE | STG Swiss Technology Group AG | synaforce | Zeit für Brot | Koenen | mymediset | LIFTKET | Objektkultur Software GmbH | PROLOGA | A.R.C. Laser | Afinum 9 Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PAI 10 | Violations of UNGC principles or OECD Guidelines for MNEs | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PAI 11 | Lack of processes and compliance mechanisms | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| PAI 12 | Unadjusted gender pay gap | 0.8% | 5.6% | 5.5% | 1.3% | 0.5% | 1.3% | 3.5% | 0.6% | 0.1% | 1.8% | 21.0% |
| PAI 13 | Board gender diversity | 9.9% | 0.0% | 16.7% | 38.0% | 33.3% | 33.3% | 11.1% | 11.1% | 33.3% | 52.4% | 17.9% |
| PAI 14 | Exposure to controversial weapons | No | No | No | No | No | No | No | No | No | No | No |
| PAI 3/ Table3 | Number of days lost to injuries, accidents, fatalities or illness | 0.0 | 3.0 | 0.0 | 18.1 | 0.2 | 0.0 | 6.2 | 0.0 | 0.0 | 0.0 | 28.3 |

# Scorecard Fishing Base

FISHING BASE
TACKLE THE NEXT LEVEL

| Topic | Key Performance Indicators (KPI) | 2023 | 2024 |
|---|---|---|---|
| Emissions | Tons of $CO_2$ emissions/€M Revenue | 1.0 | 4.3 |
| | Non-renewable Energy consumption in kWh/€M Revenue | 4,830 | 190 |
| | Renewable energy consumption in kWh/€M Revenue | 3,250 | 2,724 |
| Resource Efficiency | Volumes of consumed water in cbm/€M Revenue | 9.6 | 7.8 |
| Employee Well-being & Positive Work Culture | Lost Time Injury Frequency Rate | - | 0.0 |
| | # Lost days of work per FTE | - | 0.0 |
| | # Sick days per FTE | 5.6 | 7.4 |
| | % Employee turnover (voluntary) | 29.2 | 35.9 |
| | # Training days per FTE | 5.7 | 5.0 |
| Job Creation | % Net new hires | 16.2 | 49.7 |
| Workforce Diversity | % Female (all staff / management) | 44.0 / 10.5 | 44.0 / 9.9 |
| | % Unadjusted gender pay gap | 45.3 | 40.7 |
| ESG Governance | Mandatory Training and signed off by all employees (Y/N) | Y | Y |
| Compliance Management | Afinum's Code of Conduct signed by leadership team and implemented in the organization (Y/N) | Y | Y |

# Scorecard Swiss Technology Group

| Topic | Key Performance Indicators (KPI) | 2023 | 2024 |
|---|---|---|---|
| Emissions | Tons of $CO_2$ emissions/€M Revenue | 55.0 | 49.7 |
| | Non-renewable Energy consumption in kWh/€M Revenue | 136,900 | 103,311 |
| | Renewable energy consumption in kWh/€M Revenue | - | - |
| Resource Efficiency | Volumes of consumed water in cbm/€M Revenue | 1,601.1 | 1,085.9 |
| Employee Well-being & Positive Work Culture | Lost Time Injury Frequency Rate | 3.2 | 4.8 |
| | # Lost days of work per FTE | 1.6 | 0.0 |
| | # Sick days per FTE | 11.2 | 10.8 |
| | % Employee turnover (voluntary) | 6.6 | 8.7 |
| | # Training days per FTE | 0.7 | 0.6 |
| Job Creation | % Net new hires | 1.7 | 2.7 |
| Workforce Diversity | % Female (all staff / management) | 29.6 / 14.4 | 30.6 / 0.0 |
| | % Unadjusted gender pay gap | 14.8 | 18.9 |
| ESG Governance | Mandatory Training and signed off by all employees (Y/N) | Y | Y |
| Compliance Management | Afinum's Code of Conduct signed by leadership team and implemented in the organization (Y/N) | Y | Y |

# Scorecard synaforce

| Topic | Key Performance Indicators (KPI) | 2023 | 2024 |
|---|---|---|---|
| Emissions | Tons of $CO_2$ emissions/€M Revenue | 37.6 | 3.98 |
| | Non-renewable Energy consumption in kWh/€M Revenue | 1,250 | 2,726 |
| | Renewable energy consumption in kWh/€M Revenue | 91,640 | 86,594 |
| Resource Efficiency | Volumes of consumed water in cbm/€M Revenue | 81,2 | 95.5 |
| Employee Well-being & Positive Work Culture | Lost Time Injury Frequency Rate | - | - |
| | # Lost days of work per FTE | - | - |
| | # Sick days per FTE | 8.0 | 14.9 |
| | % Employee turnover (voluntary) | 22.9 | 13.6 |
| | # Training days per FTE | 1.4 | 2.5 |
| Job Creation | % Net new hires | 3.3 | 5.8 |
| Workforce Diversity | % Female (all staff / management) | 14.3 / 20.0 | 16.3 / 16.7 |
| | % Unadjusted gender pay gap | 10.4 | 26.0 |
| ESG Governance | Mandatory Training and signed off by all employees (Y/N) | Y | Y |
| Compliance Management | Afinum's Code of Conduct signed by leadership team and implemented in the organization (Y/N) | Y | Y |

# Scorecard Zeit für Brot

ZEIT FÜR BROT

| Topic | Key Performance Indicators (KPI) | 2023 | 2024 |
|---|---|---|---|
| Emissions | Tons of $CO_2$ emissions/€M Revenue | 10.0 | 2.1 |
| | Non-renewable Energy consumption in kWh/€M Revenue | 11,480 | 646 |
| | Renewable energy consumption in kWh/€M Revenue | 45,850 | 48,934 |
| Resource Efficiency | Volumes of consumed water in cbm/€M Revenue | 513.3 | 449.3 |
| Employee Well-being & Positive Work Culture | Lost Time Injury Frequency Rate | 30.0 | 35.7 |
| | # Lost days of work per FTE | 0.5 | 0.7 |
| | # Sick days per FTE | 13.1 | 16.1 |
| | % Employee turnover (voluntary) | 61.1 | 69.0 |
| | # Training days per FTE | 4.0 | 4.0 |
| Job Creation | % Net new hires | 37.6 | 5.1 |
| Workforce Diversity | % Female (all staff / management) | 44.4 / 39.6 | 43.2 / 38.0 |
| | % Unadjusted gender pay gap | - 17.0 | 23.2 |
| ESG Governance | Mandatory Training and signed off by all employees (Y/N) | Y | Y |
| Compliance Management | Afinum's Code of Conduct signed by leadership team and implemented in the organization (Y/N) | Y | Y |

# Scorecard Christian Koenen Group

| Topic | Key Performance Indicators (KPI) | 2023 | 2024 |
|---|---|---|---|
| Emissions | Tons of $CO_2$ emissions/€M Revenue | 32.4 | 35.8 |
| | Non-renewable Energy consumption in kWh/€M Revenue | 87,790 | 29,433 |
| | Renewable energy consumption in kWh/€M Revenue | 28,010 | 42,180 |
| Resource Efficiency | Volumes of consumed water in cbm/€M Revenue | 169.2 | 174.8 |
| Employee Well-being & Positive Work Culture | Lost Time Injury Frequency Rate | 11.7 | 3.9 |
| | # Lost days of work per FTE | 0.3 | 0.0 |
| | # Sick days per FTE | 10.9 | 12.9 |
| | % Employee turnover (voluntary) | 20.4 | 11.4 |
| | # Training days per FTE | 0.3 | 0.6 |
| Job Creation | % Net new hires | 5.8 | 7.7 |
| Workforce Diversity | % Female (all staff / management) | 28.5 / 0.0 | 29.0 / 33.3 |
| | % Unadjusted gender pay gap | 16.8 | 13.6 |
| ESG Governance | Mandatory Training and signed off by all employees (Y/N) | Y | N |
| Compliance Management | Afinum's Code of Conduct signed by leadership team and implemented in the organization (Y/N) | Y | Y |

# Scorecard mymediset

| Topic | Key Performance Indicators (KPI) | 2023 | 2024 |
|---|---|---|---|
| Emissions | Tons of $CO_2$ emissions/€M Revenue | 46.2 | 16.7 |
| | Non-renewable Energy consumption in kWh/€M Revenue | - | 15,420 |
| | Renewable energy consumption in kWh/€M Revenue | - | 1,733 |
| Resource Efficiency | Volumes of consumed water in cbm/€M Revenue | - | - |
| Employee Well-being & Positive Work Culture | Lost Time Injury Frequency Rate | - | - |
| | # Lost days of work per FTE | - | - |
| | # Sick days per FTE | 13.1 | 11.0 |
| | % Employee turnover (voluntary) | 12.5 | 4.0 |
| | # Training days per FTE | - | 0.12 |
| Job Creation | % Net new hires | 12.5 | 12.0 |
| Workforce Diversity | % Female (all staff / management) | 37.5 / 20.0 | 36.0 / 33.3 |
| | % Unadjusted gender pay gap | - | 21.5 |
| ESG Governance | Mandatory Training and signed off by all employees (Y/N) | Y | N |
| Compliance Management | Afinum's Code of Conduct signed by leadership team and implemented in the organization (Y/N) | Y | Y |

# Scorecard Liftket

LIFTKET WORKS 1948

| Topic | Key Performance Indicators (KPI) | 2023 | 2024 |
|---|---|---|---|
| Emissions | Tons of $CO_2$ emissions/€M Revenue | 12.2 | 35.0 |
| | Non-renewable Energy consumption in kWh/€M Revenue | 22,180 | 17,072 |
| | Renewable energy consumption in kWh/€M Revenue | - | - |
| Resource Efficiency | Volumes of consumed water in cbm/€M Revenue | 21.0 | 21.4 |
| Employee Well-being & Positive Work Culture | Lost Time Injury Frequency Rate | 19.0 | 83.7 |
| | # Lost days of work per FTE | 0.2 | 0.4 |
| | # Sick days per FTE | 20.7 | 24.0 |
| | % Employee turnover (voluntary) | 6.6 | 6.4 |
| | # Training days per FTE | 0.3 | 0.4 |
| Job Creation | % Net new hires | 7.0 | 11.6 |
| Workforce Diversity | % Female (all staff / management) | 19.3 / 9.1 | 19.7 / 11.1 |
| | % Unadjusted gender pay gap | 7.2 | - |
| ESG Governance | Mandatory Training and signed off by all employees (Y/N) | Y | Y |
| Compliance Management | Afinum's Code of Conduct signed by leadership team and implemented in the organization (Y/N) | N | N |

# Scorecard Objektkultur[1]

OBJEKTKULTUR Software GmbH

| Topic | Key Performance Indicators (KPI) | 2023 | 2024 |
|---|---|---|---|
| Emissions | Tons of $CO_2$ emissions/€M Revenue | - | 2.2 |
| | Non-renewable Energy consumption in kWh/€M Revenue | - | 3,231 |
| | Renewable energy consumption in kWh/€M Revenue | - | - |
| Resource Efficiency | Volumes of consumed water in cbm/€M Revenue | - | 22.2 |
| Employee Well-being & Positive Work Culture | Lost Time Injury Frequency Rate | - | 0.0 |
| | # Lost days of work per FTE | - | 0.0 |
| | # Sick days per FTE | - | 7.3 |
| | % Employee turnover (voluntary) | - | 22.6 |
| | # Training days per FTE | - | 5.5 |
| Job Creation | % Net new hires | - | 19.1 |
| Workforce Diversity | % Female (all staff / management) | - | 20.8 / 11.1 |
| | % Unadjusted gender pay gap | - | 10.4 |
| ESG Governance | Mandatory Training and signed off by all employees (Y/N) | - | Y |
| Compliance Management | Afinum's Code of Conduct signed by leadership team and implemented in the organization (Y/N) | - | Y |

1) As the company joined the Afinum portfolio in 2024, data is shown starting from that year

# Scorecard PROLOGA[1]

PROLOGA

| Topic | Key Performance Indicators (KPI) | 2023 | 2024 |
|---|---|---|---|
| Emissions | Tons of $CO_2$ emissions/€M Revenue | - | 8.8 |
| | Non-renewable Energy consumption in kWh/€M Revenue | - | 335 |
| | Renewable energy consumption in kWh/€M Revenue | - | 7,350 |
| Resource Efficiency | Volumes of consumed water in cbm/€M Revenue | - | 22.2 |
| Employee Well-being & Positive Work Culture | Lost Time Injury Frequency Rate | - | - |
| | # Lost days of work per FTE | - | - |
| | # Sick days per FTE | - | 9.2 |
| | % Employee turnover (voluntary) | - | 8.0 |
| | # Training days per FTE | - | 3.4 |
| Job Creation | % Net new hires | - | 14.7 |
| Workforce Diversity | % Female (all staff / management) | - | 21.2 / 33.3 |
| | % Unadjusted gender pay gap | - | 1.0 |
| ESG Governance | Mandatory Training and signed off by all employees (Y/N) | - | Y |
| Compliance Management | Afinum's Code of Conduct signed by leadership team and implemented in the organization (Y/N) | - | Y |

1) As the company joined the Afinum portfolio in 2024, data is shown starting from that year

# Scorecard MedTech Laser Group[1]

| Topic | Key Performance Indicators (KPI) | 2023 | 2024 |
|---|---|---|---|
| Emissions | Tons of $CO_2$ emissions/€M Revenue | - | 13.1 |
| | Non-renewable Energy consumption in kWh/€M Revenue | - | 5,649 |
| | Renewable energy consumption in kWh/€M Revenue | - | - |
| Resource Efficiency | Volumes of consumed water in cbm/€M Revenue | - | 0.8 |
| Employee Well-being & Positive Work Culture | Lost Time Injury Frequency Rate | - | - |
| | # Lost days of work per FTE | - | - |
| | # Sick days per FTE | - | 5.0 |
| | % Employee turnover (voluntary) | - | 7.5 |
| | # Training days per FTE | - | 1.3 |
| Job Creation | % Net new hires | - | -20.6 |
| Workforce Diversity | % Female (all staff / management) | - | 58.6 / 60.5 |
| | % Unadjusted gender pay gap | - | 26.0 |
| ESG Governance | Mandatory Training and signed off by all employees (Y/N) | - | N |
| Compliance Management | Afinum's Code of Conduct signed by leadership team and implemented in the organization (Y/N) | - | Y |

1) As the company joined the Afinum portfolio in 2024, data is shown starting from that year

# Appendix: KPI Definitions Portfolio Companies

| Key Performance Indicators (KPI) | Details on Measurement at Portfolio Companies |
|---|---|
| Tons of $CO_2$ emissions/€M Revenue | We identify emitted $CO_2$ to the extent of Scope 1 and Scope 2 emissions per EUR 100k revenue. For green electricity sourced from the power grid, we assume a value of 0 g CO2e/kWh. |
| Non-renewable Energy consumption in kWh/€M Revenue | We identify the amount of consumed non-renewable energy in kWh per EUR M revenue based upon electricity and heating usage. |
| Renewable energy consumption in kWh/€M Revenue | We identify the amount of consumed renewable energy in kWh per EUR M revenue based upon electricity and heating usage. |
| Volumes of consumed water in cbm/€M Revenue | We identify the amount of consumed water in cbm per EUR 100k revenue on the basis of utility billing. |
| Lost Time Injury Frequency Rate | We assess the number of accidents leading to a lost time > 1 day that occurred per one million hours of work during the reporting period. |
| # Lost days of work per FTE | We assess the number of working days lost due to occupational injury or illness per FTE during the reporting period. |
| # Sick days per FTE | We assess the number of working days lost over total workdays due to illness per FTE during the reporting period. |
| % Employee turnover (voluntary) | We assess the number of employees who terminate during the reporting period per number of employees at the reporting period end, excluding intercompany departures/hires. |
| # Training days per FTE | We assess internal and external training days per FTE during the reporting period, considering 2-4h as half a day of training and > 4h as a full day of training. |
| % Net new hires | We assess the number of net new hires (excluding intercompany departures/hires) over the reporting period against the total number of FTEs at the reporting period end. |
| % Female (all staff / management) | We assess the number of female employees/ management staff over all employees/ management at the reporting period end. |
| % Unadjusted gender pay gap | We assess the difference in average earnings between male and female employees, expressed as a percentage difference of male earnings. |
| Mandatory Training and signed off by all employees (Y/N) | We assess whether a mandatory training is conducted and documented with confirmation of participation by all employees |
| Afinum's Code of Conduct signed by leadership team and implemented in the organization (Y/N) | We assess if there is a Code of Conduct for the portfolio company, incl. appropriate measures to implement it in the organization. |

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