

Key Environmental Indicators

PERFORMANCE INDICATOR GRI 302, GRI 305: ENERGY

SCOPE 1	Unit of measurement	2025	2024	2023	2022	2021
Propane Gas	kWh	180.340	170.374	186.017	191.717	210.018
Heating Oil	kWh	365.260	250.283	350.050	335.040	518.000
Gasoline Fuel	Litres	11.948	14.279	16.372	14.084	13.300
Diesel Fuel	Litres	12.721	13.773	13.374	16.429	15.926
Charging of electric vehicles ¹	kWh	54.631	42.323	27.060	15.926	
Number of electric vehicles in the fleet	Units	12	10	6	1	1
Proportion of electric vehicles	Percentage (%)	41%	31%	18%	3%	3%
SCOPE 2						
Photovoltaic Green Roof Electricity Generation	kWh	314.385	296.868	356.722	403.520	315.789
Self-Consumption of Photovoltaic Energy Generation	kWh	161.559	155.121	166.464	172.163	160.125
Consumption of Green Electricity with Certificate 100% Green Electricity	kWh	204.632	213.114	199.580	185.583	117.697
Total Renewable Energy (PV + Green Electricity)	kWh	366.191	368.235	366.044	357.746	277.822
Photovoltaic Self-Consumption Rate	%	51,4%	52,3%	46,7%	42,7%	50,7%
Share of renewable energy in gross energy consumption	%	32,2%	34,4%	30,5%	3,2%	19,9%
Photovoltaic electricity fed into the external grid	kWh	152.826	141.747	190.258	230.962	155.664
Total energy consumption (Scopes 1 + 2)	kWh	1.136.757	1.070.874	1.199.361	1.193.295	1.398.728

Consumption-based calculation

	Unit of measurement	2024	2023	2022	2021
Scope 1 (direct emissions) ¹	t/CO ₂ e	200	175	220	195
Of which: fuel	t/CO ₂ e	74	84	98	84
Of which: internal combustion of propane gas	t/CO ₂ e	11	12	13	14
Of which: internal combustion of heating oil	t/CO ₂ e	115	79	110	98
Scope 2 (indirect emissions) ¹	t/CO ₂ e				
market based (Climate Alliance Baden-Württemberg)	t/CO ₂ e	0	0	0	0
located based (certified green electricity excluding PV)	t/CO ₂ e	69	75	70	65
GHG-Intensity (Scope 1+2) located based ²	tCO ₂ e per € million in revenue	0,0000065	0,0000072	0,0000109	
GHG-Intensity (Scope 1+2) market based	tCO ₂ e per € million in revenue	0,0000048	0,0000050	0,0000083	
Scope 3 Upstream (total, expenditure-based) ²	t/CO ₂ e	13.731	12.220	7.921	9.562
Category 1: Purchased goods and services					
Of which: metal components	t/CO ₂ e	3.969	3.140	2.730	3.199
Of which: wood products (excluding furniture)	t/CO ₂ e	30	3.030	1.721	68
Of which: plastic products	t/CO ₂ e	5.034	2.450	1.458	2.423
Of which: machinery and machinery accessories	t/CO ₂ e	1.929	1.580	914	687
Of which: textiles and leather	t/CO ₂ e	516	540	136	36
Of which: other manufacturing areas	t/CO ₂ e	1.295	100	78	2.256
Of which: paper products	t/CO ₂ e	175	550	201	187
Of which: services	t/CO ₂ e	53	0	0	83
Of which: motor vehicles	t/CO ₂ e	86	60	64	0
Other product groups/residual category	t/CO ₂ e	210	590	439	332
Category 2: Capital goods					
Communication equipment/IT	t/CO ₂ e	49	180	180	44
Category 4: Upstream transportation					
Truck transportation ³	t/CO ₂ e	385			247

PERFORMANCE INDICATOR GRI 306: WASTE

Waste	Unit of measurement	2025	2024	2023	2022	2021
Total waste	Tonnes	291	195	127	157	182

PERFORMANCE INDICATOR GRI 303: WATER

WATER	Unit of measurement	2025	2024	2023	2022	2021
Total water consumption	m ³ /J	687	667	673	663	607

¹ Scope 1 and 2 accounting: EcoCockpit

² Scope 3 accounting: Scope2analyzer for 2022-2024, 2021 (base year, Climate Alliance) and 2025: ctrl+s

³ Evaluation period beginning in 2025

Key HR Indicators

PERFORMANCE INDICATOR: EMPLOYEES

Employees (permanent staff)	Unit of measurement	2025	2024	2023	2022	2021
Average annual headcount	Number of employees	139	134	134	132	128
Full-time equivalent (FTE)		131	127	127	124	121
Length of service	Unit of measurement	2025	2024	2023	2022	2021
More than 30 years	Number	5	10	14	13	9
Up to 30 years	Number	29	30	25	23	21
Up to 20 years	Number	34	33	35	39	43
Up to 10 years	Number	24	25	27	22	16
Up to 5 years	Number	47	36	33	43	41
Female employees	Number of employees	38	42	41	44	40
Male employees	Number of employees	101	92	93	88	88
Dual-study students	Number of employees	2	2	2	0	1
Apprentices	Number of employees	5	8	4	3	1
Total employee turnover	Percentage (%)	7,3	9,7	7,5	6,8	8,9
Employee satisfaction rate	%	84%	80%	81%	81%	82%

PERFORMANCE INDICATOR: TRAINING AND FURTHER EDUCATION

Training and further education	Unit of measurement	2025	2024	2023	2022	2021
Total training hours	Hours	1.430	3.098	1.071	1.720	335

PERFORMANCE INDICATOR: OCCUPATIONAL SAFETY AND HEALTH PROTECTION

Occupational safety and health protection	Unit of measurement	2025	2024	2023	2022	2021
Sick leave rate (absence rate)	%	5,1	4,5	4,9	5,2	3,8