

SUSTAINABILITY STARTS HERE

TOGETHER
AS A TEAM FOR
A SUCCESSFUL
FUTURE



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As EFB-Elektronik, we want to pass on to future generations a planet that is liveable and sustainable. For us, sustainability is not just a trend, but a commitment. Our decisions and products should have as little impact on the environment as possible. It is our ambition to be a driver of these changes and thus act as a role model - for our industry and beyond

Robin Ohle,
CEO EFB-Elektronik



SUSTAINABILITY AS A FOUNDATION – EFB-ELEKTRONIK FOR A BETTER WORLD

SUSTAINABILITY AS AN INTEGRAL PART OF OUR CORPORATE STRATEGY

At EFB-Elektronik, we have a social responsibility to pass on a clean planet to future generations for a future worth living. For this reason, the topic of sustainability plays a central role in our thoughts and actions, which we fulfil with passion. This fundamental idea is firmly anchored in our corporate identity.

As a strong, internationally active company, we also take responsibility for the consequences of our actions outside of our business activities – over and above our statutory obligations.

We do our part for environmental protection, the well-being of our employees and the economic stability of the company. We have already initial success with our first projects and campaigns. At the same time, we look forward to continue developing and improving through constant learning.

Get to know our vision for the future, projects and successes and let's work together to make the planet a little better every day.

We look forward to it!

OUR CONVICTION

Satisfaction, safety and well-being are only possible if everyone participates. We share this conviction with many other people, companies and organisations. We believe that sustainable action has a positive impact on society, the environment and the economy and can encourage people to get involved. This impact is not always immediately measurable - but it can be felt in the long term.

In our experience, acting sustainably can be motivating and satisfying, especially for employees and customers.

A priceless benefit.

EFB-ELEKTRONIK

YOUR DATA NETWORK PROFESSIONAL WITH PERSONALITY

With our products and systems, we bring your projects to life - from IT building cabling to data centres and industrial system solutions. We have been providing you with fast, reliable and personalised support for over 30 years.

We are proud to count 330 employees at nine locations across Europe as part of the EFB team. In addition to numerous sales locations in Germany, we have subsidiaries in Istanbul, Copenhagen and Vienna as well as production sites in Germany and Slovakia.



INDEPENDENT CERTIFICATIONS

WITH RECOGNISED SUSTAINABILITY CERTIFICATES, WE CREATE TRANSPARENCY AND OFFER OUR CUSTOMERS, SUPPLIERS AND PARTNERS SECURITY BY MAKING OUR COMMITMENT TO SUSTAINABLE ACTION AND MANAGEMENT VISIBLE.

INTEGRITYNEXT

IntegrityNext is a leading solution for sustainability management in the supply chain. IntegrityNext aims to support companies in developing sustainable supply chains. Legislators, customers and investors are increasingly demanding responsible business practices along global supply chains, which are seen as an important lever for a sustainable economy. The platform offers companies a solution for integrating international sustainability requirements and standards into their supply chains.



CLIMATE INITIATIVE BIELEFELD

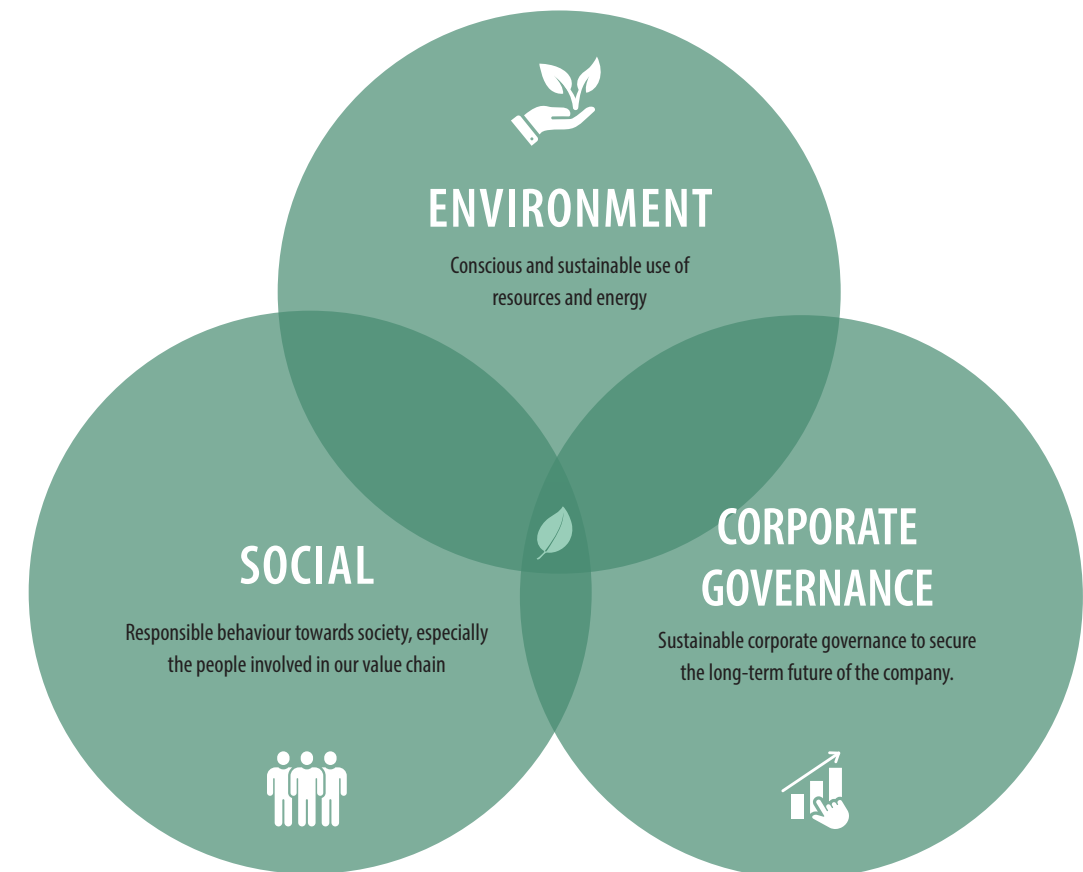
Under the umbrella of the regional climate initiative of the Lippe and East Westphalia Chambers of Industry and Commerce, we (along with 79* other companies from OWL) have committed to being climate-neutral in the areas of Scope 1 & 2 by 2030.

ECOVADIS

EcoVadis is recognised as the world's leading provider of sustainability assessments. In 2023, we successfully participated in the assessment and had ourselves evaluated and certified by EcoVadis. We update the assessment at regular intervals. EcoVadis provides companies with detailed ratings in the area of corporate social responsibility (CSR) via a global, cloud-based SaaS platform. The platform enables companies to monitor ESG risks and compliance, track sustainability targets and improve sustainability performance both within the organisation and in the value chain. This enables companies to make their sustainability efforts more transparent and traceable.

WHAT SUSTAINABILITY MEANS TO US

WHEN WE TALK ABOUT SUSTAINABILITY AT EFB-ELEKTRONIK, WE MEAN THE ENVIRONMENT, SOCIAL JUSTICE AND RESPONSIBLE BUSINESS PRACTICES.



A man with glasses, wearing a light brown jacket over a white shirt and blue jeans, is sitting on the grass next to a large tree. A black dog is lying down next to him. In the background, there is a fountain and more trees.

OUR VISION UNTIL 2030
WE WANT TO BE AHEAD OF
OUR COMPETITORS IN TERMS
OF SUSTAINABILITY

THE 17 GLOBAL SUSTAINABILITY GOALS



In 2015, the international community launched the 2030 Agenda and thus defined 17 global sustainability goals, the Sustainable Development Goals (SDGs). These goals form the framework for socially, economically and ecologically sustainable development worldwide. The 2030 Agenda serves as a guideline for a sustainable future in which humane living conditions are created and our planet's natural resources are protected in the long term. **EFB-ELEKTRONIK IS ACTIVELY COMMITTED TO ACHIEVING SEVERAL COMPANY GOALS.**

HOW WE MINIMISE OUR CARBON FOOTPRINT

MORE CARBON FOOTPRINT TRANSPARENCY FOR OUR PRODUCTS

As a future-orientated company, our aim is to create transparency for our customers and the market by accurately assessing the carbon footprint of our products on the market. By systematically analyzing our products and comprehensively investigating the market, we will be able to create transparency about CO2 emissions in the near future.

This gives our customers the certainty that products not only fulfil their technical requirements, but also meet their sustainability needs. We are confident that we are contributing to the success of our customers and their projects while ensuring a better future with sustainable connections.

OUTLOOK: ENVIRONMENTALLY FRIENDLY PACKAGING

We have identified great potential to reduce CO2 not only in our products themselves, but another important milestone will be the implementation of a plastic-free packaging concept.

By using sustainable packaging solutions, we not only want to reduce the CO2 footprint of our products, but also reduce plastic consumption in order to minimize our environmental impact.

With environmentally friendly packaging alternatives, we want to conserve valuable resources and significantly reduce the amount of waste. Not only we, but also our customers, benefit from reusable materials and, above all, less packaging waste.

OUR NEW PAPER ADHESIVE TAPE

We have already made progress by testing the switch from plastic to paper tape for sealing our shipping boxes. It sounds like a small detail, but it will reduce our annual plastic consumption by around 600kg!

The environmentally friendly adhesive tape has no glass fiber reinforcement and uses an adhesive based on natural rubber. The paper from which it is made comes from certified forests.



*Together creating
solutions, acting
sustainably*

*EFB-Elektronik
ahead*

SUSTAINABLE MOBILITY AT EFB-ELEKTRONIK



OUR GREEN EFB VEHICLE FLEET

Our goal is to minimize resource consumption and significantly reduce CO₂ emissions. To this end, the vehicle fleet is gradually being converted to electric and hybrid drives in order to reduce fuel consumption. By 2027, the entire fleet is to use low-emission drives in order to sustainably reduce CO₂ emissions from business trips, which still accounted for 18% of total emissions in 2021.

ENVIRONMENTAL CONSCIOUS COMMUTING

EFB-Elektronik promotes a variety of mobility concepts for commuting to work in order to reduce emissions. This includes supporting local public transport with a job ticket for our employees and promoting electromobility.

Five charging stations with a total of ten charging points are available to employees and visitors at the company premises in Bielefeld (as of 2024). There are also two charging stations with four charging points at the Herford site. All charging facilities for electric vehicles are powered by sustainable electricity.

The company also offers charging stations for e-bikes and e-scooters in Bielefeld to support environmentally friendly mobility in all areas. More are being planned for our location in Herford.



Together we can move far more than just a few mountains. If we all treat each other and the environment the way we want to be treated, then our world will become the most beautiful place in this part of the universe in no time at all.

Michael Voß,
sustainability and material compliance officer at EFB-Elektronik



FIGURES, DATA, FACTS

RESULT FOR 2021 AND 2022 ENERGY CONSUMPTION - GREENHOUSE GAS EMISSIONS – WATER CONSUMPTION



Energy consumption

7,4 %

*Energy consumption in kWh (kilowatt hours) describes how efficiently energy is used to provide certain services

GHG stands

10,7 %

*GHG stands for greenhouse gases, which contribute significantly to global warming and climate change. Greenhouse gases such as CO₂, methane and nitrous oxide are primarily produced by human activities such as the burning of fossil fuels, industrial processes and agricultural practices.

Water consumption

2021:

935 m³

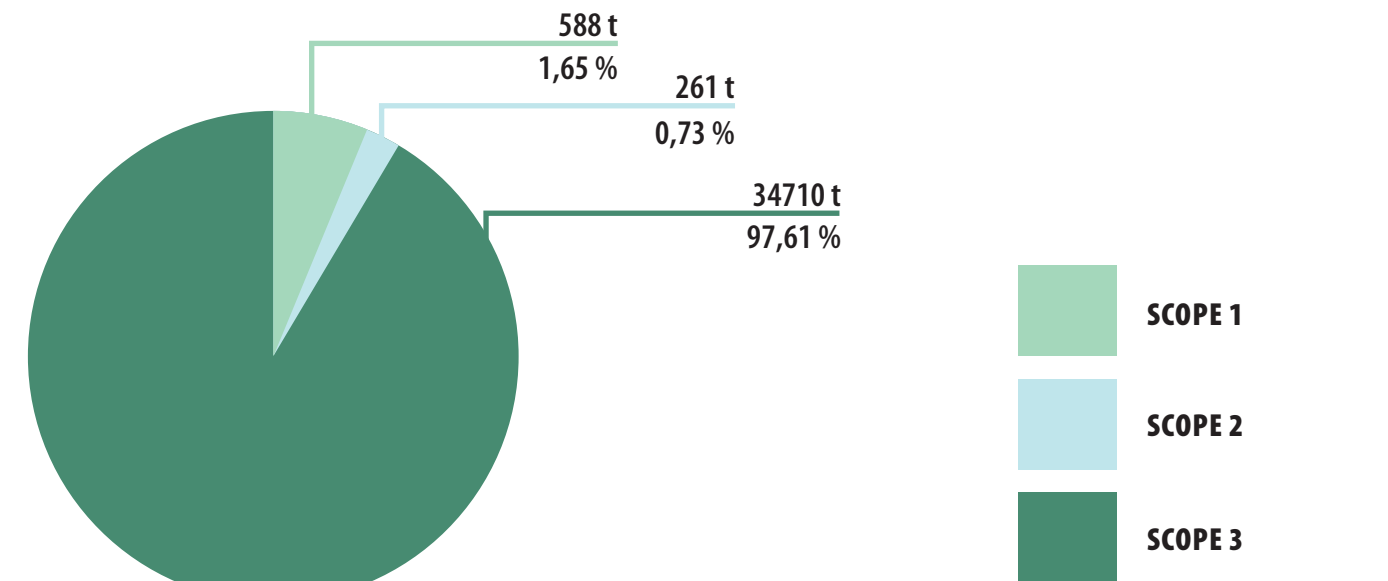
2022:

1.025 m³

*Water consumption has risen again, as many employees worked from home more in 2021 due to the coronavirus pandemic.

CO₂-EMISSIONS 2021

In 2021, EFB-Elektronik's activities released 35,559 tonnes of CO₂e in Scope 1, 2 and 3.



SCOPE 1
DIRECT EMISSIONS



SCOPE 1:

Direct emissions from operational activities and the vehicle fleet, which EFB-Elektronik can control itself.

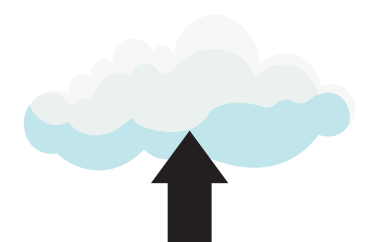


SCOPE 2
INDIRECT EMISSIONS



SCOPE 2:

Indirect emissions from electricity consumption caused by external energy suppliers.



SCOPE 3
OTHER INDIRECT EMISSIONS



SCOPE 3:

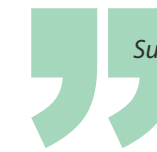
Other indirect emissions, e.g. from employee mobility, waste disposal and the supply chain, which account for the largest share.

RESPONSIBLE SUPPLY CHAINS: FOCUSING ON QUALITY



In our supply chains, we attach great importance to fair pay, humane working conditions and compliance with safety standards. While these standards are guaranteed within Europe, they are strictly monitored by qualified employees in Asia.

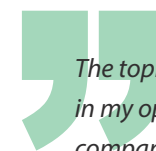
Suppliers who wish to work with us must follow our Code of Supply, which requires respect for human rights and compliance with legal requirements. Over 90% of our strategic suppliers are already assessed in the area of sustainability.



Sustainability in the company is very important to me, as it not only reflects our ecological responsibility, but also ensures the long-term success of the company. The careful use of resources and sustainable supply chains that comply with social and ecological standards are particularly important to me

Jana Jacob tor Weißen,
e-commerce apprentice at EFB-Elektronik

Our commitment to sustainability manifests itself in targeted projects and investments that promote the transition to an environmentally friendly economy.



The topic of sustainability is very important to me: in my opinion, you can achieve much more in the company than in private life. We have to manage to fulfil the needs of today's generations without compromising the needs of future generations - and at the same time ensure a balance between economic growth, environmental protection and social well-being."

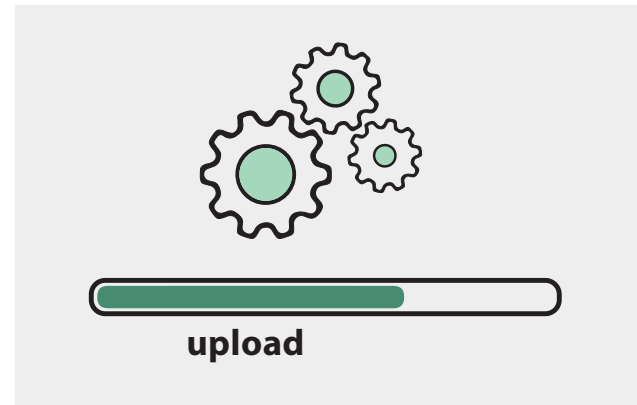
Ramazan Ibraimi,
logistics specialist / inventory officer at EFB-Elektronik



MODERNIZATION OF THE MAIN BUILDING

MODERNIZATION OF THE MAIN BUILDING

Our company headquarters should not only be a place where employees and customers feel comfortable, but also make an active contribution to reducing emissions. We have therefore developed a building modernization concept that aims to significantly reduce energy consumption and achieve our goal of climate neutrality by 2030. As part of this project, we will make targeted investments in energy-efficient technologies and sustainable building materials. A particular focus is on reducing the consumption of fossil fuels such as oil and gas in order to ensure CO₂-neutral operations in the long term.



100%

INSTALLATION OF A PHOTOVOLTAIC SYSTEM

Another project is the installation of a photovoltaic system in Bielefeld. This measure will enable us to generate part of our electricity requirements directly on site, thereby reducing our dependence on externally sourced electricity and further reducing our CO₂ emissions.



“When I think of sustainability, I primarily have our environment pillar in mind. Sustainability plays an important role in my life and so I try to have a positive influence on the topic both privately and professionally. In my opinion, when it comes to sustainability, the focus should be more on acting rather than talking about it. The projects and changes in behaviour that are actually implemented and have a positive impact on the environment are crucial for the environment.

Jonathan Warlich,
Chief Financial Officer / CFO

Sustainability starts at our company centre.



MORE PRECISION AND EFFICIENCY IN LOGISTICS

DIGITAL PACKAGING DATA COLLECTION AT THE EFB LOGISTICS CENTRE IN HERFORD PROMOTES A MORE SUSTAINABLE AND RESOURCE-SAVING WAY OF WORKING

Manual recording of packaging data can be time-consuming and error prone. To optimize this process, EFB-Elektronik has introduced a digital solution. A volume scanner has recently been installed at the Logistics Centre in Herford, which records packaging data quickly and accurately and transfers it directly to the ERP software.

This process saves hundreds of hours of labour and significantly reduces errors. The scanner increases data quality by measuring packaging weights in addition to volume data such as dimensions and weights – an important innovation made possible by a specially configured device. In collaboration with the manufacturer, the device was customized to the company's requirements, including

the integration of a small scale for precise measurements of small weights.

The EFB-Elektronik project team worked with various specialist departments to ensure that the scanner interfaces were designed to be user-friendly for the responsible employees. This makes it possible to differentiate between the recording of volume data and packaging data, which further simplifies the workflow. The successful collaboration between several departments not only improves internal processes, but also contributes to the conservation of resources through more efficient data collection, as the evaluation clearly shows how effective the measures to reduce plastic consumption are.



*Act
sustainability,
treat each other
fairly*

COMMITMENT TO THE ENVIRONMENT AND THE COMMUNITY

CYCLE TO WORK

Our team took part in the summer campaign 'Cycle to work' and diligently collected kilometres. In East Westphalia-Lippe, 22,858 participants covered over 2.2 million kilometres. Our EFB team came 43rd out of 426 teams and cycled a total of 3,434 kilometres - a great achievement!



TOGETHER FOR CLIMATE PROTECTION: EFB-ELEKTRONIK PLANTS 250 TREES IN THE KÖCKERWALD FOREST

EFB-Elektronik is actively committed to environmental protection and the community. In October 2023, we donated 250 trees to the Bielefeld climate initiative. Together with colleagues, families and volunteers, the team planted the seedlings in the Köckerwald forest in Bielefeld Babenhausen.

EFB-ELEKTRONIK SUPPORTS SPORTS AND AID PROJECTS

NEW JERSEYS SPONSORED

In mid-2023, EFB-Elektronik decided to support the football team from Sonneberg with new jerseys. In July 2024, they were able to celebrate the successful conclusion of an exciting season.

It was a great pleasure for EFB-Elektronik to accompany the team on their journey and to see them on the pitch in their new jerseys. A big thank you to the team from Sonneberg for their commitment and the many exciting games. We look forward to further success together!



EFB-ELEKTRONIK REGULARLY DONATES TO PEOPLE IN NEED

EFB-Elektronik regularly makes donations to support people in crisis situations. After the flood disaster in North Rhine-Westphalia and Rhineland-Palatinate in July 2021, EFB-Elektronik donated to the 'Deutschland hilft' and 'Aktion Lichtblicke e. V.' campaigns.

When choosing the 2022 projects, EFB-Elektronik was inspired by the current energy situation at the time: A donation was made to the Bielefeld Energy Fund to support the 'Bielefeld warms up' initiative. This initiative collects money to support families and citizens who cannot afford the high energy costs.

In 2023, EFB-Elektronik also provided rapid assistance following the severe earthquake in Turkey and Syria by supporting the local aid organisation 'ahbap' with an immediate donation.

At the end of 2023, donations were also made to local projects at

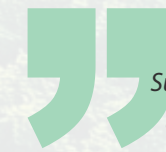


the headquarters in Bielefeld and to the national sites in Buxtehude, Raunheim, Puchheim and Sonneberg, as well as once again to the 'Aktion Lichtblicke' charity.

RESPONSIBILITY AND TRUST: A WORKING ENVIRONMENT FOR MUTUAL SUCCESS

EFB-Elektronik übernimmt Verantwortung gegenüber Mitarbeitenden, Aktionären, Kunden und Geschäftspartnern. Unsere Tätigkeiten basieren auf den Grundwerten Ehrlichkeit, Integrität und Transparenz. Wir respektieren die berechtigten Interessen aller Stakeholder und fühlen uns verpflichtet, unserer sozialen Verantwortung in den Gemeinschaften, in denen wir tätig sind, gerecht zu werden. EFB-Elektronik setzt sich dafür ein, ein Arbeitsumfeld zu schaffen und zu erhalten, das von Vertrauen und Respekt geprägt ist und in dem jeder sich für die Ergebnisse und den Ruf des Unternehmens verantwortlich fühlt. Als familienorientiertes Unternehmen liegt uns viel daran, dass sich unsere Kolleginnen und Kollegen wohlfühlen

*Together as a team
— developed together.*



Sustainability is important to me because it combines ecological, social and economic aspects. Above all, the creation of a diverse, respectful corporate culture and the development of employees are important to me. These topics deserve special attention to ensure long-term success and a sustainable working environment.

Katrin Schwarz,
head of human resources at EFB-Elektronik



VALUE-BASED CORPORATE CULTURE

It is important to create a value-based corporate culture by promoting integrity, trust and respect as central principles in all business areas. Transparent communication, active responsibility and respectful cooperation strengthen cooperation and create an environment in which all employees can develop and contribute to the success of the company.

In addition, flexible working models are available, including a 37.5-hour week with full pay, flextime and options for working from home and mobile working - even temporarily from abroad. Particular emphasis is placed on ergonomically designed workstations, both in the offices and in production and logistics.



DIVERSITY AND EQUALITY: THE FOUNDATION OF OUR COMMUNITY

EFB-ELEKTRONIK EMPLOYS PEOPLE FROM 16 NATIONS

EFB-Elektronik employs people from 16 nations and actively promotes gender equality. This diversity and respectful interaction with one another are essential for us to ensure equal treatment in practice and to secure the success of the company. Each individual feels responsible for the results and reputation of our company, which contributes to a strong, shared corporate culture.



Sustainability is a top priority for me for two reasons: firstly, we have a responsibility not to impose any further restrictions on future generations. Secondly, it is crucial for market success, as customers are increasingly favoring sustainable suppliers. A clear sustainability plan with measurable targets is essential in order to develop ecologically and economically sensible solutions. The challenge here is to convince all employees to actively rethink and break out of familiar patterns. Fortunately, there are already many of us who are committed to this topic.



Petra Kempkes,
management assistant at EFB-Elektronik

*Sustainable together,
equal together.*



HERE YOU CAN FIND US!

HEAD OFFICE

BIELEFELD
EFB-Elektronik GmbH

GERMAN LOCATIONS

BUXTEHUDE | HAMBURG

PUCHHEIM | MUNICH

RAUNHEIM | FRANKFURT AM MAIN

INTERNATIONAL LOCATIONS

GLOSTRUP | COPENHAGEN

ISTANBUL

VIENNA

PRODUCTION SITES

BIELEFELD
SONNEBERG
SVIDNÍK (SLOVAKIA)

LOGISTICS CENTRE

HERFORD



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